

Exercising of Shareholder Rights – Information December 2021

As a result of the adoption of the “Popular Initiative against Fat-Cat Salaries” in 2014, pension funds have an obligation to exercise shareholder rights in the interests of the insured persons and to disclose how the pension funds voted. This regulation applies for public limited companies with registered office in Switzerland and whose shares are listed on a domestic or foreign stock exchange.

The Foundation Board of the PensFlex Collective Foundation has incorporated the corresponding regulations into the Art. 3.5 of the Organisational Rules or Art. 4 of the Rules on Investment.

A list of the voting record of the PensFlex Collective Foundation in the year 2021 is shown below.

Voting Report

for

PensFlex Sammelstiftung
Kauffmannweg 16
6003 Luzern

This report summarizes voting behaviour according to the following specifications:

Time period: 01.01.2021 - 31.12.2021
Agenda items: Summary of all items on the agenda, i.e. not only the items requiring a vote according to Art. 22 para. 1 ORAb.

The voting rights were exercised for the following companies:

Schaffner	12.01.2021	Geberit	14.04.2021
Novartis	02.03.2021	Sulzer	14.04.2021
ALSO	17.03.2021	Nestlé	15.04.2021
DKSH	18.03.2021	Kardex	15.04.2021
Santhera Pharmaceuticals	18.03.2021	Bucher	15.04.2021
BB Biotech	18.03.2021	Rieter	15.04.2021
Hypothekarbank Lenzburg	20.03.2021	Emmi	15.04.2021
SGS	23.03.2021	Swiss Re	16.04.2021
Bellevue	23.03.2021	Allreal	16.04.2021
Bell	23.03.2021	Luzerner Kantonalbank	19.04.2021
Schindler	23.03.2021	Sika	20.04.2021
Swiss Prime Site	23.03.2021	Vetropack	21.04.2021
Givaudan	25.03.2021	Basilea	21.04.2021
ABB	25.03.2021	Georg Fischer	21.04.2021
Zehnder	26.03.2021	SIG Combibloc	21.04.2021
Bobst	30.03.2021	Ascom	21.04.2021
Mobimo	30.03.2021	Molecular Partners	21.04.2021
Huber+Suhner	31.03.2021	Bystronic	21.04.2021
PSP Swiss Property	31.03.2021	SFS	22.04.2021
Plazza	31.03.2021	u-blox	22.04.2021
SenioResidenz	31.03.2021	Cembra Money Bank	22.04.2021
Swisscom	31.03.2021	Siegfried	22.04.2021
Leonteq	31.03.2021	Flughafen Zürich	22.04.2021
Inficon	31.03.2021	Mikron	23.04.2021
Valora	31.03.2021	Edisun	23.04.2021
Ina Invest	31.03.2021	Swiss Life	23.04.2021
Forbo	01.04.2021	Arbonia	23.04.2021
Schweiter Technologies	01.04.2021	Orior	26.04.2021
Clariant	07.04.2021	Investis	27.04.2021
Mobilezone	07.04.2021	Bachem	28.04.2021
Zurich Insurance Group	07.04.2021	Alcon	28.04.2021
Evolva	08.04.2021	APG	28.04.2021
Fundamenta Real Estate	08.04.2021	EFG International	29.04.2021
UBS	08.04.2021	GAM	29.04.2021
Adecco	08.04.2021	Zur Rose	29.04.2021
TX Group	09.04.2021	Banque Cantonale Vaudoise	29.04.2021
Straumann	09.04.2021	Credit Suisse	30.04.2021
Bossard	12.04.2021	Bâloise	30.04.2021
VZ Holding	12.04.2021	Metall Zug	30.04.2021
OC Oerlikon	13.04.2021	Helvetia	30.04.2021
Zug Estates	13.04.2021	Meyer Burger	04.05.2021
Komax	14.04.2021	Holcim	04.05.2021

