

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Novartis AG

Meeting Date: 02/28/2020

Country: Switzerland

Primary Security ID: H5820Q150

Record Date:

Meeting Type: Annual

Ticker: NOVN

Shares Voted: 22,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Kontroverse ums Geschäftsverhalten.)</i>					
3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	Mgmt	For		For
4	Approve CHF 30.2 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 93 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
5.3	Approve Remuneration Report	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
6.1	Reelect Joerg Reinhardt as Director and Board Chairman	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
6.2	Reelect Nancy Andrews as Director	Mgmt	For		For
6.3	Reelect Ton Buechner as Director	Mgmt	For		For
6.4	Reelect Patrice Bula as Director	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Zu viele Mandate.)</i>					
6.5	Reelect Srikant Datar as Director	Mgmt	For		For
6.6	Reelect Elizabeth Doherty as Director	Mgmt	For		For
6.7	Reelect Ann Fudge as Director	Mgmt	For		For
6.8	Reelect Frans van Houten as Director	Mgmt	For		For
6.9	Reelect Andreas von Planta as Director	Mgmt	For		For
6.10	Reelect Charles Sawyers as Director	Mgmt	For		For
6.11	Reelect Enrico Vanni as Director	Mgmt	For		For

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Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.12	Reelect William Winters as Director	Mgmt	For		For
6.13	Elect Bridgette Heller as Director	Mgmt	For		For
6.14	Elect Simon Moroney as Director	Mgmt	For		For
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
7.2	Reappoint Srikant Datar as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
7.3	Reappoint Enrico Vanni as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
7.5	Appoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For		For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
9	Designate Peter Zahn as Independent Proxy	Mgmt	For		For
10	Transact Other Business (Voting)	Mgmt	For		Do Not Vote

Schindler Holding AG

Meeting Date: 03/19/2020

Country: Switzerland

Primary Security ID: H7258G209

Record Date:

Meeting Type: Annual

Ticker: SCHP

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 4.00 per Share and Participation Certificate	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Variable Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
4.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 11.3 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
4.3	Approve Fixed Remuneration of Directors in the Amount of CHF 7 Million	Mgmt	For		For
4.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 11.6 Million	Mgmt	For		For
5.1	Reelect Silvio Napoli as Director and Board Chairman	Mgmt	For		For
5.2	Elect Orit Gadiesh as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.3.1	Reelect Alfred Schindler as Director	Mgmt	For		For
5.3.2	Reelect Pius Baschera as Director	Mgmt	For		For
5.3.3	Reelect Erich Ammann as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.3.4	Reelect Luc Bonnard as Director	Mgmt	For		For
5.3.5	Reelect Patrice Bula as Director	Mgmt	For		For
5.3.6	Reelect Monika Buetler as Director	Mgmt	For		For
5.3.7	Reelect Rudolf Fischer as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.3.8	Reelect Tobias Staehelin as Director	Mgmt	For		For
5.3.9	Reelect Carole Vischer as Director	Mgmt	For		For
5.4.1	Reappoint Pius Baschera as Member of the Compensation Committee	Mgmt	For		For
5.4.2	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For		For
5.4.3	Reappoint Rudolf Fischer as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For		For
5.6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For

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Location(s): All Locations
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Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Transact Other Business (Voting)	Mgmt	For		Do Not Vote

SGS SA

Meeting Date: 03/24/2020 **Country:** Switzerland **Primary Security ID:** H7485A108
Record Date: **Meeting Type:** Annual **Ticker:** SGSN

Shares Voted: 150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	Mgmt	For		For
4.1a	Reelect Paul Desmarais as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Zu viele Mandate.)</i>				
4.1b	Reelect August Francois von Finck as Director	Mgmt	For		For
4.1c	Reelect Ian Gallienne as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Zu viele Mandate.)</i>				
4.1d	Reelect Calvin Grieder as Director	Mgmt	For		For
4.1e	Reelect Cornelius Grupp as Director	Mgmt	For		For
4.1f	Reelect Gerard Lamarche as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Zu wenige unabhängige Kandidaturen.)</i>				
4.1g	Reelect Shelby du Pasquier as Director	Mgmt	For		For
4.1h	Reelect Kory Sorenson as Director	Mgmt	For		For
4.1i	Elect Sami Atiya as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Keine Verbesserung des Frauenanteils im Verwaltungsrat und Anteil kleiner als 30%.)</i>				
4.1j	Elect Tobias Hartmann as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Keine Verbesserung des Frauenanteils im Verwaltungsrat und Anteil kleiner als 30%.)</i>				

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Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

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SGS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Elect Calvin Grieder as Board Chairman	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Zu viele Mandate.)</i>				
4.3.1	Appoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
4.3.2	Appoint Shelby du Pasquier as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
4.3.3	Appoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For		For
4.4	Ratify Deloitte SA as Auditors	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Engagement von über 20 Jahren.)</i>				
4.5	Designate Jeandin & Defacqz as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.3 Million	Mgmt	For		For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14 Million	Mgmt	For		For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
6	Transact Other Business (Voting)	Mgmt	For		For

Givaudan SA

Meeting Date: 03/25/2020

Country: Switzerland

Primary Security ID: H3238Q102

Record Date:

Meeting Type: Annual

Ticker: GIVN

Shares Voted: 265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
3	Approve Allocation of Income and Dividends of CHF 62 per Share	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1.1	Reelect Victor Balli as Director	Mgmt	For		For
5.1.2	Reelect Werner Bauer as Director	Mgmt	For		For
5.1.3	Reelect Lilian Biner as Director	Mgmt	For		For
5.1.4	Reelect Michael Carlos as Director	Mgmt	For		For
5.1.5	Reelect Ingrid Deltenre as Director	Mgmt	For		For
5.1.6	Reelect Calvin Grieder as Director	Mgmt	For		For
5.1.7	Reelect Thomas Rufer as Director	Mgmt	For		For
5.2.1	Elect Olivier Filliol as Director	Mgmt	For		For
5.2.2	Elect Sophie Gasperment as Director	Mgmt	For		For
5.3	Reelect Calvin Grieder as Board Chairman	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Zu viele Mandate)</i>					
5.4.1	Reappoint Werner Bauer as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
5.4.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
5.4.3	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
5.5	Designate Manuel Isler as Independent Proxy	Mgmt	For		For
5.6	Ratify Deloitte AG as Auditors	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For		For
6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.3 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
7	Transact Other Business (Voting)	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

ABB Ltd.

