Board Statistics Report

Parameters Used:

Location(s): All locations
Account Group(s): All account groups
Institution Account(s): UBS (CH) Index Fund - Equities Switzerland All NSL
Custodian Account(s): All custodian accounts
Reporting Period: 1/1/25 to 12/31/25

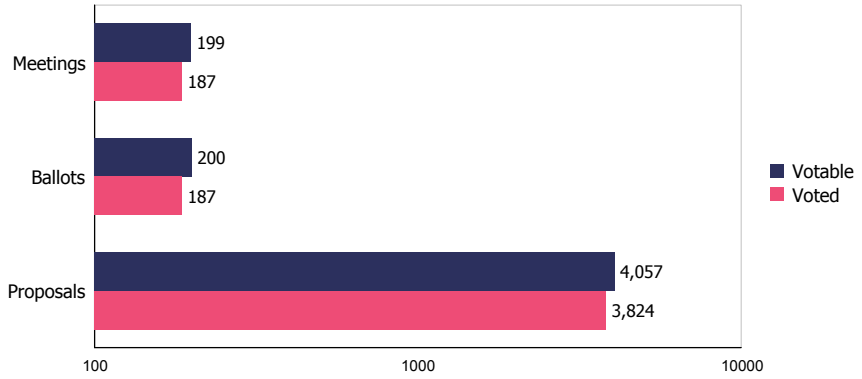
Meeting Overview

Category	Number	Percentage
Number of votable meetings	199	
Number of meetings voted	187	93.97%
Number of meetings with at least 1 vote Against, Withhold or Abstain	186	93.47%

Ballot Overview

Category	Number	Percentage
Number of votable ballots	200	
Number of ballots voted	187	93.50%

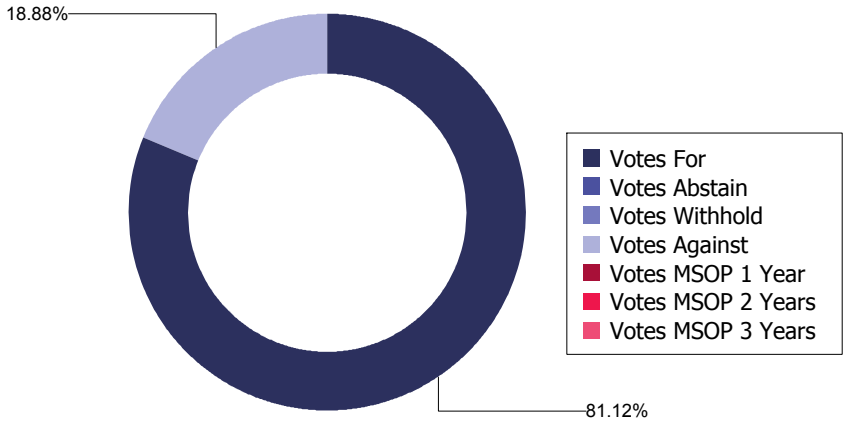
Voting Statistics



Proposal Overview

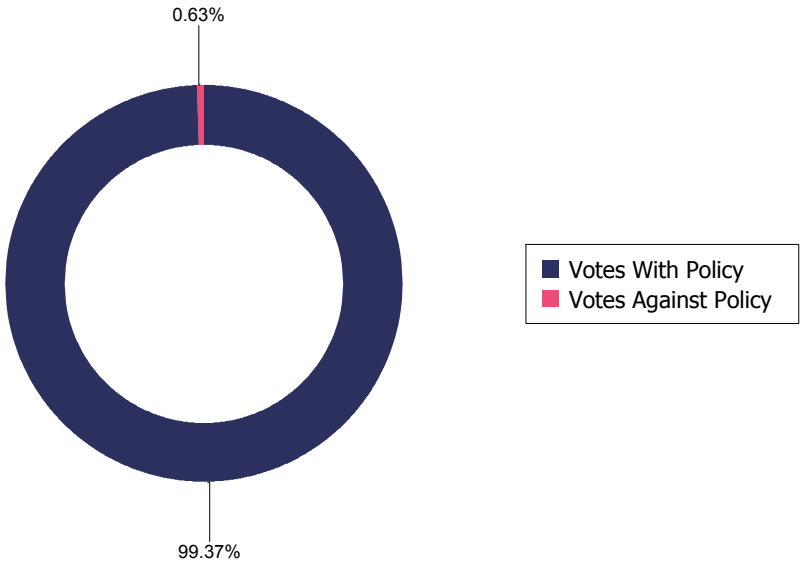
Category	Number	Percentage
Number of votable items	4,057	
Number of items voted	3,824	94.26%
Number of votes FOR	3,102	81.12%
Number of votes AGAINST	722	18.88%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP Frequency 1 Year	0	0.00%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	3,800	99.37%
Number of votes Against Policy	24	0.63%
Number of votes With Mgmt	3,140	82.11%
Number of votes Against Mgmt	684	17.89%
Number of votes on MSOP (exclude frequency)	412	10.77%
Number of votes on Shareholder Proposals	39	1.02%

Vote Cast Statistics

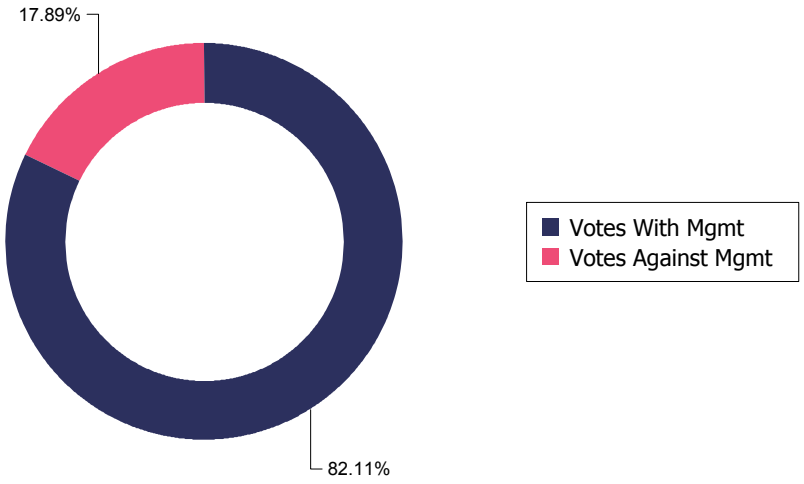


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years.
For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included.
Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal.
This may result in voting totals exceeding the number of votable items.
Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines :
https://www.issgovernance.com/policy-gateway/voting-policies

Vote Alignment with Policy



Vote Alignment with Management



Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
Switzerland	199	187	93.97%

Meetings Voted by Market

No graphical representation provided.

