VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2025 to 12/31/2025

ABB Ltd.

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report (Non-Binding)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
3	Approve Sustainability Report (Non-Binding)	For
4	Approve Discharge of Board and Senior Management	For
5	Approve Allocation of Income and Dividends of CHF 0.90 per Share	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 44.5 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.1	Reelect David Constable as Director	For
7.2	Reelect Frederico Curado as Director	For
7.3	Reelect Johan Forssell as Director	For
7.4	Reelect Denise Johnson as Director	For
7.5	Reelect Jennifer Xin-Zhe Li as Director	For
7.6	Reelect Geraldine Matchett as Director	For
7.7	Reelect David Meline as Director	For
7.8	Elect Claudia Nemat as Director	For
7.9	Reelect Mats Rahmstrom as Director	For
7.10	Reelect Peter Voser as Director and Board Chair	For
8.1	Reappoint David Constable as Member of the Compensation Committee	For

ABB Ltd.

Proposal Number	Proposal Text	Vote Instruction
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	For
10	Ratify KPMG AG as Auditors	For
11	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

ABB Ltd.

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Accelleron Industries AG

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report (Non-Binding)	For
3	Approve Non-Financial Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4	Approve Allocation of Income and Dividends of CHF 1.25 per Share	For
5	Approve Discharge of Board and Senior Management	For
6.1.1	Reelect Oliver Riemenschneider as Director and Board Chair	For
6.1.2	Reelect Bo Cerup-Simonsen as Director	For
6.1.3	Reelect Monika Kruesi as Director	For
6.1.4	Reelect Stefano Pampalone as Director	For

Accelleron Industries AG

Proposal Number	Proposal Text	Vote Instruction
6.1.5	Reelect Gabriele Sons as Director	For
6.1.6	Reelect Detlef Trefzger as Director	For
6.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	For
6.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	For
6.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	For
6.3	Designate Zehnder Bolliger & Partner as Independent Proxy	For
6.4	Ratify KPMG AG as Auditors	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	For
8.1	Approve Creation of Capital Band within the Upper Limit of CHF 1 Million and the Lower Limit of CHF 897,750 with or without Exclusion of Preemptive Rights	For
8.2	Approve Cancellation of Conditional Capital	For
9	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Accelleron Industries AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Alcon Inc.

Alcon Inc.

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Alcon Inc.

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Discharge of Board and Senior Management	For
3	Approve Allocation of Income and Dividends of CHF 0.28 per Share	For
4	Approve Non-Financial Report (Non-Binding)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.1	Approve Remuneration Report (Non-Binding)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.1	Reelect Michael Ball as Director and Board Chair	For
6.2	Reelect Lynn Bleil as Director	For
6.3	Reelect Arthur Cummings as Director	For
6.4	Reelect David Endicott as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.5	Reelect Thomas Glanzmann as Director	For
6.6	Reelect Keith Grossman as Director	For
6.7	Reelect Scott Maw as Director	For
6.8	Reelect Karen May as Director	For

Alcon Inc.

Proposal Number	Proposal Text	Vote Instruction
6.9	Reelect Ines Poeschel as Director	For
6.10	Reelect Dieter Spaelti as Director	For
6.11	Elect Deborah Di Sanzo as Director	For
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.2	Reappoint Scott Maw as Member of the Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.3	Reappoint Karen May as Member of the Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8	Designate Hartmann Dreyer as Independent Proxy	For
9	Ratify PricewaterhouseCoopers SA as Auditors	For
10	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

aventron AG

Proposal Number	Proposal Text	Vote Instruction
1	Approve Minutes of April 25, 2024 AGM	For
2	Approve Financial Statements, Allocation of Income and Dividends of CHF 0.32 per Share from Capital Contribution Reserves	For
3	Approve Discharge of Board and Senior Management	For
4.1	Reelect Thomas Bitzi as Director	For

aventron AG

Proposal Number	Proposal Text	Vote Instruction
4.2	Reelect Tobias Haefeli as Director	For
4.3	Reelect Beat Huber as Director	For
4.4	Reelect Michael Stalder as Director	For
4.5	Reelect Nicolas Wyss as Director	For
4.6	Reelect Dominik Zimmermann as Director	For
4.7	Reelect Dominik Baier as Director and Board Chair	For
5	Ratify PricewaterhouseCoopers AG as Auditors	For
6	Transact Other Business (Voting)	For

aventron AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Baloise Holding AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Remuneration Report (Non-Binding)	For
1.3	Approve Non-Financial Report	For
2	Approve Discharge of Board and Senior Management	For
3	Approve Allocation of Income and Dividends of CHF 8.10 per Share	For
4.1.a	Reelect Thomas von Planta as Director and Board Chair	For
4.1.b	Reelect Christoph Maeder as Director	For
4.1.c	Reelect Maya Bundt as Director	For

Baloise Holding AG

Proposal Number	Proposal Text	Vote Instruction
4.1.d	Reelect Guido Fuerer as Director	For
4.1.e	Reelect Karin Diedenhofen as Director	For
4.1.f	Reelect Markus Neuhaus as Director	For
4.1.g	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	For
4.1.h	Elect Andre Helfenstein as Director	For
4.1.i	Elect Robert Schuchna as Director	For
4.1.j	Elect Vincent Vandendael as Director	For
4.2.1	Appoint Maya Bundt as Member of the Compensation Committee	For
4.2.2	Reppoint Karin Diedenhofen as Member of the Compensation Committee	For
4.2.3	Reappoint Christoph Maeder as Member of the Compensation Committee	For
4.2.4	Appoint Vincent Vandendael as Member of the Compensation Committee	For
4.3	Designate Christophe Sarasin as Independent Proxy	For
4.4	Ratify Ernst & Young AG as Auditors	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.6 Million	For
6.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Baloise Holding AG

Baloise Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Baloise Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Approve Merger Agreement with Helvetia Holding AG	For
2.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
2.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Baloise Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Banque Cantonale Vaudoise