Meeting Date: 03/26/2020

Country: Switzerland

Primary Security ID: H0010V101

Record Date:

Meeting Type: Annual

Ticker: ABBN

Shares Voted: 18,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Berichterstattung zur Nachhaltigkeit ist ungenügend oder später als 25 Tage vor GV erschienen.)</i>					
2	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Allocation of Income and Dividends of CHF 0.80 per Share	Mgmt	For		For
5	Amend Articles Re: Annual Report	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.7 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 39.5 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
7.1	Reelect Matti Alahuhta as Director	Mgmt	For		For
7.2	Reelect Gunnar Brock as Director	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Zu wenige unabhängige Kandidaturen.)</i>					
7.3	Reelect David Constable as Director	Mgmt	For		For
7.4	Reelect Frederico Curado as Director	Mgmt	For		For
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Zu viele Mandate.)</i>					
7.5	Reelect Lars Foerberg as Director	Mgmt	For		For
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For		For
7.7	Reelect Geraldine Matchett as Director	Mgmt	For		For
7.8	Reelect David Meline as Director	Mgmt	For		For
7.9	Reelect Satish Pai as Director	Mgmt	For		For
7.10	Reelect Jacob Wallenberg as Director	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Wahl/Wiederwahl in den Verwaltungsrat und ins Präsidium nicht getrennt durchgeführt.)</i>					

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.11	Reelect Peter Voser as Director and Board Chairman	Mgmt	For		For
8.1	Appoint David Constable as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
8.2	Appoint Frederico Curado as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
8.3	Appoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
9	Designate Hans Zehnder as Independent Proxy	Mgmt	For		For
10	Ratify KPMG AG as Auditors	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Do Not Vote

Geberit AG

Meeting Date: 04/01/2020

Country: Switzerland

Primary Security ID: H2942E124

Record Date:

Meeting Type: Annual

Ticker: GEBN

Shares Voted: 200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Transfer of CHF 21.5 Million from Capital Contribution Reserves to Free Reserves	Mgmt	For		For
2.2	Approve Allocation of Income and Dividends of CHF 11.30 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: CDP Climate Change Score ungenügend.)</i>					
4.1.1	Reelect Albert Baehny as Director and as Board Chairman	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Wahl/Wiederwahl in den Verwaltungsrat und ins Präsidium nicht getrennt durchgeführt. Zu viele Mandate.)</i>					
4.1.2	Reelect Felix Ehrat as Director	Mgmt	For		For

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Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.3	Reelect Bernadette Koch as Director	Mgmt	For		For
4.1.4	Reelect Hartmut Reuter as Director	Mgmt	For		For
4.1.5	Reelect Eunice Zehnder-Lai as Director	Mgmt	For		For
4.1.6	Elect Werner Karlen as Director	Mgmt	For		For
4.2.1	Reappoint Hartmut Reuter as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
4.2.2	Reappoint Eunice Zehnder-Lai as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
4.2.3	Appoint Werner Karlen as Member of the Compensation Committee	Mgmt	For		For
5	Designate Roger Mueller as Independent Proxy	Mgmt	For		For
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Engagement von über 20 Jahren.)</i>					
7.1	Approve Remuneration Report	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
7.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For		For
7.3	Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
8	Transact Other Business (Voting)	Mgmt	For		Do Not Vote

Zurich Insurance Group AG

Meeting Date: 04/01/2020

Country: Switzerland

Primary Security ID: H9870Y105

Record Date:

Meeting Type: Annual

Ticker: ZURN

Shares Voted: 4,760

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

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Remuneration Report (Non-binding)	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
2	Approve Allocation of Income and Dividends of CHF 20 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1a	Reelect Michel Lies as Director and Chairman	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Wahl/Wiederwahl in den Verwaltungsrat und ins Präsidium nicht getrennt durchgeführt)</i>				
4.1b	Reelect Joan Amble as Director	Mgmt	For		For
4.1c	Reelect Catherine Bessant as Director	Mgmt	For		For
4.1d	Reelect Dame Carnwath as Director	Mgmt	For		For
4.1e	Reelect Christoph Franz as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Zu viele Mandate)</i>				
4.1f	Reelect Michael Halbherr as Director	Mgmt	For		For
4.1g	Reelect Jeffrey Hayman as Director	Mgmt	For		For
4.1h	Reelect Monica Maechler as Director	Mgmt	For		For
4.1i	Reelect Kishore Mahbubani as Director	Mgmt	For		For
4.1j	Reelect Jasmin Staiblin as Director	Mgmt	For		For
4.1k	Reelect Barry Stowe as Director	Mgmt	For		For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
4.2.4	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
4.2.5	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
4.3	Designate Keller KLG as Independent Proxy	Mgmt	For		For

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Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 5.7 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 78.2 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
6	Approve Creation of CHF 4.5 Million Pool of Authorized Capital with Partial Exclusion of Preemptive Rights and CHF 3 Million Pool of Conditional Capital without Preemptive Rights	Mgmt	For		For
7	Amend Articles of Association	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Verminderung der Aktionärsrechte.)</i>					
8	Transact Other Business (Voting)	Mgmt	For		For

Emmi AG

Meeting Date: 04/02/2020

Country: Switzerland

Primary Security ID: H2217C100

Record Date:

Meeting Type: Annual

Ticker: EMMN

Shares Voted: 450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 12.00 per Share	Mgmt	For		For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1 Million	Mgmt	For		For
4.2	Approve Fixed Remuneration of Advisory Board in the Amount of CHF 40,000	Mgmt	For		For
4.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For		For
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	Mgmt	For		For
5.1.1	Reelect Konrad Graber as Director and Board Chairman	Mgmt	For		For

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Location(s): All Locations

Institution Account(s): All Institution Accounts

Emmi AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.2	Reelect Thomas Oehen-Buehlmann as Director	Mgmt	For		For
5.1.3	Reelect Christian Arnold-Faessler as Director	Mgmt	For		For
5.1.4	Reelect Monique Bourquin as Director	Mgmt	For		For
5.1.5	Reelect Christina Johansson as Director	Mgmt	For		For
5.1.6	Reelect Niklaus Meier as Director	Mgmt	For		For
5.1.7	Reelect Alexandra Quillet as Director	Mgmt	For		For
5.1.8	Reelect Franz Steiger as Director	Mgmt	For		For
5.1.9	Reelect Diana Strebelt as Director	Mgmt	For		For
5.2.1	Reappoint Konrad Graber as Member of the Personnel and Compensation Committee	Mgmt	For		For
5.2.2	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	Mgmt	For		For
5.2.3	Reappoint Thomas Oehen-Buehlmann as Member of the Personnel and Compensation Committee	Mgmt	For		For
6	Ratify KPMG AG as Auditors	Mgmt	For		For
7	Designate Pascal Engelberger as Independent Proxy	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Abstain

Swisscom AG

Meeting Date: 04/06/2020

Country: Switzerland

Primary Security ID: H8398N104

Record Date:

Meeting Type: Annual

Ticker: SCMN

Shares Voted: 2,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Roland Abt as Director	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Reelect Alain Carrupt as Director	Mgmt	For		For
4.3	Reelect Frank Esser as Director	Mgmt	For		For
4.4	Reelect Barbara Frei as Director	Mgmt	For		For
4.5	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For		For
4.6	Reelect Anna Mossberg as Director	Mgmt	For		For
4.7	Reelect Michael Rechsteiner as Director	Mgmt	For		For
4.8	Reelect Hansueli Loosli as Director	Mgmt	For		For
4.9	Reelect Hansueli Loosli as Board Chairman	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Zu viele Mandate.)</i>					
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
5.2	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
5.3	Reappoint Barbara Frei as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
5.4	Reappoint Hansueli Loosli as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
5.5	Reappoint Renzo Simoni as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For		For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.7 Million	Mgmt	For		For
7	Designate Reber Rechtsanwaelte KIG as Independent Proxy	Mgmt	For		For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Do Not Vote