Market Voting Statistics

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Director Election - Proxy Contest	Removal of Existing Board Directors	1.1.1. Remove Thomas Sojak as Director	Against
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Director Election - Proxy Contest	Removal of Existing Board Directors	1.1.2. Remove Stefan Hiestand as Director	Against
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Director Election - Proxy Contest	Removal of Existing Board Directors	1.1.3. Remove Daniel Menard as Director	Against
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Director Election - Proxy Contest	Removal of Existing Board Directors	1.2. Remove Thomas Sojak as Board Chair	Against
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Director Related - Board Related	Company-Specific Board-Related	1.3. Remove Daniel Menard as Member of Compensation Committee	Against
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	2.1.2. Elect Ueli Kehl as Director	Against
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	2.1.3. Elect Roland Voegele as Director	Against
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	2.2. Elect Cyrill Schneuwly as Board Chair	Against
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Director Related - Board Related	Company-Specific Board-Related	2.3. Appoint Ueli Kehl as Member of the Compensation Committee	Against
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	Against
Bergbahnen Engelberg-Truebsee-Titlis AG	19-Feb-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Novartis AG	07-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Swiss Prime Site AG	13-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report (Non-Binding)	Against
Swiss Prime Site AG	13-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.3. Reelect Gabrielle Nater-Bass as Director	Against
Swiss Prime Site AG	13-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.1. Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Against
Swiss Prime Site AG	13-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Hypothekarbank Lenzburg AG	15-Mar-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	5. Approve Increase in Capital Band within the Upper Limit of CHF 28.1 Million and the Lower Limit of CHF 18.7 Million with Preemptive Rights	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hypothekarbank Lenzburg AG	15-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 350,000	Against
Hypothekarbank Lenzburg AG	15-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.7. Reelect Thomas Wietlisbach as Director	Against
Hypothekarbank Lenzburg AG	15-Mar-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	7.3. Elect Marianne Wildi as Board Chair	Against
Hypothekarbank Lenzburg AG	15-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.4.2. Reappoint Thomas Wietlisbach as Member of the Compensation and Nomination Committee	Against
CPH Group AG	18-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.3. Approve Remuneration Report (Non-Binding)	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Kaspar Kelterborn as Director	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Peter Schaub as Director	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Tim Talaat as Director	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Manuel Werder as Director	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Reelect Peter Schaub as Board Chair	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Peter Schaub as Member of the Personnel and Compensation Committee	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.3. Reappoint Tim Talaat as Member of the Personnel and Compensation Committee	Against
CPH Group AG	18-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Bellevue Group AG	18-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report (Non-Binding)	Against
Bellevue Group AG	18-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.1. Approve Remuneration of Directors in the Amount of CHF 4 Million	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of EUR 20 Million	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.a. Reelect Peter Athanas as Director	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.b. Reelect Walter Droege as Director	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.a. Reappoint Peter Athanas as Member of the Compensation Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.b. Reappoint Walter Droege as Member of the Compensation Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.c. Reappoint Frank Tanski as Member of the Compensation Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
BB Biotech AG	19-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Givaudan SA	20-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
EFG International AG	21-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
EFG International AG	21-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10 Million	Against
EFG International AG	21-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 13.1 Million	Against
EFG International AG	21-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.2. Reelect Alexander Classen as Director	Against
EFG International AG	21-Mar-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	7.3. Reelect Alexander Classen as Board Chair	Against
EFG International AG	21-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.2. Reappoint Alexander Classen as Member of the Compensation and Nomination Committee	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EFG International AG	21-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.3. Reappoint Boris Collardi as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.4. Reappoint Roberto Isolani as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Novavest Real Estate AG	24-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
BELIMO Holding AG	24-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Implenia AG	25-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.1. Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.4. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.1. Reelect Alfred Schindler as Director	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.3. Reelect Monika Buetler as Director	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.5. Reelect Guenter Schaeuble as Director	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.6. Reelect Tobias Staehelin as Director	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.7. Reelect Carole Vischer as Director	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5.2. Reappoint Monika Buetler as Member of the Compensation Committee	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5.3. Reappoint Petra Winkler as Member of the Compensation Committee	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Sika AG	25-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swisscom AG	26-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
SGS SA	26-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Ian Gallienne as Director	Against
SGS SA	26-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Plan of Liquidation	6.1. Approve Dissolution of Company, If Item 5 is Rejected	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Non-Routine Business - Non-Routine Business	Appoint Appraiser/Special Auditor/Liquidator	6.2.1. Appoint Stephan Schindler as Liquidator, If Item 5 is Rejected	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Non-Routine Business - Non-Routine Business	Appoint Appraiser/Special Auditor/Liquidator	6.2.2. Appoint Beat In-Albon as Liquidator, If Item 5 is Rejected	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Approve Delisting of Shares from Stock Exchange	6.3. Approve Delisting of Shares from SIX Swiss Exchange, If Item 5 is Rejected	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	7.1.1. Elect Gianluca Ferrari as Director	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	7.1.2. Elect Francesco Defila as Director	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	7.3. Elect Gianluca Ferrari as Board Chair	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Director Related - Board Related	Company-Specific Board-Related	7.5.1. Appoint Gianluca Ferrari as Member of the Compensation Committee	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Director Related - Board Related	Company-Specific Board-Related	7.5.2. Appoint Francesco Defila as Member of the Compensation Committee	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
ABB Ltd.	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
DKSH Holding Ltd.	27-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.3. Approve Remuneration Report	Against
DKSH Holding Ltd.	27-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.7. Reelect Eunice Zehnder-Lai as Director	Against
DKSH Holding Ltd.	27-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.3. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
DKSH Holding Ltd.	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Leonteq AG	27-Mar-25	Switzerland	G	Non-Routine Business - Non-Routine Business	Approve Allocation of Income/Distribution Policy	2.1. Approve Allocation of Income and Dividends of CHF 3.00 per Share	Against
Leonteq AG	27-Mar-25	Switzerland	G	Non-Routine Business - Non-Routine Business	Initiate Share Repurchase Program	3. Initiate Share Repurchase Program	Against
Leonteq AG	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Leonteq AG	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
EPIC Suisse AG	28-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.2. Reappoint Ron Greenbaum as Member of the Nomination and Compensation Committee	Against
EPIC Suisse AG	28-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	10.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
EPIC Suisse AG	28-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	10.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Ina Invest Ltd.	31-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Ina Invest Ltd.	31-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.c. Reelect Hans Meister as Director	Against
Ina Invest Ltd.	31-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Appoint Hans Meister as Member of the Nomination and Compensation Committee	Against
Ina Invest Ltd.	31-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.5. Appoint Philipp Buhofer as Member of the Nomination and Compensation Committee, if Items 7.1 to 7.4 are Approved	Against
Ina Invest Ltd.	31-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Mobimo Holding AG	31-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Clariant AG	01-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.e. Reelect Thilo Mannhardt as Director	Against
Clariant AG	01-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Clariant AG	01-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
OC Oerlikon Corp. AG	01-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Paul Adams as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
OC Oerlikon Corp. AG	01-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.2. Elect Marco Musetti as Director	Against
OC Oerlikon Corp. AG	01-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.1. Reappoint Paul Adams as Member of the Human Resources Committee	Against
OC Oerlikon Corp. AG	01-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
OC Oerlikon Corp. AG	01-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
Intershop Holding AG	01-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Intershop Holding AG	01-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Ernst Schaufelberger as Director and Board Chair	Against
Intershop Holding AG	01-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Ernst Schaufelberger as Member of the Compensation Committee	Against
Intershop Holding AG	01-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Peter Lehmann as Director and Board Chair	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Dominik Weber as Director	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Felix Schmidheiny as Director	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Martin Byland as Member of the Nomination and Compensation Committee	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2. Reappoint Dominik Weber as Member of the Nomination and Compensation Committee	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.1. Approve Remuneration Report (Non-Binding)	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9.1. Additional Voting Instructions - New/Amended Proposals (Voting)	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9.2. Additional Voting Instructions - Counter-Proposals (Voting)	Against
mobilezone holding ag	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.e. Elect Andreas Wyss as Director	Against
mobilezone holding ag	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Autoneum Holding AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Norbert Indlekofer as Director	Against
Autoneum Holding AG	02-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Norbert Indlekofer as Member of the Compensation Committee	Against
Autoneum Holding AG	02-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Non-Binding)	Against
Autoneum Holding AG	02-Apr-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	13.1. Approve Creation of Capital Band with an Upper Limit of CHF 438,034 with or without Exclusion of Preemptive Rights	Against
Autoneum Holding AG	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
HUBER+SUHNER AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Monika Buetler as Director	Against
HUBER+SUHNER AG	02-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Against
HUBER+SUHNER AG	02-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report (Non-Binding)	Against
HUBER+SUHNER AG	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Annika Falkengren as Director	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Annika Falkengren as Member of the Nomination and Compensation Committee	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10.1. Approve Remuneration Report (Non-Binding)	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
PSP Swiss Property AG	03-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	12.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
PSP Swiss Property AG	03-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	12.2. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Zehnder Group AG	03-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Riet Cadonau as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zehnder Group AG	03-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.1. Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Against
Zehnder Group AG	03-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Forbo Holding AG	04-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.1. Approve Remuneration Report	Against
Forbo Holding AG	04-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 167,000 for Fiscal Year 2024	Against
Forbo Holding AG	04-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.5. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million for Fiscal Year 2025	Against
Forbo Holding AG	04-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Claudia Coninx-Kaczynski as Director	Against
Forbo Holding AG	04-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Against
Forbo Holding AG	04-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Meier Tobler Group AG	07-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
Meier Tobler Group AG	07-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Heinz Wiedmer as Director	Against
Meier Tobler Group AG	07-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Heinz Wiedmer as Member of the Compensation Committee	Against
Meier Tobler Group AG	07-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Inficon Holding AG	08-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Beat Siegrist as Director	Against
Inficon Holding AG	08-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Against
Inficon Holding AG	08-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
V-ZUG Holding AG	08-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
V-ZUG Holding AG	08-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Prisca Hafner as Director	Against
V-ZUG Holding AG	08-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Prisca Hafner as Member of the Personnel and Compensation Committee	Against
V-ZUG Holding AG	08-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.1. Reelect Felix Sulzberger as Director and Board Chair	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.2. Reelect Allan Kellenberger as Director	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.3. Reelect Thomas Stoecklin as Director	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	2.2.1. Reappoint Felix Sulzberger as Member of the Compensation Committee	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.1. Approve Remuneration Report (Non-Binding)	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.4. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
SIG Group AG	08-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Fundamenta Real Estate AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
VZ Holding AG	09-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.2.3. Reelect Roland Ledergerber as Director	Against
VZ Holding AG	09-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Roland Ledergerber as Member of the Compensation Committee	Against
VZ Holding AG	09-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Against
VZ Holding AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
SF Urban Properties AG	09-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
SF Urban Properties AG	09-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Carolin Schmueser as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SF Urban Properties AG	09-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.5. Reelect Alexander Voegele as Director and Board Chair	Against
SF Urban Properties AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Schweiter Technologies AG	09-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Non-Binding)	Against
Schweiter Technologies AG	09-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.4. Reelect Jacques Sanche as Director	Against
Schweiter Technologies AG	09-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2.3. Reappoint Jacques Sanche as Member of the Nomination and Compensation Committee	Against
Schweiter Technologies AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
BVZ Holding AG	09-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.B. Approve Remuneration of Executive Committee in the Amount of CHF 2 Million for Fiscal Year 2025	Against
BVZ Holding AG	09-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.D. Approve Remuneration of Executive Committee in the Amount of CHF 519,600 for the First Quarter of Fiscal Year 2026	Against
BVZ Holding AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Zurich Insurance Group AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.1. Approve Creation of Capital Band within the Upper Limit of CHF 380,938 and the Lower Limit of CHF 331,250 with or without Exclusion of Preemptive Rights	Against
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	1.2. Approve Creation of CHF 49,688 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Against
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Erik Schropp as Director	Against
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Philippe Weber as Member of the Compensation and Nomination Committee	Against
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Peter Wilden as Member of the Compensation and Nomination Committee	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
COMET Holding AG	10-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.5. Approve Remuneration Report	Against
COMET Holding AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Julius Baer Gruppe AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Siegfried Holding AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Straumann Holding AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
UBS Group AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.2. Reelect Johannes Stoeckli as Director	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.3. Reelect Martin Wipfli as Director	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.4. Reelect Joelle Zimmerli as Director	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Johannes Stoeckli as Member of the Nomination and Compensation Committee	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Joelle Zimmerli as Member of the Nomination and Compensation Committee	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Galenica AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Tecan Group AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Emmi AG	10-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Against
Emmi AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Urs Riedener as Director and Board Chair	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Emmi AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Hubert Muff as Director	Against
Emmi AG	10-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Urs Riedener as Member of the Personnel and Compensation Committee	Against
Emmi AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Swiss Re AG	11-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
TX Group AG	11-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Pascale Bruderer as Director	Against
TX Group AG	11-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Pascale Bruderer as Member of the Compensation Committee	Against
TX Group AG	11-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.3 Million	Against
TX Group AG	11-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Bossard Holding AG	11-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
SoftwareONE Holding AG	11-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	3. Transact Other Business (Voting)	Against
Flughafen Zuerich AG	14-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Non-Binding)	Against
Flughafen Zuerich AG	14-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	9.1.e. Reelect Claudia Pletscher as Director	Against
Flughafen Zuerich AG	14-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.3.b. Reappoint Claudia Pletscher as Member of the Nomination and Compensation Committee	Against
Flughafen Zuerich AG	14-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10.1. Additional Voting Instructions - General Additions and Amendments	Against
Flughafen Zuerich AG	14-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10.2. Additional Voting Instructions - Convocation of an Extraordinary General Meeting	Against
Flughafen Zuerich AG	14-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10.3. Additional Voting Instructions - Execution of a Special Audit	Against
Luzerner Kantonalbank AG	14-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.7 Million	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Luzerner Kantonalbank AG	14-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Martha Scheiber as Director	Against
Luzerner Kantonalbank AG	14-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Martha Scheiber as Member of the Personnel and Compensation Committee	Against
Luzerner Kantonalbank AG	14-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Sandoz Group AG	15-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
IVF HARTMANN Holding AG	15-Apr-25	Switzerland	G	Non-Routine Business - Non-Routine Business	Approve Allocation of Income/Distribution Policy	3.2. Approve Dividends of CHF 5.00 per Share	Against
IVF HARTMANN Holding AG	15-Apr-25	Switzerland	G	Non-Routine Business - Non-Routine Business	Approve Allocation of Income/Distribution Policy	3.5. Approve Special Dividend of CHF 10.00 per Share	Against