Proposal Number	Proposal Text	Vote Instruction
1	Open Meeting	
2	Receive Executive Management Report (Non-Voting)	
3.1	Accept Financial Statements and Statutory Reports	For
3.2	Approve Non-Financial Report	For
4	Approve Allocation of Income and Dividends of CHF 4.40 per Share	For

Banque Cantonale Vaudoise

Proposal Number	Proposal Text	Vote Instruction
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.3 Million	For
5.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 12,624 Shares	For
6	Approve Discharge of Board and Senior Management	For
7.1	Reelect Pierre-Alain Urech as Director	For
7.2	Elect Sandra Hauser as Director	For
8	Designate Christophe Wilhelm as Independent Proxy	For
9	Ratify PricewaterhouseCoopers AG as Auditors	For
10	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Banque Cantonale Vaudoise

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

BELIMO Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Allocation of Income and Dividends of CHF 9.50 per Share	For

BELIMO Holding AG

Proposal Number	Proposal Text	Vote Instruction
3	Approve Non-Financial Report	For
4	Approve Remuneration Report	For
5	Approve Discharge of Board of Directors	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	For
7.1.1	Reelect Adrian Altenburger as Director	For
7.1.2	Reelect Patrick Burkhalter as Director	For
7.1.3	Reelect Sandra Emme as Director	For
7.1.4	Reelect Urban Linsi as Director	For
7.1.5	Reelect Ines Poeschel as Director	For
7.1.6	Reelect Stefan Ranstrand as Director	For
7.1.7	Reelect Martin Zwyssig as Director	For
7.2	Elect Thomas Hallam as Director	For
7.3.1	Reelect Patrick Burkhalter as Board Chair	For
7.3.2	Reelect Martin Zwyssig as Deputy Chair	For
7.4.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	For
7.4.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	For
7.4.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	For
7.5	Designate Proxy Voting Services GmbH as Independent Proxy	For
7.6	Ratify Ernst & Young AG as Auditors	For
8	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	

BELIMO Holding AG

BELIMO Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Bossard Holding AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
2	Approve Discharge of Board and Senior Management	For
3	Approve Allocation of Income and Dividends of CHF 3.90 per Category A Registered Share and CHF 0.78 per Category B Registered Share	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For
4.3	Approve Remuneration Report	For
5.1	Elect Marcel Keller as Director Representing Holders of Category A Registered Shares	For
5.2.1	Reelect David Dean as Director and Elect as Board Chair	For
5.2.2	Reelect Patricia Heidtman as Director	For
5.2.3	Reelect Petra Ehmann as Director	For
5.2.4	Reelect Marcel Keller as Director	For
5.2.5	Reelect Martin Kuehn as Director	For
5.2.6	Reelect Ina Toegel as Director	For
5.3.1	Appoint Patricia Heidtman as Member of the Compensation Committee	For

Bossard Holding AG

Proposal Number	Proposal Text	Vote Instruction
5.3.2	Reappoint Marcel Keller as Member of the Compensation Committee	For
5.3.3	Reappoint Ina Toegel as Member of the Compensation Committee	For
6	Ratify PricewaterhouseCoopers AG as Auditors	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7	Designate Rene Peyer as Independent Proxy	For
8	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Bossard Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Bucher Industries AG

Proposal Number	Proposal Text	Vote Instruction
1.a	Accept Financial Statements and Statutory Reports	For
1.b	Approve Non-Financial Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
2	Approve Discharge of Board and Senior Management	For
3	Approve Allocation of Income and Dividends of CHF 11.00 per Share	For
4.1.a	Reelect Anita Hauser as Director	For
4.1.b	Reelect Michael Hauser as Director	For
4.1.c	Reelect Martin Hirzel as Director	For
4.1.d	Reelect Urs Kaufmann as Director	For

Bucher Industries AG

Proposal Number	Proposal Text	Vote Instruction
4.1.e	Reelect Stefan Scheiber as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4.2	Elect Manja Greimeier as Director	For
4.3.a	Reappoint Anita Hauser as Member of the Compensation Committee	For
4.3.b	Reappoint Stefan Scheiber as Member of the Compensation Committee	For
4.4	Designate Keller AG as Independent Proxy	For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million	For
5.2	Approve Remuneration Report (Non-Binding)	For
5.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For
6	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Bucher Industries AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Compagnie Financiere Richemont SA

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Vote Instruction
	Management Proposals for All Shareholders	
1.1	Accept Financial Statements and Statutory Reports	
1.2	Approve Non-Financial Report	
2	Approve Allocation of Income and Ordinary Dividends of CHF 3.00 per Registered A Share and CHF 0.30 per Registered B Share	
3	Approve Discharge of Board and Senior Management	
	Management Proposal for Holders of A Registered Shares	
4	Elect Wendy Luhabe as Representative of Category A Registered Shares	
	Management Proposals for All Shareholders	
5.1	Reelect Johann Rupert as Director and Board Chair	
5.2	Reelect Bram Schot as Director	
5.3	Reelect Nikesh Arora as Director	
5.4	Reelect Nicolas Bos as Director	
5.5	Reelect Fiona Druckenmiller as Director	
5.6	Reelect Burkhart Grund as Director	
5.7	Reelect Keyu Jin as Director	
5.8	Reelect Wendy Luhabe as Director	
5.9	Reelect Josua Malherbe as Director	
5.10	Reelect Jeff Moss as Director	
5.11	Reelect Vesna Nevistic as Director	
5.12	Reelect Anton Rupert as Director	
5.13	Reelect Gary Saage as Director	
5.14	Reelect Patrick Thomas as Director	
5.15	Reelect Jasmine Whitbread as Director	

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Vote Instruction
6.1	Reappoint Fiona Druckenmiller as Member of the Compensation Committee	
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	
6.3	Reappoint Bram Schot as Member of the Compensation Committee	
6.4	Reappoint Jasmine Whitbread as Member of the Compensation Committee	
7	Ratify KPMG SA as Auditors	
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	
9.1	Approve Remuneration of Directors in the Amount of CHF 8.4 Million	
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 18.4 Million	
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 30.6 Million	
10	Transact Other Business (Voting)	

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	

DKSH Holding Ltd.