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Straumann Holding AG

Meeting Date: 04/07/2020

Country: Switzerland

Primary Security ID: H8300N119

Record Date:

Meeting Type: Annual

Ticker: STMN

Shares Voted: 860

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 5.75 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For		For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.2 Million	Mgmt	For		For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million	Mgmt	For		For
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.1 Million	Mgmt	For		For
6.1	Reelect Gilbert Achermann as Director and as Board Chairman	Mgmt	For		For
6.2	Reelect Monique Bourquin as Director	Mgmt	For		For
6.3	Reelect Sebastian Burckhardt as Director	Mgmt	For		For
6.4	Reelect Juan-Jose Gonzalez as Director	Mgmt	For		For
6.5	Reelect Beat Luethi as Director	Mgmt	For		For
6.6	Reelect Thomas Straumann as Director	Mgmt	For		For
6.7	Reelect Regula Wallimann as Director	Mgmt	For		For
6.8	Elect Marco Gadola as Director	Mgmt	For		For
7.1	Appoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For		For
7.2	Appoint Beat Luethi as Member of the Compensation Committee	Mgmt	For		For
7.3	Appoint Regula Wallimann as Member of the Compensation Committee	Mgmt	For		For
8	Designate Neovius AG as Independent Proxy	Mgmt	For		For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020
Location(s): All Locations
Institution Account(s): All Institution Accounts

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Transact Other Business (Voting)	Mgmt	For		Abstain

Sunrise Communications Group AG

Meeting Date: 04/08/2020 **Country:** Switzerland **Primary Security ID:** H83659104
Record Date: **Meeting Type:** Annual **Ticker:** SRCG

Shares Voted: 4,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Allocation of Income	Mgmt	For		For
2.2	Approve Dividends of CHF 4.40 per Share from Foreign Capital Contribution Reserves	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Ingo Arnold as Director	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
4.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For		For
4.1.3	Reelect Michael Krammer as Director	Mgmt	For		For
4.1.4	Reelect Christoph Vilanek as Director	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
4.1.5	Elect Thomas Meyer as Director	Mgmt	For		For
4.1.6	Elect Thomas Karlovits as Director	Mgmt	For		For
4.1.7	Elect Sonja Stirnimann as Director	Mgmt	For		For
4.1.8	Elect Henriette Wendt as Director	Mgmt	For		For
4.1.9	Elect Thomas Meyer as Board Chairman	Mgmt	For		For
4.2.1	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Michael Krammer as Member of the Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Christoph Vilanek as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Sunrise Communications Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.4	Appoint Thomas Meyer as Member of the Compensation Committee	Mgmt	For		For
4.2.5	Appoint Ingrid Deltenre as Chairman of the Compensation Committee	Mgmt	For		For
5	Designate Keller KLG as Independent Proxy	Mgmt	For		For
6	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
7.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
7.2	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For		For
7.3	Approve Remuneration of Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
8	Approve Creation of CHF 4.2 Million Pool of Capital without Preemptive Rights	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					

Georg Fischer AG

Meeting Date: 04/15/2020

Country: Switzerland

Primary Security ID: H26091142

Record Date:

Meeting Type: Annual

Ticker: FLN

Shares Voted: 350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 25 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Approve Creation of CHF 400,000 Pool of Share Capital without Preemptive Rights	Mgmt	For		For
4.2	Amend Articles to Reflect Changes in Capital	Mgmt	For		For
4.3	Amend Articles Re: Annulment of the Issuance of Bearer Shares Clause	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Georg Fischer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Reelect Hubert Achermann as Director	Mgmt	For		For
5.2	Reelect Riet Cadonau as Director	Mgmt	For		For
5.3	Reelect Roger Michaelis as Director	Mgmt	For		For
5.4	Reelect Eveline Saupper as Director	Mgmt	For		For
5.5	Reelect Yves Serra as Director	Mgmt	For		For
5.6	Reelect Jasmin Staiblin as Director	Mgmt	For		For
5.7	Reelect Zhiqiang Zhang as Director	Mgmt	For		For
5.8	Elect Peter Hackel as Director	Mgmt	For		For
6.1	Elect Yves Serra as Board Chairman	Mgmt	For		For
6.2.1	Appoint Riet Cadonau as Member of the Compensation Committee	Mgmt	For		For
6.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For		For
6.2.3	Appoint Zhiqiang Zhang as Member of the Compensation Committee	Mgmt	For		For
7	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For		For
8	Approve Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For		For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
10	Designate Christoph Vaucher as Independent Proxy	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		For

aventron AG

Meeting Date: 04/16/2020

Country: Switzerland

Primary Security ID: H47017100

Record Date:

Meeting Type: Annual

Ticker: AVEN

Shares Voted: 25,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Minutes of April 11, 2019 AGM	Mgmt	For		For
2	Approve Financial Statements, Allocation of Income and Dividends of CHF 0.26 per Share	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

aventron AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Creation of CHF 65.1 Million Pool of Capital with Preemptive Rights	Mgmt	For		For
5	Approve Delisting of Shares from Berner Stock Exchange	Mgmt	For		For
6.1	Reelect Conrad Ammann as Director and Board Chairman	Mgmt	For		For
6.2	Reelect Beat Huber as Director	Mgmt	For		For
6.3	Reelect Priscilla Leimgruber as Director	Mgmt	For		For
6.4	Reelect Martin Schaub as Director	Mgmt	For		For
6.5	Reelect Michael Stalder as Director	Mgmt	For		For
6.6	Reelect Daniel von Moltke as Director	Mgmt	For		For
6.7	Reelect Nicolas Wyss as Director	Mgmt	For		For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		For

Rieter Holding AG

Meeting Date: 04/16/2020

Country: Switzerland

Primary Security ID: H68745209

Record Date:

Meeting Type: Annual

Ticker: RIEN

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 5.00 per Share	Mgmt	For		For
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
4.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For		For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 6.3 Million	Mgmt	For		For
5.1	Reelect This Schneider as Director	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Rieter Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Reelect Michael Pieper as Director	Mgmt	For		For
5.3	Reelect Hans-Peter Schwald as Director	Mgmt	For		For
5.4	Reelect Peter Spuhler as Director	Mgmt	For		For
5.5	Reelect Roger Baillod as Director	Mgmt	For		For
5.6	Reelect Bernhard Jucker as Director	Mgmt	For		For
5.7	Reelect Carl Illi as Director	Mgmt	For		For
5.8	Reelect Luc Tack as Director	Mgmt	For		For
6	Reelect Bernhard Jucker as Board Chairman	Mgmt	For		For
7.1	Reappoint This Schneider as Member of the Compensation Committee	Mgmt	For		For
7.2	Reappoint Hans-Peter Schwald as Member of the Compensation Committee	Mgmt	For		For
7.3	Reappoint Bernhard Jucker as Member of the Compensation Committee	Mgmt	For		For
8	Designate Ulrich Mayer as Independent Proxy	Mgmt	For		For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
10	Approve Creation of CHF 2.5 Million Pool of Capital without Preemptive Rights	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		For