IVF HARTMANN Holding AG	15-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.e. Reelect Oliver Walker as Director	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.c. Reappoint Oliver Walker as Member of the Compensation and Nomination Committee	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	10a.. Approve Creation of CHF 467,206.60 Pool of Conditional Capital for Employee Equity Plans	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	10b.. Approve US Stock Option and Participation Incentive Plan 2025	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Philippe Royer as Director and Board Chair	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.2.1. Reelect Stefan Breitenstein as Director	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.2.2. Reelect Nick Huber as Director	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gurit Holding AG	15-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Philippe Royer as Member of the Nomination and Compensation Committee	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Molecular Partners AG	16-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Molecular Partners AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect William Burns as Director	Against
Molecular Partners AG	16-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Reelect William Burns as Board Chair	Against
Molecular Partners AG	16-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint William Burns as Member of the Nomination and Compensation Committee	Against
Molecular Partners AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Ascom Holding AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Basilea Pharmaceutica AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Nestle SA	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Georg Fischer AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Mikron Holding AG	16-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Mikron Holding AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Paul Zumbuehl as Director	Against
Mikron Holding AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Hans-Christian Schneider as Director	Against
Mikron Holding AG	16-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Reelect Paul Zumbuehl as Board Chair	Against
Mikron Holding AG	16-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Hans-Christian Schneider as Member of the Compensation Committee	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mikron Holding AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
u-blox Holding AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Bucher Industries AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Michael Hauser as Director	Against
Bucher Industries AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.e. Reelect Stefan Scheiber as Director	Against
Bucher Industries AG	16-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.b. Reappoint Stefan Scheiber as Member of the Compensation Committee	Against
Bucher Industries AG	16-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Remuneration Report (Non-Binding)	Against
Bucher Industries AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Komax Holding AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Annette Heimlicher as Director	Against
Komax Holding AG	16-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.3. Appoint Annette Heimlicher as Member of the Compensation Committee	Against
Komax Holding AG	16-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.1. Approve Remuneration Report (Non-Binding)	Against
Komax Holding AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Geberit AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Felix Grisard as Director	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Salome Varnholt as Director	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.7. Reelect Felix Grisard as Board Chair	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Salome Varnholt as Member of the Compensation Committee	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Balz Halter as Member of the Compensation Committee	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.3. Approve Remuneration Report	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Adecco Group AG	17-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A1. Reelect Jean-Albert Ferrez as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A2. Reelect Geraldine Granges Guenot as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A3. Reelect Pierre-Alain Grichting as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A4. Reelect Patrick Heritier as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A5. Reelect Edgar Jeitziner as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A6. Reelect Serge Metrailler as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A7. Reelect Anja Guelpa as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.1. Reelect Pierre-Alain Grichting as Board Chair	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	12. Ratify Deloitte AG as Auditors	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
Cicor Technologies Ltd.	17-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Cicor Technologies Ltd.	17-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7. Approve Remuneration of Executive Committee in the Amount of CHF 6 Million	Against
Cicor Technologies Ltd.	17-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
StarragTornos Group AG	17-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Against
StarragTornos Group AG	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Michael Hauser as Director	Against
StarragTornos Group AG	17-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Reelect Michael Hauser as Board Chair	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
StarragTornos Group AG	17-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Appoint Michael Hauser as Member of the Compensation Committee	Against
StarragTornos Group AG	17-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Bystronic AG	22-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Matthias Auer as Director	Against
Bystronic AG	22-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Urs Riedener as Director	Against
Bystronic AG	22-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Felix Schmidheiny as Director	Against
Bystronic AG	22-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Urs Riedener as Member of the Compensation Committee	Against
Bystronic AG	22-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.1. Approve Remuneration Report (Non-Binding)	Against
Bystronic AG	22-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Sulzer AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Sulzer AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
medmix AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
medmix AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
HOCN AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.1. Approve Remuneration Report	Against
HOCN AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Galderma Group AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Against
Galderma Group AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.2. Approve Remuneration of Executive Committee in the Amount of CHF 29.8 Million	Against
Galderma Group AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vetropack Holding AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.1. Approve Remuneration Report	Against
Vetropack Holding AG	23-Apr-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4.2. Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Against
Vetropack Holding AG	23-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Raffaella Marzi as Director	Against
Vetropack Holding AG	23-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Against
Vetropack Holding AG	23-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Raffaella Marzi as Member of the Nomination and Compensation Committee	Against
Vetropack Holding AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Coltene Holding AG	23-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Astrid Waser as Director	Against
Coltene Holding AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.1. Approve Remuneration Report	Against
Coltene Holding AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 834,157	Against
Coltene Holding AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Cembra Money Bank AG	24-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Kardex Holding AG	24-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Rieter Holding AG	24-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report (Non-Binding)	Against
Rieter Holding AG	24-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Sarah Kreienbuehl as Director	Against
Rieter Holding AG	24-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Sarah Kreienbuehl as Member of the Compensation Committee	Against
Rieter Holding AG	24-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
APG SGA SA	24-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Daniel Hofer as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
APG SGA SA	24-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect David Bourg as Director	Against
APG SGA SA	24-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	6. Reelect Daniel Hofer as Board Chair	Against
APG SGA SA	24-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	10. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Against
APG SGA SA	24-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Medartis Holding AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.1. Approve Remuneration Report	Against
Medartis Holding AG	25-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Damien Tappy as Director	Against
Medartis Holding AG	25-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Damien Tappy as Member of the Nomination and Compensation Committee	Against
Medartis Holding AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Michael Manz as Director and Board Chair	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Michael Manz as Member of the Compensation Committee	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2. Reappoint Fabian Von Loewenfeld as Member of the Compensation Committee	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8.1. Approve Remuneration of Directors in the Amount of CHF 50,000	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 2 Million for Fiscal Year 2024	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 82,505 for Fiscal Year 2024	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	9. Approve CHF 1 Million Conditional Capital Increase for Employee Equity Plans	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Helvetia Holding AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Schweizerische Nationalbank	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Baloise Holding AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6.1. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Baloise Holding AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Arbonia AG	25-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Alexander von Witzleben as Director, Board Chair, and Member of the Nomination and Compensation Committee	Against
Arbonia AG	25-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Peter Barandun as Director and Member of the Nomination and Compensation Committee	Against
Arbonia AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.1. Approve Remuneration Report (Non-Binding)	Against
Arbonia AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8.3. Approve Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Against
Arbonia AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Allreal Holding AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.4. Approve Remuneration Report	Against
Allreal Holding AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Glarner Kantonalbank AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4.a. Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.b. Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.a.2. Reelect Norbert Indlekofer as Director	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.a.3. Reelect Martin Kloeti as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Feintool International Holding AG	29-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.b. Elect Norbert Indlekofer as Board Chair	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.c.1. Reappoint Norbert Indlekofer as Member of the Nomination and Compensation Committee	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.c.2. Reappoint Martin Kloeti as Member of the Nomination and Compensation Committee	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
VAT Group AG	29-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
BKW AG	29-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Banque Cantonale de Geneve	29-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	8. Elect Simona Terranova as Director	Against
Banque Cantonale de Geneve	29-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Banque Cantonale de Geneve	29-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Banque Cantonale du Jura SA	29-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Aryzta AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Varia US Properties AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.d. Reelect Stefan Buser as Director	Against
Varia US Properties AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.a. Reappoint Stefan Buser as Member of the Compensation, Nomination and DEI Committee	Against
Varia US Properties AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Bachem Holding AG	30-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Bachem Holding AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Kuno Sommer as Director and Board Chair	Against
Bachem Holding AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Kuno Sommer as Member of the Compensation Committee	Against
Bachem Holding AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bachem Holding AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Alex Faessler as Member of the Compensation Committee	Against
Bachem Holding AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
St. Galler Kantonalbank AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Claudia Viehweger as Director and Member of the Personnel and Compensation Committee	Against
St. Galler Kantonalbank AG	30-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.3 Million	Against
St. Galler Kantonalbank AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
SFS Group AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.e. Reelect Thomas Oetterli as Director and Board Chair	Against
SFS Group AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Edisun Power Europe AG	02-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Fulvio Micheletti as Director	Against
Edisun Power Europe AG	02-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Fulvio Micheletti as Member of the Nomination and Compensation Committee	Against
Edisun Power Europe AG	02-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Accelleron Industries AG	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Alcon Inc.	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Investis Holding SA	06-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.1. Approve Remuneration Report	Against
Investis Holding SA	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Schlatter Industries AG	06-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Michael Hauser as Director	Against
Schlatter Industries AG	06-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Ruedi Huber as Director	Against
Schlatter Industries AG	06-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	4.2. Elect Michael Hauser as Board Chair	Against
Schlatter Industries AG	06-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Michael Hauser as Member of the Nomination and Compensation Committee	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schlatter Industries AG	06-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 20,171 and Fixed Remuneration in the Amount of CHF 1.5 Million	Against
Schlatter Industries AG	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Kuehne + Nagel International AG	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.d. Reelect Karl Gernandt as Director	Against
Kuehne + Nagel International AG	07-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.a. Reappoint Karl Gernandt as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	07-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	07-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
Kuehne + Nagel International AG	07-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Medacta Group SA	07-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
Medacta Group SA	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Maria Siccardi Tonolli as Director	Against
Medacta Group SA	07-May-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9.1.b. Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	Against
Medacta Group SA	07-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
SKAN Group AG	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Gregor Plattner as Director	Against
SKAN Group AG	07-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Gregor Plattner as Member of the Personnel and Compensation Committee	Against
SKAN Group AG	07-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report (Non-Binding)	Against
SKAN Group AG	07-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.2.. Reelect Christoph Franz as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Stadler Rail AG	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.6.. Reelect Hans-Peter Schwald as Director	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.7.. Reelect Peter Spuhler as Director	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.. Reelect Peter Spuhler as Board Chair	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.. Reappoint Christoph Franz as Member of the Compensation Committee	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.. Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.. Reappoint Peter Spuhler as Member of the Compensation Committee	Against
Stadler Rail AG	07-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.. Approve Remuneration Report (Non-Binding)	Against
Stadler Rail AG	07-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11.. Transact Other Business (Voting)	Against
Swissquote Group Holding Ltd.	08-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
Swissquote Group Holding Ltd.	08-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.c. Reelect Monica Dell'Anna as Director	Against
Swissquote Group Holding Ltd.	08-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.a. Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	Against
Swissquote Group Holding Ltd.	08-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Banque Cantonale Vaudoise	08-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.4. Approve Long-Term Variable Remuneration of Executive Committee in Form of 12,624 Shares	Against
Banque Cantonale Vaudoise	08-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Pierre-Alain Urech as Director	Against
Banque Cantonale Vaudoise	08-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.2. Elect Sandra Hauser as Director	Against
Banque Cantonale Vaudoise	08-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
DocMorris Ltd.	08-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Lonza Group AG	09-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Metall Zug AG	09-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Metall Zug AG	09-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Martin Wipfli as Director	Against
Metall Zug AG	09-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.b. Reelect Dominik Berchtold as Director	Against
Metall Zug AG	09-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.3.1. Reelect Martin Wipfli as Board Chair	Against
Metall Zug AG	09-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Dominik Berchtold as Member of the Personnel and Compensation Committee	Against
Metall Zug AG	09-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 100,000	Against
Metall Zug AG	09-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Non-Binding)	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.1. Reelect Jacques Bossart as Member of the Bank Council	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.2. Reelect Silvan Schriber as Member of the Bank Council	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.3. Reelect Urs Rueegsegger as Member of the Bank Council	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	9. Reelect Urs Rueegsegger as Bank Council Chair	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	10.1. Reappoint Urs Rueegsegger as Member of the Compensation and Sustainability Committee	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	10.2. Reappoint Annette Luther as Member of the Compensation and Sustainability Committee	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	10.3. Reappoint Jacques Bossart as Member of the Compensation and Sustainability Committee	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.1. Reelect Daniel Binder as Director	Against
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.4. Reelect Hanspeter Ruefenacht as Director	Against
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Hanspeter Ruefenacht as Member of the Compensation and Nomination Committee	Against
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Thomas Ruoff as Member of the Compensation and Nomination Committee	Against
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Vaudoise Assurances Holding SA	12-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Vaudoise Assurances Holding SA	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	9.8. Reelect Jean-Philippe Rochat as Director	Against
Vaudoise Assurances Holding SA	12-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	11.1. Reappoint Jean-Philippe Rochat as Member of the Compensation Committee	Against
Vaudoise Assurances Holding SA	12-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	15. Transact Other Business (Voting)	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Felix Mayer as Director and Board Co-Chair	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Franz Studer as Director	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Henri Mrejen as Director	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	4.3. Ratify KPMG AG as Auditors	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sensirion Holding AG	12-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 175,043	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Orell Fuessli AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Martin Folini as Director and Board Chair	Against
Orell Fuessli AG	13-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Martin Folini as Member of the Compensation Committee	Against
Orell Fuessli AG	13-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report (Non-Binding)	Against
Orell Fuessli AG	13-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Sunrise Communications AG	13-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
Sunrise Communications AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Michael Fries as Director and Board Chair	Against
Sunrise Communications AG	13-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Gaudenz Domenig as Director and Board Chair	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Marco Syfrig as Director	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Willy Hueppi as Director	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Diego Brueesch as Director	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Gaudenz Domenig as Member of the Compensation Committee	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Willy Hueppi as Member of the Compensation Committee	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Temenos AG	13-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Temenos AG	13-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Berner Kantonalbank AG	13-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Berner Kantonalbank AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Antoinette Hunziker-Ebneter as Director	Against
Berner Kantonalbank AG	13-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Reelect Antoinette Hunziker-Ebneter as Board Chair	Against