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Sustainability Report	For

DKSH Holding Ltd.

Proposal Number	Proposal Text	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 2.35 per Share	For
4	Approve Discharge of Board and Senior Management	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.3	Approve Remuneration Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.1.1	Reelect Gabriel Baertschi as Director	For
6.1.2	Reelect Wolfgang Baier as Director	For
6.1.3	Reelect Jack Clemons as Director	For
6.1.4	Reelect Adrian Keller as Director	For
6.1.5	Reelect Andreas Keller as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.1.6	Reelect Annette Koehler as Director	For
6.1.7	Reelect Eunice Zehnder-Lai as Director	For
6.1.8	Reelect Marco Gadola as Director and Board Chair	For
6.1.9	Elect Suwannee Ratthayabandith as Director	For
6.2.1	Reappoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	For
6.2.2	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	For
6.2.3	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For
7	Ratify Ernst and Young AG as Auditors	For
8	Designate Ernst Widmer as Independent Proxy	For
9	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

DKSH Holding Ltd.

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Emmi AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
2	Approve Discharge of Board of Directors	For
3	Approve Allocation of Income and Dividends of CHF 16.50 per Share	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	For
4.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	For
5.1.1	Reelect Urs Riedener as Director and Board Chair	For
5.1.2	Reelect Monique Bourquin as Director	For
5.1.3	Reelect Dominik Buergy as Director	For
5.1.4	Reelect Thomas Grueter as Director	For
5.1.5	Reelect Nadja Lang as Director	For
5.1.6	Reelect Hubert Muff as Director	For
5.2.1	Elect Rebekka Iten as Director	For
5.2.2	Elect Christian Troxler as Director	For
5.2.3	Elect Anette Weber as Director	For
5.3.1	Reappoint Urs Riedener as Member of the Personnel and Compensation Committee	For

Emmi AG

Proposal Number	Proposal Text	Vote Instruction
5.3.2	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	For
5.3.3	Reappoint Dominik Buergy as Member of the Personnel and Compensation Committee	For
5.3.4	Reappoint Thomas Grueter as Member of the Personnel and Compensation	For
6	Ratify KPMG AG as Auditors	For
7	Designate Pascal Engelberger as Independent Proxy	For
8	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Emmi AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Galenica AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Remuneration Report	For
1.3	Approve Non-Financial Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
2	Approve Discharge of Board and Senior Management	For
3.1	Approve Allocation of Income and Dividends of CHF 1.15 from Retained Earnings	For
3.2	Approve Dividends of CHF 1.15 per Share from Capital Contribution Reserves	For
4.1.1	Reelect Markus Neuhaus as Director and Board Chair	For

Galenica AG

Proposal Number	Proposal Text	Vote Instruction
4.1.2	Reelect Pascale Bruderer as Director	For
4.1.3	Reelect Bertrand Jungo as Director	For
4.1.4	Reelect Judith Meier as Director	For
4.1.5	Reelect Solange Peters as Director	For
4.1.6	Reelect Joerg Zulauf as Director	For
4.1.7	Elect Nadine Balkanyi-Nordmann as Director	For
4.2.1	Reappoint Bertrand Jungo as Member of the Compensation Committee	For
4.2.2	Reappoint Pascale Bruderer as Member of the Compensation Committee	For
4.2.3	Reappoint Solange Peters as Member of the Compensation Committee	For
4.3	Designate Walder Wyss AG as Independent Proxy	For
4.4	Ratify Ernst & Young AG as Auditors	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5	For
6	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Galenica AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Geberit AG

Geberit AG

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Allocation of Income and Dividends of CHF 12.80 per Share	For
3	Approve Non-Financial Report	For
4	Approve Discharge of Board of Directors	For
5.1.1	Reelect Albert Baehny as Director and Board Chair	For
5.1.2	Reelect Thomas Bachmann as Director	For
5.1.3	Reelect Felix Ehrat as Director	For
5.1.4	Reelect Werner Karlen as Director	For
5.1.5	Reelect Bernadette Koch as Director	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	For
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	For
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	For
6	Designate Roger Mueller as Independent Proxy	For
7	Ratify Ernst & Young AG as Auditors	For
8.1	Approve Remuneration Report	For
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13.9 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
9	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Geberit AG

Geberit AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Georg Fischer AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	For
1.3	Approve Remuneration Report	For
2	Approve Allocation of Income and Dividends of CHF 1.35 per Share	For
3	Approve Discharge of Board and Senior Management	For
4.1	Reelect Peter Hackel as Director	For
4.2	Reelect Annika Paasikivi as Director	For
4.3	Reelect Stefan Raebsamen as Director	For
4.4	Reelect Eveline Saupper as Director	For
4.5	Reelect Ayano Senaha as Director	For
4.6	Reelect Yves Serra as Director	For
4.7	Reelect Michelle Wen as Director	For
5.1	Reelect Yves Serra as Board Chair	For
5.2.1	Reappoint Annika Paasikivi as Member of the Compensation Committee	For
5.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	For
5.2.3	Reappoint Michelle Wen as Member of the Compensation Committee	For
6	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For

Georg Fischer AG

Proposal Number	Proposal Text	Vote Instruction
7	Approve Remuneration of Executive Committee in the Amount of CHF 12.4 Million	For
8	Ratify KPMG AG as Auditors	For
9	Designate Christoph Vaucher as Independent Proxy	For
10	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Georg Fischer AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Givaudan SA

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Non-Financial Report	For
3	Approve Remuneration Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	
4	Approve Allocation of Income and Dividends of CHF 70.00 per Share	For
5	Approve Discharge of Board of Directors	For
6.1.1	Reelect Victor Balli as Director	For
6.1.2	Reelect Ingrid Deltenre as Director	For
6.1.3	Reelect Sophie Gasperment as Director	For
6.1.4	Reelect Calvin Grieder as Director and Board Chair	For
6.1.5	Reelect Roberto Guidetti as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	

