

Wahrnehmung der Stimmrechte bei Schweizer Aktiengesellschaften

Periode:
1. Januar 2023
bis
31. Dezember 2023

VOTE SUMMARY REPORT

Date range covered : 01/01/2023 to 31/12/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Daetwyler Holding AG

Meeting Date: 07/03/2023

Country: Switzerland

Ticker: DAE

Record Date:

Meeting Type: Annual

Primary Security ID: H17592157

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 0.64 per Registered Share and CHF 3.20 per Bearer Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Renominate Jens Breu as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For		For
4.1.2	Renominate Martin Hirzel as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For		For
4.1.3	Renominate Judith van Walsum as Candidate at the Special Meeting of Holders of Bearer Shares	Mgmt	For		For
4.2	Reelect Paul Haelg as Director and Board Chair	Mgmt	For		For
4.3	Reelect Hanspeter Faessler as Director	Mgmt	For		Against
4.4	Reelect Claude Cornaz as Director	Mgmt	For		For
4.5	Reelect Juerg Fedier as Director	Mgmt	For		For
4.6	Reelect Gabi Huber as Director	Mgmt	For		For
4.7.1	Reelect Jens Breu as Director	Mgmt	For		For
4.7.2	Reelect Martin Hirzel as Director	Mgmt	For		For
4.7.3	Reelect Judith van Walsum as Director	Mgmt	For		For
5.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	Mgmt	For		Against
5.2	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3	Reappoint Jens Breu as Member of the Nomination and Compensation Committee	Mgmt	For		For
6	Ratify KPMG as Auditors	Mgmt	For		For

Daetwyler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Designate Remo Baumann as Independent Proxy	Mgmt	For		For
8.1	Approve Remuneration of Directors in the Amount of CHF 2.1 Million	Mgmt	For		For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.9 Million	Mgmt	For		Against
9	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For		Against
10	Transact Other Business (Voting)	Mgmt	For		Against

Novartis AG

Meeting Date: 07/03/2023

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 112,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For		For
4	Approve CHF 63.1 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For		For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For		For
6.1	Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings	Mgmt	For		Against
6.2	Amend Articles of Association	Mgmt	For		For
6.3	Amend Articles of Association	Mgmt	For		Against
7.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For		For
7.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 90 Million	Mgmt	For		Against
7.3	Approve Remuneration Report	Mgmt	For		Against
8.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For		For
8.2	Reelect Nancy Andrews as Director	Mgmt	For		For
8.3	Reelect Ton Buechner as Director	Mgmt	For		For

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Reelect Patrice Bula as Director	Mgmt	For		For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For		For
8.6	Reelect Bridgette Heller as Director	Mgmt	For		For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For		For
8.8	Reelect Frans van Houten as Director	Mgmt	For		For
8.9	Reelect Simon Moroney as Director	Mgmt	For		For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For		For
8.11	Reelect Charles Sawyers as Director	Mgmt	For		For
8.12	Reelect William Winters as Director	Mgmt	For		For
8.13	Elect John Young as Director	Mgmt	For		For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For		For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For		For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For		For
9.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For		For
10	Ratify KPMG AG as Auditors	Mgmt	For		For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For		For
12	Transact Other Business (Voting)	Mgmt	For		Against

ALSO Holding AG

Meeting Date: 17/03/2023

Country: Switzerland

Ticker: ALSN

Record Date:

Meeting Type: Annual

Primary Security ID: H0178Q159

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
3	Approve Allocation of Income and Dividends of CHF 4.60 per Share from Foreign Capital Contribution Reserves	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		Against
5	Amend Articles of Association	Mgmt	For		For

ALSO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For		Against
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 2.3 Million	Mgmt	For		For
6.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.8 Million	Mgmt	For		Against
7.1.1	Reelect Peter Athanas as Director	Mgmt	For		Against
7.1.2	Reelect Walter Droege as Director	Mgmt	For		For
7.1.3	Reelect Frank Tanski as Director	Mgmt	For		Against
7.1.4	Reelect Ernest-W. Droege as Director	Mgmt	For		For
7.1.5	Reelect Thomas Fuerer as Director	Mgmt	For		For
7.1.6	Reelect Gustavo Moeller-Hergt as Director	Mgmt	For		Against
7.2	Reelect Gustavo Moeller-Hergt as Board Chair	Mgmt	For		Against
7.3.1	Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	Mgmt	For		Against
7.3.2	Reappoint Walter Droege as Member of the Compensation and Nomination Committee	Mgmt	For		Against
7.3.3	Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	Mgmt	For		Against
7.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
7.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

Swiss Prime Site AG

Meeting Date: 21/03/2023

Country: Switzerland

Ticker: SPSN

Record Date:

Meeting Type: Annual

Primary Security ID: H8403W107

Shares Voted: 36,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Allocation of Income and Dividends of CHF 3.40 per Share	Mgmt	For		For
5.1	Amend Corporate Purpose	Mgmt	For		For
5.2	Amend Articles Re: Share Transfer Restrictions Clause	Mgmt	For		For
5.3	Amend Articles Re: Annual General Meeting	Mgmt	For		For
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For		For
6.1	Approve Cancellation of Authorized Capital	Mgmt	For		For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 168.8 Million and the Lower Limit of CHF 145.8 Million with or without Exclusion of Preemptive Rights	Mgmt	For		For
6.3	Amend Articles Re: Conditional Capital	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For		For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.3 Million	Mgmt	For		For
8.1.1	Reelect Ton Buechner as Director	Mgmt	For		For
8.1.2	Reelect Christopher Chambers as Director	Mgmt	For		For
8.1.3	Reelect Barbara Knoflach as Director	Mgmt	For		For
8.1.4	Reelect Gabrielle Nater-Bass as Director	Mgmt	For		For
8.1.5	Reelect Thomas Studhalter as Director	Mgmt	For		For
8.1.6	Reelect Brigitte Walter as Director	Mgmt	For		For
8.1.7	Elect Reto Conrad as Director	Mgmt	For		For
8.2	Reelect Ton Buechner as Board Chair	Mgmt	For		For
8.3.1	Reappoint Christopher Chambers as Member of the Nomination and Compensation Committee	Mgmt	For		For
8.3.2	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For		For
8.3.3	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For		For
8.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For		For
8.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Abstain

Meeting Date: 23/03/2023

Country: Switzerland

Ticker: ABBN

Record Date:
Meeting Type: Annual

Primary Security ID: H0010V101

Shares Voted: 30,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Allocation of Income and Dividends of CHF 0.84 per Share	Mgmt	For		For
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For		For
5.2	Amend Articles Re: Restriction on Registration	Mgmt	For		For
5.3	Amend Articles Re: General Meeting	Mgmt	For		For
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For		For
6	Approve Creation of Capital Band within the Upper Limit of CHF 259.3 Million and the Lower Limit of CHF 212.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For		For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million	Mgmt	For		Against
8.1	Reelect Gunnar Brock as Director	Mgmt	For		Against
8.2	Reelect David Constable as Director	Mgmt	For		For
8.3	Reelect Frederico Curado as Director	Mgmt	For		For
8.4	Reelect Lars Foerberg as Director	Mgmt	For		For
8.5	Elect Denise Johnson as Director	Mgmt	For		For
8.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For		For
8.7	Reelect Geraldine Matchett as Director	Mgmt	For		For
8.8	Reelect David Meline as Director	Mgmt	For		For
8.9	Reelect Jacob Wallenberg as Director	Mgmt	For		For
8.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For		For
9.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For		For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For		For
9.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For		For
10	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For		For
11	Ratify KPMG AG as Auditors	Mgmt	For		For
12	Transact Other Business (Voting)	Mgmt	For		Against

Givaudan SA

Meeting Date: 23/03/2023

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary Security ID: H3238Q102

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 67 per Share	Mgmt	For		For
4	Approve Discharge of Board of Directors	Mgmt	For		For
5.1	Amend Articles Re: Annulment of the Conversion of Shares Clause	Mgmt	For		For
5.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For		Against
5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		Against
5.4	Approve Creation of Capital Band within the Upper Limit of CHF 101.6 Million and the Lower Limit of CHF 92.3 Million with or without Exclusion of Preemptive Rights and Amend Conditional Capital Authorization	Mgmt	For		For
6.1.1	Reelect Victor Balli as Director	Mgmt	For		For
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For		For
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For		For
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For		For
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For		For

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For		Against
6.2	Elect Roberto Guidetti as Director	Mgmt	For		Against
6.3.1	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For		For
6.3.2	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For		For
6.3.3	Appoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For		For
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For		For
6.5	Ratify KPMG AG as Auditors	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For		For
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For		For
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	For		Against
8	Transact Other Business (Voting)	Mgmt	For		Against

Zehnder Group AG

Meeting Date: 23/03/2023

Country: Switzerland

Ticker: ZEHN

Record Date:

Meeting Type: Annual

Primary Security ID: H9734C125

Shares Voted: 3,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	For		For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For		Against
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 6 Million	Mgmt	For		For
4.3	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
5.1	Amend Corporate Purpose	Mgmt	For		For
5.2	Amend Articles of Association	Mgmt	For		For
5.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against

Zehnder Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Amend Articles Re: Electronic Communication	Mgmt	For		For
5.5	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For		For
5.6	Amend Articles Re: Place of Jurisdiction	Mgmt	For		For
6.1.1	Reelect Hans-Peter Zehnder as Director and Board Chair	Mgmt	For		For
6.1.2	Reelect Urs Buchmann as Director	Mgmt	For		For
6.1.3	Reelect Riet Cadonau as Director	Mgmt	For		For
6.1.4	Reelect Sandra Emme as Director	Mgmt	For		For
6.1.5	Reelect Milva Inderbitzin-Zehnder as Director	Mgmt	For		For
6.1.6	Reelect Joerg Walther as Director	Mgmt	For		For
6.1.7	Reelect Ivo Wechsler as Director	Mgmt	For		For
6.2.1	Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.2.2	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.2.3	Reappoint Milva Inderbitzin-Zehnder as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.3	Designate Werner Schib as Independent Proxy	Mgmt	For		For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

BELIMO Holding AG

Meeting Date: 27/03/2023

Country: Switzerland

Ticker: BEAN

Record Date:

Meeting Type: Annual

Primary Security ID: H07171129

Shares Voted: 2,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 8.50 per Share	Mgmt	For		For
3	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
4	Approve Discharge of Board of Directors	Mgmt	For		For

BELIMO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For		For
5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 7.1 Million	Mgmt	For		For
6.1.1	Reelect Adrian Altenburger as Director	Mgmt	For		For
6.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For		For
6.1.3	Reelect Sandra Emme as Director	Mgmt	For		For
6.1.4	Reelect Urban Linsi as Director	Mgmt	For		For
6.1.5	Reelect Stefan Ranstrand as Director	Mgmt	For		For
6.1.6	Reelect Martin Zwyszig as Director	Mgmt	For		For
6.2	Elect Ines Poeschel as Director	Mgmt	For		For
6.3.1	Reelect Patrick Burkhalter as Board Chair	Mgmt	For		For
6.3.2	Reelect Martin Zwyszig as Deputy Chair	Mgmt	For		For
6.4.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.4.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.4.3	Appoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.4.4	Appoint Ines Poeschel as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.5	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For		For
6.6	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