Berner Kantonalbank AG	13-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Antoinette Hunziker-Ebneter as Member of the Compensation Committee	Against
Berner Kantonalbank AG	13-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
GAM Holding AG	14-May-25	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Creation of CHF 26.6 Million Pool of Conditional Capital for Employee Equity Plans	Against
GAM Holding AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Anthony Maarek as Director	Against
GAM Holding AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Holcim Ltd.	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Villars Holding SA	14-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	2.b. Approve Remuneration of Executive Committee in the Amount of CHF 881,485	Against
Villars Holding SA	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Patrick Krauskopf as Director and Board Chair	Against
Villars Holding SA	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Pascal Blanquet as Director	Against
Villars Holding SA	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Pascal Blanquet as Member of the Compensation Committee	Against
Villars Holding SA	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
R&S Group Holding AG	14-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
R&S Group Holding AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Beatrix Natter as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
R&S Group Holding AG	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Beatrix Natter as Member of the Compensation Committee	Against
R&S Group Holding AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Swiss Life Holding AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Avolta AG	14-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Against
Avolta AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.5. Reelect Luis Camino as Director	Against
Avolta AG	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Luis Camino as Member of the Compensation Committee	Against
Avolta AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Valiant Holding AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Guy Mustaki as Director	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Alphonse-Marie Veuthey as Director	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	4.3. Reelect Guy Mustaki as Board Chair	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Anne Bobillier as Member of the Nomination and Compensation Committee	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Olivier Gfeller as Member of the Nomination and Compensation Committee	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.3. Reappoint Alphonse-Marie Veuthey as Member of the Nomination and Compensation Committee	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	4.5. Ratify PricewaterhouseCoopers SA as Auditors	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Adval Tech Holding AG	15-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.1. Approve Remuneration Report	Against
Adval Tech Holding AG	15-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.1. Reelect Christoph Hammer as Director	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Adval Tech Holding AG	15-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.2. Reelect Beat Ritler as Director	Against
Adval Tech Holding AG	15-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.1. Reappoint Christoph Hammer as Member of the Nomination and Compensation Committee	Against
Adval Tech Holding AG	15-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.2. Reappoint Beat Ritler as Member of the Nomination and Compensation Committee	Against
Adval Tech Holding AG	15-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
SoftwareONE Holding AG	16-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
SoftwareONE Holding AG	16-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect Celine Amaudruz as Director	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Emmanuel Sequin as Director	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Celine Amaudruz as Member of the Compensation Committee	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Emmanuel Sequin as Member of the Compensation Committee	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.1. Approve Remuneration Report	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	10. Ratify Forvis Mazars SA as Auditors	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report (Non-Binding)	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.1. Approve Remuneration of Directors in the Amount of CHF 2 Million	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.2. Approve Remuneration of Executive Committee in the Amount of EUR 13 Million	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.1. Reelect Michael Tojner as Director and Board Chair	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Montana Aerospace AG	20-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.2. Reelect Christian Hosp as Director	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.3. Reelect Markus Vischer as Director	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2.1. Reappoint Michael Tojner as Member of the Nomination and Compensation Committee	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2.2. Reappoint Christian Hosp as Member of the Nomination and Compensation Committee	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
The Swatch Group AG	21-May-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4.1.2. Approve Fixed Remuneration of Executive Directors in the Amount of CHF 3.1 Million	Against
The Swatch Group AG	21-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Against
The Swatch Group AG	21-May-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4.3. Approve Variable Remuneration of Executive Directors in the Amount of CHF 6.9 Million	Against
The Swatch Group AG	21-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Nayla Hayek as Director	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Ernst Tanner as Director	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Daniela Aeschlimann as Director	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Georges Hayek as Director	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Marc Hayek as Director	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	5.8. Elect Steven Wood as Director	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.9. Reelect Nayla Hayek as Board Chair	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Nayla Hayek as Member of the Compensation Committee	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Ernst Tanner as Member of the Compensation Committee	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Reappoint Georges Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5. Reappoint Marc Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
ORIOR AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2c). Reappoint Monika Friedli-Walser as Member of the Nomination and Compensation Committee	Against
ORIOR AG	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Michel Reybier as Director	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.5. Reelect Cedric George as Director	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Cedric George as Member of the Nomination and Compensation Committee	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	11. Approve Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Steffen Meister as Director and Board Chair	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.8. Reelect Flora Zhao as Director	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.1. Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Partners Group Holding AG	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Warteck Invest AG	21-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Warteck Invest AG	21-May-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.1. Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.1 Million with or without Exclusion of Preemptive Rights	Against
Warteck Invest AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect Kurt Ritz as Director and Board Chair	Against
Warteck Invest AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5. Reappoint Kurt Ritz as Member of the Compensation Committee	Against
Warteck Invest AG	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Phoenix Mecano AG	22-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Benedikt Goldkamp as Director and Board Chair	Against
Phoenix Mecano AG	22-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Peach Property Group AG	23-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	2. Approve Additional Fixed Remuneration of Executive Committee in the Amount of CHF 3,600 and Variable Remuneration in the Amount of CHF 516,000 for Fiscal Year 2024	Against
Peach Property Group AG	23-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Peach Property Group AG	23-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.1.1. Reelect Michael Zahn as Director	Against
Peach Property Group AG	23-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	8.2. Reelect Michael Zahn as Board Chair	Against
Peach Property Group AG	23-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Appoint Michael Zahn as Member of the Compensation Committee	Against
Peach Property Group AG	23-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Helvetia Holding AG	23-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Baloise Holding AG	23-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	2.1. Additional Voting Instructions - Shareholder Proposals (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Baloise Holding AG	23-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	2.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
MCH Group AG	27-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Jeffrey Palker as Director	Against
MCH Group AG	27-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Raphael Wyniger as Member of the Governance, Nomination and Compensation Committee	Against
MCH Group AG	27-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Jeffrey Palker as Member of the Governance, Nomination and Compensation Committee	Against
MCH Group AG	27-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Andrea Zappia as Member of the Governance, Nomination and Compensation Committee	Against
MCH Group AG	27-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.1. Approve Remuneration Report (Non-Binding)	Against
MCH Group AG	27-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 166,635 for Fiscal Year 2024	Against
MCH Group AG	27-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.4. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million for Fiscal Year 2026	Against
MCH Group AG	27-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
MCH Group AG	27-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Idorsia Ltd.	28-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Idorsia Ltd.	28-May-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	4.2. Approve Creation of Capital Band within the Upper Limit of CHF 16.9 Million and the Lower Limit of CHF 5.6 Million with or without Exclusion of Preemptive Rights	Against
Idorsia Ltd.	28-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Srishti Gupta as Director	Against
Idorsia Ltd.	28-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Srishti Gupta as Member of the Nomination, Compensation and Governance Committee	Against
Idorsia Ltd.	28-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A1. Reelect Jean-Albert Ferrez as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A2. Reelect Geraldine Granges Guenot as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A3. Reelect Pierre-Alain Grichting as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A4. Reelect Patrick Heritier as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A5. Reelect Edgar Jeitziner as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A6. Reelect Anja Guelpa as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.1. Reelect Pierre-Alain Grichting as Board Chair	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	12. Ratify Deloitte AG as Auditors	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
Interroll Holding AG	06-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Stefano Mercorio as Director	Against
Interroll Holding AG	06-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Stefano Mercorio as Member of the Compensation Committee	Against
Interroll Holding AG	06-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Sonova Holding AG	10-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Gregory Van Beek as Director	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.c. Reelect Peter de Svastich as Director	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.d. Reelect Thomas Elzinga as Director	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.a. Appoint Peter de Svastich as Member of the Nomination and Compensation Committee	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.1. Approve Remuneration of Directors in the Amount of CHF 1 Million	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.3. Approve Remuneration Report	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Vincent Lawton as Director and Board Chair	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Raymond Hill as Director	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Vincent Lawton as Member of the Compensation Committee	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Raymond Hill as Member of the Compensation Committee	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9.1. Approve Remuneration of Directors in the Amount of CHF 600,000	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Private Equity Holding AG	24-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Mark Mueller as Director	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect David Deck as Director	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	6. Reelect David Deck as Board Chair	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Mark Mueller as Member of the Compensation Committee	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	11. Approve Virtual-Only Shareholder Meetings	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Landis+Gyr Group AG	25-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Landis+Gyr Group AG	25-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Non-Routine Business - Non-Routine Business	Approve Allocation of Income/Distribution Policy	4.2. Approve Dividends of CHF 1.30 per Share from Capital Contribution Reserves	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Nicolas Gross as Director	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect David Schaerli as Director	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	6.2.1. Elect Marc Zollinger as Director	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	6.2.2. Elect Alexandra Karachurina as Director	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	6.2.3. Elect Juerg Wyser as Director	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.2. Reappoint Nicolas Gross as Member of the Nomination, Compensation & Corporate Governance Committee	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
LEM Holding SA	26-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
LEM Holding SA	26-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.1. Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 272,303	Against
LEM Holding SA	26-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Ulrich Looser as Director	Against
LEM Holding SA	26-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Ulrich Looser as Member of the Nomination and Compensation Committee	Against
LEM Holding SA	26-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BioVersys AG	27-Jun-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of Capital Band within the Upper Limit of CHF 8.7 Million and the Lower Limit of CHF 2.9 Million with or without Exclusion of Preemptive Rights	Against
BioVersys AG	27-Jun-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	7. Approve Creation of CHF 2.1 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Against
BioVersys AG	27-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	4. Approve Creation of Capital Band within the Upper Limit of CHF 636,095.10 and the Lower Limit of CHF 391,700.96 with or without Exclusion of Preemptive Rights	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	5. Approve Creation of CHF 168,031.70 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	6. Approve Creation of CHF 40,000 Pool of Conditional Capital for Employee Equity Plans	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	7.5. Reelect David Fergusson as Director	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint David Fergusson as Member of the Nomination and Compensation Committee	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report (Non-Binding)	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13.1. Approve Remuneration of Directors in the Amount of CHF 2 Million	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.a). Approve Remuneration Report	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.c). Approve Share-Based Long-Term Remuneration of Directors in the Amount of CHF 220,000	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	7.a.1. Reelect Gilbert Achermann as Director and Board Chair	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	7.a.2. Reelect Paul Fonteyne as Director	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	7.a.3. Reelect Martin Muenchbach as Director	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	7.a.4. Reelect Simon Michel as Director	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.b.1. Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.b.2. Reappoint Paul Fonteyne as Member of the Nomination and Compensation Committee	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Dottikon ES Holding AG	04-Jul-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Dottikon ES Holding AG	04-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Markus Blocher as Director and Board Chair	Against
Dottikon ES Holding AG	04-Jul-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Markus Blocher as Member of the Compensation Committee	Against
Dottikon ES Holding AG	04-Jul-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.4. Appoint Urs Braendli as Member of the Compensation Committee	Against
Dottikon ES Holding AG	04-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Burckhardt Compression Holding AG	05-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Airesis AG	08-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	2.a. Elect Marc-Henri Beausire as Director	Against
Airesis AG	08-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	2.b. Elect Pierre Duboux as Director	Against
Airesis AG	08-Jul-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	3. Elect Marc-Henri Beausire as Board Chair	Against
Airesis AG	08-Jul-25	Switzerland	G	Routine Business - Routine Business	Approve Delisting of Shares from Stock Exchange	4. Approve Delisting of Shares from SIX Swiss Exchange	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Airesis AG	08-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against
Evolva Holding SA	25-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Vittorio Rossi as Director	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Elect Vittorio Rossi as Board Chair	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3.2. Elect Yolanta de Cacqueray as Director	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Yolanta de Cacqueray as Member of the Compensation Committee	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 176,000	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
EMS-Chemie Holding AG	09-Aug-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3.3.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Against
EMS-Chemie Holding AG	09-Aug-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Rainer Roten as Director and Member of the Compensation Committee	Against
EMS-Chemie Holding AG	09-Aug-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Leonteq AG	20-Aug-25	Switzerland	G	Routine Business - Routine Business	Other Business	3. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Leonteq AG	20-Aug-25	Switzerland	G	Routine Business - Routine Business	Other Business	4. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Klingelnberg AG	21-Aug-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report (Non-Binding)	Against
Klingelnberg AG	21-Aug-25	Switzerland	G	Director Election - Director Election	Elect Director	8.1. Reelect Joerg Wolle as Director	Against
Klingelnberg AG	21-Aug-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	9. Reelect Joerg Wolle as Board Chair	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Klingelnberg AG	21-Aug-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	10.1. Reappoint Joerg Wolle as Member of the Nomination and Compensation Committee	Against
Klingelnberg AG	21-Aug-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 30.6 Million	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
HT5 AG	12-Sep-25	Switzerland	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	2. Amend Articles Re: Opting Out Clause	Against
HT5 AG	12-Sep-25	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	Against
Rieter Holding AG	18-Sep-25	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	Against
dormakaba Holding AG	21-Oct-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.1. Elect Claudio Simao as Director	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.2. Elect Ronald Ayles as Director	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.3. Elect Bernhard Spetsmann as Director	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	2.2. Elect Claudio Simao as Board Chair	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	2.3.1. Appoint Claudio Simao as Member of Nomination, Compensation and Sustainability Committee	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	2.3.2. Appoint Ronald Ayles as Member of Nomination, Compensation and Sustainability Committee	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Routine Business - Routine Business	Approve Delisting of Shares from Stock Exchange	3. Approve Delisting of Registered Shares from SIX Swiss Exchange	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	1. Approve CHF 14 Million Ordinary Share Capital Increase without Preemptive Rights in Connection with Acquisition of NeuroX Group SA	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	2. Approve Creation of Capital Band within the Upper Limit of CHF 19.4 Million and the Lower Limit of CHF 15.4 Million with or without Exclusion of Preemptive Rights	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3. Approve Creation of CHF 3.5 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments; Approve Creation of CHF 1.5 Million Pool of Conditional Capital for Employee Incentive Plans	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Routine Business - Routine Business	Change Company Name	4. Change Company Name to MindMaze Therapeutics Holding SA	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Routine Business - Routine Business	Amend Corporate Purpose	5. Amend Corporate Purpose	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Appoint Gregory Van Beek as Member of the Nomination and Compensation Committee	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Barry Callebaut AG	10-Dec-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
ASMALLWORLD AG	19-Dec-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1. Approve Creation of Capital Band within the Upper Limit of CHF 21.7 Million and the Lower Limit of CHF 7.2 Million with or without Exclusion of Preemptive Rights	Against
ASMALLWORLD AG	19-Dec-25	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve CHF 2.8 Million Conditional Capital Increase for Employee Equity Plans	Against
ASMALLWORLD AG	19-Dec-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3. Approve Creation of CHF 2.4 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	Against
ASMALLWORLD AG	19-Dec-25	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	Against

Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Clariant AG	01-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.e. Reelect Thilo Mannhardt as Director	Against
OC Oerlikon Corp. AG	01-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.2. Elect Marco Musetti as Director	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.3. Reelect Thomas Stoecklin as Director	Against
Julius Baer Gruppe AG	10-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	For
UBS Group AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.11. Elect Renata Bruengger as Director	For
Tecan Group AG	10-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10.1. Approve Remuneration Report (Non-Binding)	For
Geberit AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Eunice Zehnder-Lai as Director	For
Geberit AG	16-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For
Allreal Holding AG	25-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.c. Reelect Andrea Sieber as Director	For
Allreal Holding AG	25-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.b. Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	For
Allreal Holding AG	25-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.c. Reappoint Peter Spuhler as Member of the Nomination and Compensation Committee	For
SFS Group AG	30-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.4. Approve Remuneration Report (Non-Binding)	For
SFS Group AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.d. Reelect Urs Kaufmann as Director	For
SFS Group AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.b. Reappoint Urs Kaufmann as Member of the Nomination and Compensation Committee	For
Accelleron Industries AG	06-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	For
Temenos AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.2.2. Reelect Maurizio Carli as Director	For
Temenos AG	13-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.2. Reappoint Maurizio Carli as Member of the Compensation Committee	For