Givaudan SA

Proposal Number	Proposal Text	Vote Instruction
6.1.6	Reelect Tom Knutzen as Director	For
6.2.1	Elect Melanie Maas-Brunner as Director	For
6.2.2	Elect Louie D'Amico as Director	For
6.3.1	Reappoint Victor Balli as Member of the Compensation Committee	For
6.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For
6.3.3	Appoint Tom Knutzen as Member of the Compensation Committee	For
6.4	Designate Manuel Isler as Independent Proxy	For
6.5	Ratify KPMG AG as Auditors	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	For
7.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	For
7.2.2	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	
8	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	

Givaudan SA

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Helvetia Holding AG

Helvetia Holding AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Remuneration Report	For
1.3	Approve Non-Financial Report	For
2	Approve Discharge of Board and Senior Management	For
3	Approve Allocation of Income and Dividends of CHF 6.70 per Share	For
4.1	Reelect Thomas Schmuckli as Director and Board Chair	For
4.2.1	Reelect Hans Kuenzle as Director	For
4.2.2	Reelect Rene Cotting as Director	For
4.2.3	Reelect Beat Fellmann as Director	For
4.2.4	Reelect Ivo Furrer as Director	For
4.2.5	Reelect Luigi Lubelli as Director	For
4.2.6	Reelect Gabriela Payer as Director	For
4.2.7	Reelect Regula Wallimann as Director	For
4.2.8	Reelect Yvonne Macus as Director	For
4.3.1	Reappoint Hans Kuenzle as Member of the Nomination and Compensation Committee	For
4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	For
4.3.3	Appoint Yvonne Macus as Member of the Nomination and Compensation Committee	For
4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.3 Million	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.8 Million	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7.3 Million	For

Helvetia Holding AG

Proposal Number	Proposal Text	Vote Instruction
6	Designate Walter Wagner as Independent Proxy	For
7	Ratify KPMG AG as Auditors	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Helvetia Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Helvetia Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Change Location of Registered Office/Headquarters to Basel, Switzerland	For
2	Approve Merger by Absorption of Baloise Holding AG	For
3	Approve Creation of Capital Band within the Upper Limit of CHF 2 Million without Preemptive Rights in Connection with Acquisition of Baloise Holding AG	For
4	Change Company Name to Helvetia Baloise Holding AG	For
5.1	Approve Creation of CHF 238,765.64 Pool of Conditional Capital for Bonds or Similar Debt Instruments	For
5.2	Amend Articles Re: Registration in the Share Register	For
5.3	Amend Articles Re: Threshold to Submit Items to the Agenda	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.4	Approve Increase in Maximum Size of Board to 14 Members	For

Helvetia Holding AG

Proposal Number	Proposal Text	Vote Instruction
6.1	Elect Thomas von Planta as Director and Board Chair	For
6.2.1	Elect Guido Fuerer as Director	For
6.2.2	Elect Christoph Maeder as Director	For
6.2.3	Elect Markus Neuhaus as Director	For
6.2.4	Elect Vincent Vandendael as Director	For
6.2.5	Elect Marie-Noelle Venturi Zen-Ruffinen as Director	For
6.3.1	Appoint Christoph Maeder as Member of the Nomination and Compensation Committee	For
6.3.2	Appoint Marie-Noelle Venturi Zen-Ruffinen as Member of the Nomination and Compensation Committee	For
7	Approve Fixed Remuneration of Directors in the Amount of CHF 4.5 Million	For
8	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Helvetia Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Holcim Ltd.

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Holcim Ltd.

Holcim Ltd.

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Remuneration Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
1.3	Approve Non-Financial Report	For
1.4	Approve Climate Report	For
2	Approve Discharge of Board and Senior Management	For
3.1	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Amrize Ltd	For
3.2	Approve Dividends of CHF 3.10 per Share from Capital Contribution Reserves	For
4	Approve CHF 24.5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For
5.1.1	Reelect Kim Fausing as Director and Board Chair	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.1.2	Reelect Philippe Block as Director	For
5.1.3	Reelect Leanne Geale as Director	For
5.1.4	Reelect Catrin Hinkel as Director	For
5.1.5	Reelect Naina Lal Kidwai as Director	For
5.1.6	Reelect Ilias Laeber as Director	For
5.1.7	Reelect Michael McGarry as Director	For
5.1.8	Reelect Claudia Ramirez as Director	For
5.2.1	Elect Adolfo Orive as Director	For
5.2.2	Elect Sven Schneider as Director	For
5.3.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	For

Holcim Ltd.

Proposal Number	Proposal Text	Vote Instruction
5.3.2	Reappoint Michael McGarry as Member of the Nomination, Compensation and Governance Committee	For
5.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	For
5.4.1	Appoint Leanne Geale as Member of the Nomination, Compensation and Governance Committee	For
5.5.1	Ratify Ernst & Young AG as Auditors	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.5.2	Designate Sabine Burkhalter as Independent Proxy	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.5 Million	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Allocation of Income and Dividends of CHF 8.25 per Share	For
3	Approve Discharge of Board and Senior Management	For
4.1.a	Reelect Anne-Catherine Berner as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	
4.1.b	Reelect Dominik Buergy as Director	For
4.1.c	Reelect Dominik de Daniel as Director	For

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Vote Instruction
4.1.d	Reelect Karl Gernandt as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	
4.1.e	Reelect Klaus-Michael Kuehne as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	
4.1.f	Reelect Tobias Staehelin as Director	For
4.1.g	Reelect Hauke Stars as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	
4.1.h	Reelect Martin Wittig as Director	For
4.1.i	Reelect Joerg Wolle as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	
4.2	Reelect Joerg Wolle as Board Chair	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	
4.3.a	Reappoint Karl Gernandt as Member of the Compensation Committee	For
4.3.b	Appoint Tobias Staehelin as Member of the Compensation Committee	For
4.3.c	Reappoint Hauke Stars as Member of the Compensation Committee	For
4.4	Designate Stefan Mangold as Independent Proxy	For
4.5	Ratify KPMG AG as Auditors	For
5	Approve Sustainability Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6	Approve Remuneration Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Logitech International S.A.