Swiss Re AG

Meeting Date: 04/17/2020

Country: Switzerland

Primary Security ID: H8431B109

Record Date:

Meeting Type: Annual

Ticker: SREN

Shares Voted: 11,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Remuneration Report	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 5.90 per Share	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 14.1 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
4	Approve Discharge of Board and Senior Management	Mgmt	For		For
5.1.a	Reelect Walter Kielholz as Director and Board Chairman	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Wahl/Wiederwahl in den Verwaltungsrat und ins Präsidium nicht getrennt durchgeführt.)</i>				
5.1.b	Reelect Raymond Ch'ien as Director	Mgmt	For		For
5.1.c	Reelect Renato Fassbind as Director	Mgmt	For		For
5.1.d	Reelect Karen Gavan as Director	Mgmt	For		For
5.1.e	Reelect Jay Ralph as Director	Mgmt	For		For
5.1.f	Reelect Joerg Reinhardt as Director	Mgmt	For		For
5.1.g	Reelect Philip Ryan as Director	Mgmt	For		For
5.1.h	Reelect Paul Tucker as Director	Mgmt	For		For
5.1.i	Reelect Jacques de Vacleroy as Director	Mgmt	For		For
5.1.j	Reelect Susan Wagner as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Interessenkonflikt.)</i>				
5.1.k	Reelect Larry Zimpleman as Director	Mgmt	For		For
5.1.l	Elect Sergio Ermotti as Director	Mgmt	For		For
5.1.m	Elect Joachim Oechslin as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Keine Verbesserung des Frauenanteils im Verwaltungsrat und Anteil kleiner als 30%.)</i>				
5.1.n	Elect Deanna Ong as Director	Mgmt	For		For
5.2.1	Reappoint Raymond Ch'ien as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Vergütungskomponenten nicht getrennt zur Abstimmung vorgelegt.)</i>				
5.2.2	Reappoint Renato Fassbind as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Vergütungskomponenten nicht getrennt zur Abstimmung vorgelegt.)</i>				
5.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Vergütungskomponenten nicht getrennt zur Abstimmung vorgelegt.)</i>				

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.4	Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Vergütungskomponenten nicht getrennt zur Abstimmung vorgelegt.)</i>					
5.2.5	Appoint Karen Gavan as Member of the Compensation Committee	Mgmt	For		For
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For		For
5.4.1	Ratify PricewaterhouseCoopers Ltd as Auditors for Fiscal 2020	Mgmt	For		For
5.4.2	Ratify KPMG Ltd as Auditors for Fiscal 2021	Mgmt	For		For
6.1	Approve Remuneration of Directors in the Amount of CHF 10.3 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 37.7 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
7	Approve CHF 990,739 Reduction in Share Capital via Cancellation of Registered Shares	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Wirtschaftlich nicht gerechtfertigt.)</i>					
8	Authorize Repurchase of up to CHF 1 Billion of Issued Share Capital	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Wirtschaftlich nicht gerechtfertigt.)</i>					
9	Transact Other Business (Voting)	Mgmt	For		Do Not Vote

Sika AG

Meeting Date: 04/21/2020

Country: Switzerland

Primary Security ID: H7631K273

Record Date:

Meeting Type: Annual

Ticker: SIKA

Shares Voted: 6,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Berichterstattung zur Nachhaltigkeit ist ungenügend.)</i>					

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 2.30 per Share	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Wirtschaftlich nicht gerechtfertigt.)</i>				
3	Approve Discharge of Board of Directors	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: CDP Climate Change Score ungenügend.)</i>				
4.1.1	Reelect Paul Haelg as Director	Mgmt	For		For
4.1.2	Reelect Frits van Dijk as Director	Mgmt	For		For
4.1.3	Reelect Monika Ribar as Director	Mgmt	For		For
4.1.4	Reelect Daniel Sauter as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Amtszeit von 20 Jahren erreicht.)</i>				
4.1.5	Reelect Christoph Tobler as Director	Mgmt	For		For
4.1.6	Reelect Justin Howell as Director	Mgmt	For		For
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For		For
4.1.8	Reelect Viktor Balli as Director	Mgmt	For		For
4.2	Reelect Paul Haelg as Board Chairman	Mgmt	For		For
4.3.1	Appoint Daniel Sauter as Member of the Nomination and Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Vergütungskomponenten nicht getrennt zur Abstimmung vorgelegt.)</i>				
4.3.2	Appoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Vergütungskomponenten nicht getrennt zur Abstimmung vorgelegt.)</i>				
4.3.3	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares (Grund der Ablehnung: Engagement von über 20 Jahren.)</i>				
4.5	Designate Jost Windlin as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				
5.2	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For		For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million for Fiscal 2021	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Actares</i>				

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020
Location(s): All Locations
Institution Account(s): All Institution Accounts

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Transact Other Business (Voting)	Mgmt	For		Abstain

Nestle SA

Meeting Date: 04/23/2020 **Country:** Switzerland **Primary Security ID:** H57312649
Record Date: **Meeting Type:** Annual **Ticker:** NESN

Shares Voted: 17,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 2.70 per Share	Mgmt	For		For
4.1.a	Reelect Paul Bulcke as Director and Board Chairman	Mgmt	For		For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
4.1.c	Reelect Henri de Castries as Director	Mgmt	For		For
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For		For
4.1.e	Reelect Ann Veneman as Director	Mgmt	For		For
4.1.f	Reelect Eva Cheng as Director	Mgmt	For		For
4.1.g	Reelect Patrick Aebischer as Director	Mgmt	For		For
4.1.h	Reelect Ursula Burns as Director	Mgmt	For		For
4.1.i	Reelect Kasper Rorsted as Director	Mgmt	For		For
4.1.j	Reelect Pablo Isla as Director	Mgmt	For		For
4.1.k	Reelect Kimberly Ross as Director	Mgmt	For		For
4.1.l	Reelect Dick Boer as Director	Mgmt	For		For
4.1.m	Reelect Dinesh Paliwal as Director	Mgmt	For		For
4.2	Elect Hanne Jimenez de Mora as Director	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.1	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For		For
4.3.2	Appoint Ursula Burns as Member of the Compensation Committee	Mgmt	For		For
4.3.3	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	For		For
4.3.4	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	For		For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 55 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
6	Approve CHF 9.5 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	Against		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					

SFS Group AG

Meeting Date: 04/23/2020

Country: Switzerland

Primary Security ID: H7482F118

Record Date:

Meeting Type: Annual

Ticker: SFSN

Shares Voted: 2,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Remuneration of Directors in the Amount of CHF 1.2 million for the Term of Office 2020/21	Mgmt	For		For
2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million for the Period Jan. 1, 2021 - Dec. 31, 2021	Mgmt	For		For
2.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.1 Million for Fiscal 2019	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

SFS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Allocation of Income and Dividends of CHF 2.10 per Share	Mgmt	For		For
5.1	Reelect Nick Huber as Director	Mgmt	For		For
5.2	Reelect Urs Kaufmann as Director	Mgmt	For		For
5.3	Reelect Thomas Oetterli as Director	Mgmt	For		For
5.4	Reelect Heinrich Spoerry as Director and Board Chairman	Mgmt	For		For
5.5	Reelect Bettina Stadler as Director	Mgmt	For		For
5.6	Reelect Joerg Walther as Director	Mgmt	For		For
6.1	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	Mgmt	For		For
6.2	Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	Mgmt	For		For
6.3	Reappoint Heinrich Spoerry as Member of the Nomination and Compensation Committee	Mgmt	For		For
7	Designate Buerki Bolt Rechtsanwaelte as Independent Proxy	Mgmt	For		For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
9	Transact Other Business (Voting)	Mgmt	For		Abstain
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					

Baloise Holding AG

Meeting Date: 04/24/2020

Country: Switzerland

Primary Security ID: H04530202

Record Date:

Meeting Type: Annual

Ticker: BALN

Shares Voted: 2,000

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

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 6.40 per Share	Mgmt	For		For
4.1a	Reelect Andreas Burckhardt as Director and Board Chairman	Mgmt	For		For
4.1b	Reelect Andreas Beerli as Director	Mgmt	For		For
4.1c	Reelect Christoph Gloor as Director	Mgmt	For		For
4.1d	Reelect Hugo Lasat as Director	Mgmt	For		For
4.1e	Reelect Christoph Maeder as Director	Mgmt	For		For
4.1f	Reelect Markus Neuhaus as Director	Mgmt	For		For
4.1g	Reelect Thomas von Planta as Director	Mgmt	For		For
4.1h	Reelect Thomas Pleines as Director	Mgmt	For		For
4.1i	Reelect Hans-Joerg Schmidt-Trenz as Director	Mgmt	For		For
4.1j	Reelect Marie-Noelle Venturi - Zen-Ruffinen as Director	Mgmt	For		For
4.2.1	Appoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For		For
4.2.2	Appoint Thomas Pleines as Member of the Compensation Committee	Mgmt	For		For
4.2.3	Appoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	Mgmt	For		For
4.2.4	Appoint Marie-Noelle Venturi-Zen-Ruffinen as Member of the Compensation Committee	Mgmt	For		For
4.3	Designate Christophe Sarasin as Independent Proxy	Mgmt	For		For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For		For
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For		For
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.2 Million	Mgmt	For		For
6	Transact Other Business (Voting)	Mgmt	For		Abstain

Bucher Industries AG

Meeting Date: 04/24/2020

Country: Switzerland

Primary Security ID: H10914176

Record Date:

Meeting Type: Annual

Ticker: BUCN

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Bucher Industries AG

Shares Voted: 600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 8.00 per Share	Mgmt	For		For
4.1.1	Reelect Claude Cornaz as Director	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
4.1.2	Reelect Anita Hauser as Director	Mgmt	For		For
4.1.3	Reelect Michael Hauser as Director	Mgmt	For		For
4.1.4	Reelect Martin Hirzel as Director	Mgmt	For		For
4.1.5	Reelect Philip Mosimann as Director and Board Chairman	Mgmt	For		For
4.1.6	Reelect Heinrich Spoerry as Director	Mgmt	For		For
4.1.7	Reelect Valentin Vogt as Director	Mgmt	For		For
4.2.1	Reappoint Claude Cornaz as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
4.2.2	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Valentin Vogt as Member of the Compensation Committee	Mgmt	For		For
4.3	Designate Keller KLG as Independent Proxy	Mgmt	For		For
4.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					
5.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For		For
5.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
5.3	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For		For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For		For
6	Transact Other Business (Voting)	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Actares</i>					

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Helvetia Holding AG

Meeting Date: 04/24/2020

Country: Switzerland

Primary Security ID: H3701P102

Record Date:

Meeting Type: Annual

Ticker: HELN

Shares Voted: 2,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 5.00 per Share	Mgmt	For		For
4.1	Reelect Doris Schurter as Director and Board Chairman	Mgmt	For		For
4.2.1	Reelect Beat Fellmann as Director	Mgmt	For		For
4.2.2	Reelect Jean-Rene Fournier as Director	Mgmt	For		For
4.2.3	Reelect Ivo Furrer as Director	Mgmt	For		For
4.2.4	Reelect Hans Kuenzle as Director	Mgmt	For		For
4.2.5	Reelect Christoph Lechner as Director	Mgmt	For		For
4.2.6	Reelect Gabriela Payer as Director	Mgmt	For		For
4.2.7	Reelect Thomas Schmueckli as Director	Mgmt	For		For
4.2.8	Reelect Andreas von Planta as Director	Mgmt	For		For
4.2.9	Reelect Regula Wallimann as Director	Mgmt	For		For
4.3.1	Appoint Jean-Rene Fournier as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.3	Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	Mgmt	For		For
5	Approve Creation of CHF 149,177 Pool of Authorized Capital without Preemptive Rights	Mgmt	For		For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For		For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 7.8 Million	Mgmt	For		For
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Designate Schmuki Bachmann as Independent Proxy	Mgmt	For		For
8	Ratify KPMG AG as Auditors	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

Voter Rationale: Gem. Empfehlung Ethos

Lonza Group AG

Meeting Date: 04/28/2020

Country: Switzerland

Primary Security ID: H50524133

Record Date:

Meeting Type: Annual

Ticker: LONN

Shares Voted: 1,670

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Approve Allocation of Income and Dividends of CHF 2.75 per Share	Mgmt	For		For
5.1.1	Reelect Werner Bauer as Director	Mgmt	For		For
5.1.2	Reelect Albert Baehny as Director	Mgmt	For		For
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For		For
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For		For
5.1.5	Reelect Barbara Richmond as Director	Mgmt	For		For
5.1.6	Reelect Juergen Steinemann as Director	Mgmt	For		For
5.1.7	Reelect Olivier Verscheure as Director	Mgmt	For		For
5.2.1	Elect Dorothee Deuring as Director	Mgmt	For		For
5.2.2	Elect Moncef Slaoui as Director	Mgmt	For		For
5.3	Reelect Albert Baehny as Board Chairman	Mgmt	For		For
5.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020
Location(s): All Locations
Institution Account(s): All Institution Accounts

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For		For
5.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For		For
6	Ratify KPMG Ltd as Auditors	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
7	Designate ThomannFischer as Independent Proxy	Mgmt	For		For
8	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For		For
9.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million for the Period July 1, 2020 - June 30, 2021	Mgmt	For		For
9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal 2019	Mgmt	For		For
9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12 Million for Fiscal 2020	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
10	Transact Other Business (Voting)	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					