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
R&S Group Holding AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Andreas Leutenegger as Director	For
Swiss Life Holding AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.10. Reelect Martin Schmid as Director	For
Swiss Life Holding AG	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.14. Reappoint Martin Schmid as Member of the Compensation Committee	For
SoftwareONE Holding AG	16-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Daniel von Stockar as Director	For
Interroll Holding AG	06-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report	For
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Bram Schot as Director	For
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Bram Schot as Member of the Compensation Committee	For

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	2.1.1. Elect Cyrill Schneuwly as Director	For
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Company Articles - Capitalization Amendments	Amend Articles/Charter Equity-Related	3. Amend Articles Re: Capital Band	For
Novavest Real Estate AG	17-Jan-25	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	Against
Bergbahnen Engelberg-Truebsee-Titlis AG	19-Feb-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Novartis AG	07-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Swiss Prime Site AG	13-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report (Non-Binding)	Against
Swiss Prime Site AG	13-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.3. Reelect Gabrielle Nater-Bass as Director	Against
Swiss Prime Site AG	13-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.1. Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Against
Swiss Prime Site AG	13-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hypothekarbank Lenzburg AG	15-Mar-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	5. Approve Increase in Capital Band within the Upper Limit of CHF 28.1 Million and the Lower Limit of CHF 18.7 Million with Preemptive Rights	Against
Hypothekarbank Lenzburg AG	15-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 350,000	Against
Hypothekarbank Lenzburg AG	15-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.7. Reelect Thomas Wietlisbach as Director	Against
Hypothekarbank Lenzburg AG	15-Mar-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	7.3. Elect Marianne Wildi as Board Chair	Against
Hypothekarbank Lenzburg AG	15-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.4.2. Reappoint Thomas Wietlisbach as Member of the Compensation and Nomination Committee	Against
CPH Group AG	18-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.3. Approve Remuneration Report (Non-Binding)	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Kaspar Kelterborn as Director	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Peter Schaub as Director	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Tim Talaat as Director	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Manuel Werder as Director	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Reelect Peter Schaub as Board Chair	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Peter Schaub as Member of the Personnel and Compensation Committee	Against
CPH Group AG	18-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.3. Reappoint Tim Talaat as Member of the Personnel and Compensation Committee	Against
CPH Group AG	18-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Bellevue Group AG	18-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report (Non-Binding)	Against
Bellevue Group AG	18-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.1. Approve Remuneration of Directors in the Amount of CHF 4 Million	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of EUR 20 Million	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.a. Reelect Peter Athanas as Director	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.b. Reelect Walter Droege as Director	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.a. Reappoint Peter Athanas as Member of the Compensation Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.b. Reappoint Walter Droege as Member of the Compensation Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.c. Reappoint Frank Tanski as Member of the Compensation Committee	Against
ALSO Holding AG	19-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
BB Biotech AG	19-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Givaudan SA	20-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
EFG International AG	21-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
EFG International AG	21-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10 Million	Against
EFG International AG	21-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 13.1 Million	Against
EFG International AG	21-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.2. Reelect Alexander Classen as Director	Against
EFG International AG	21-Mar-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	7.3. Reelect Alexander Classen as Board Chair	Against
EFG International AG	21-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.2. Reappoint Alexander Classen as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.3. Reappoint Boris Collardi as Member of the Compensation and Nomination Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EFG International AG	21-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.4. Reappoint Roberto Isolani as Member of the Compensation and Nomination Committee	Against
EFG International AG	21-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Novavest Real Estate AG	24-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
BELIMO Holding AG	24-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Implenia AG	25-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.1. Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.4. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.1. Reelect Alfred Schindler as Director	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.3. Reelect Monika Buetler as Director	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.5. Reelect Guenter Schaeuble as Director	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.6. Reelect Tobias Staehelin as Director	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.7. Reelect Carole Vischer as Director	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5.2. Reappoint Monika Buetler as Member of the Compensation Committee	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5.3. Reappoint Petra Winkler as Member of the Compensation Committee	Against
Schindler Holding AG	25-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Sika AG	25-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Swisscom AG	26-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
SGS SA	26-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Ian Gallienne as Director	Against
SGS SA	26-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Evolva Holding SA	27-Mar-25	Switzerland	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Plan of Liquidation	6.1. Approve Dissolution of Company, If Item 5 is Rejected	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Non-Routine Business - Non-Routine Business	Appoint Appraiser/Special Auditor/Liquidator	6.2.1. Appoint Stephan Schindler as Liquidator, If Item 5 is Rejected	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Non-Routine Business - Non-Routine Business	Appoint Appraiser/Special Auditor/Liquidator	6.2.2. Appoint Beat In-Albon as Liquidator, If Item 5 is Rejected	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Approve Delisting of Shares from Stock Exchange	6.3. Approve Delisting of Shares from SIX Swiss Exchange, If Item 5 is Rejected	Against
Evolva Holding SA	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
ABB Ltd.	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
DKSH Holding Ltd.	27-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.3. Approve Remuneration Report	Against
DKSH Holding Ltd.	27-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.7. Reelect Eunice Zehnder-Lai as Director	Against
DKSH Holding Ltd.	27-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.3. Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Against
DKSH Holding Ltd.	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Leonteq AG	27-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
EPIC Suisse AG	28-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.2. Reappoint Ron Greenbaum as Member of the Nomination and Compensation Committee	Against
EPIC Suisse AG	28-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	10.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Ina Invest Ltd.	31-Mar-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Ina Invest Ltd.	31-Mar-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.c. Reelect Hans Meister as Director	Against
Ina Invest Ltd.	31-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Appoint Hans Meister as Member of the Nomination and Compensation Committee	Against
Ina Invest Ltd.	31-Mar-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.5. Appoint Philipp Buhofer as Member of the Nomination and Compensation Committee, if Items 7.1 to 7.4 are Approved	Against
Ina Invest Ltd.	31-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mobimo Holding AG	31-Mar-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Clariant AG	01-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.e. Reelect Thilo Mannhardt as Director	Against
Clariant AG	01-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
OC Oerlikon Corp. AG	01-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Paul Adams as Director	Against
OC Oerlikon Corp. AG	01-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.2. Elect Marco Musetti as Director	Against
OC Oerlikon Corp. AG	01-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.1. Reappoint Paul Adams as Member of the Human Resources Committee	Against
OC Oerlikon Corp. AG	01-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
OC Oerlikon Corp. AG	01-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
Intershop Holding AG	01-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Intershop Holding AG	01-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Ernst Schaufelberger as Director and Board Chair	Against
Intershop Holding AG	01-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Ernst Schaufelberger as Member of the Compensation Committee	Against
Intershop Holding AG	01-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Peter Lehmann as Director and Board Chair	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Dominik Weber as Director	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Felix Schmidheiny as Director	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Martin Byland as Member of the Nomination and Compensation Committee	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2. Reappoint Dominik Weber as Member of the Nomination and Compensation Committee	Against
PLAZZA AG	02-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.1. Approve Remuneration Report (Non-Binding)	Against
mobilezone holding ag	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.e. Elect Andreas Wyss as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
mobilezone holding ag	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Autoneum Holding AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Norbert Indlekofer as Director	Against
Autoneum Holding AG	02-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Norbert Indlekofer as Member of the Compensation Committee	Against
Autoneum Holding AG	02-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Non-Binding)	Against
Autoneum Holding AG	02-Apr-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	13.1. Approve Creation of Capital Band with an Upper Limit of CHF 438,034 with or without Exclusion of Preemptive Rights	Against
Autoneum Holding AG	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
HUBER+SUHNER AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Monika Buetler as Director	Against
HUBER+SUHNER AG	02-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Monika Buetler as Member of the Nomination and Compensation Committee	Against
HUBER+SUHNER AG	02-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report (Non-Binding)	Against
HUBER+SUHNER AG	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Annika Falkengren as Director	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Annika Falkengren as Member of the Nomination and Compensation Committee	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10.1. Approve Remuneration Report (Non-Binding)	Against
Vontobel Holding AG	02-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
PSP Swiss Property AG	03-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	12.1. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Zehnder Group AG	03-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Riet Cadonau as Director	Against
Zehnder Group AG	03-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.1. Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	Against
Zehnder Group AG	03-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Forbo Holding AG	04-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.1. Approve Remuneration Report	Against
Forbo Holding AG	04-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 167,000 for Fiscal Year 2024	Against
Forbo Holding AG	04-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.5. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million for Fiscal Year 2025	Against
Forbo Holding AG	04-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Claudia Coninx-Kaczynski as Director	Against
Forbo Holding AG	04-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee	Against
Forbo Holding AG	04-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Meier Tobler Group AG	07-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
Meier Tobler Group AG	07-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Heinz Wiedmer as Director	Against
Meier Tobler Group AG	07-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Heinz Wiedmer as Member of the Compensation Committee	Against
Meier Tobler Group AG	07-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Inficon Holding AG	08-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Beat Siegrist as Director	Against
Inficon Holding AG	08-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Against
Inficon Holding AG	08-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
V-ZUG Holding AG	08-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
V-ZUG Holding AG	08-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Prisca Hafner as Director	Against
V-ZUG Holding AG	08-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Prisca Hafner as Member of the Personnel and Compensation Committee	Against
V-ZUG Holding AG	08-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.1. Reelect Felix Sulzberger as Director and Board Chair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Calida Holding AG	08-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.2. Reelect Allan Kellenberger as Director	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.3. Reelect Thomas Stoecklin as Director	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	2.2.1. Reappoint Felix Sulzberger as Member of the Compensation Committee	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.1. Approve Remuneration Report (Non-Binding)	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.4. Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	Against
Calida Holding AG	08-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
SIG Group AG	08-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Fundamenta Real Estate AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
VZ Holding AG	09-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.2.3. Reelect Roland Ledergerber as Director	Against
VZ Holding AG	09-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Roland Ledergerber as Member of the Compensation Committee	Against
VZ Holding AG	09-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Against
VZ Holding AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
SF Urban Properties AG	09-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
SF Urban Properties AG	09-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Carolin Schmueser as Director	Against
SF Urban Properties AG	09-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.5. Reelect Alexander Voegele as Director and Board Chair	Against
SF Urban Properties AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Schweiter Technologies AG	09-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Non-Binding)	Against
Schweiter Technologies AG	09-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.4. Reelect Jacques Sanche as Director	Against
Schweiter Technologies AG	09-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2.3. Reappoint Jacques Sanche as Member of the Nomination and Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schweiter Technologies AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
BVZ Holding AG	09-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.B. Approve Remuneration of Executive Committee in the Amount of CHF 2 Million for Fiscal Year 2025	Against
BVZ Holding AG	09-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.D. Approve Remuneration of Executive Committee in the Amount of CHF 519,600 for the First Quarter of Fiscal Year 2026	Against
BVZ Holding AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Zurich Insurance Group AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.1. Approve Creation of Capital Band within the Upper Limit of CHF 380,938 and the Lower Limit of CHF 331,250 with or without Exclusion of Preemptive Rights	Against
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	1.2. Approve Creation of CHF 49,688 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Against
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Erik Schropp as Director	Against
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Philippe Weber as Member of the Compensation and Nomination Committee	Against
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Peter Wilden as Member of the Compensation and Nomination Committee	Against
PolyPeptide Group AG	09-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
COMET Holding AG	10-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.5. Approve Remuneration Report	Against
COMET Holding AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Julius Baer Gruppe AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Siegfried Holding AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Straumann Holding AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.2. Reelect Johannes Stoeckli as Director	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.3. Reelect Martin Wipfli as Director	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.4. Reelect Joelle Zimmerli as Director	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Johannes Stoeckli as Member of the Nomination and Compensation Committee	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.2. Reappoint Joelle Zimmerli as Member of the Nomination and Compensation Committee	Against
Zug Estates Holding AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Galenica AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Tecan Group AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Emmi AG	10-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Against
Emmi AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Urs Riedener as Director and Board Chair	Against
Emmi AG	10-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.6. Reelect Hubert Muff as Director	Against
Emmi AG	10-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Urs Riedener as Member of the Personnel and Compensation Committee	Against
Emmi AG	10-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Swiss Re AG	11-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
TX Group AG	11-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Pascale Bruderer as Director	Against
TX Group AG	11-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Pascale Bruderer as Member of the Compensation Committee	Against
TX Group AG	11-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.3 Million	Against
TX Group AG	11-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Bossard Holding AG	11-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SoftwareONE Holding AG	11-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	3. Transact Other Business (Voting)	Against
Flughafen Zuerich AG	14-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report (Non-Binding)	Against
Flughafen Zuerich AG	14-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	9.1.e. Reelect Claudia Pletscher as Director	Against
Flughafen Zuerich AG	14-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.3.b. Reappoint Claudia Pletscher as Member of the Nomination and Compensation Committee	Against
Luzerner Kantonalbank AG	14-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.7 Million	Against
Luzerner Kantonalbank AG	14-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Martha Scheiber as Director	Against
Luzerner Kantonalbank AG	14-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Martha Scheiber as Member of the Personnel and Compensation Committee	Against
Luzerner Kantonalbank AG	14-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Sandoz Group AG	15-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
IVF HARTMANN Holding AG	15-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.e. Reelect Oliver Walker as Director	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.c. Reappoint Oliver Walker as Member of the Compensation and Nomination Committee	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	10a.. Approve Creation of CHF 467,206.60 Pool of Conditional Capital for Employee Equity Plans	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	10b.. Approve US Stock Option and Participation Incentive Plan 2025	Against
Kuros Biosciences Ltd.	15-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Philippe Royer as Director and Board Chair	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.2.1. Reelect Stefan Breitenstein as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Gurit Holding AG	15-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.2.2. Reelect Nick Huber as Director	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Philippe Royer as Member of the Nomination and Compensation Committee	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Gurit Holding AG	15-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Molecular Partners AG	16-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Molecular Partners AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect William Burns as Director	Against
Molecular Partners AG	16-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Reelect William Burns as Board Chair	Against
Molecular Partners AG	16-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint William Burns as Member of the Nomination and Compensation Committee	Against
Molecular Partners AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Ascom Holding AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Basilea Pharmaceutica AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Georg Fischer AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Mikron Holding AG	16-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Mikron Holding AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Paul Zumbuehl as Director	Against
Mikron Holding AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Hans-Christian Schneider as Director	Against
Mikron Holding AG	16-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Reelect Paul Zumbuehl as Board Chair	Against
Mikron Holding AG	16-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.1. Reappoint Hans-Christian Schneider as Member of the Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Mikron Holding AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
u-blox Holding AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Bucher Industries AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Michael Hauser as Director	Against