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	

Logitech International S.A.

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	
3	Approve Remuneration Report	
4	Approve Non-Financial Report	
5	Appropriation of Retained Earnings and Declaration of Dividend	
6	Amend Articles Re: Renewal of the Capital Band	
7	Approve Discharge of Board and Senior Management	
	Elections to the Board of Directors	
8.A	Elect Director Donald Allan	
8.B	Elect Director Edouard Bugnion	
8.C	Elect Director Johanna Hanneke Faber	
8.D	Elect Director Guy Gecht	
8.E	Elect Director Christopher Jones	
8.F	Elect Director Marjorie Lao	
8.G	Elect Director Owen Mahoney	

Logitech International S.A.

Proposal Number	Proposal Text	Vote Instruction
8.H	Elect Director Neela Montgomery	
8.I	Elect Director Kwok Wang Ng	
8.J	Elect Director Deborah Thomas	
8.K	Elect Director Sascha Zahnd	
9	Elect Guy Gecht as Board Chair	
	Elections to the Compensation Committee	
10.A	Appoint Donald Allan as Member of the Compensation Committee	
10.B	Appoint Kwok Wang Ng as Member of the Compensation Committee	
10.C	Appoint Neela Montgomery as Member of the Compensation Committee	
10.D	Appoint Deborah Thomas as Member of the Compensation Committee	
11	Approve Remuneration of Directors in the Amount of CHF 3,900,000	
12	Approve Remuneration of Executive Committee in the Amount of USD 28,302,000	
13	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2026	
14	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Proxy	

Lonza Group AG

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Non-Financial Report	For
3	Approve Remuneration Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Lonza Group AG

Proposal Number	Proposal Text	Vote Instruction
4	Approve Discharge of Board and Senior Management	For
5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	For
6.1.1	Reelect Marion Helmes as Director	For
6.1.2	Reelect Jean-Marc Huet as Director	For
6.1.3	Reelect Angelica Kohlmann as Director	For
6.1.4	Reelect Christoph Maeder as Director	For
6.1.5	Reelect Roger Nitsch as Director	For
6.1.6	Reelect Barbara Richmond as Director	For
6.1.7	Reelect Juergen Steinemann as Director	For
6.2.1	Elect Juan Andres as Director	For
6.2.2	Elect Eric Drape as Director (from May 14, 2025)	For
6.2.3	Elect David Meline as Director	For
6.3	Reelect Jean-Marc Huet as Board Chair	For
6.4.1	Reappoint Angelica Kohlmann as Member of the Compensation Committee	For
6.4.2	Reappoint Christoph Maeder as Member of the Compensation Committee	For
6.4.3	Reappoint Juergen Steinemann as Member of the Compensation Committee	For
6.4.4	Appoint Eric Drape as Member of the Compensation Committee	For
6.4.5	Appoint David Meline as Member of the Compensation Committee	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8	Designate Lenz Caemmerer as Independent Proxy	For
9	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	For

Lonza Group AG

Proposal Number	Proposal Text	Vote Instruction
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 5.1 Million	For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 25.6 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
11	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Lonza Group AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Nestle SA

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Nestle SA

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Remuneration Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
1.3	Approve Non-Financial Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
2	Approve Discharge of Board and Senior Management	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Nestle SA

Proposal Number	Proposal Text	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 3.05 per Share	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	For
4.1.b	Reelect Pablo Isla as Director	For
4.1.c	Reelect Renato Fassbind as Director	For
4.1.d	Reelect Hanne Jimenez de Mora as Director	For
4.1.e	Reelect Dick Boer as Director	For
4.1.f	Reelect Patrick Aebischer as Director	For
4.1.g	Reelect Dinesh Paliwal as Director	For
4.1.h	Reelect Lindiwe Sibanda as Director	For
4.1.i	Reelect Chris Leong as Director	For
4.1.j	Reelect Luca Maestri as Director	For
4.1.k	Reelect Rainer Blair as Director	For
4.1.l	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	For
4.1.m	Reelect Geraldine Matchett as Director	For
4.2	Elect Laurent Freixe as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For
4.4	Ratify Ernst & Young AG as Auditors	For
4.5	Designate Hartmann Dreyer as Independent Proxy	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	For

Nestle SA

Proposal Number	Proposal Text	Vote Instruction
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 70 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6	Approve CHF 4.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For
7	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Novartis AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	For
2	Approve Discharge of Board and Senior Management	For
3	Approve Allocation of Income and Dividends of CHF 3.50 per Share	For
4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For
6	Approve Virtual-Only Shareholder Meetings	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.3	Approve Remuneration Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Novartis AG

Proposal Number	Proposal Text	Vote Instruction
8.1	Elect Giovanni Caforio as Director and Board Chair	For
8.2	Reelect Nancy Andrews as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8.3	Reelect Ton Buechner as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8.4	Reelect Patrice Bula as Director	For
8.5	Reelect Elizabeth Doherty as Director	For
8.6	Reelect Bridgette Heller as Director	For
8.7	Reelect Daniel Hochstrasser as Director	For
8.8	Reelect Frans van Houten as Director	For
8.9	Reelect Simon Moroney as Director	For
8.10	Reelect Ana de Pro Gonzalo as Director	For
8.11	Reelect John Young as Director	For
8.12	Elect Elizabeth McNally as Director	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	For
9.4	Appoint John Young as Member of the Compensation Committee	For
10	Ratify KPMG AG as Auditors	For
11	Designate Peter Zahn as Independent Proxy	For
12	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Novartis AG