Sika AG

Meeting Date: 28/03/2023

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 3,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For		For
3	Approve Discharge of Board of Directors	Mgmt	For		For
4.1.1	Reelect Paul Haelg as Director	Mgmt	For		For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For		For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For		Against
4.1.4	Reelect Justin Howell as Director	Mgmt	For		For
4.1.5	Reelect Gordana Landen as Director	Mgmt	For		For
4.1.6	Reelect Monika Ribar as Director	Mgmt	For		For
4.1.7	Reelect Paul Schuler as Director	Mgmt	For		For
4.1.8	Reelect Thierry Vanlancker as Director	Mgmt	For		For
4.2	Reelect Paul Haelg as Board Chair	Mgmt	For		For
4.3.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.4	Ratify KPMG AG as Auditors	Mgmt	For		For
4.5	Designate Jost Windlin as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For		For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	Mgmt	For		For
6	Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band	Mgmt	For		For
7.1	Amend Articles of Association	Mgmt	For		For
7.2	Amend Articles Re: Editorial Changes	Mgmt	For		For
7.3	Amend Articles Re: Share Register	Mgmt	For		For
7.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
7.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For		For

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.6	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

Swisscom AG

Meeting Date: 28/03/2023 **Country:** Switzerland **Ticker:** SCMN
Record Date: **Meeting Type:** Annual
Primary Security ID: H8398N104

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Roland Abt as Director	Mgmt	For		For
4.2	Elect Monique Bourquin as Director	Mgmt	For		For
4.3	Reelect Alain Carrupt as Director	Mgmt	For		For
4.4	Reelect Guus Dekkers as Director	Mgmt	For		For
4.5	Reelect Frank Esser as Director	Mgmt	For		For
4.6	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For		For
4.7	Reelect Anna Mossberg as Director	Mgmt	For		For
4.8	Reelect Michael Rechsteiner as Director	Mgmt	For		For
4.9	Reelect Michael Rechsteiner as Board Chair	Mgmt	For		For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For		For
5.2	Appoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For		For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For		For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For		For

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.4 Million for Fiscal Year 2023	Mgmt	For		For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million for Fiscal Year 2024	Mgmt	For		For
7	Designate Reber Rechtsanwaelte as Independent Proxy	Mgmt	For		For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
9.1	Amend Articles Re: Sustainability Clause	Mgmt	For		For
9.2	Amend Articles Re: Shares and Share Register	Mgmt	For		For
9.3	Amend Articles Re: General Meeting	Mgmt	For		Against
9.4	Amend Articles Re: Editorial Changes Relating to the Qualified Majority for Adoption of Resolutions	Mgmt	For		For
9.5	Amend Articles Re: Board of Directors and Executive Committee Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
9.6	Amend Articles of Association	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

HUBER+SUHNER AG

Meeting Date: 29/03/2023

Country: Switzerland

Ticker: HUBN

Record Date:

Meeting Type: Annual

Primary Security ID: H44229187

Shares Voted: 10,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 2.10 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Urs Kaufmann as Director and Board Chair	Mgmt	For		For
4.2	Reelect Beat Kaelin as Director	Mgmt	For		For
4.3	Reelect Monika Buetler as Director	Mgmt	For		For
4.4	Reelect Rolf Seiffert as Director	Mgmt	For		For
4.5	Reelect Franz Studer as Director	Mgmt	For		For

HUBER+SUHNER AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Reelect Joerg Walther as Director	Mgmt	For		For
4.7	Elect Marina Bill as Director	Mgmt	For		For
4.8	Elect Kerstin Guenther as Director	Mgmt	For		For
5.1	Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.2	Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3	Appoint Marina Bill as Member of the Nomination and Compensation Committee	Mgmt	For		For
6	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
7.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.1 Million from 2023 AGM until 2024 AGM	Mgmt	For		For
7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million for the Period July 1, 2023 - June 30, 2024	Mgmt	For		For
7.3	Approve Share-Based Remuneration of Directors in the Amount of CHF 650,000 from 2022 AGM until 2023 AGM	Mgmt	For		For
7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal Year 2022	Mgmt	For		For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
9	Designate Bratschi AG as Independent Proxy	Mgmt	For		For
10.1	Amend Corporate Purpose	Mgmt	For		For
10.2	Amend Articles of Association	Mgmt	For		For
10.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
10.4	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For		For
10.5	Amend Articles Re: Editorial Changes	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Against

Forbo Holding AG

Meeting Date: 30/03/2023

Country: Switzerland

Ticker: FORN

Record Date:

Meeting Type: Annual

Primary Security ID: H26865214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 23.00 per Share	Mgmt	For		For
4	Authorize Repurchase of up to Ten Percent of Issued Share Capital	Mgmt	For		Against
5.1	Approve Remuneration Report	Mgmt	For		Against
5.2	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For		Against
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2024	Mgmt	For		For
5.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 680,000 for Fiscal Year 2022	Mgmt	For		For
5.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2023	Mgmt	For		For
6.1	Reelect This Schneider as Director and Board Chair	Mgmt	For		For
6.2	Reelect Peter Altorfer as Director	Mgmt	For		For
6.3	Reelect Michael Pieper as Director	Mgmt	For		For
6.4	Reelect Claudia Coninx-Kaczynski as Director	Mgmt	For		For
6.5	Reelect Eveline Saupper as Director	Mgmt	For		For
6.6	Reelect Vincent Studer as Director	Mgmt	For		For
7.1	Reappoint Peter Altorfer as Member of the Compensation Committee	Mgmt	For		For
7.2	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Mgmt	For		For
7.3	Reappoint Michael Pieper as Member of the Compensation Committee	Mgmt	For		For
8	Ratify KPMG AG as Auditors	Mgmt	For		For
9	Designate Rene Peyer as Independent Proxy	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

Inficon Holding AG

Meeting Date: 30/03/2023

Country: Switzerland

Ticker: IFCN

Record Date:

Meeting Type: Annual

Primary Security ID: H7190K102

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board of Directors	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 18 per Share	Mgmt	For		For
4.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For		For
4.2	Reelect Vanessa Frey as Director	Mgmt	For		For
4.3	Reelect Beat Siegrist as Director	Mgmt	For		Against
4.4	Reelect Reto Suter as Director	Mgmt	For		For
4.5	Elect Lukas Winkler as Director	Mgmt	For		Against
5.1	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Mgmt	For		Against
5.2	Reappoint Reto Suter as Member of the Compensation and HR Committee	Mgmt	For		For
5.3	Appoint Lukas Winkler as Member of the Compensation and HR Committee	Mgmt	For		Against
6	Designate Baur Huerlimann AG as Independent Proxy	Mgmt	For		For
7	Ratify KPMG AG as Auditors	Mgmt	For		For
8	Approve Remuneration Report	Mgmt	For		For
9	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For		For
10	Approve Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Mgmt	For		For
11.1	Approve Creation of Capital Band within the Lower Limit of 95 Percent and the Upper Limit of 105 Percent of Existing Share Capital with or without Exclusion of Preemptive Rights	Mgmt	For		For
11.2	Amend Articles Re: Tokenized Shares	Mgmt	For		For
11.3	Amend Articles Re: Shareholder Rights; General Meeting; Publications and Notices	Mgmt	For		For
11.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
11.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For

Inficon Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.6	Amend Articles Re: Editorial Changes	Mgmt	For		For
12	Transact Other Business (Voting)	Mgmt	For		Against

Schweiter Technologies AG

Meeting Date: 04/04/2023

Country: Switzerland

Ticker: SWTQ

Record Date:

Meeting Type: Annual

Primary Security ID: H73431175

Shares Voted: 750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Receive Report on Fiscal Year 2022 (Non-Voting)	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For		For
4	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
5	Approve Discharge of Board and Senior Management	Mgmt	For		For
6	Approve Allocation of Income and Dividends of CHF 20.00 per Share	Mgmt	For		For
7.1.1	Reelect Daniel Bossard as Director	Mgmt	For		For
7.1.2	Reelect Vanessa Frey as Director	Mgmt	For		For
7.1.3	Reelect Jacques Sanche as Director	Mgmt	For		Against
7.1.4	Reelect Lars van der Haegen as Director	Mgmt	For		For
7.1.5	Reelect Beat Siegrist as Director	Mgmt	For		For
7.1.6	Reelect Stephan Widrig as Director	Mgmt	For		For
7.1.7	Reelect Heinz Baumgartner as Director and Board Chair	Mgmt	For		For
7.2.1	Reappoint Jacques Sanche as Member of the Nomination and Compensation Committee	Mgmt	For		Against
7.2.2	Reappoint Vanessa Frey as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2.3	Reappoint Daniel Bossard as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For		For
7.4	Ratify KPMG AG as Auditors	Mgmt	For		For
8.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For		For

Schweiter Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Mgmt	For		For
9.1	Approve Conversion of Bearer Shares into Registered Shares	Mgmt	For		For
9.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For		Against
10	Transact Other Business (Voting)	Mgmt	For		Abstain

PSP Swiss Property AG

Meeting Date: 05/04/2023

Country: Switzerland

Ticker: PSPN

Record Date:

Meeting Type: Annual

Primary Security ID: H64687124

Shares Voted: 31,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 3.80 per Share	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1	Reelect Luciano Gabriel as Director	Mgmt	For		For
5.2	Reelect Henrik Saxborn as Director	Mgmt	For		For
5.3	Reelect Mark Abramson as Director	Mgmt	For		For
5.4	Reelect Corinne Denzler as Director	Mgmt	For		For
5.5	Reelect Adrian Dudle as Director	Mgmt	For		For
6	Reelect Luciano Gabriel as Board Chair	Mgmt	For		For
7.1	Reappoint Henrik Saxborn as Member of the Compensation Committee	Mgmt	For		For
7.2	Reappoint Corinne Denzler as Member of the Compensation Committee	Mgmt	For		For
7.3	Reappoint Adrian Dudle as Member of the Compensation Committee	Mgmt	For		For
8	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For		For
9	Approve Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For		For
10	Ratify Ernst & Young AG as Auditors	Mgmt	For		For

PSP Swiss Property AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For		For
12.1	Approve Cancellation of Capital Authorization; Editorial Amendments	Mgmt	For		For
12.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For		Against
12.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
13.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For		Against
13.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None		Against

Straumann Holding AG

Meeting Date: 05/04/2023

Country: Switzerland

Ticker: STMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8300N127

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 0.80 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For		Against
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.3 Million	Mgmt	For		For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For		Against
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For		For
6.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	For		For
6.2	Reelect Marco Gadola as Director	Mgmt	For		Against
6.3	Reelect Juan Gonzalez as Director	Mgmt	For		For
6.4	Reelect Petra Rumpf as Director	Mgmt	For		For

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5	Reelect Thomas Straumann as Director	Mgmt	For		For
6.6	Reelect Nadia Schmidt as Director	Mgmt	For		For
6.7	Reelect Regula Wallimann as Director	Mgmt	For		For
6.8	Elect Olivier Filliol as Director	Mgmt	For		For
7.1	Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	For		Against
7.2	Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Mgmt	For		For
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	For		For
8	Designate Neovius AG as Independent Proxy	Mgmt	For		For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
10.1	Amend Corporate Purpose	Mgmt	For		For
10.2	Amend Articles Re: Shares and Share Register	Mgmt	For		For
10.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
10.4	Amend Articles Re: Powers of the General Meeting; Board of Directors	Mgmt	For		For
10.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
10.6	Amend Articles Re: Editorial Changes	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Abstain

UBS Group AG

Meeting Date: 05/04/2023

Country: Switzerland

Ticker: UBSG

Record Date:

Meeting Type: Annual

Primary Security ID: H42097107

Shares Voted: 40,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report	Mgmt	For		Against
3	Approve Sustainability Report	Mgmt	For		Against
4	Approve Allocation of Income and Dividends of USD 0.55 per Share	Mgmt	For		For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Amend Articles Re: General Meeting	Mgmt	For		For
5.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
5.3	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee; Editorial Changes	Mgmt	For		For
5.4	Amend Articles Re: Shares and Share Register	Mgmt	For		For
6	Approve Discharge of Board and Senior Management, excluding French Cross-Border Matter	Mgmt	For		For
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For		For
7.2	Reelect Lukas Gahwiler as Director	Mgmt	For		For
7.3	Reelect Jeremy Anderson as Director	Mgmt	For		For
7.4	Reelect Claudia Boeckstiegel as Director	Mgmt	For		For
7.5	Reelect William Dudley as Director	Mgmt	For		For
7.6	Reelect Patrick Firmenich as Director	Mgmt	For		For
7.7	Reelect Fred Hu as Director	Mgmt	For		For
7.8	Reelect Mark Hughes as Director	Mgmt	For		For
7.9	Reelect Nathalie Rachou as Director	Mgmt	For		For
7.10	Reelect Julie Richardson as Director	Mgmt	For		For
7.11	Reelect Dieter Wemmer as Director	Mgmt	For		For
7.12	Reelect Jeanette Wong as Director	Mgmt	For		For
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For		For
8.2	Reappoint Dieter Wemmer as Member of the Compensation Committee	Mgmt	For		For
8.3	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For		For
9.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For		Against
9.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 81.1 Million	Mgmt	For		Against
9.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For		Against
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For		For
10.2	Ratify Ernst & Young AG as Auditors	Mgmt	For		Against

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve CHF 6.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
12	Authorize Repurchase of up to USD 6 Billion in Issued Share Capital	Mgmt	For		Against
13.1	Approve CHF 25.9 Million Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves	Mgmt	For		For
13.2	Approve Conversion of Currency of the Share Capital from CHF to USD	Mgmt	For		For
14	Transact Other Business (Voting)	Mgmt	None		Against

Zurich Insurance Group AG

Meeting Date: 06/04/2023

Country: Switzerland

Ticker: ZURN

Record Date:

Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 10,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 24.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1a	Reelect Michel Lies as Director and Board Chair	Mgmt	For		For
4.1b	Reelect Joan Amble as Director	Mgmt	For		For
4.1c	Reelect Catherine Bessant as Director	Mgmt	For		For
4.1d	Reelect Dame Carnwath as Director	Mgmt	For		For
4.1e	Reelect Christoph Franz as Director	Mgmt	For		For
4.1f	Reelect Michael Halbherr as Director	Mgmt	For		For
4.1g	Reelect Sabine Keller-Busse as Director	Mgmt	For		For
4.1h	Reelect Monica Maechler as Director	Mgmt	For		For
4.1i	Reelect Kishore Mahbubani as Director	Mgmt	For		Against
4.1j	Reelect Peter Maurer as Director	Mgmt	For		For
4.1k	Reelect Jasmin Staiblin as Director	Mgmt	For		For
4.1l	Reelect Barry Stowe as Director	Mgmt	For		For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For		For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For		For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For		Against
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For		For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For		For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For		Against
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 18.9 Million and the Lower Limit of CHF 13.5 Million with or without Exclusion of Preemptive Rights	Mgmt	For		Against
6.2	Amend Articles Re: Share Register	Mgmt	For		For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
6.4	Amend Articles of Association	Mgmt	For		Against
7	Transact Other Business (Voting)	Mgmt	For		Against

Mobimo Holding AG

Meeting Date: 11/04/2023

Country: Switzerland

Ticker: MOBN

Record Date:

Meeting Type: Annual

Primary Security ID: H55058103

Shares Voted: 17,776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
2.1	Approve Allocation of Income and Dividends of CHF 5.00 per Share	Mgmt	For		For

Mobimo Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Approve Dividends of CHF 5.00 per Share from Capital Contribution Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Sabrina Contratto as Director	Mgmt	For		For
4.1.2	Reelect Daniel Crausaz as Director	Mgmt	For		For
4.1.3	Reelect Brian Fischer as Director	Mgmt	For		Against
4.1.4	Reelect Bernadette Koch as Director	Mgmt	For		For
4.1.5	Reelect Stephane Maye as Director	Mgmt	For		For
4.1.6	Reelect Peter Schaub as Director and as Board Chair	Mgmt	For		For
4.1.7	Reelect Martha Scheiber as Director	Mgmt	For		For
4.2.1	Reappoint Bernadette Koch as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Brian Fischer as Member of the Nomination and Compensation Committee	Mgmt	For		Against
4.2.3	Reappoint Stephane Maye as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
4.4	Designate Grossebacher Rechtsanwalte AG as Independent Proxy	Mgmt	For		For
5	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For		For
6.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For		For
6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For		For
7.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
7.2	Amend Articles Re: Publication and Notices to Shareholders	Mgmt	For		For
7.3	Amend Articles of Association	Mgmt	For		For
7.4	Amend Articles of Association	Mgmt	For		Against
8	Transact Other Business (Voting)	Mgmt	For		Against

Meeting Date: 12/04/2023

Country: Switzerland

Ticker: KOMN

Record Date:

Meeting Type: Annual

Primary Security ID: H4614U113

Shares Voted: 5,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 5.50 per Share	Mgmt	For		For
4.1.1	Reelect Beat Kaelin as Director and Board Chair	Mgmt	For		For
4.1.2	Reelect David Dean as Director	Mgmt	For		For
4.1.3	Reelect Andreas Haerberli as Director	Mgmt	For		For
4.1.4	Reelect Kurt Haerri as Director	Mgmt	For		For
4.1.5	Reelect Mariel Hoch as Director	Mgmt	For		For
4.1.6	Reelect Roland Siegwart as Director	Mgmt	For		Against
4.1.7	Reelect Juerg Werner as Director	Mgmt	For		For
4.2.1	Reappoint Andreas Haerberli as Member of the Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Beat Kaelin as Member of the Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Roland Siegwart as Member of the Compensation Committee	Mgmt	For		Against
4.3	Designate Tschuemperlin Loetscher Schwarz AG as Independent Proxy	Mgmt	For		For
4.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
5.2	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For		For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For		For
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 564,666.60 and the Lower Limit of CHF 513,333.30 with or without Exclusion of Preemptive Rights	Mgmt	For		For
6.2	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		Against
6.3	Amend Corporate Purpose	Mgmt	For		For

Komax Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4	Amend Articles Re: Place of Jurisdiction	Mgmt	For		For
6.5	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

COMET Holding AG

Meeting Date: 14/04/2023 **Country:** Switzerland **Ticker:** COTN
Record Date: **Meeting Type:** Annual
Primary Security ID: H15586151

Shares Voted: 6,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 3.70 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Mariel Hoch as Director	Mgmt	For		For
4.2	Reelect Patrick Jany as Director	Mgmt	For		For
4.3	Reelect Heinz Kundert as Director	Mgmt	For		For
4.4	Reelect Edeltraud Leibrock as Director	Mgmt	For		For
4.5	Reelect Tosja Zywiets as Director	Mgmt	For		For
4.6	Elect Irene Lee as Director	Mgmt	For		For
4.7	Elect Paul Boudre as Director	Mgmt	For		For
4.8	Reelect Heinz Kundert as Board Chair	Mgmt	For		For
5.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.2	Appoint Paul Boudre as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3	Appoint Tosja Zywiets as Member of the Nomination and Compensation Committee	Mgmt	For		For
6	Designate HuettelLAW AG as Independent Proxy	Mgmt	For		For
7	Ratify Ernst & Young AG as Auditors	Mgmt	For		Against
8.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For		For

COMET Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	For		For
8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Years 2023 and 2024 under the Long-Term Incentive Plan	Mgmt	For		For
8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For		Against
8.5	Approve Remuneration Report	Mgmt	For		For
9.1	Remarks on Agenda Items 9.2 and 9.3 (Non-Voting)	Mgmt			
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 9.3 Million and the Lower Limit of CHF 7.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For		For
9.3	Approve Creation of CHF 1.6 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For		For
9.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
9.5	Amend Articles Re: Electronic Communication	Mgmt	For		For
9.6	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For		Against
9.7	Amend Articles of Association	Mgmt	For		For
9.8	Amend Articles Re: Primacy of the German Version of the Articles of Association	Mgmt	For		For
9.9	Amend Articles Re: Annulment of the Contribution in Kind and Subscription Right Clauses	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

TX Group AG

Meeting Date: 14/04/2023

Country: Switzerland

Ticker: TXGN

Record Date:

Meeting Type: Annual

Primary Security ID: H84391103

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 4.50 per Share	Mgmt	For		Against

TX Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Pietro Supino as Director and Board Chair	Mgmt	For		Against
4.1.2	Reelect Martin Kall as Director	Mgmt	For		Against
4.1.3	Reelect Pascale Bruderer as Director	Mgmt	For		For
4.1.4	Reelect Sverre Munck as Director	Mgmt	For		For
4.1.5	Reelect Konstantin Richter as Director	Mgmt	For		For
4.1.6	Elect Stephanie Caspar as Director	Mgmt	For		For
4.1.7	Elect Claudia Coninx-Kaczynski as Director	Mgmt	For		For
4.2.1	Reappoint Martin Kall as Member of the Compensation Committee	Mgmt	For		Against
4.2.2	Reappoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For		Against
4.2.3	Appoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Mgmt	For		Against
4.3	Designate Gabriela Wyss as Independent Proxy	Mgmt	For		For
4.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
5.1	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For		Against
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million	Mgmt	For		Against
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 293,163	Mgmt	For		Against
6	Transact Other Business (Voting)	Mgmt	For		Abstain

Bossard Holding AG

Meeting Date: 17/04/2023

Country: Switzerland

Ticker: BOSN

Record Date:

Meeting Type: Annual

Primary Security ID: H09904105

Shares Voted: 2,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.2	Approve Remuneration Report	Mgmt	For		For

Bossard Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Approve Discharge of Board and Senior Management	Mgmt	For		For
2.4	Approve Allocation of Income and Dividends of CHF 5.50 per Category A Registered Share and CHF 1.10 per Category B Registered Share	Mgmt	For		For
3.1	Reelect David Dean as Director Representing Holders of Category A Registered Shares	Mgmt	For		Against
3.2.1	Reelect Thomas Schmuckli as Director and Board Chair	Mgmt	For		For
3.2.2	Reelect Martin Kuehn as Director	Mgmt	For		Against
3.2.3	Reelect Patricia Heidtman as Director	Mgmt	For		For
3.2.4	Reelect David Dean as Director	Mgmt	For		For
3.2.5	Reelect Petra Ehmann as Director	Mgmt	For		For
3.2.6	Reelect Marcel Keller as Director	Mgmt	For		For
3.2.7	Elect Ina Toegel as Director	Mgmt	For		For
3.3.1	Reappoint David Dean as Member of the Compensation Committee	Mgmt	For		For
3.3.2	Reappoint Marcel Keller as Member of the Compensation Committee	Mgmt	For		For
3.3.3	Appoint Ina Toegel as Member of the Compensation Committee	Mgmt	For		For
3.4	Designate Rene Peyer as Independent Proxy	Mgmt	For		For
4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
5.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For		For
6	Transact Other Business (Voting)	Mgmt	For		Against

Luzerner Kantonalbank AG

Meeting Date: 17/04/2023

Country: Switzerland

Ticker: LUKN

Record Date:

Meeting Type: Annual

Primary Security ID: H5112C109

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		
2.1	Approve Remuneration of Directors in the Amount of CHF 877,043	Mgmt	For		