Bucher Industries AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.e. Reelect Stefan Scheiber as Director	Against
Bucher Industries AG	16-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.b. Reappoint Stefan Scheiber as Member of the Compensation Committee	Against
Bucher Industries AG	16-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Remuneration Report (Non-Binding)	Against
Bucher Industries AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Komax Holding AG	16-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.4. Reelect Annette Heimlicher as Director	Against
Komax Holding AG	16-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.3. Appoint Annette Heimlicher as Member of the Compensation Committee	Against
Komax Holding AG	16-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.1. Approve Remuneration Report (Non-Binding)	Against
Komax Holding AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Geberit AG	16-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Felix Grisard as Director	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Salome Varnholt as Director	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.7. Reelect Felix Grisard as Board Chair	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Salome Varnholt as Member of the Compensation Committee	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Balz Halter as Member of the Compensation Committee	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.3. Approve Remuneration Report	Against
HIAG Immobilien Holding AG	17-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Adecco Group AG	17-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A1. Reelect Jean-Albert Ferrez as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A2. Reelect Geraldine Granges Guenot as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A3. Reelect Pierre-Alain Grichting as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A4. Reelect Patrick Heritier as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A5. Reelect Edgar Jeitziner as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A6. Reelect Serge Metrailler as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A7. Reelect Anja Guelpa as Director	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.1. Reelect Pierre-Alain Grichting as Board Chair	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	12. Ratify Deloitte AG as Auditors	Against
Walliser Kantonalbank	17-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
Cicor Technologies Ltd.	17-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Cicor Technologies Ltd.	17-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7. Approve Remuneration of Executive Committee in the Amount of CHF 6 Million	Against
Cicor Technologies Ltd.	17-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
StarragTornos Group AG	17-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Against
StarragTornos Group AG	17-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Michael Hauser as Director	Against
StarragTornos Group AG	17-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Reelect Michael Hauser as Board Chair	Against
StarragTornos Group AG	17-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Appoint Michael Hauser as Member of the Compensation Committee	Against
StarragTornos Group AG	17-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Bystronic AG	22-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Matthias Auer as Director	Against
Bystronic AG	22-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Urs Riedener as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bystronic AG	22-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Felix Schmidheiny as Director	Against
Bystronic AG	22-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Urs Riedener as Member of the Compensation Committee	Against
Bystronic AG	22-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.1. Approve Remuneration Report (Non-Binding)	Against
Bystronic AG	22-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Sulzer AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Sulzer AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
medmix AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
medmix AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
HOCN AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.1. Approve Remuneration Report	Against
HOCN AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Galderma Group AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Against
Galderma Group AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.2. Approve Remuneration of Executive Committee in the Amount of CHF 29.8 Million	Against
Galderma Group AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Vetropack Holding AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.1. Approve Remuneration Report	Against
Vetropack Holding AG	23-Apr-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4.2. Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Against
Vetropack Holding AG	23-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Raffaella Marzi as Director	Against
Vetropack Holding AG	23-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vetropack Holding AG	23-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Raffaella Marzi as Member of the Nomination and Compensation Committee	Against
Vetropack Holding AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Coltene Holding AG	23-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Astrid Waser as Director	Against
Coltene Holding AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7.1. Approve Remuneration Report	Against
Coltene Holding AG	23-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 834,157	Against
Coltene Holding AG	23-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Cembra Money Bank AG	24-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Kardex Holding AG	24-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Rieter Holding AG	24-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report (Non-Binding)	Against
Rieter Holding AG	24-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Sarah Kreienbuehl as Director	Against
Rieter Holding AG	24-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Sarah Kreienbuehl as Member of the Compensation Committee	Against
Rieter Holding AG	24-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
APG SGA SA	24-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Daniel Hofer as Director	Against
APG SGA SA	24-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect David Bourg as Director	Against
APG SGA SA	24-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	6. Reelect Daniel Hofer as Board Chair	Against
APG SGA SA	24-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	10. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	Against
APG SGA SA	24-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Medartis Holding AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.1. Approve Remuneration Report	Against
Medartis Holding AG	25-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Damien Tappy as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Medartis Holding AG	25-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Damien Tappy as Member of the Nomination and Compensation Committee	Against
Medartis Holding AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Michael Manz as Director and Board Chair	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Michael Manz as Member of the Compensation Committee	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2. Reappoint Fabian Von Loewenfeld as Member of the Compensation Committee	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	8.1. Approve Remuneration of Directors in the Amount of CHF 50,000	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 2 Million for Fiscal Year 2024	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 82,505 for Fiscal Year 2024	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	9. Approve CHF 1 Million Conditional Capital Increase for Employee Equity Plans	Against
ASMALLWORLD AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Helvetia Holding AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Schweizerische Nationalbank	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Baloise Holding AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Arbonia AG	25-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Alexander von Witzleben as Director, Board Chair, and Member of the Nomination and Compensation Committee	Against
Arbonia AG	25-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.2. Reelect Peter Barandun as Director and Member of the Nomination and Compensation Committee	Against
Arbonia AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.1. Approve Remuneration Report (Non-Binding)	Against
Arbonia AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	8.3. Approve Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Against
Arbonia AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Allreal Holding AG	25-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.4. Approve Remuneration Report	Against
Allreal Holding AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Glarner Kantonalbank AG	25-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4.a. Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.b. Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.a.2. Reelect Norbert Indlekofer as Director	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.a.3. Reelect Martin Kloeti as Director	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.b. Elect Norbert Indlekofer as Board Chair	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.c.1. Reappoint Norbert Indlekofer as Member of the Nomination and Compensation Committee	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.c.2. Reappoint Martin Kloeti as Member of the Nomination and Compensation Committee	Against
Feintool International Holding AG	29-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
VAT Group AG	29-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
BKW AG	29-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Banque Cantonale de Geneve	29-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	8. Elect Simona Terranova as Director	Against
Banque Cantonale de Geneve	29-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Banque Cantonale du Jura SA	29-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Aryzta AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Varia US Properties AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.d. Reelect Stefan Buser as Director	Against
Varia US Properties AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.a. Reappoint Stefan Buser as Member of the Compensation, Nomination and DEI Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Varia US Properties AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Bachem Holding AG	30-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Bachem Holding AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Kuno Sommer as Director and Board Chair	Against
Bachem Holding AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Kuno Sommer as Member of the Compensation Committee	Against
Bachem Holding AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against
Bachem Holding AG	30-Apr-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Alex Faessler as Member of the Compensation Committee	Against
Bachem Holding AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
St. Galler Kantonalbank AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Claudia Viehweger as Director and Member of the Personnel and Compensation Committee	Against
St. Galler Kantonalbank AG	30-Apr-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.3 Million	Against
St. Galler Kantonalbank AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
SFS Group AG	30-Apr-25	Switzerland	G	Director Election - Director Election	Elect Director	6.e. Reelect Thomas Oetterli as Director and Board Chair	Against
SFS Group AG	30-Apr-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Edisun Power Europe AG	02-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Fulvio Micheletti as Director	Against
Edisun Power Europe AG	02-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Fulvio Micheletti as Member of the Nomination and Compensation Committee	Against
Edisun Power Europe AG	02-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Accelleron Industries AG	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Alcon Inc.	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Investis Holding SA	06-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.1. Approve Remuneration Report	Against
Investis Holding SA	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Schlatter Industries AG	06-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Michael Hauser as Director	Against
Schlatter Industries AG	06-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Ruedi Huber as Director	Against
Schlatter Industries AG	06-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	4.2. Elect Michael Hauser as Board Chair	Against
Schlatter Industries AG	06-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Michael Hauser as Member of the Nomination and Compensation Committee	Against
Schlatter Industries AG	06-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 20,171 and Fixed Remuneration in the Amount of CHF 1.5 Million	Against
Schlatter Industries AG	06-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Kuehne + Nagel International AG	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.d. Reelect Karl Gernandt as Director	Against
Kuehne + Nagel International AG	07-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.a. Reappoint Karl Gernandt as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	07-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	07-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
Kuehne + Nagel International AG	07-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Medacta Group SA	07-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
Medacta Group SA	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Maria Siccardi Tonolli as Director	Against
Medacta Group SA	07-May-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9.1.b. Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	Against
Medacta Group SA	07-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
SKAN Group AG	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.5. Reelect Gregor Plattner as Director	Against
SKAN Group AG	07-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Gregor Plattner as Member of the Personnel and Compensation Committee	Against
SKAN Group AG	07-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report (Non-Binding)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SKAN Group AG	07-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.2.. Reelect Christoph Franz as Director	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.6.. Reelect Hans-Peter Schwald as Director	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.7.. Reelect Peter Spuhler as Director	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.. Reelect Peter Spuhler as Board Chair	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1.. Reappoint Christoph Franz as Member of the Compensation Committee	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.. Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Against
Stadler Rail AG	07-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.. Reappoint Peter Spuhler as Member of the Compensation Committee	Against
Stadler Rail AG	07-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9.. Approve Remuneration Report (Non-Binding)	Against
Stadler Rail AG	07-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11.. Transact Other Business (Voting)	Against
Swissquote Group Holding Ltd.	08-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against
Swissquote Group Holding Ltd.	08-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.c. Reelect Monica Dell'Anna as Director	Against
Swissquote Group Holding Ltd.	08-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.a. Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	Against
Swissquote Group Holding Ltd.	08-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Banque Cantonale Vaudoise	08-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.4. Approve Long-Term Variable Remuneration of Executive Committee in Form of 12,624 Shares	Against
Banque Cantonale Vaudoise	08-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Pierre-Alain Urech as Director	Against
Banque Cantonale Vaudoise	08-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.2. Elect Sandra Hauser as Director	Against
Banque Cantonale Vaudoise	08-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
DocMorris Ltd.	08-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Lonza Group AG	09-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Metall Zug AG	09-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Metall Zug AG	09-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.a. Reelect Martin Wipfli as Director	Against
Metall Zug AG	09-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.b. Reelect Dominik Berchtold as Director	Against
Metall Zug AG	09-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.3.1. Reelect Martin Wipfli as Board Chair	Against
Metall Zug AG	09-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Dominik Berchtold as Member of the Personnel and Compensation Committee	Against
Metall Zug AG	09-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 100,000	Against
Metall Zug AG	09-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Non-Binding)	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.1. Reelect Jacques Bossart as Member of the Bank Council	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.2. Reelect Silvan Schriber as Member of the Bank Council	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.3. Reelect Urs Rueegsegger as Member of the Bank Council	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	9. Reelect Urs Rueegsegger as Bank Council Chair	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	10.1. Reappoint Urs Rueegsegger as Member of the Compensation and Sustainability Committee	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	10.2. Reappoint Annette Luther as Member of the Compensation and Sustainability Committee	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	10.3. Reappoint Jacques Bossart as Member of the Compensation and Sustainability Committee	Against
Zuger Kantonalbank AG	10-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.1. Reelect Daniel Binder as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2.4. Reelect Hanspeter Ruefenacht as Director	Against
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Hanspeter Ruefenacht as Member of the Compensation and Nomination Committee	Against
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Thomas Ruoff as Member of the Compensation and Nomination Committee	Against
Jungfraubahn Holding AG	12-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Vaudoise Assurances Holding SA	12-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Vaudoise Assurances Holding SA	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	9.8. Reelect Jean-Philippe Rochat as Director	Against
Vaudoise Assurances Holding SA	12-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	11.1. Reappoint Jean-Philippe Rochat as Member of the Compensation Committee	Against
Vaudoise Assurances Holding SA	12-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	15. Transact Other Business (Voting)	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Felix Mayer as Director and Board Co-Chair	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Franz Studer as Director	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Henri Mrejen as Director	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.2. Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	4.3. Ratify KPMG AG as Auditors	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 175,043	Against
Sensirion Holding AG	12-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Orell Fuessli AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Martin Folini as Director and Board Chair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orell Fuessli AG	13-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Martin Folini as Member of the Compensation Committee	Against
Orell Fuessli AG	13-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report (Non-Binding)	Against
Orell Fuessli AG	13-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Sunrise Communications AG	13-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
Sunrise Communications AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Michael Fries as Director and Board Chair	Against
Sunrise Communications AG	13-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Gaudenz Domenig as Director and Board Chair	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Marco Syfrig as Director	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Willy Hueppi as Director	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.6. Reelect Diego Brueesch as Director	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Gaudenz Domenig as Member of the Compensation Committee	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Willy Hueppi as Member of the Compensation Committee	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	Against
Burkhalter Holding AG	13-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Temenos AG	13-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
Temenos AG	13-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Berner Kantonalbank AG	13-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Berner Kantonalbank AG	13-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Antoinette Hunziker-Ebneter as Director	Against
Berner Kantonalbank AG	13-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Reelect Antoinette Hunziker-Ebneter as Board Chair	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Berner Kantonalbank AG	13-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Antoinette Hunziker-Ebneter as Member of the Compensation Committee	Against
Berner Kantonalbank AG	13-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
GAM Holding AG	14-May-25	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	4. Approve Creation of CHF 26.6 Million Pool of Conditional Capital for Employee Equity Plans	Against
GAM Holding AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Anthony Maarek as Director	Against
GAM Holding AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Holcim Ltd.	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Villars Holding SA	14-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	2.b. Approve Remuneration of Executive Committee in the Amount of CHF 881,485	Against
Villars Holding SA	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Patrick Krauskopf as Director and Board Chair	Against
Villars Holding SA	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Pascal Blanquet as Director	Against
Villars Holding SA	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Pascal Blanquet as Member of the Compensation Committee	Against
Villars Holding SA	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
R&S Group Holding AG	14-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
R&S Group Holding AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Beatrix Natter as Director	Against
R&S Group Holding AG	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3.1. Reappoint Beatrix Natter as Member of the Compensation Committee	Against
R&S Group Holding AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Swiss Life Holding AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Avolta AG	14-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Against
Avolta AG	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2.5. Reelect Luis Camino as Director	Against