Novartis AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	

Partners Group Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Partners Group Holding AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	For
2	Approve Allocation of Income and Dividends of CHF 42.00 per Share	For
3	Approve Discharge of Board and Senior Management	For
4	Approve Remuneration Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 10.9 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.7 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Partners Group Holding AG

Proposal Number	Proposal Text	Vote Instruction
5.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13.5 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 63.4 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 120,000	For
6.1.1	Reelect Steffen Meister as Director and Board Chair	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.1.2	Elect Urban Angehrn as Director	For
6.1.3	Reelect Marcel Erni as Director	For
6.1.4	Reelect Alfred Gantner as Director	For
6.1.5	Reelect Anne Lester as Director	For
6.1.6	Reelect Gaelle Olivier as Director	For
6.1.7	Reelect Urs Wietlisbach as Director	For
6.1.8	Reelect Flora Zhao as Director	For
6.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.2.3	Reappoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	For
7	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Sandoz Group AG

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Non-Financial Report	For
3	Approve Allocation of Income and Dividends of CHF 0.60 per Share	For
4	Approve Discharge of Board and Senior Management	For
5.1	Change Location of Registered Office/Headquarters to Basel, Switzerland	For
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 24.2 Million and the Lower Limit of CHF 22 Million with or without Exclusion of Preemptive Rights	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.3	Approve Creation of CHF 2.2 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	For
5.4	Approve Creation of CHF 1.1 Million Pool of Conditional Capital for Employee Equity Participation	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.5	Amend Articles Re: Limitation of Subscription Rights	For
6.1.a	Reelect Gilbert Ghostine as Director and Board Chair	For
6.1.b	Reelect Karen Huebscher as Director	For
6.1.c	Reelect Shamiram Feinglass as Director	For
6.1.d	Reelect Mathai Mammen as Director	For
6.1.e	Reelect Graeme Pitkethly as Director	For
6.1.f	Reelect Michael Rechsteiner as Director	For
6.1.g	Reelect Urs Riedener as Director	For
6.1.h	Reelect Aarti Shah as Director	For
6.1.i	Reelect Ioannis Skoufalos as Director	For

Sandoz Group AG

Proposal Number	Proposal Text	Vote Instruction
6.1.j	Reelect Maria Varsellona as Director	For
6.2.1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	For
6.2.2	Reappoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	For
6.2.3	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	For
6.2.4	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	For
6.2.5	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 47.1 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.3	Approve Remuneration Report (Non-Binding)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8	Ratify KPMG AG as Auditors	For
9	Designate Advoro Zurich AG as Independent Proxy	For
10	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Sandoz Group AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

SGS SA

SGS SA

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	For
1.3	Approve Remuneration Report (Non-Binding)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
2	Approve Discharge of Board and Senior Management	For
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	For
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	For
4.1.1	Reelect Calvin Grieder as Director	For
4.1.2	Reelect Sami Atiya as Director	For
4.1.3	Reelect Phyllis Cheung as Director	For
4.1.4	Reelect Ian Gallienne as Director	For
4.1.5	Reelect Tobias Hartmann as Director	For
4.1.6	Reelect Kory Sorenson as Director	For
4.1.7	Reelect Janet Vergis as Director	For
4.1.8	Elect Patrick Kron as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4.1.9	Elect Geraldine Picaud as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4.2.1	Reelect Calvin Grieder as Board Chair	For
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	For
4.3.2	Reappoint Kory Sorenson as Member of the Compensation Committee	For
4.3.3	Appoint Patrick Kron as Member of the Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

SGS SA

Proposal Number	Proposal Text	Vote Instruction
4.4	Ratify PricewaterhouseCoopers SA as Auditors	For
4.5	Designate Notaires Carouge as Independent Proxy	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6	Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

SGS SA

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Siegfried Holding AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Siegfried Holding AG

Proposal Number	Proposal Text	Vote Instruction
2.1	Approve Allocation of Income	For
2.2	Approve CHF 17.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.80 per Share	For
2.3	Approve Creation of Capital Band within the Upper Limit of CHF 35.8 Million and the Lower Limit of CHF 32.6 Million with or without Exclusion of Preemptive Rights	For
3	Approve 1:10 Stock Split	For
4	Approve Discharge of Board of Directors	For
5.1	Approve Remuneration Report (Non-Binding)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	For
5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.5 Million	For
5.3.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.1 Million	For
5.3.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.1.1	Reelect Alexandra Brand as Director	For
6.1.2	Reelect Elodie Carr-Cingari as Director	For
6.1.3	Reelect Isabelle Welton as Director	For
6.1.4	Reelect Wolfram Carius as Director	For
6.1.5	Reelect Andreas Casutt as Director	For
6.1.6	Reelect Martin Schmid as Director	For
6.1.7	Reelect Beat Walti as Director	For
6.2	Reelect Andreas Casutt as Board Chair	For

Siegfried Holding AG

Proposal Number	Proposal Text	Vote Instruction
6.3.1	Reappoint Isabelle Welton as Member of the Compensation Committee	For
6.3.2	Reappoint Martin Schmid as Member of the Compensation Committee	For
6.3.3	Reappoint Beat Walti as Member of the Compensation Committee	For
7	Designate Rolf Freiermuth as Independent Proxy	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
9	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Siegfried Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

SIG Group AG

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Non-Financial Report	For
3	Approve Discharge of Board and Senior Management	For
4	Approve Allocation of Income	For
5	Approve Dividends of CHF 0.49 per Share from Capital Contribution Reserves	For
6.1	Approve Remuneration Report (Non-Binding)	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	For