Luzerner Kantonalbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million	Mgmt	For		
2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	For		
3	Approve Discharge of Board and Senior Management	Mgmt	For		
4	Approve Allocation of Income and Dividends of CHF 12.50 per Share	Mgmt	For		
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For		
5.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For		
5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		
6.1	Approve 1:5 Stock Split	Mgmt	For		
6.2	Approve 27.8 Million Ordinary Share Capital Increase with Preemptive Rights	Mgmt	For		
7.1.1	Reelect Markus Hongler as Director	Mgmt	For		
7.1.2	Reelect Markus Hongler as Board Chair	Mgmt	For		
7.1.3	Reappoint Markus Hongler as Member of the Personnel and Compensation Committee	Mgmt	For		
7.2.1	Reelect Martha Scheiber as Director	Mgmt	For		
7.2.2	Reappoint Martha Scheiber as Member of the Personnel and Compensation Committee	Mgmt	For		
7.3.1	Reelect Stefan Portmann as Director	Mgmt	For		
7.3.2	Reappoint Stefan Portmann as Member of the Personnel and Compensation Committee	Mgmt	For		
7.4	Reelect Andreas Dietrich as Director	Mgmt	For		
7.5	Reelect Andreas Emmenegger as Director	Mgmt	For		
7.6	Reelect Roger Studer as Director	Mgmt	For		
7.7	Reelect Nicole Vyskocil as Director	Mgmt	For		
7.8	Elect Erica Spiegler as Director	Mgmt	For		
7.9	Elect Marc Glaeser as Director	Mgmt	For		
7.10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		
7.11	Designate Markus Kaufmann as Independent Proxy	Mgmt	For		
8	Transact Other Business (Voting)	Mgmt	For		

Meeting Date: 18/04/2023

Country: Switzerland

Ticker: TECN

Record Date:

Meeting Type: Annual

Primary Security ID: H84774167

Shares Voted: 6,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Allocation of Income and Dividends of CHF 1.45 per Share	Mgmt	For		For
2.2	Approve Dividends of CHF 1.45 per Share from Capital Contribution Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Elect Matthias Gillner as Director	Mgmt	For		For
5.1	Reelect Lukas Braunschweiler as Director	Mgmt	For		For
5.2	Reelect Myra Eskes as Director	Mgmt	For		For
5.3	Reelect Oliver Fetzer as Director	Mgmt	For		For
5.4	Reelect Karen Huebscher as Director	Mgmt	For		For
5.5	Reelect Christa Kreuzburg as Director	Mgmt	For		For
5.6	Reelect Daniel Marshak as Director	Mgmt	For		For
6	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For		For
7.1	Reappoint Myra Eskes as Member of the Compensation Committee	Mgmt	For		For
7.2	Reappoint Oliver Fetzer as Member of the Compensation Committee	Mgmt	For		For
7.3	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For		For
7.4	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For		For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For		For
10.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
10.2	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For		For
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For		Against
11	Transact Other Business (Voting)	Mgmt	For		Against

Bachem Holding AG

Meeting Date: 19/04/2023

Country: Switzerland

Ticker: BANB

Record Date:

Meeting Type: Annual

Primary Security ID: H04002145

Shares Voted: 7,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 0.38 per Share and CHF 0.37 per Share from Capital Contribution Reserves	Mgmt	For		For
4.1	Approve Remuneration of Directors in the Amount of CHF 650,000	Mgmt	For		For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.0 Million	Mgmt	For		For
5.1	Reelect Kuno Sommer as Director and Board Chair	Mgmt	For		For
5.2	Reelect Nicole Hoetzer as Director	Mgmt	For		For
5.3	Reelect Helma Wennemers as Director	Mgmt	For		For
5.4	Reelect Steffen Lang as Director	Mgmt	For		For
5.5	Reelect Alex Faessler as Director	Mgmt	For		For
6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	Mgmt	For		For
6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	Mgmt	For		For
6.3	Reappoint Alex Faessler as Member of the Compensation Committee	Mgmt	For		Against
7	Ratify MAZARS SA as Auditors	Mgmt	For		For
8	Designate Paul Wiesli as Independent Proxy	Mgmt	For		For
9.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
9.2	Amend Articles Re: General Meetings	Mgmt	For		For
9.3	Amend Articles Re: Duties and Powers of the Board of Directors; External Mandates for Members of the Board of Directors	Mgmt	For		Against
9.4	Amend Articles of Association	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

Meeting Date: 19/04/2023

Country: Switzerland

Ticker: BUCN

Record Date:

Meeting Type: Annual

Primary Security ID: H10914176

Shares Voted: 3,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 13 per Share	Mgmt	For		For
4.1.1	Reelect Anita Hauser as Director	Mgmt	For		For
4.1.2	Reelect Michael Hauser as Director	Mgmt	For		For
4.1.3	Reelect Martin Hirzel as Director	Mgmt	For		For
4.1.4	Reelect Philip Mosimann as Director and Board Chair	Mgmt	For		For
4.1.5	Reelect Stefan Scheiber as Director	Mgmt	For		For
4.2	Elect Urs Kaufmann as Director	Mgmt	For		For
4.3	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For		For
4.4	Appoint Urs Kaufmann as Member of the Compensation Committee	Mgmt	For		For
4.5	Designate Keller KLG as Independent Proxy	Mgmt	For		For
4.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
5.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million	Mgmt	For		For
5.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
5.3	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For		For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For		For
6.1	Approve Cancellation of Conditional Capital Authorization	Mgmt	For		For
6.2	Amend Articles of Association	Mgmt	For		For
6.3	Amend Articles Re: Editorial Changes	Mgmt	For		For
6.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For		For
6.5	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
6.6	Amend Articles Re: Additional Remuneration of Board and Senior Management	Mgmt	For		For

Bucher Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

Geberit AG

Meeting Date: 19/04/2023 **Country:** Switzerland **Ticker:** GEBN
Record Date: **Meeting Type:** Annual
Primary Security ID: H2942E124

Shares Voted: 4,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 12.60 per Share	Mgmt	For		For
3	Approve Discharge of Board of Directors	Mgmt	For		For
4.1	Amend Articles of Association	Mgmt	For		For
4.2	Amend Articles Re: Editorial Changes	Mgmt	For		For
4.3	Amend Corporate Purpose	Mgmt	For		For
4.4	Amend Articles Re: Share Register and Nominees	Mgmt	For		For
4.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For		For
4.6	Amend Articles Re: Age Limit for Board and Compensation Committee Members	Mgmt	For		For
4.7	Amend Articles Re: Board Resolutions	Mgmt	For		For
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For		For
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For		For
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For		For
5.1.4	Reelect Werner Karlen as Director	Mgmt	For		For
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For		For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For		For
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For		For

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For		For
6	Designate Roger Mueller as Independent Proxy	Mgmt	For		For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
8.1	Approve Remuneration Report	Mgmt	For		Against
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For		For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	Mgmt	For		For
9	Approve CHF 68,525.10 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
10	Approve Creation of Capital Band within the Upper Limit of CHF 3.9 Million and the Lower Limit of CHF 3.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For		Against
11	Transact Other Business (Voting)	Mgmt	For		Against

Georg Fischer AG

Meeting Date: 19/04/2023 **Country:** Switzerland **Ticker:** GF
Record Date: **Meeting Type:** Annual

Primary Security ID: H26091274

Shares Voted: 34,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 1.30 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Amend Articles of Association	Mgmt	For		For
4.2	Approve Creation of Capital Band within the Upper Limit of CHF 4.5 Million and the Lower Limit of CHF 4.1 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	For		For
4.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against

Georg Fischer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Reelect Hubert Achermann as Director	Mgmt	For		For
5.2	Reelect Peter Hackel as Director	Mgmt	For		For
5.3	Reelect Roger Michaelis as Director	Mgmt	For		For
5.4	Reelect Eveline Saupper as Director	Mgmt	For		For
5.5	Reelect Ayano Senaha as Director	Mgmt	For		For
5.6	Reelect Yves Serra as Director	Mgmt	For		For
5.7	Elect Monica de Virgiliis as Director	Mgmt	For		For
5.8	Elect Michelle Wen as Director	Mgmt	For		For
6.1	Reelect Yves Serra as Board Chair	Mgmt	For		For
6.2.1	Reappoint Roger Michaelis as Member of the Compensation Committee	Mgmt	For		For
6.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For		For
6.2.3	Appoint Michelle Wen as Member of the Compensation Committee	Mgmt	For		For
7	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For		For
8	Approve Remuneration of Executive Committee in the Amount of CHF 11.7 Million	Mgmt	For		For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
10	Designate Christoph Vaucher as Independent Proxy	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Against

Kardex Holding AG

Meeting Date: 20/04/2023

Country: Switzerland

Ticker: KARN

Record Date:

Meeting Type: Annual

Primary Security ID: H44577189

Shares Voted: 8,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Philipp Buhofer as Director	Mgmt	For		For

Kardex Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.2	Reelect Eugen Elmiger as Director	Mgmt	For		For
4.1.3	Reelect Andreas Haerberli as Director	Mgmt	For		For
4.1.4	Reelect Ulrich Looser as Director	Mgmt	For		For
4.1.5	Reelect Jennifer Maag as Director	Mgmt	For		For
4.1.6	Elect Maria Vacalli as Director	Mgmt	For		For
4.1.7	Reelect Felix Thoeni as Director	Mgmt	For		For
4.2	Reelect Felix Thoeni as Board Chair	Mgmt	For		For
4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	Mgmt	For		For
4.3.2	Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	Mgmt	For		For
4.3.3	Appoint Maria Vacalli as Member of the Compensation and Nomination Committee	Mgmt	For		For
4.4	Designate Wenger Vieli AG as Independent Proxy	Mgmt	For		For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For		For
6.1	Amend Corporate Purpose	Mgmt	For		For
6.2	Amend Articles Re: Annulment of the Opting Up Clause	Mgmt	For		For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
6.4	Amend Articles of Association	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

Nestle SA

Meeting Date: 20/04/2023

Country: Switzerland

Ticker: NESN

Record Date:

Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 115,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	For		Against
3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	Mgmt	For		For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For		For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For		Against
4.1.c	Reelect Henri de Castries as Director	Mgmt	For		For
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For		For
4.1.e	Reelect Pablo Isla as Director	Mgmt	For		For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For		For
4.1.g	Reelect Kimberly Ross as Director	Mgmt	For		For
4.1.h	Reelect Dick Boer as Director	Mgmt	For		For
4.1.i	Reelect Dinesh Paliwal as Director	Mgmt	For		For
4.1.j	Reelect Hanne Jimenez de Mora as Director	Mgmt	For		For
4.1.k	Reelect Lindiwe Sibanda as Director	Mgmt	For		For
4.1.l	Reelect Chris Leong as Director	Mgmt	For		For
4.1.m	Reelect Luca Maestri as Director	Mgmt	For		For
4.2.1	Elect Rainer Blair as Director	Mgmt	For		For
4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For		For
4.3.1	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For		For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For		For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	Mgmt	For		Against
6	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
7.1	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For		Against

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Amend Articles of Association	Mgmt	For		Against
8	Transact Other Business (Voting)	Mgmt	Against		Against

Siegfried Holding AG

Meeting Date: 20/04/2023

Country: Switzerland

Ticker: SFZN

Record Date:

Meeting Type: Annual

Primary Security ID: H75942153

Shares Voted: 600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Allocation of Income	Mgmt	For		For
2.2	Approve CHF 15.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.40 per Share	Mgmt	For		For
3	Approve Creation of Capital Band within the Upper Limit of CHF 71.8 Million and the Lower Limit of CHF 65.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For		For
4	Approve Discharge of Board of Directors	Mgmt	For		For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
5.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For		Against
5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million for Fiscal Year 2024	Mgmt	For		For
5.3.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.4 Million for Fiscal Year 2022	Mgmt	For		For
5.3.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 3.1 Million for Fiscal Year 2023	Mgmt	For		Against
6.1.1	Reelect Alexandra Brand as Director	Mgmt	For		For
6.1.2	Reelect Isabelle Welton as Director	Mgmt	For		For
6.1.3	Reelect Wolfram Carius as Director	Mgmt	For		For
6.1.4	Reelect Andreas Casutt as Director	Mgmt	For		For
6.1.5	Reelect Martin Schmid as Director	Mgmt	For		For
6.1.6	Reelect Beat Walti as Director	Mgmt	For		For

Siegfried Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Elect Elodie Cingari as Director	Mgmt	For		For
6.3	Reelect Andreas Casutt as Board Chair	Mgmt	For		For
6.4.1	Reappoint Isabelle Welton as Member of the Compensation Committee	Mgmt	For		For
6.4.2	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For		For
6.4.3	Reappoint Beat Walti as Member of the Compensation Committee	Mgmt	For		For
7.1	Amend Articles Re: Share Register	Mgmt	For		For
7.2	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For		For
7.3	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For		Against
7.4	Amend Articles Re: Editorial Changes	Mgmt	For		For
8	Designate Rolf Freiermuth as Independent Proxy	Mgmt	For		For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
10	Transact Other Business (Voting)	Mgmt	For		Abstain

SIG Group AG

Meeting Date: 20/04/2023

Country: Switzerland

Ticker: SIGN

Record Date:

Meeting Type: Annual

Primary Security ID: H76406117

Shares Voted: 75,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income	Mgmt	For		For
4	Approve Dividends of CHF 0.47 per Share from Capital Contribution Reserves	Mgmt	For		Against
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
5.2	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For		For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For		Against
6.1.1	Reelect Andreas Umbach as Director	Mgmt	For		For

SIG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.2	Reelect Werner Bauer as Director	Mgmt	For		For
6.1.3	Reelect Wah-Hui Chu as Director	Mgmt	For		For
6.1.4	Reelect Mariel Hoch as Director	Mgmt	For		For
6.1.5	Reelect Laurens Last as Director	Mgmt	For		For
6.1.6	Reelect Abdallah al Obeikan as Director	Mgmt	For		For
6.1.7	Reelect Martine Snels as Director	Mgmt	For		For
6.1.8	Reelect Matthias Waehren as Director	Mgmt	For		For
6.2	Elect Florence Jeantet as Director	Mgmt	For		For
6.3	Reelect Andreas Umbach as Board Chair	Mgmt	For		For
6.4.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	Mgmt	For		For
6.4.2	Reappoint Mariel Hoch as Member of the Compensation Committee	Mgmt	For		For
6.4.3	Appoint Matthias Waehren as Member of the Compensation Committee	Mgmt	For		For
7	Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.4 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	For		Against
8.1	Amend Corporate Purpose	Mgmt	For		For
8.2	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2026	Mgmt	For		Against
8.3	Amend Articles of Association	Mgmt	For		For
8.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
9	Designate Keller AG as Independent Proxy	Mgmt	For		For
10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Against

Allreal Holding AG

Meeting Date: 21/04/2023

Country: Switzerland

Ticker: ALLN

Record Date:

Meeting Type: Annual

Primary Security ID: H0151D100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Allocation of Income and Ordinary Dividends of CHF 3.50 per Share	Mgmt	For		For
2.2	Approve Dividends of CHF 3.50 per Share from Capital Contribution Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Ralph-Thomas Honegger as Director and Board Chair	Mgmt	For		For
4.1.2	Reelect Philipp Gmuer as Director	Mgmt	For		For
4.1.3	Reelect Andrea Sieber as Director	Mgmt	For		For
4.1.4	Reelect Peter Spuhler as Director	Mgmt	For		For
4.1.5	Reelect Olivier Steimer as Director	Mgmt	For		For
4.1.6	Reelect Thomas Stenz as Director	Mgmt	For		For
4.1.7	Reelect Juerg Stoeckli as Director	Mgmt	For		For
4.1.8	Reelect Anja Guelpa as Director	Mgmt	For		For
4.2.1	Reappoint Philipp Gmuer as Member of the Nomination and Compensation Committee	Mgmt	For		Against
4.2.2	Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Peter Spuhler as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3	Designate Andre Weber as Independent Proxy	Mgmt	For		For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For		For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million	Mgmt	For		For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For		For
5.4	Approve Variable Remuneration for Departing Executive Committee Members in the Amount of CHF 300,000	Mgmt	For		For
5.5	Approve Remuneration Report	Mgmt	For		For

Allreal Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 18.3 Million and the Lower Limit of CHF 15.8 Million with or without Exclusion of Preemptive Rights	Mgmt	For		For
6.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For		Against
6.3	Amend Articles of Association	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

Cembra Money Bank AG

Meeting Date: 21/04/2023

Country: Switzerland

Ticker: CMBN

Record Date:

Meeting Type: Annual

Primary Security ID: H1329L107

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 3.95 per Share	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1.1	Reelect Joerg Behrens as Director	Mgmt	For		For
5.1.2	Reelect Marc Berg as Director	Mgmt	For		For
5.1.3	Reelect Thomas Buess as Director	Mgmt	For		For
5.1.4	Reelect Alexander Finn as Director	Mgmt	For		For
5.1.5	Reelect Susanne Kloess-Braekler as Director	Mgmt	For		For
5.1.6	Reelect Monica Maechler as Director	Mgmt	For		For
5.2	Elect Francesco Morra as Director	Mgmt	For		For
5.3	Elect Francesco Morra as Board Chair	Mgmt	For		For
5.4.1	Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	Mgmt	For		For
5.4.2	Reappoint Marc Berg as Member of the Compensation and Nomination Committee	Mgmt	For		For
5.4.3	Reappoint Thomas Buess as Member of the Compensation and Nomination Committee	Mgmt	For		For

Cembra Money Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Designate Keller AG as Independent Proxy	Mgmt	For		For
5.6	Ratify KPMG AG as Auditors	Mgmt	For		For
6.1	Amend Corporate Purpose	Mgmt	For		For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 33 Million and the Lower Limit of CHF 28.5 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	For		For
6.3	Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For		For
6.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For		For
6.5	Amend Articles of Association	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For		For
7.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

Flughafen Zuerich AG

Meeting Date: 24/04/2023

Country: Switzerland

Ticker: FHZN

Record Date:

Meeting Type: Annual

Primary Security ID: H26552135

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2	Receive Auditor's Report (Non-Voting)	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For		For
4	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
5	Approve Discharge of Board of Directors	Mgmt	For		For
6.1	Approve Allocation of Income and Dividends of CHF 2.40 per Share	Mgmt	For		For
6.2	Approve Dividends of CHF 1.10 per Share from Capital Contribution Reserves	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For		For

Flughafen Zuerich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.2 Million	Mgmt	For		For
8.1.1	Reelect Guglielmo Brentel as Director	Mgmt	For		For
8.1.2	Reelect Josef Felder as Director	Mgmt	For		For
8.1.3	Reelect Stephan Gemkow as Director	Mgmt	For		For
8.1.4	Reelect Corine Mauch as Director	Mgmt	For		For
8.1.5	Elect Claudia Pletscher as Director	Mgmt	For		For
8.2	Elect Josef Felder as Board Chair	Mgmt	For		For
8.3.1	Reappoint Vincent Albers as Member of the Nomination and Compensation Committee	Mgmt	For		For
8.3.2	Reappoint Guglielmo Brentel as Member of the Nomination and Compensation Committee	Mgmt	For		For
8.3.3	Appoint Josef Felder as Non-Voting Member of the Nomination and Compensation Committee	Mgmt	For		For
8.3.4	Appoint Claudia Pletscher as Member of the Nomination and Compensation Committee	Mgmt	For		For
8.4	Designate Marianne Sieger as Independent Proxy	Mgmt	For		For
8.5	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
9.1	Amend Articles Re: Shares and Share Register	Mgmt	For		For
9.2	Amend Articles Re: General Meetings	Mgmt	For		Against
9.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
9.4	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

Gurit Holding AG

Meeting Date: 24/04/2023

Country: Switzerland

Ticker: GURN

Record Date:

Meeting Type: Annual

Primary Security ID: H3420V182

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For		For

Gurit Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Rudolf Hadorn as Director and Board Chair	Mgmt	For		Against
4.2.1	Reelect Stefan Breitenstein as Director	Mgmt	For		For
4.2.2	Reelect Bettina Gerharz-Kalte as Director	Mgmt	For		For
4.2.3	Reelect Nick Huber as Director	Mgmt	For		For
4.2.4	Reelect Philippe Royer as Director	Mgmt	For		For
4.2.5	Reelect Andreas Evertz as Director	Mgmt	For		For
4.3.1	Reappoint Bettina Gerharz-Kalte as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Rudolf Hadorn as Member of the Nomination and Compensation Committee	Mgmt	For		Against
4.3.4	Reappoint Philippe Royer as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.4	Designate Brunner Knobel Rechtsanwaelte as Independent Proxy	Mgmt	For		For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
5.1	Amend Articles of Association	Mgmt	For		For
5.2	Amend Articles Re: Electronic Voting	Mgmt	For		For
5.3	Amend Articles Re: Performance-Based Remuneration of Executive Committee	Mgmt	For		For
5.4	Amend Articles Re: Electronic Communication	Mgmt	For		For
5.5	Amend Articles Re: Editorial Changes	Mgmt	For		For
6	Approve Remuneration Report	Mgmt	For		For
7	Approve Fixed Remuneration of Directors in the Amount of CHF 920,000	Mgmt	For		For
8	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - June 30, 2024	Mgmt	For		Against
9	Approve Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.3 Million for the Period Jan. 1, 2023 - Dec. 31, 2023	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

Meeting Date: 25/04/2023

Country: Switzerland

Ticker: BY5

Record Date:

Meeting Type: Annual

Primary Security ID: H1161X102

Shares Voted: 800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Transfer of CHF 12.6 Million from Legal Reserves to Free Reserves	Mgmt	For		For
2.2	Approve Allocation of Income and Dividends of CHF 12.00 per Class A Share and CHF 2.40 per Class B Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Heinz Baumgartner as Director	Mgmt	For		For
4.2	Reelect Roland Abt as Director	Mgmt	For		For
4.3	Reelect Matthias Auer as Director	Mgmt	For		For
4.4	Reelect Inge Delobelle as Director	Mgmt	For		For
4.5	Reelect Urs Riedener as Director	Mgmt	For		For
4.6	Reelect Robert Spoerry as Director	Mgmt	For		For
4.7	Elect Felix Schmidheiny as Director	Mgmt	For		For
4.8	Elect Eva Zauke as Director	Mgmt	For		For
5	Reelect Heinz Baumgartner as Board Chair	Mgmt	For		For
6.1	Reappoint Urs Riedener as Member of the Compensation Committee	Mgmt	For		For
6.2	Reappoint Robert Spoerry as Member of the Compensation Committee	Mgmt	For		For
6.3	Appoint Inge Delobelle as Member of the Compensation Committee	Mgmt	For		For
7.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For		For
7.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For		For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For		For
9	Designate Marianne Sieger as Independent Proxy	Mgmt	For		For
10.1	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
10.2	Amend Articles Re: Variable Remuneration	Mgmt	For		For
10.3	Amend Articles Re: Editorial Changes	Mgmt	For		For

Bystronic AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.4	Amend Articles Re: Electronic Communication	Mgmt	For		For
10.5	Amend Articles of Association	Mgmt	For		Against
11	Transact Other Business (Voting)	Mgmt	For		Against