Swiss Life Holding AG

Meeting Date: 04/28/2020 **Country:** Switzerland **Primary Security ID:** H8404J162
Record Date: **Meeting Type:** Annual **Ticker:** SLHN

Shares Voted: 2,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
1.2	Approve Remuneration Report	Mgmt	For		For
2.1	Approve Allocation of Income and Dividends of CHF 15.00 per Share	Mgmt	For		For
2.2	Approve Reduction of Share Capital via Reduction in Nominal Value and Repayment of CHF 5.00 per Share	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board of Directors	Mgmt	For		For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For		For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For		For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For		For
5.1	Reelect Rolf Doerig as Director and Board Chairman	Mgmt	For		For
5.2	Reelect Thomas Buess as Director	Mgmt	For		For
5.3	Reelect Adrienne Fumagalli as Director	Mgmt	For		For
5.4	Reelect Ueli Dietiker as Director	Mgmt	For		For
5.5	Reelect Damir Filipovic as Director	Mgmt	For		For
5.6	Reelect Frank Keuper as Director	Mgmt	For		For
5.7	Reelect Stefan Loacker as Director	Mgmt	For		For
5.8	Reelect Henry Peter as Director	Mgmt	For		For
5.9	Reelect Martin Schmid as Director	Mgmt	For		For
5.10	Reelect Frank Schnewlin as Director	Mgmt	For		For
5.11	Reelect Franziska Sauber as Director	Mgmt	For		For
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For		For
5.13	Reappoint Frank Schnewlin as Member of the Compensation Committee	Mgmt	For		For
5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For		For
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For		For
6	Designate Andreas Zuercher as Independent Proxy	Mgmt	For		For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		For
8	Approve Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Against

Voter Rationale: Gem. Empfehlung Ethos

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

UBS Group AG

Meeting Date: 04/29/2020

Country: Switzerland

Primary Security ID: H42097107

Record Date:

Meeting Type: Annual

Ticker: UBSG

Shares Voted: 43,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Remuneration Report	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
3	Approve Allocation of Income and Dividends of USD 0.365 per Share	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
4	Approve Discharge of Board and Senior Management for Fiscal 2019, excluding French Cross-Border Matter	Mgmt	For		For
5.1	Reelect Axel Weber as Director and Board Chairman	Mgmt	For		For
5.2	Reelect Jeremy Anderson as Director	Mgmt	For		For
5.3	Reelect William Dudley as Director	Mgmt	For		For
5.4	Reelect Reto Francioni as Director	Mgmt	For		For
5.5	Reelect Fred Hu as Director	Mgmt	For		For
5.6	Reelect Julie Richardson as Director	Mgmt	For		For
5.7	Reelect Beatrice di Mauro as Director	Mgmt	For		For
5.8	Reelect Dieter Wemmer as Director	Mgmt	For		For
5.9	Reelect Jeanette Wong as Director	Mgmt	For		For
6.1	Elect Mark Hughes as Director	Mgmt	For		For
6.2	Elect Nathalie Rachou as Director	Mgmt	For		For
7.1	Appoint Julie Richardson as Member of the Compensation Committee	Mgmt	For		For
7.2	Appoint Reto Francioni as Member of the Compensation Committee	Mgmt	For		For
7.3	Appoint Dieter Wemmer as Member of the Compensation Committee	Mgmt	For		For
7.4	Appoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For		For
8.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 70.3 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
9	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For		For
10	Ratify Ernst & Young AG as Auditors	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
11	Transact Other Business (Voting)	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				

Banque Cantonale Vaudoise

Meeting Date: 04/30/2020

Country: Switzerland

Primary Security ID: H04825354

Record Date:

Meeting Type: Annual

Ticker: BCVN

Shares Voted: 340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 36 per Share	Mgmt	For		For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For		For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.9 Million	Mgmt	For		For
4.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For		For
4.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 1,480 Shares	Mgmt	For		For
5	Approve Discharge of Board and Senior Management	Mgmt	For		For
6	Approve 1:10 Stock Split	Mgmt	For		For
7	Amend Articles Re: Transfer of Registered Shares; Annual Accounts	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Banque Cantonale Vaudoise

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Reelect Jack Clemons as Director	Mgmt	For		For
8.2	Elect Eftychia Fischer as Director	Mgmt	For		For
9	Designate Christophe Wilhelm as Independent Proxy	Mgmt	For		For
10	Ratify KPMG AG as Auditors	Mgmt	For		For
11	Transact Other Business (Voting)	Mgmt	For		Against

Voter Rationale: Gem. Empfehlung Ethos

Stadler Rail AG

Meeting Date: 04/30/2020

Country: Switzerland

Primary Security ID: H813A0106

Record Date:

Meeting Type: Annual

Ticker: SRAIL

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 1.20 per Share	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Reelect Peter Spuhler as Director	Mgmt	For		For
4.2	Reelect Hans-Peter Schwald as Director	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
4.3	Reelect Barbara Egger-Jenzer as Director	Mgmt	For		For
4.4	Reelect Christoph Franz as Director	Mgmt	For		For
4.5	Reelect Fred Kindle as Director	Mgmt	For		For
4.6	Reelect Wojciech Kostrzewa as Director	Mgmt	For		For
4.7	Reelect Kurt Rueegg as Director	Mgmt	For		For
5	Elect Doris Leuthard as Director	Mgmt	For		For
6	Reelect Peter Spuhler as Board Chairman	Mgmt	For		For
7.1	Reappoint Barbara Egger-Jenzer as Member of the Compensation Committee	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020
Location(s): All Locations
Institution Account(s): All Institution Accounts

Stadler Rail AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For		For
7.3	Reappoint Peter Spuhler as Member of the Compensation Committee	Mgmt	For		For
8	Ratify KPMG AG as Auditors	Mgmt	For		For
9	Designate Ulrich Mayer as Independent Proxy	Mgmt	For		For
10	Approve Remuneration Report (Non-Binding)	Mgmt	For		For
11.1	Approve Remuneration of Directors in the Amount of CHF 2 Million	Mgmt	For		For
11.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.3 Million	Mgmt	For		For
12	Transact Other Business (Voting)	Mgmt	For		Against

Voter Rationale: Gem. Empfehlung Ethos

Alcon Inc.