SIG Group AG

Proposal Number	Proposal Text	Vote Instruction
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.1.1	Reelect Werner Bauer as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.1.2	Reelect Thomas Dittrich as Director	For
7.1.3	Reelect Mariel Hoch as Director	For
7.1.4	Reelect Florence Jeantet as Director	For
7.1.5	Reelect Abdallah al Obeikan as Director	For
7.1.6	Reelect Martine Snels as Director	For
7.2.1	Elect Ola Rollen as Director	For
7.2.2	Elect Niren Chaudhary as Director	For
7.2.3	Elect Urs Riedener as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.3	Elect Ola Rollen as Board Chair	For
7.4.1	Reappoint Werner Bauer as Member of the Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.4.2	Appoint Niren Chaudhary as Member of the Compensation Committee	For
7.4.3	Appoint Urs Riedener as Member of the Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8	Designate Keller AG as Independent Proxy	For
9	Ratify PricewaterhouseCoopers AG as Auditors	For
10	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

SIG Group AG

SIG Group AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Sika AG

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	For
2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	For
3	Approve Discharge of Board and Senior Management	For
4.1.1	Reelect Thierry Vanlancker as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4.1.2	Reelect Viktor Balli as Director	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4.1.4	Reelect Justin Howell as Director	For
4.1.5	Reelect Gordana Landen as Director	For
4.1.6	Reelect Paul Schuler as Director	For
4.1.7	Reelect Thomas Aebischer as Director	For
4.2	Elect Kwok Wang Ng as Director	For
4.3	Elect Thierry Vanlancker as Board Chair	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	For
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	For

Sika AG

Proposal Number	Proposal Text	Vote Instruction
4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	For
4.5	Ratify KPMG AG as Auditors	For
4.6	Designate Jost Windlin as Independent Proxy	For
5	Approve Sustainability Report	For
6.1	Approve Remuneration Report	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7	Amend Articles Re: Variable Remuneration of Executive Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Sika AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Sonova Holding AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	For
1.3	Approve Remuneration Report (Non-Binding)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Sonova Holding AG

Proposal Number	Proposal Text	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 4.40 per Share	For
3	Approve Discharge of Board and Senior Management	For
4.1.1	Reelect Gilbert Achermann as Director and Board Chair	For
4.1.2	Reelect Gregory Behar as Director	For
4.1.3	Reelect Lynn Bleil as Director	For
4.1.4	Reelect Roland Diggelmann as Director	For
4.1.5	Reelect Julie Tay as Director	For
4.1.6	Reelect Ronald van der Vis as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4.1.7	Reelect Adrian Widmer as Director	For
4.2	Elect Laura Stoltenberg as Director	For
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	For
4.3.2	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	For
4.4	Appoint Gregory Behar as Member of the Nomination and Compensation Committee	For
4.5	Ratify Ernst & Young AG as Auditors	For
4.6	Designate Keller AG as Independent Proxy	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.1 Million	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.3 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Sonova Holding AG

Sonova Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Straumann Holding AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	For
1.3	Approve Remuneration Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
2.1	Approve Allocation of Income and Dividends of CHF 0.57 per Share and CHF 0.38 per Share from Capital Contribution Reserves	For
2.2	Approve Transfer of Legal Capital Reserves and Legal Retained Earnings	For
3	Approve Discharge of Board and Senior Management	For
4	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.2 Million	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.1	Reelect Petra Rumpf as Director and Board Chair	For
6.2	Reelect Xiaoqun Clever-Steg as Director	For
6.3	Reelect Olivier Filliol as Director	For

Straumann Holding AG

Proposal Number	Proposal Text	Vote Instruction
6.4	Reelect Marco Gadola as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6.5	Reelect Stefan Meister as Director	For
6.6	Reelect Thomas Straumann as Director	For
6.7	Reelect Regula Wallimann as Director	For
7.1	Reappoint Olivier Filliol as Member of the Human Resources and Compensation Committee	For
7.2	Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	For
8	Designate NEOVIUS AG as Independent Proxy	For
9	Ratify Ernst & Young AG as Auditors	For
10	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Straumann Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Swiss Life Holding AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Swiss Life Holding AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Remuneration Report	For
1.3	Approve Non-Financial Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
2	Approve Allocation of Income and Dividends of CHF 35.00 per Share	For
3	Approve Discharge of Board of Directors	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	For
5.1	Reelect Rolf Doerig as Director and Board Chair	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.2	Reelect Thomas Buess as Director	For
5.3	Reelect Monika Buetler as Director	For
5.4	Reelect Philomena Colatrella as Director	For
5.5	Reelect Adrienne Fumagalli as Director	For
5.6	Reelect Damir Filipovic as Director	For
5.7	Reelect Stefan Loacker as Director	For
5.8	Reelect Severin Moser as Director	For
5.9	Reelect Henry Peter as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.10	Reelect Martin Schmid as Director	For
5.11	Reelect Franziska Sauber as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Swiss Life Holding AG

Proposal Number	Proposal Text	Vote Instruction
5.12	Reelect Klaus Tschuetscher as Director	For
5.13	Appoint Monika Buetler as Member of the Compensation Committee	For
5.14	Reappoint Martin Schmid as Member of the Compensation Committee	For
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	For
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8	Approve CHF 19,453.70 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For
9	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Swiss Re AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Remuneration Report (Non-Binding)	For
1.3	Approve Sustainability Report (Non-Binding)	For
2	Approve Allocation of Income and Dividends of USD 7.35 per Share	For
3	Approve Discharge of Board of Directors	For
4.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	For
4.1.b	Reelect Karen Gavan as Director	For
4.1.c	Reelect Vanessa Lau as Director	For

Swiss Re AG

Proposal Number	Proposal Text	Vote Instruction
4.1.d	Reelect Geraldine Matchett as Director	For
4.1.e	Reelect Joachim Oechslin as Director	For
4.1.f	Reelect Deanna Ong as Director	For
4.1.g	Reelect Jay Ralph as Director	For
4.1.h	Reelect Joerg Reinhardt as Director	For
4.1.i	Reelect Pia Tischhauser as Director	For
4.1.j	Reelect Larry Zimpleman as Director	For
4.1.k	Elect Morten Huebbe as Director	For
4.1.l	Elect George Quinn as Director	For
4.2.1	Reappoint Deanna Ong as Member of the Compensation Committee	For
4.2.2	Reappoint Jay Ralph as Member of the Compensation Committee	For
4.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	For
4.2.4	Appoint Morten Huebbe as Member of the Compensation Committee	For
4.3	Designate Proxy Voting Services GmbH as Independent Proxy	For
4.4	Ratify KPMG AG as Auditors	For
5.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
5.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 12.5 Million	For
5.3	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 31 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights	For