SFS Group AG

Meeting Date: 26/04/2023

Country: Switzerland

Ticker: SFSN

Record Date:

Meeting Type: Annual

Primary Security ID: H7482F118

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Remuneration of Directors in the Amount of CHF 1.5 million	Mgmt	For		For
2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For		For
2.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.7 million	Mgmt	For		For
2.4	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Allocation of Income and Dividends of CHF 1.25 per Share and CHF 1.25 per Share from Capital Contribution Reserves	Mgmt	For		For
5.1	Amend Articles of Association	Mgmt	For		For
5.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
5.3	Amend Articles Re: Electronic Communication	Mgmt	For		For
5.4	Amend Articles Re: Editorial Changes	Mgmt	For		For
6.1	Reelect Peter Bauschatz as Director	Mgmt	For		For
6.2	Reelect Nick Huber as Director	Mgmt	For		For
6.3	Reelect Urs Kaufmann as Director	Mgmt	For		Against
6.4	Reelect Thomas Oetterli as Director and Board Chair	Mgmt	For		Against
6.5	Reelect Manuela Suter as Director	Mgmt	For		For
6.6	Reelect Joerg Walther as Director	Mgmt	For		For

SFS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Elect Fabian Tschan as Director	Mgmt	For		For
7.1	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2	Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Mgmt	For		Against
7.3	Reappoint Thomas Oetterli as Member of the Nomination and Compensation Committee	Mgmt	For		Against
8	Designate Buerki Bolt Rechtsanwaelte as Independent Proxy	Mgmt	For		For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
10	Transact Other Business (Voting)	Mgmt	For		Against

Medacta Group SA

Meeting Date: 27/04/2023

Country: Switzerland

Ticker: MOVE

Record Date:

Meeting Type: Annual

Primary Security ID: H7251B108

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		Against
2.1	Approve Allocation of Income and Dividends of CHF 0.27 per Share	Mgmt	For		For
2.2	Approve Dividends of CHF 0.27 per Share from Capital Contribution Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Alberto Siccardi as Director	Mgmt	For		For
4.2	Reelect Maria Siccardi Tonolli as Director	Mgmt	For		Against
4.3	Reelect Victor Balli as Director	Mgmt	For		For
4.4	Reelect Riccardo Braglia as Director	Mgmt	For		For
4.5	Reelect Philippe Weber as Director	Mgmt	For		For
5	Reelect Alberto Siccardi as Board Chair	Mgmt	For		For
6.1	Reappoint Philippe Weber as Member of the Human Resources and Remuneration Committee	Mgmt	For		Against

Medacta Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Reappoint Riccardo Braglia as Member of the Human Resources and Remuneration Committee	Mgmt	For		For
7	Designate Fulvio Pelli as Independent Proxy	Mgmt	For		For
8	Ratify Deloitte SA as Auditors	Mgmt	For		For
9.1.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.1 Million	Mgmt	For		For
9.1.2	Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	Mgmt	For		Against
9.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For		For
9.2.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.4 Million	Mgmt	For		Against
9.2.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 800,000	Mgmt	For		For
10.1	Amend Articles Re: Subscription Rights; Share Register	Mgmt	For		For
10.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For		Against
10.3	Amend Articles of Association	Mgmt	For		For
10.4	Amend Articles Re: Compensation of Board and Senior Management; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		Against
11	Transact Other Business (Voting)	Mgmt	For		Against

Helvetia Holding AG

Meeting Date: 28/04/2023

Country: Switzerland

Ticker: HELN

Record Date:

Meeting Type: Annual

Primary Security ID: H3701P102

Shares Voted: 3,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For

Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 5.90 per Share	Mgmt	For		For
4.1	Reelect Thomas Schmuckli as Director and Board Chair	Mgmt	For		For
4.2.1	Reelect Hans Kuenzle as Director	Mgmt	For		For
4.2.2	Elect Rene Cotting as Director	Mgmt	For		For
4.2.3	Reelect Beat Fellmann as Director	Mgmt	For		For
4.2.4	Reelect Ivo Furrer as Director	Mgmt	For		For
4.2.5	Reelect Luigi Lubelli as Director	Mgmt	For		For
4.2.6	Reelect Gabriela Payer as Director	Mgmt	For		For
4.2.7	Reelect Andreas von Planta as Director	Mgmt	For		For
4.2.8	Reelect Regula Wallimann as Director	Mgmt	For		For
4.2.9	Elect Yvonne Macus as Director	Mgmt	For		For
4.3.1	Appoint Hans Kuenzle as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For		For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.3 Million	Mgmt	For		For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For		For
6.1	Amend Articles Re: Shares and Share Register	Mgmt	For		For
6.2	Amend Articles Re: General Meetings	Mgmt	For		For
6.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
6.4	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
7	Designate Advokatur & Notariat Bachmann as Independent Proxy	Mgmt	For		For
8	Ratify KPMG AG as Auditors	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

Meeting Date: 28/04/2023

Country: Switzerland

Ticker: SLHN

Record Date:

Meeting Type: Annual

Primary Security ID: H8404J162

Shares Voted: 3,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 30.00 per Share	Mgmt	For		For
3	Approve Discharge of Board of Directors	Mgmt	For		For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For		For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million	Mgmt	For		For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For		For
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For		For
5.2	Reelect Thomas Buess as Director	Mgmt	For		For
5.3	Reelect Monika Buetler as Director	Mgmt	For		For
5.4	Reelect Adrienne Fumagalli as Director	Mgmt	For		For
5.5	Reelect Ueli Dietiker as Director	Mgmt	For		For
5.6	Reelect Damir Filipovic as Director	Mgmt	For		For
5.7	Reelect Stefan Loacker as Director	Mgmt	For		For
5.8	Reelect Henry Peter as Director	Mgmt	For		Against
5.9	Reelect Martin Schmid as Director	Mgmt	For		For
5.10	Reelect Franziska Sauber as Director	Mgmt	For		Against
5.11	Reelect Klaus Tschuetscher as Director	Mgmt	For		For
5.12	Elect Philomena Colatrella as Director	Mgmt	For		For
5.13	Elect Severin Moser as Director	Mgmt	For		For
5.14	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For		For
5.15	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For		Against
5.16	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For		For
6	Designate Andreas Zuercher as Independent Proxy	Mgmt	For		For

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
8	Approve CHF 130,800 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

Galenica AG

Meeting Date: 03/05/2023 **Country:** Switzerland **Ticker:** GALE
Record Date: **Meeting Type:** Annual
Primary Security ID: H85158113

Shares Voted: 18,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3.1	Approve Allocation of Income and Dividends of CHF 1.10 from Retained Earnings	Mgmt	For		For
3.2	Approve Dividends of CHF 1.10 per Share from Capital Contribution Reserves	Mgmt	For		For
4	Approve Remuneration Report	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For		For
6.1	Amend Corporate Purpose	Mgmt	For		For
6.2	Amend Articles Re: Duties of Board of Directors; Composition of the Board of Directors and Executive Committee	Mgmt	For		For
6.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For		For
6.4	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For		Against
7.1.1	Reelect Markus Neuhaus as Director	Mgmt	For		For
7.1.2	Elect Markus Neuhaus as Board Chair	Mgmt	For		For
7.1.3	Reelect Bertrand Jungo as Director	Mgmt	For		For
7.1.4	Reelect Pascale Bruderer as Director	Mgmt	For		For
7.1.5	Reelect Judith Meier as Director	Mgmt	For		For

Galenica AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.6	Reelect Andreas Walde as Director	Mgmt	For		For
7.1.7	Elect Solange Peters as Director	Mgmt	For		For
7.1.8	Elect Joerg Zulauf as Director	Mgmt	For		For
7.2.1	Reappoint Andreas Walde as Member of the Compensation Committee	Mgmt	For		For
7.2.2	Appoint Bertrand Jungo as Member of the Compensation Committee	Mgmt	For		For
7.2.3	Appoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For		For
7.2.4	Appoint Solange Peters as Member of the Compensation Committee	Mgmt	For		For
7.3	Designate Walder Wyss AG as Independent Proxy	Mgmt	For		For
7.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

Holcim Ltd.

Meeting Date: 04/05/2023

Country: Switzerland

Ticker: HOLN

Record Date:

Meeting Type: Annual

Primary Security ID: H3816Q102

Shares Voted: 68,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		Against
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3.1	Approve Allocation of Income	Mgmt	For		For
3.2	Approve Dividends of CHF 2.50 per Share from Capital Contribution Reserves	Mgmt	For		For
4.1	Amend Corporate Purpose	Mgmt	For		For
4.2	Amend Articles Re: Shares and Share Register	Mgmt	For		For
4.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For		Against
4.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For		For
4.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For

Holcim Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.1	Reelect Jan Jenisch as Director and Elect as Board Chair	Mgmt	For		For
5.1.2	Reelect Philippe Block as Director	Mgmt	For		For
5.1.3	Reelect Kim Fausing as Director	Mgmt	For		For
5.1.4	Reelect Leanne Geale as Director	Mgmt	For		For
5.1.5	Reelect Naina Kidwai as Director	Mgmt	For		For
5.1.6	Reelect Ilias Laeber as Director	Mgmt	For		For
5.1.7	Reelect Juerg Oleas as Director	Mgmt	For		For
5.1.8	Reelect Claudia Ramirez as Director	Mgmt	For		For
5.1.9	Reelect Hanne Sorensen as Director	Mgmt	For		For
5.2.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For		For
5.2.2	Reappoint Juerg Oleas as Member of the Nomination, Compensation and Governance Committee	Mgmt	For		For
5.2.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For		For
5.2.4	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For		For
5.3.1	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
5.3.2	Designate Sabine Burkhalter Kaimakliotis as Independent Proxy	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For		For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million	Mgmt	For		Against
7	Approve CHF 80 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
8	Approve Climate Report	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

Alcon Inc.

Meeting Date: 05/05/2023

Country: Switzerland

Ticker: ALC

Record Date:

Meeting Type: Annual

Primary Security ID: H01301128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 0.21 per Share	Mgmt	For		For
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
4.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For		For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million	Mgmt	For		Against
5.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For		For
5.2	Reelect Lynn Bleil as Director	Mgmt	For		For
5.3	Reelect Raquel Bono as Director	Mgmt	For		For
5.4	Reelect Arthur Cummings as Director	Mgmt	For		For
5.5	Reelect David Endicott as Director	Mgmt	For		Against
5.6	Reelect Thomas Glanzmann as Director	Mgmt	For		For
5.7	Reelect Keith Grossman as Director	Mgmt	For		For
5.8	Reelect Scott Maw as Director	Mgmt	For		For
5.9	Reelect Karen May as Director	Mgmt	For		For
5.10	Reelect Ines Poeschel as Director	Mgmt	For		For
5.11	Reelect Dieter Spaelti as Director	Mgmt	For		For
6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For		For
6.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For		For
6.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For		For
6.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For		For
7	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For		For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For		For
9.1	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights	Mgmt	For		For

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For		For
9.3	Amend Articles Re: Conversion of Shares; Subscription Rights	Mgmt	For		For
9.4	Amend Articles Re: General Meetings	Mgmt	For		For
9.5	Amend Articles Re: Board Meetings; Powers of the Board of Directors	Mgmt	For		For
9.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Against

Lonza Group AG

Meeting Date: 05/05/2023

Country: Switzerland

Ticker: LONN

Record Date:

Meeting Type: Annual

Primary Security ID: H50524133

Shares Voted: 7,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report	Mgmt	For		Against
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For		For
5.1.1	Reelect Albert Baehny as Director	Mgmt	For		For
5.1.2	Reelect Marion Helmes as Director	Mgmt	For		For
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For		For
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For		For
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For		For
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For		For
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For		For
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For		For
5.2	Reelect Albert Baehny as Board Chair	Mgmt	For		For
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For		For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For		For
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For		For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	For		For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For		For
9.1	Amend Corporate Purpose	Mgmt	For		For
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For		Against
9.3	Amend Articles Re: Voting on the Executive Committee Compensation	Mgmt	For		Against
9.4	Amend Articles of Association	Mgmt	For		For
10	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For		For
11.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For		For
11.2	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	Mgmt	For		Against
11.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	Mgmt	For		For
11.4	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	Mgmt	For		Against
12	Transact Other Business (Voting)	Mgmt	For		Against

Accelleron Industries AG

Meeting Date: 09/05/2023

Country: Switzerland

Ticker: ACLN

Record Date:

Meeting Type: Annual

Primary Security ID: H0029X106

Accelleron Industries AG

Shares Voted: 15,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 0.73 per Share	Mgmt	For		For
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1.1	Reelect Oliver Riemenschneider as Director and Board chair	Mgmt	For		For
5.1.2	Reelect Bo Cerup-Simonsen as Director	Mgmt	For		For
5.1.3	Reelect Monika Kruesi as Director	Mgmt	For		For
5.1.4	Reelect Stefano Pampalone as Director	Mgmt	For		For
5.1.5	Reelect Gabriele Sons as Director	Mgmt	For		For
5.1.6	Reelect Detlef Trefzger as Director	Mgmt	For		For
5.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For		For
5.4	Ratify KPMG AG as Auditors	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For		For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		Against

Kuehne + Nagel International AG

Meeting Date: 09/05/2023

Country: Switzerland

Ticker: KNIN

Record Date:

Meeting Type: Annual

Primary Security ID: H4673L145

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 14.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Dominik Buergy as Director	Mgmt	For		For
4.1.2	Reelect Karl Gernandt as Director	Mgmt	For		Against
4.1.3	Reelect David Kamenetzky as Director	Mgmt	For		For
4.1.4	Reelect Klaus-Michael Kuehne as Director	Mgmt	For		Against
4.1.5	Reelect Tobias Staehelin as Director	Mgmt	For		For
4.1.6	Reelect Hauke Stars as Director	Mgmt	For		Against
4.1.7	Reelect Martin Wittig as Director	Mgmt	For		For
4.1.8	Reelect Joerg Wolle as Director	Mgmt	For		For
4.2	Elect Vesna Nevistic as Director	Mgmt	For		For
4.3	Reelect Joerg Wolle as Board Chair	Mgmt	For		For
4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For		Against
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	For		Against
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For		Against
4.5	Designate Stefan Mangold as Independent Proxy	Mgmt	For		For
4.6	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
6	Approve Remuneration Report	Mgmt	For		Against
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For		Against
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For		Against
7.3	Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Mgmt	For		Against
8	Transact Other Business (Voting)	Mgmt	For		Against

Interroll Holding AG

Meeting Date: 12/05/2023

Country: Switzerland

Ticker: INRN

Record Date:

Meeting Type: Annual

Primary Security ID: H4247Q117

Shares Voted: 540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 32 per Share	Mgmt	For		For
3	Approve Remuneration Report	Mgmt	For		Against
4	Approve Sustainability Report	Mgmt	For		Against
5	Approve Discharge of Board and Senior Management	Mgmt	For		For
6.1	Amend Corporate Purpose	Mgmt	For		For
6.2	Amend Articles Re: Shares and Share Register	Mgmt	For		For
6.3	Amend Articles Re: Restriction on Share Transferability	Mgmt	For		For
6.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
6.5	Amend Articles Re: Annulment of Special Provisions for Anchor Shareholders	Mgmt	For		For
6.6	Amend Articles Re: Remuneration Report; Additional Remuneration of Senior Management; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
6.7	Amend Articles of Association	Mgmt	For		For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For		For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For		Against
8.1	Reelect Paul Zumbuehl as Director and Board Chair	Mgmt	For		For
8.2	Reelect Stefano Mercurio as Director	Mgmt	For		For
8.3	Reelect Ingo Specht as Director	Mgmt	For		Against
8.4	Reelect Elena Cortona as Director	Mgmt	For		For
8.5	Reelect Markus Asch as Director	Mgmt	For		For
8.6	Reelect Susanne Schreiber as Director	Mgmt	For		For
9.1	Reappoint Markus Asch as Member of the Compensation Committee	Mgmt	For		For
9.2	Reappoint Stefano Mercurio as Member of the Compensation Committee	Mgmt	For		For

Interroll Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For		For
11	Designate Francesco Adami as Independent Proxy	Mgmt	For		For
12	Transact Other Business (Voting)	Mgmt	For		Against

BKW AG

Meeting Date: 15/05/2023 **Country:** Switzerland **Ticker:** BKW
Record Date: **Meeting Type:** Annual
Primary Security ID: H10053108

Shares Voted: 3,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 2.80 per Share and Extraordinary Dividends of CHF 1.25 per Share	Mgmt	For		For
4.1	Amend Corporate Purpose	Mgmt	For		For
4.2	Amend Articles Re: Application for Registration; Threshold for Convening General Meeting and Submitting Items to the Agenda; Shareholder Representation	Mgmt	For		For
4.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For		Against
4.4	Amend Articles Re: Duties of the Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
4.5	Amend Articles Re: Annulment of the Conversion of Shares, Opting Up and Contribution in Kind Clauses; Introduce Place of Jurisdiction	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.8 Million	Mgmt	For		Against
5.3	Approve Remuneration Report	Mgmt	For		Against
6.1.1	Reelect Carole Ackermann as Director	Mgmt	For		For
6.1.2	Reelect Roger Bailod as Director	Mgmt	For		For
6.1.3	Reelect Petra Denk as Director	Mgmt	For		For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.4	Reelect Rebecca Guntern as Director	Mgmt	For		For
6.1.5	Reelect Martin a Porta as Director	Mgmt	For		For
6.1.6	Reelect Kurt Schaer as Director	Mgmt	For		For
6.2	Reelect Roger Baillod as Board Chair	Mgmt	For		For
6.3.1	Reappoint Roger Baillod as Member of the Compensation and Nomination Committee	Mgmt	For		For
6.3.2	Reappoint Rebecca Guntern as Member of the Compensation and Nomination Committee	Mgmt	For		For
6.3.3	Reappoint Andreas Rickenbacher as Member of the Compensation and Nomination Committee	Mgmt	For		For
6.4	Designate Andreas Byland as Independent Proxy	Mgmt	For		For
6.5	Ratify Ernst & Young AG as Auditors	Mgmt	For		Against
7	Transact Other Business (Voting)	Mgmt	For		Against

Sensirion Holding AG

Meeting Date: 15/05/2023

Country: Switzerland

Ticker: SENS

Record Date:
Meeting Type: Annual

Primary Security ID: H7448F129

Shares Voted: 4,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Moritz Lechner as Director and Board Co-Chair	Mgmt	For		For
4.1.2	Reelect Felix Mayer as Director and Board Co-Chair	Mgmt	For		For
4.1.3	Reelect Ricarda Demarmels as Director	Mgmt	For		For
4.1.4	Reelect Francois Gabella as Director	Mgmt	For		For
4.1.5	Reelect Anja Koenig as Director	Mgmt	For		For
4.1.6	Reelect Franz Studer as Director	Mgmt	For		Against

Sensirion Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.1	Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	Mgmt	For		Against
4.2.3	Appoint Francois Gabella as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3	Ratify KPMG AG as Auditors	Mgmt	For		For
4.4	Designate Keller AG as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 950,000	Mgmt	For		Against
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.4 Million	Mgmt	For		For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 297,350	Mgmt	For		For
6.1	Amend Articles Re: Share Register	Mgmt	For		For
6.2	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For		Against
6.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
7	Approve Creation of Capital Band within the Upper Limit of CHF 1.7 Million and the Lower Limit of CHF 1.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For		Against
8	Transact Other Business (Voting)	Mgmt	For		Against

VAT Group AG

Meeting Date: 16/05/2023

Country: Switzerland

Ticker: VACN

Record Date:

Meeting Type: Annual

Primary Security ID: H90508104

Shares Voted: 8,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Allocation of Income	Mgmt	For		For
2.2	Approve Dividends of CHF 6.25 per Share from Reserves of Accumulated Profits	Mgmt	For		For

VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Martin Komischke as Director and Board Chair	Mgmt	For		For
4.1.2	Reelect Urs Leinhaeuser as Director	Mgmt	For		For
4.1.3	Reelect Karl Schlegel as Director	Mgmt	For		For
4.1.4	Reelect Hermann Gerlinger as Director	Mgmt	For		For
4.1.5	Reelect Libo Zhang as Director	Mgmt	For		For
4.1.6	Reelect Daniel Lippuner as Director	Mgmt	For		For
4.1.7	Reelect Maria Heriz as Director	Mgmt	For		For
4.1.8	Elect Petra Denk as Director	Mgmt	For		For
4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Mgmt	For		For
5	Designate Roger Foehn as Independent Proxy	Mgmt	For		For
6	Ratify KPMG AG as Auditors	Mgmt	For		For
7.1	Amend Corporate Purpose	Mgmt	For		For
7.2	Amend Articles Re: Shares and Share Register; Annulment of the Opting-Out Clause	Mgmt	For		For
7.3	Amend Articles of Association (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	For		For
7.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For		For
7.5	Approve Virtual-Only Shareholder Meetings	Mgmt	For		Against
7.6	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
8	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.9 Million with or without Exclusion of Preemptive Rights	Mgmt	For		For
9	Amend Articles Re: Board of Directors Term of Office	Mgmt	For		For
10.1	Approve Remuneration Report	Mgmt	For		For

VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 869,093 for Fiscal Year 2022	Mgmt	For		For
10.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2024	Mgmt	For		For
10.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2024	Mgmt	For		For
10.5	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2023 AGM to 2024 AGM	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Against

Coca-Cola HBC AG

Meeting Date: 17/05/2023 **Country:** Switzerland **Ticker:** CCH
Record Date: 15/05/2023 **Meeting Type:** Annual
Primary Security ID: H1512E100

Shares Voted: 71,828

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Treatment of Net Loss	Mgmt	For		For
2.2	Approve Dividend from Reserves	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For		For
4.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For		Against
4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For		For
4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For		For
4.1.5	Re-elect Olusola David-Borha as Director	Mgmt	For		For
4.1.6	Re-elect William Douglas III as Director	Mgmt	For		For
4.1.7	Re-elect Anastasios Leventis as Director	Mgmt	For		For
4.1.8	Re-elect Christodoulos Leventis as Director	Mgmt	For		For

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.9	Re-elect Alexandra Papalexopoulou as Director	Mgmt	For		Against
4.1.A	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For		For
4.1.B	Re-elect Henrique Braun as Director	Mgmt	For		For
4.2.1	Elect George Leventis as Director	Mgmt	For		Against
4.2.2	Elect Evguenia Stoitchkova as Director	Mgmt	For		For
5	Designate Ines Poeschel as Independent Proxy	Mgmt	For		For
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For		Against
7	Approve UK Remuneration Report	Mgmt	For		Against
8	Approve Remuneration Policy	Mgmt	For		Against
9	Approve Swiss Remuneration Report	Mgmt	For		Against
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For		For
10.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For		Against
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For		For
12	Transact Other Business (Voting)	Mgmt	For		Against