Avolta AG	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Luis Camino as Member of the Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Avolta AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Valiant Holding AG	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Guy Mustaki as Director	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Alphonse-Marie Veuthey as Director	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	4.3. Reelect Guy Mustaki as Board Chair	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Anne Bobillier as Member of the Nomination and Compensation Committee	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Olivier Gfeller as Member of the Nomination and Compensation Committee	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.3. Reappoint Alphonse-Marie Veuthey as Member of the Nomination and Compensation Committee	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	4.5. Ratify PricewaterhouseCoopers SA as Auditors	Against
Romande Energie Holding SA	14-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Adval Tech Holding AG	15-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.1. Approve Remuneration Report	Against
Adval Tech Holding AG	15-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.1. Reelect Christoph Hammer as Director	Against
Adval Tech Holding AG	15-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.2. Reelect Beat Ritler as Director	Against
Adval Tech Holding AG	15-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.1. Reappoint Christoph Hammer as Member of the Nomination and Compensation Committee	Against
Adval Tech Holding AG	15-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3.2. Reappoint Beat Ritler as Member of the Nomination and Compensation Committee	Against
Adval Tech Holding AG	15-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
SoftwareONE Holding AG	16-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
SoftwareONE Holding AG	16-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Groupe Minoteries SA	20-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect Celine Amaudruz as Director	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Emmanuel Sequin as Director	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Celine Amaudruz as Member of the Compensation Committee	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Emmanuel Sequin as Member of the Compensation Committee	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.1. Approve Remuneration Report	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	10. Ratify Forvis Mazars SA as Auditors	Against
Groupe Minoteries SA	20-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report (Non-Binding)	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.1. Approve Remuneration of Directors in the Amount of CHF 2 Million	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.2. Approve Remuneration of Executive Committee in the Amount of EUR 13 Million	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.1. Reelect Michael Tojner as Director and Board Chair	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.2. Reelect Christian Hosp as Director	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1.3. Reelect Markus Vischer as Director	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2.1. Reappoint Michael Tojner as Member of the Nomination and Compensation Committee	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2.2. Reappoint Christian Hosp as Member of the Nomination and Compensation Committee	Against
Montana Aerospace AG	20-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
The Swatch Group AG	21-May-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4.1.2. Approve Fixed Remuneration of Executive Directors in the Amount of CHF 3.1 Million	Against
The Swatch Group AG	21-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Swatch Group AG	21-May-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	4.3. Approve Variable Remuneration of Executive Directors in the Amount of CHF 6.9 Million	Against
The Swatch Group AG	21-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4.4. Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Nayla Hayek as Director	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Ernst Tanner as Director	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3. Reelect Daniela Aeschlimann as Director	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.4. Reelect Georges Hayek as Director	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect Marc Hayek as Director	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.9. Reelect Nayla Hayek as Board Chair	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Nayla Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Ernst Tanner as Member of the Compensation Committee	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.3. Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4. Reappoint Georges Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5. Reappoint Marc Hayek as Member of the Compensation Committee	Against
The Swatch Group AG	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
ORIOR AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2c). Reappoint Monika Friedli-Walser as Member of the Nomination and Compensation Committee	Against
ORIOR AG	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Michel Reybier as Director	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.5. Reelect Cedric George as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Cedric George as Member of the Nomination and Compensation Committee	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	10. Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	11. Approve Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Against
AEVIS VICTORIA SA	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.1. Reelect Steffen Meister as Director and Board Chair	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.8. Reelect Flora Zhao as Director	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2.1. Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Against
Partners Group Holding AG	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Warteck Invest AG	21-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Warteck Invest AG	21-May-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.1. Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.1 Million with or without Exclusion of Preemptive Rights	Against
Warteck Invest AG	21-May-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect Kurt Ritz as Director and Board Chair	Against
Warteck Invest AG	21-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.5. Reappoint Kurt Ritz as Member of the Compensation Committee	Against
Warteck Invest AG	21-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Phoenix Mecano AG	22-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Benedikt Goldkamp as Director and Board Chair	Against
Phoenix Mecano AG	22-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Peach Property Group AG	23-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	2. Approve Additional Fixed Remuneration of Executive Committee in the Amount of CHF 3,600 and Variable Remuneration in the Amount of CHF 516,000 for Fiscal Year 2024	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Peach Property Group AG	23-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Peach Property Group AG	23-May-25	Switzerland	G	Director Election - Director Election	Elect Director	8.1.1. Reelect Michael Zahn as Director	Against
Peach Property Group AG	23-May-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	8.2. Reelect Michael Zahn as Board Chair	Against
Peach Property Group AG	23-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Appoint Michael Zahn as Member of the Compensation Committee	Against
Peach Property Group AG	23-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Helvetia Holding AG	23-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Baloise Holding AG	23-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	2.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
MCH Group AG	27-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Jeffrey Palker as Director	Against
MCH Group AG	27-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.1. Reappoint Raphael Wyniger as Member of the Governance, Nomination and Compensation Committee	Against
MCH Group AG	27-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.2. Reappoint Jeffrey Palker as Member of the Governance, Nomination and Compensation Committee	Against
MCH Group AG	27-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.2.3. Reappoint Andrea Zappia as Member of the Governance, Nomination and Compensation Committee	Against
MCH Group AG	27-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.1. Approve Remuneration Report (Non-Binding)	Against
MCH Group AG	27-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 166,635 for Fiscal Year 2024	Against
MCH Group AG	27-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.4. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million for Fiscal Year 2026	Against
MCH Group AG	27-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Idorsia Ltd.	28-May-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Idorsia Ltd.	28-May-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	4.2. Approve Creation of Capital Band within the Upper Limit of CHF 16.9 Million and the Lower Limit of CHF 5.6 Million with or without Exclusion of Preemptive Rights	Against
Idorsia Ltd.	28-May-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.3. Reelect Srishti Gupta as Director	Against
Idorsia Ltd.	28-May-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3.2. Reappoint Srishti Gupta as Member of the Nomination, Compensation and Governance Committee	Against
Idorsia Ltd.	28-May-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A1. Reelect Jean-Albert Ferrez as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A2. Reelect Geraldine Granges Guenot as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A3. Reelect Pierre-Alain Grichting as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A4. Reelect Patrick Heritier as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A5. Reelect Edgar Jeitziner as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	10.A6. Reelect Anja Guelpa as Director	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	11.1. Reelect Pierre-Alain Grichting as Board Chair	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	12. Ratify Deloitte AG as Auditors	Against
Walliser Kantonalbank	03-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
Interroll Holding AG	06-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	6.2. Reelect Stefano Mercorio as Director	Against
Interroll Holding AG	06-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Stefano Mercorio as Member of the Compensation Committee	Against
Interroll Holding AG	06-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Sonova Holding AG	10-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.b. Reelect Gregory Van Beek as Director	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.c. Reelect Peter de Svastich as Director	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	4.1.d. Reelect Thomas Elzinga as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.a. Appoint Peter de Svastich as Member of the Nomination and Compensation Committee	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.1. Approve Remuneration of Directors in the Amount of CHF 1 Million	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.3. Approve Remuneration Report	Against
RELIEF THERAPEUTICS Holding SA	12-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Vincent Lawton as Director and Board Chair	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	5.2. Reelect Raymond Hill as Director	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.1. Reappoint Vincent Lawton as Member of the Compensation Committee	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.2. Reappoint Raymond Hill as Member of the Compensation Committee	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	9.1. Approve Remuneration of Directors in the Amount of CHF 600,000	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.2. Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Against
Addex Therapeutics Ltd.	24-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Private Equity Holding AG	24-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1. Reelect Mark Mueller as Director	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	5.5. Reelect David Deck as Director	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	6. Reelect David Deck as Board Chair	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Mark Mueller as Member of the Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Xlife Sciences AG	24-Jun-25	Switzerland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	11. Approve Virtual-Only Shareholder Meetings	Against
Xlife Sciences AG	24-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	12. Transact Other Business (Voting)	Against
Landis+Gyr Group AG	25-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.2. Reelect Nicolas Gross as Director	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.4. Reelect David Schaerli as Director	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	6.4.2. Reappoint Nicolas Gross as Member of the Nomination, Compensation & Corporate Governance Committee	Against
Zueblin Immobilien Holding AG	26-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
LEM Holding SA	26-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
LEM Holding SA	26-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.1. Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 272,303	Against
LEM Holding SA	26-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Ulrich Looser as Director	Against
LEM Holding SA	26-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.2. Reappoint Ulrich Looser as Member of the Nomination and Compensation Committee	Against
LEM Holding SA	26-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
BioVersys AG	27-Jun-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	6. Approve Creation of Capital Band within the Upper Limit of CHF 8.7 Million and the Lower Limit of CHF 2.9 Million with or without Exclusion of Preemptive Rights	Against
BioVersys AG	27-Jun-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	7. Approve Creation of CHF 2.1 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Against
BioVersys AG	27-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	4. Approve Creation of Capital Band within the Upper Limit of CHF 636,095.10 and the Lower Limit of CHF 391,700.96 with or without Exclusion of Preemptive Rights	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	5. Approve Creation of CHF 168,031.70 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	6. Approve Creation of CHF 40,000 Pool of Conditional Capital for Employee Equity Plans	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Director Election - Director Election	Elect Director	7.5. Reelect David Fergusson as Director	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	9.1. Reappoint David Fergusson as Member of the Nomination and Compensation Committee	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Remuneration Report (Non-Binding)	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	13.1. Approve Remuneration of Directors in the Amount of CHF 2 Million	Against
WISeKey International Holding Ltd.	27-Jun-25	Switzerland	G	Routine Business - Routine Business	Other Business	14. Transact Other Business (Voting)	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.a). Approve Remuneration Report	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6.c). Approve Share-Based Long-Term Remuneration of Directors in the Amount of CHF 220,000	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	7.a.1. Reelect Gilbert Achermann as Director and Board Chair	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	7.a.2. Reelect Paul Fonteyne as Director	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	7.a.3. Reelect Martin Muenchbach as Director	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	7.a.4. Reelect Simon Michel as Director	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.b.1. Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Against
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.b.2. Reappoint Paul Fonteyne as Member of the Nomination and Compensation Committee	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ypsomed Holding AG	02-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Dottikon ES Holding AG	04-Jul-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Dottikon ES Holding AG	04-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	7.1. Reelect Markus Blocher as Director and Board Chair	Against
Dottikon ES Holding AG	04-Jul-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.1. Reappoint Markus Blocher as Member of the Compensation Committee	Against
Dottikon ES Holding AG	04-Jul-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	8.4. Appoint Urs Braendli as Member of the Compensation Committee	Against
Dottikon ES Holding AG	04-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Burckhardt Compression Holding AG	05-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Airesis AG	08-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	2.a. Elect Marc-Henri Beausire as Director	Against
Airesis AG	08-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	2.b. Elect Pierre Duboux as Director	Against
Airesis AG	08-Jul-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	3. Elect Marc-Henri Beausire as Board Chair	Against
Airesis AG	08-Jul-25	Switzerland	G	Routine Business - Routine Business	Approve Delisting of Shares from Stock Exchange	4. Approve Delisting of Shares from SIX Swiss Exchange	Against
Airesis AG	08-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	5. Transact Other Business (Voting)	Against
Evolva Holding SA	25-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	2. Transact Other Business (Voting)	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	5.1.1. Reelect Vittorio Rossi as Director	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	5.2. Elect Vittorio Rossi as Board Chair	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Director Election - Director Election	Elect Director	5.3.2. Elect Yolanta de Cacqueray as Director	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4.1. Reappoint Yolanta de Cacqueray as Member of the Compensation Committee	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.2. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.5 Million	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	6.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 176,000	Against
Carlo Gavazzi Holding AG	29-Jul-25	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EMS-Chemie Holding AG	09-Aug-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3.3.2. Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Against
EMS-Chemie Holding AG	09-Aug-25	Switzerland	G	Director Election - Director Election	Elect Director	6.1.3. Reelect Rainer Roten as Director and Member of the Compensation Committee	Against
EMS-Chemie Holding AG	09-Aug-25	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Leonteq AG	20-Aug-25	Switzerland	G	Routine Business - Routine Business	Other Business	3. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Klingelnberg AG	21-Aug-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report (Non-Binding)	Against
Klingelnberg AG	21-Aug-25	Switzerland	G	Director Election - Director Election	Elect Director	8.1. Reelect Joerg Wolle as Director	Against
Klingelnberg AG	21-Aug-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	9. Reelect Joerg Wolle as Board Chair	Against
Klingelnberg AG	21-Aug-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	10.1. Reappoint Joerg Wolle as Member of the Nomination and Compensation Committee	Against
Klingelnberg AG	21-Aug-25	Switzerland	G	Routine Business - Routine Business	Other Business	13. Transact Other Business (Voting)	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	9.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 30.6 Million	Against
Compagnie Financiere Richemont SA	10-Sep-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
HT5 AG	12-Sep-25	Switzerland	G	Strategic Transactions - Corporate Transactions/Reorganizations	Waive Requirement for Mandatory Offer to All Shareholders	2. Amend Articles Re: Opting Out Clause	Against
HT5 AG	12-Sep-25	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	Against
Rieter Holding AG	18-Sep-25	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	Against
dormakaba Holding AG	21-Oct-25	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.1. Elect Claudio Simao as Director	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.2. Elect Ronald Ayles as Director	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Election - Director Election	Elect Director	2.1.3. Elect Bernhard Spetsmann as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	2.2. Elect Claudio Simao as Board Chair	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	2.3.1. Appoint Claudio Simao as Member of Nomination, Compensation and Sustainability Committee	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	2.3.2. Appoint Ronald Ayles as Member of Nomination, Compensation and Sustainability Committee	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Routine Business - Routine Business	Approve Delisting of Shares from Stock Exchange	3. Approve Delisting of Registered Shares from SIX Swiss Exchange	Against
u-blox Holding AG	28-Oct-25	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	1. Approve CHF 14 Million Ordinary Share Capital Increase without Preemptive Rights in Connection with Acquisition of NeuroX Group SA	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	2. Approve Creation of Capital Band within the Upper Limit of CHF 19.4 Million and the Lower Limit of CHF 15.4 Million with or without Exclusion of Preemptive Rights	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3. Approve Creation of CHF 3.5 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments; Approve Creation of CHF 1.5 Million Pool of Conditional Capital for Employee Incentive Plans	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Routine Business - Routine Business	Change Company Name	4. Change Company Name to MindMaze Therapeutics Holding SA	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Routine Business - Routine Business	Amend Corporate Purpose	5. Amend Corporate Purpose	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Appoint Gregory Van Beek as Member of the Nomination and Compensation Committee	Against
RELIEF THERAPEUTICS Holding SA	14-Nov-25	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Barry Callebaut AG	10-Dec-25	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
ASMALLWORLD AG	19-Dec-25	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1. Approve Creation of Capital Band within the Upper Limit of CHF 21.7 Million and the Lower Limit of CHF 7.2 Million with or without Exclusion of Preemptive Rights	Against
ASMALLWORLD AG	19-Dec-25	Switzerland	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	2. Approve CHF 2.8 Million Conditional Capital Increase for Employee Equity Plans	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ASMALLWORLD AG	19-Dec-25	Switzerland	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	3. Approve Creation of CHF 2.4 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	Against
ASMALLWORLD AG	19-Dec-25	Switzerland	G	Routine Business - Routine Business	Other Business	4. Transact Other Business (Voting)	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Chocoladefabriken Lindt & Spruengli AG	16-Apr-25	Annual	Switzerland	1918939
Roche Holding AG	25-Mar-25	Annual	Switzerland	1918947
Kudelski SA	17-Apr-25	Annual	Switzerland	1919042
The Swatch Group AG	21-May-25	Annual	Switzerland	1921731
Daetwyler Holding AG	18-Mar-25	Annual	Switzerland	1922370
Santhera Pharmaceuticals Holding AG	20-May-25	Annual	Switzerland	1924878
Bell Food Group AG	08-Apr-25	Annual	Switzerland	1935677
Zwahlen & Mayr SA	08-Apr-25	Annual	Switzerland	1942258
Zwahlen & Mayr SA	13-May-25	Extraordinary Shareholders	Switzerland	1958959
Compagnie Financiere Tradition SA	22-May-25	Annual	Switzerland	1967155
Highlight Event & Entertainment AG	25-Jun-25	Annual	Switzerland	1980924
Arundel AG	30-Jun-25	Annual	Switzerland	1986115