Swiss Re AG

Proposal Number	Proposal Text	Vote Instruction
7	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Swiss Re AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Swisscom AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Remuneration Report (Non-Binding)	For
1.3	Approve Non-Financial Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
2	Approve Allocation of Income and Dividends of CHF 22 per Share	For
3	Approve Discharge of Board and Senior Management	For
4	Reelect Michael Rechsteiner as Director and Board Chair	For
4.2	Reelect Roland Abt as Director	For
4.3	Reelect Monique Bourquin as Director	For
4.4	Elect Laura Cioli as Director	For
4.5	Reelect Guus Dekkers as Director	For
4.6	Reelect Frank Esser as Director	For
4.7	Reelect Sandra Lathion-Zweifel as Director	For
4.8	Reelect Anna Mossberg as Director	For
4.9	Reelect Daniel Muenger as Director	For

Swisscom AG

Proposal Number	Proposal Text	Vote Instruction
5.1	Reappoint Roland Abt as Member of the Compensation Committee	For
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	For
5.5	Reappoint Fritz Zurbueger as Member of the Compensation Committee	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million for Fiscal Year 2026	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.2 Million	For
6.4	Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million for Fiscal Year 2026	For
7	Reelect Reber Rechtsanwaelte as Independent Proxy	For
8	Ratify PricewaterhouseCoopers AG as Auditors	For
9	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Swisscom AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

UBS Group AG

UBS Group AG

Proposal Number	Proposal Text	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For
2	Approve Remuneration Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
3	Approve Sustainability Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4	Approve Allocation of Income and Dividends of USD 0.90 per Share	For
5	Approve Discharge of Board and Senior Management	For
6.1	Reelect Colm Kelleher as Director and Board Chair	For
6.2	Reelect Lukas Gaehwiler as Director	For
6.3	Reelect Jeremy Anderson as Director	For
6.4	Reelect William Dudley as Director	For
6.5	Reelect Patrick Firmenich as Director	For
6.6	Reelect Fred Hu as Director	For
6.7	Reelect Mark Hughes as Director	For
6.8	Reelect Gail Kelly as Director	For
6.9	Reelect Julie Richardson as Director	For
6.10	Reelect Jeanette Wong as Director	For
6.11	Elect Renata Bruengger as Director	For
6.12	Elect Lila Tretikov as Director	For
7.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	For
7.2	Reappoint Jeanette Wong as Member of the Compensation Committee	For
7.3	Appoint Gail Kelly as Member of the Compensation Committee	For

UBS Group AG

Proposal Number	Proposal Text	Vote Instruction
8.1	Approve Remuneration of Directors in the Amount of CHF 15 Million for the Period from 2025 AGM until 2026 AGM	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 114.2 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 32 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	For
9.2	Ratify Ernst & Young AG as Auditors	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
10	Approve USD 12.1 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
11	Authorize Repurchase of up to USD 3.5 Billion in Issued Share Capital	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
12	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

UBS Group AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

VAT Group AG

VAT Group AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Non-Financial Report	For
2	Approve Allocation of Income and Dividends of CHF 6.25 per Share	For
3	Approve Discharge of Board and Senior Management	For
4.1.1	Reelect Martin Komischke as Director and Board Chair	For
4.1.2	Reelect Urs Leinhaeuser as Director	For
4.1.3	Reelect Hermann Gerlinger as Director	For
4.1.4	Reelect Libo Zhang as Director	For
4.1.5	Reelect Daniel Lippuner as Director	For
4.1.6	Reelect Petra Denk as Director	For
4.1.7	Reelect Thomas Piliszczuk as Director	For
4.1.8	Elect Clara-Ann Gordon as Director	For
4.1.9	Elect Michael Allison as Director	For
4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	For
4.2.2	Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	For
4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	For
5	Designate Roger Foehn as Independent Proxy	For
6	Ratify KPMG AG as Auditors	For
7.1	Approve Remuneration Report	For
7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 882,785 for Fiscal Year 2024	For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million for Fiscal Year 2026	For

VAT Group AG

Proposal Number	Proposal Text	Vote Instruction
7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2026	For
7.5	Approve Remuneration of Directors in the Amount of CHF 1.7 Million for the Period from 2025 AGM to 2026 AGM	For
8	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos	

VAT Group AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For
1.2	Approve Remuneration Report	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
1.3	Approve Sustainability Report	For
2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	For
3	Approve Discharge of Board and Senior Management	For
4.1.a	Reelect Michel Lies as Director and Board Chair	For
4.1.b	Reelect Joan Amble as Director	For
4.1.c	Reelect Catherine Bessant as Director	For
4.1.d	Reelect Christoph Franz as Director	For
4.1.e	Reelect Michael Halbherr as Director	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Vote Instruction
4.1.h	Reelect Sabine Keller-Busse as Director	For
4.1.i	Reelect Kishore Mahbubani as Director	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4.1.j	Reelect Peter Maurer as Director	For
4.1.k	Reelect John Rafter as Director	For
4.1.l	Reelect Jasmin Staiblin as Director	For
4.1.m	Reelect Barry Stowe as Director	For
4.1.n	Elect Thomas Jordan as Director	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	For
4.3	Designate Keller AG as Independent Proxy	For
4.4	Ratify Ernst & Young AG as Auditors	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	
6	Transact Other Business (Voting)	Against
	Voter Rationale: Gem. Abstimmungsempfehlung Ethos.	

Zurich Insurance Group AG

Proposal Number	Proposal Text	Vote Instruction
1	Share Re-registration Consent	For