Partners Group Holding AG

Meeting Date: 24/05/2023

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 2,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 37.00 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Amend Corporate Purpose	Mgmt	For		For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
4.3	Amend Articles of Association	Mgmt	For		For
4.4	Amend Articles Re: Restriction on Share Transferability	Mgmt	For		For
5	Approve Remuneration Report	Mgmt	For		Against
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For		Against
6.2	Approve Variable Long-Term Remuneration of Executive Directors in the Amount of CHF 6.8 Million	Mgmt	For		Against
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 13.3 Million	Mgmt	For		Against
6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Mgmt	For		Against
6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 23.9 Million	Mgmt	For		Against
6.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 90,000	Mgmt	For		For
7.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For		Against
7.1.2	Reelect Marcel Erni as Director	Mgmt	For		For
7.1.3	Reelect Alfred Gantner as Director	Mgmt	For		For
7.1.4	Reelect Anne Lester as Director	Mgmt	For		For
7.1.5	Elect Gaelle Olivier as Director	Mgmt	For		For
7.1.6	Reelect Martin Strobel as Director	Mgmt	For		For
7.1.7	Reelect Urs Wietlisbach as Director	Mgmt	For		For
7.1.8	Reelect Flora Zhao as Director	Mgmt	For		For
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2.3	Reappoint Martin Strobel as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.3	Designate Hotz & Goldmann as Independent Proxy	Mgmt	For		For
7.4	Ratify KPMG AG as Auditors	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

Sonova Holding AG

Meeting Date: 12/06/2023

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 2,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 4.60 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Amend Articles Re: Composition of Compensation Committee	Mgmt	For		For
5.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For		Against
5.1.2	Reelect Stacy Seng as Director	Mgmt	For		For
5.1.3	Reelect Gregory Behar as Director	Mgmt	For		For
5.1.4	Reelect Lynn Bleil as Director	Mgmt	For		For
5.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For		For
5.1.6	Reelect Roland Diggelmann as Director	Mgmt	For		For
5.1.7	Reelect Julie Tay as Director	Mgmt	For		For
5.1.8	Reelect Ronald van der Vis as Director	Mgmt	For		For
5.1.9	Reelect Adrian Widmer as Director	Mgmt	For		For
5.2.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.2.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.2.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.3	Appoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
5.5	Designate Keller AG as Independent Proxy	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For		For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For		Against

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve CHF 76,645.50 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For		For
8.1	Amend Corporate Purpose	Mgmt	For		For
8.2	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For		Against
8.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
8.4	Amend Articles of Association	Mgmt	For		For
8.5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
9	Transact Other Business (Voting)	Mgmt	For		Against

DSM-Firmenich AG

Meeting Date: 29/06/2023

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H0245V108

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	For		For
2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	For		For
3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	For		For
3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	For		Against
4.1	Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	For		For
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	For		For
5	Transact Other Business (Voting)	Mgmt	For		Against

DSM-Firmenich AG

Meeting Date: 29/06/2023

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Extraordinary
Shareholders

Primary Security ID: H0245V108

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For		Abstain

LEM Holding SA

Meeting Date: 29/06/2023

Country: Switzerland

Ticker: LEHN

Record Date:

Meeting Type: Annual

Primary Security ID: H48909149

Shares Voted: 200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
2	Approve Allocation of Income and Dividends of CHF 52 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For		Against
5.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Mgmt	For		For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For		For
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	For		For
6.1	Reelect Ilan Cohen as Director	Mgmt	For		Against
6.2	Reelect Francois Gabella as Director	Mgmt	For		For
6.3	Reelect Andreas Huerlimann as Director and Board Chair	Mgmt	For		For
6.4	Reelect Ulrich Looser as Director	Mgmt	For		Against
6.5	Reelect Ueli Wampfler as Director	Mgmt	For		For
6.6	Reelect Werner Weber as Director	Mgmt	For		For
7.1	Reappoint Andreas Huerlimann as Member of the Nomination and Compensation Committee	Mgmt	For		For

LEM Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Reappoint Ulrich Looser as Member of the Nomination and Compensation Committee	Mgmt	For		Against
7.3	Appoint Werner Weber as Member of the Nomination and Compensation Committee	Mgmt	For		For
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For		For
9	Ratify Ernst & Young Ltd. as Auditors	Mgmt	For		For
10.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For		Against
10.2	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		Against
10.3	Amend Articles of Association	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Against

Dottikon ES Holding AG

Meeting Date: 07/07/2023

Country: Switzerland

Ticker: DESN

Record Date:

Meeting Type: Annual

Primary Security ID: H20416139

Shares Voted: 2,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report	Mgmt	For		Against
3	Approve Discharge of Board and Senior Management	Mgmt	For		Against
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For		For
5.1	Reelect Markus Blocher as Director and Board Chair	Mgmt	For		Against
5.2	Reelect Alfred Scheidegger as Director	Mgmt	For		For
5.3	Reelect Bernhard Urwyler as Director	Mgmt	For		For
6.1	Reappoint Markus Blocher as Member of the Compensation Committee	Mgmt	For		Against
6.2	Reappoint Alfred Scheidegger as Member of the Compensation Committee	Mgmt	For		For
6.3	Reappoint Bernhard Urwyler as Member of the Compensation Committee	Mgmt	For		For

Dottikon ES Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Directors in the Amount of CHF 200,000	Mgmt	For		For
8	Approve Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For		For
9	Ratify KPMG AG as Auditors	Mgmt	For		For
10	Designate Michael Wicki as Independent Proxy	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Against

EMS-Chemie Holding AG

Meeting Date: 12/08/2023

Country: Switzerland

Ticker: EMSN

Record Date:

Meeting Type: Annual

Primary Security ID: H22206199

Shares Voted: 750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Acknowledge Proper Convening of Meeting	Mgmt			
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
3.2.1	Approve Remuneration of Board of Directors in the Amount of CHF 764,000	Mgmt	For		For
3.2.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For		For
4	Approve Allocation of Income and Ordinary Dividends of CHF 15.75 per Share and a Special Dividend of CHF 4.25 per Share	Mgmt	For		For
5	Approve Discharge of Board and Senior Management	Mgmt	For		For
6.1.1	Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Mgmt	For		For
6.1.2	Elect Magdalena Martullo as Director	Mgmt	For		Against
6.1.3	Elect Joachim Streu as Director and Member of the Compensation Committee	Mgmt	For		For
6.1.4	Elect Rainer Roten as Director and Member of the Compensation Committee	Mgmt	For		For
6.2	Ratify BDO AG as Auditors	Mgmt	For		For

EMS-Chemie Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Designate Robert Daepfen as Independent Proxy	Mgmt	For		For
7	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For		Against
8	Transact Other Business (Voting)	Mgmt	For		Against

Compagnie Financiere Richemont SA

Meeting Date: 06/09/2023 **Country:** Switzerland **Ticker:** CFR
Record Date: **Meeting Type:** Annual
Primary Security ID: H25662182

Shares Voted: 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.50 per Registered A Share and CHF 0.25 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
	Management Proposal for Holders of A Registered Shares	Mgmt			
4	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For		For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For		For
5.2	Reelect Josua Malherbe as Director	Mgmt	For		Against
5.3	Reelect Nikesh Arora as Director	Mgmt	For		For
5.4	Reelect Clay Brendish as Director	Mgmt	For		Against
5.5	Reelect Jean-Blaise Eckert as Director	Mgmt	For		Against
5.6	Reelect Burkhardt Grund as Director	Mgmt	For		Against
5.7	Reelect Keyu Jin as Director	Mgmt	For		Against
5.8	Reelect Jerome Lambert as Director	Mgmt	For		Against
5.9	Reelect Wendy Luhabe as Director	Mgmt	For		For
5.10	Reelect Jeff Moss as Director	Mgmt	For		For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.11	Reelect Vesna Nevistic as Director	Mgmt	For		For
5.12	Reelect Guillaume Pictet as Director	Mgmt	For		For
5.13	Reelect Maria Ramos as Director	Mgmt	For		For
5.14	Reelect Anton Rupert as Director	Mgmt	For		For
5.15	Reelect Patrick Thomas as Director	Mgmt	For		Against
5.16	Reelect Jasmine Whitbread as Director	Mgmt	For		For
5.17	Elect Fiona Druckenmiller as Director	Mgmt	For		For
5.18	Elect Bram Schot as Director	Mgmt	For		For
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For		Against
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For		Against
6.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	Mgmt	For		Against
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For		Against
6.5	Appoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For		For
6.6	Appoint Jasmine Whitbread as Member of the Compensation Committee	Mgmt	For		For
7	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For		Against
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For		For
9.1	Approve Remuneration of Directors in the Amount of CHF 8.3 Million	Mgmt	For		Against
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Mgmt	For		Against
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Mgmt	For		Against
10.1	Amend Articles Re: Registration Threshold for Nominees	Mgmt	For		For
10.2	Amend Articles Re: Restriction on Empty Voting	Mgmt	For		For
10.3	Amend Articles Re: General Meeting	Mgmt	For		Against
10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For		Against
10.5	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For		For
10.6	Amend Articles Re: Editorial Changes	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Against

Logitech International S.A.

Meeting Date: 13/09/2023

Country: Switzerland

Ticker: LOGN

Record Date: 07/09/2023

Meeting Type: Annual

Primary Security ID: H50430232

Shares Voted: 42,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year		One Year
4	Approve Remuneration Report	Mgmt	For		Against
5	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For		For
6A	Amend Articles Re: Shareholders Rights and General Meeting of Shareholders	Mgmt	For		For
6B	Amend Articles Re: Compensation and Mandates	Mgmt	For		Against
6C	Amend Articles Re: Creation of a Capital Band	Mgmt	For		For
6D	Amend Articles Re: Administrative amendments to the Articles of Incorporation	Mgmt	For		For
7	Approve Discharge of Board and Senior Management	Mgmt	For		For
	Elections to the Board of Directors	Mgmt			
8A	Elect Director Patrick Aebischer	Mgmt	For		For
8B	Elect Director Wendy Becker	Mgmt	For		For
8C	Elect Director Edouard Bugnion	Mgmt	For		For
8D	Elect Director Guy Gecht	Mgmt	For		For
8E	Elect Director Marjorie Lao	Mgmt	For		For
8F	Elect Director Neela Montgomery	Mgmt	For		For
8G	Elect Director Deborah Thomas	Mgmt	For		For
8H	Elect Director Christopher Jones	Mgmt	For		For
8I	Elect Director Kwok Wang Ng	Mgmt	For		For
8J	Elect Director Sascha Zahn	Mgmt	For		For
9	Elect Wendy Becker as Board Chairman	Mgmt	For		For
	Elections to the Compensation Committee	Mgmt			
10A	Appoint Neela Montgomery as Member of the Compensation Committee	Mgmt	For		For

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10B	Appoint Kwok Wang Ng as Member of the Compensation Committee	Mgmt	For		For
10C	Appoint Deborah Thomas as Member of the Compensation Committee	Mgmt	For		For
11	Approve Remuneration of Directors in the Amount of CHF 3,700,000	Mgmt	For		For
12	Approve Remuneration of the Group Management Team in the Amount of USD 26,700,000	Mgmt	For		Against
13	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2024	Mgmt	For		For
14	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	Mgmt	For		For
A	Authorize Independent Representative to Vote on Any New or Amended Resolutions	Mgmt	For		Against

Novartis AG

Meeting Date: 15/09/2023

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H5820Q150

Shares Voted: 110,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Sandoz Group AG	Mgmt	For		For
2	Approve CHF 22.8 Million Reduction in Share Capital via Reduction of Nominal Value in Connection with the Spin-Off	Mgmt	For		For
3	Transact Other Business (Voting)	Mgmt	For		Against