Meeting Date: 05/06/2020 **Country:** Switzerland **Primary Security ID:** H01301128
Record Date: **Meeting Type:** Annual **Ticker:** ALC

Shares Voted: 11,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For		For
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
4.2	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For		For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 35.3 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
5.1	Reelect Michael Ball as Director	Mgmt	For		For
5.2	Reelect Lynn Bleil as Director	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Reelect Arthur Cummings as Director	Mgmt	For		For
5.4	Reelect David Endicott as Director	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
5.5	Reelect Thomas Glanzmann as Director	Mgmt	For		For
5.6	Reelect Keith Grossmann as Director	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
5.7	Reelect Scott Maw as Director	Mgmt	For		For
5.8	Reelect Karen May as Director	Mgmt	For		For
5.9	Reelect Ines Poeschel as Director	Mgmt	For		For
5.10	Reelect Dieter Spaelti as Director	Mgmt	For		For
6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For		For
6.2	Reappoint Keith Grossmann as Member of the Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
6.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For		For
6.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For		For
7	Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	Mgmt	For		For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For		For
9	Transact Other Business (Voting)	Mgmt	For		Abstain
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					

Partners Group Holding AG

Meeting Date: 05/13/2020

Country: Switzerland

Primary Security ID: H6120A101

Record Date:

Meeting Type: Annual

Ticker: PGHN

Shares Voted: 780

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

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 25.50 per Share	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4	Amend Articles Re: Remuneration of the Board of Directors and Executive Committee	Mgmt	For		For
5	Approve Remuneration Report	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.1	Approve Short-Term Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.2	Approve Long-Term Remuneration of Directors in the Amount of CHF 4.5 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 5.7 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.4	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.5	Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 10,000	Mgmt	For		For
7.1.1	Elect Steffen Meister as Director and as Board Chairman	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
7.1.2	Elect Marcel Erni as Director	Mgmt	For		For
7.1.3	Elect Alfred Gantner as Director	Mgmt	For		For
7.1.4	Elect Lisa Hook as Director	Mgmt	For		For
7.1.5	Elect Grace del Rosario-Castano as Director	Mgmt	For		For
7.1.6	Elect Martin Strobel as Director	Mgmt	For		For
7.1.7	Elect Eric Strutz as Director	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.8	Elect Urs Wietlisbach as Director	Mgmt	For		For
7.2.1	Appoint Lisa Hook as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2.2	Appoint Grace del Rosario-Castano as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.2.3	Appoint Martin Strobel as Member of the Nomination and Compensation Committee	Mgmt	For		For
7.3	Designate Hotz & Goldmann as Independent Proxy	Mgmt	For		For
7.4	Ratify KPMG AG as Auditors	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Abstain

Voter Rationale: Gem. Empfehlung Ethos

The Swatch Group AG

Meeting Date: 05/14/2020

Country: Switzerland

Primary Security ID: H83949141

Record Date:

Meeting Type: Annual

Ticker: UHR

Shares Voted: 750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Bearer Shares	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 1.10 per Registered Share and CHF 5.50 per Bearer Share	Mgmt	For		For
4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 780,000	Mgmt	For		For
4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.5 Million	Mgmt	For		For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Mgmt	For		For
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 6.6 Million	Mgmt	For		Against

Voter Rationale: Gem. Empfehlung Ethos

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 15.1 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.1	Reelect Nayla Hayek as Director	Mgmt	For		For
5.2	Reelect Ernst Tanner as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.3	Reelect Daniela Aeschlimann as Director	Mgmt	For		For
5.4	Reelect Georges Hayek as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.5	Reelect Claude Nicollier as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.6	Reelect Jean-Pierre Roth as Director	Mgmt	For		For
5.7	Reelect Nayla Hayek as Board Chairman	Mgmt	For		For
6.1	Reappoint Nayla Hayek as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.2	Reappoint Ernst Tanner as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.3	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Mgmt	For		For
6.4	Reappoint Georges Hayek as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.5	Reappoint Claude Nicollier as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.6	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Mgmt	For		For
7	Designate Bernhard Lehmann as Independent Proxy	Mgmt	For		For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
9	Transact Other Business (Voting)	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

VAT Group AG

Meeting Date: 05/14/2020

Country: Switzerland

Primary Security ID: H90508104

Record Date:

Meeting Type: Annual

Ticker: VACN

Shares Voted: 2,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2.1	Approve Allocation of Income	Mgmt	For		For
2.2	Approve Dividends of CHF 2.00 per Share from Reserves of Accumulated Profits and CHF 2.00 from Capital Contribution Reserves	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1.1	Reelect Martin Komischke as Director and Board Chairmam	Mgmt	For		For
4.1.2	Reelect Urs Leinhaeuser as Director	Mgmt	For		For
4.1.3	Reelect Karl Schlegel as Director	Mgmt	For		For
4.1.4	Reelect Hermann Gerlinger as Director	Mgmt	For		For
4.1.5	Reelect Heinz Kundert as Director	Mgmt	For		For
4.1.6	Reelect Libo Zhang as Director	Mgmt	For		For
4.1.7	Elect Daniel Lippuner as Director	Mgmt	For		For
4.2.1	Reappoint Martin Komischke as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.2	Reappoint Karl Schlegel as Member of the Nomination and Compensation Committee	Mgmt	For		For
4.2.3	Reappoint Heinz Kundert as Member of the Nomination and Compensation Committee	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
5	Designate Roger Foehn as Independent Proxy	Mgmt	For		For
6	Ratify KPMG AG as Auditors	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
7.1	Approve Remuneration Report	Mgmt	For		For
7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 438,978	Mgmt	For		For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.7 Million	Mgmt	For		For
7.5	Approve Remuneration of Directors in the Amount of CHF 1 Million	Mgmt	For		For
8	Transact Other Business (Voting)	Mgmt	For		Against

Voter Rationale: Gem. Empfehlung Ethos

Vifor Pharma AG

Meeting Date: 05/14/2020

Country: Switzerland

Primary Security ID: H9150Q103

Record Date:

Meeting Type: Annual

Ticker: VIFN

Shares Voted: 4,440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3	Approve Allocation of Income and Dividends of CHF 2.00 per Share	Mgmt	For		For
4	Approve Remuneration Report	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
5.1	Approve Remuneration of Directors in the Amount of CHF 4 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 18.5 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
6	Approve Creation of CHF 65,000 Pool of Capital without Preemptive Rights	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
7.1.1	Reelect Jacques Theurillat as Director and Board Chairman	Mgmt	For		For
7.1.2	Reelect Romeo Cerutti as Director	Mgmt	For		For
7.1.3	Reelect Michel Burnier as Director	Mgmt	For		For
7.1.4	Reelect Sue Mahony as Director	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Vifor Pharma AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.5	Reelect Kim Stratton as Director	Mgmt	For		For
7.1.6	Reelect Gianni Zampieri as Director	Mgmt	For		For
7.1.7	Elect Gilbert Achermann as Director	Mgmt	For		For
7.2.1	Reappoint Sue Mahony as Member of the Compensation Committee	Mgmt	For		For
7.2.2	Reappoint Michel Burnier as Member of the Compensation Committee	Mgmt	For		For
7.2.3	Reappoint Romeo Cerutti as Member of the Compensation Committee	Mgmt	For		For
7.3	Designate Walder Wyss AG as Independent Proxy	Mgmt	For		For
7.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
8	Transact Other Business (Voting)	Mgmt	For		Abstain

Galenica AG

Meeting Date: 05/19/2020

Country: Switzerland

Primary Security ID: H28456103

Record Date:

Meeting Type: Annual

Ticker: GALE

Shares Voted: 14,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Discharge of Board and Senior Management	Mgmt	For		For
3.1	Approve Allocation of Income and Dividends of CHF 0.90 from Retained Earnings	Mgmt	For		For
3.2	Approve Dividends of CHF 0.90 per Share from Capital Contribution Reserves	Mgmt	For		For
4	Approve Remuneration Report	Mgmt	For		For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For		For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.3 Million	Mgmt	For		For
6.1.1	Reelect Daniela Bosshardt-Hengartner as Director and Board Chairman	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Galenica AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.2	Reelect Bertrand Jungo as Director	Mgmt	For		For
6.1.3	Reelect Michel Burnier as Director	Mgmt	For		For
6.1.4	Reelect Markus Neuhaus as Director	Mgmt	For		For
6.1.5	Reelect Philippe Nussbaumer as Director	Mgmt	For		For
6.1.6	Reelect Andreas Walde as Director	Mgmt	For		For
6.1.7	Elect Pascale Bruderer as Director	Mgmt	For		For
6.2.1	Reappoint Andreas Walde as Member of the Compensation Committee	Mgmt	For		For
6.2.2	Appoint Markus Neuhaus as Member of the Compensation Committee	Mgmt	For		For
6.2.3	Appoint Pascale Bruderer as Member of the Compensation Committee	Mgmt	For		For
6.3	Designate Thomas Nagel as Independent Proxy	Mgmt	For		For
6.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		For
7	Transact Other Business (Voting)	Mgmt	For		For

Temenos AG

Meeting Date: 05/20/2020

Country: Switzerland

Primary Security ID: H8547Q107

Record Date:

Meeting Type: Annual

Ticker: TEMN

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Allocation of Income and Dividends of CHF 0.85 per Share	Mgmt	For		For
3	Approve Discharge of Board and Senior Management	Mgmt	For		For
4.1	Approve Remuneration of Directors in the Amount of USD 7.8 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
4.2	Approve Remuneration of Executive Committee in the Amount of USD 28.4 Million	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Temenos AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.1	Elect Homaira Akbari as Director	Mgmt	For		For
5.1.2	Elect Maurizio Carli as Director	Mgmt	For		For
5.2.1	Reelect Andreas Andreades as Director and Board Chairman	Mgmt	For		For
5.2.2	Reelect Thibault de Tersant as Director	Mgmt	For		For
5.2.3	Reelect Ian Cookson as Director	Mgmt	For		For
5.2.4	Reelect Erik Hansen as Director	Mgmt	For		For
5.2.5	Reelect Peter Spenser as Director	Mgmt	For		For
6.1	Appoint Homaira Akbari as Member of the Compensation Committee	Mgmt	For		For
6.2	Reappoint Ian Cookson as Member of the Compensation Committee	Mgmt	For		For
6.3	Appoint Peter Spenser as Member of the Compensation Committee	Mgmt	For		For
6.4	Appoint Maurizio Carli as Member of the Compensation Committee	Mgmt	For		For
7	Designate Perreard de Boccard SA as Independent Proxy	Mgmt	For		For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For		Against
<i>Voter Rationale: Gem. Empfehlung Ethos</i>					
9	Transact Other Business (Voting)	Mgmt	For		Abstain

Sonova Holding AG

Meeting Date: 06/11/2020

Country: Switzerland

Primary Security ID: H8024W106

Record Date:

Meeting Type: Annual

Ticker: SOON

Shares Voted: 0

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

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Reelect Robert Spoerry as Director and Board Chairman	Mgmt	For		
4.1.2	Reelect Beat Hess as Director	Mgmt	For		
4.1.3	Reelect Lynn Bleil as Director	Mgmt	For		
4.1.4	Reelect Lukas Braunschweiler as Director	Mgmt	For		
4.1.5	Reelect Michael Jacobi as Director	Mgmt	For		
4.1.6	Reelect Stacy Seng as Director	Mgmt	For		
4.1.7	Reelect Ronald van der Vis as Director	Mgmt	For		
4.1.8	Reelect Jinlong Wang as Director	Mgmt	For		
4.2	Elect Adrian Widmer as Director	Mgmt	For		
4.3.1	Reappoint Robert Spoerry as Member of the Nomination and Compensation Committee	Mgmt	For		
4.3.2	Reappoint Beat Hess as Member of the Nomination and Compensation Committee	Mgmt	For		
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For		
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For		
4.5	Designate Keller KLG as Independent Proxy	Mgmt	For		
5.1	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	Mgmt	For		
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 15.2 Million	Mgmt	For		
6	Approve Creation of CHF 321,990.65 Pool of Capital without Preemptive Rights	Mgmt	For		
7	Transact Other Business (Voting)	Mgmt	For		

Clariant AG

Meeting Date: 06/29/2020

Country: Switzerland

Primary Security ID: H14843165

Record Date:

Meeting Type: Annual

Ticker: CLN

Shares Voted: 6,000

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

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Clariant AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Remuneration Report	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
2	Approve Discharge of Board and Senior Management	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
3	Approve Allocation of Income	Mgmt	For		For
4	Approve Extraordinary Dividends of CHF 3.00 per Share	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.1.a	Reelect Abdullah Alissa as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.1.b	Reelect Guenter von Au as Director	Mgmt	For		For
5.1.c	Reelect Hariolf Kottmann as Director	Mgmt	For		For
5.1.d	Reelect Calum MacLean as Director	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.1.e	Reelect Geoffery Merszei as Director	Mgmt	For		For
5.1.f	Reelect Eveline Saupper as Director	Mgmt	For		For
5.1.g	Reelect Peter Steiner as Director	Mgmt	For		For
5.1.h	Reelect Claudia Dyckerhoff as Director	Mgmt	For		For
5.1.i	Reelect Susanne Wamsler as Director	Mgmt	For		For
5.1.j	Reelect Konstantin Winterstein as Director	Mgmt	For		For
5.1.k	Elect Nader Alwehibi as Director	Mgmt	For		For
5.1.l	Elect Thilo Mannhardt as Director	Mgmt	For		For
5.2	Reelect Hariolf Kottmann as Board Chairman	Mgmt	For		For
5.3.1	Reappoint Abdullah Alissa as Member of the Compensation Committee	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
5.3.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For		For
5.3.3	Reappoint Claudia Dyckerhoff as Member of the Compensation Committee	Mgmt	For		For
5.3.4	Reappoint Susanne Wamsler as Member of the Compensation Committee	Mgmt	For		For
5.4	Designate Balthasar Settelen as Independent Proxy	Mgmt	For		For

Vote Summary Report

Reporting Period: 01/01/2020 to 07/24/2020

Location(s): All Locations

Institution Account(s): All Institution Accounts

Clariant AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	Mgmt	For		For
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
6.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
7.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				
7.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None		Against
	<i>Voter Rationale: Gem. Empfehlung Ethos</i>				