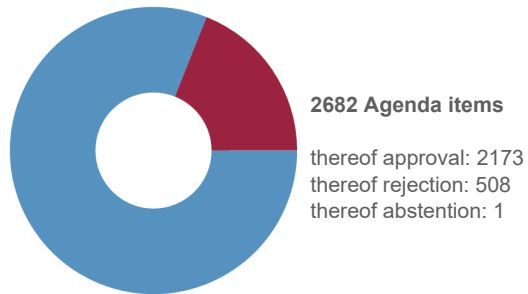
PensFlex

Kühne + Nagel	04.05.2021	Dottikon ES	02.07.2021
Lindt & Sprüngli	04.05.2021	Burckhardt Compression	02.07.2021
Cham Group	05.05.2021	EMS-Chemie	07.08.2021
Swissquote	06.05.2021	SenioResidenz	01.09.2021
Lonza Group	06.05.2021	Logitech	08.09.2021
Vifor Pharma	06.05.2021	Richemont	08.09.2021
Stadler Rail	06.05.2021	Sulzer	20.09.2021
Orascom	06.05.2021	Credit Suisse	01.10.2021
BKW	07.05.2021	dormakaba	12.10.2021
Zuger Kantonalbank	08.05.2021	Bachem	15.10.2021
Vaudoise Assurances	10.05.2021	Aryzta	17.11.2021
Swatch Group	11.05.2021	Barry Callebaut	08.12.2021
Orell Füssli	11.05.2021	Santhera Pharmaceuticals	15.12.2021
Valartis Group	11.05.2021		
Idorsia	12.05.2021		
Partners Group	12.05.2021		
Galenica	12.05.2021		
Alpine Select	17.05.2021		
JungfrauBahn	17.05.2021		
nebag	18.05.2021		
VAT Group	18.05.2021		
Berner Kantonalbank	18.05.2021		
Sensirion	18.05.2021		
Dufry	18.05.2021		
Valiant	19.05.2021		
Blackstone Resources	19.05.2021		
Tradition	19.05.2021		
Temenos	20.05.2021		
SoftwareONE	20.05.2021		
Burkhalter	25.05.2021		
Wartec Invest	26.05.2021		
Spice Private Equity	27.05.2021		
Transocean	27.05.2021		
Peach Property Group	27.05.2021		
Private Equity Holding	02.06.2021		
Sonova	15.06.2021		
HBM Healthcare Investments	18.06.2021		
Züblin Immobilien	22.06.2021		
Santhera Pharmaceuticals	22.06.2021		
LEM	24.06.2021		
Romande Energie	29.06.2021		
Ypsomed	30.06.2021		

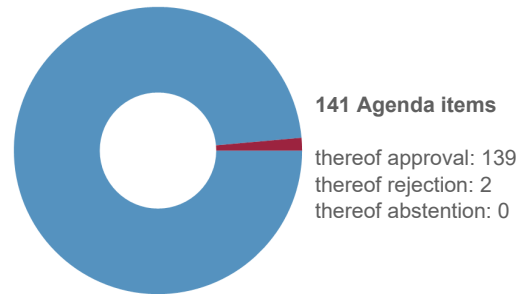
Detailed overview

■ Approval ■ Rejection ■ Abstention

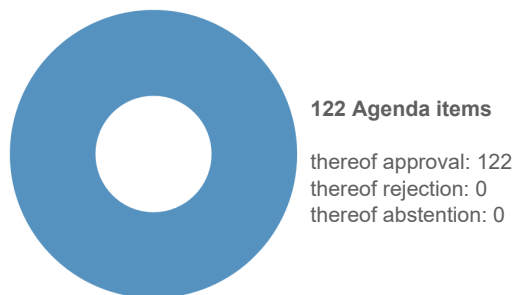
Summary



Approval of the management report and the annual and consolidated financial statements



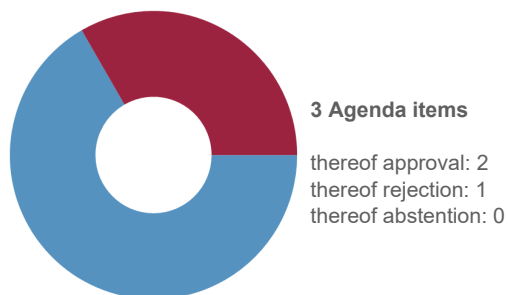
Dividend payment



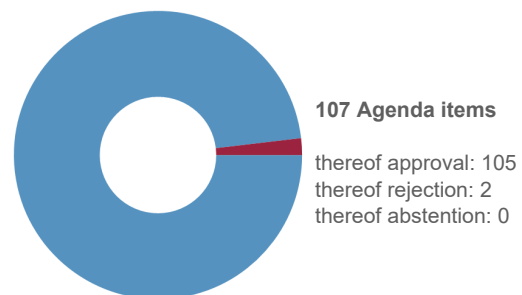
Payout from capital reserves



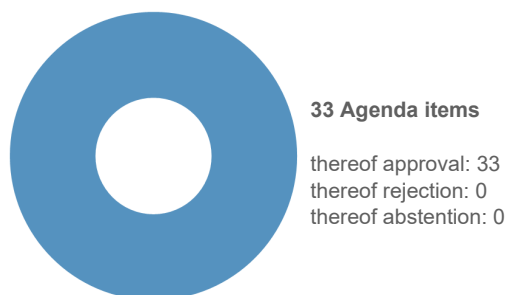
Par value reduction



Discharge BoD/BoM



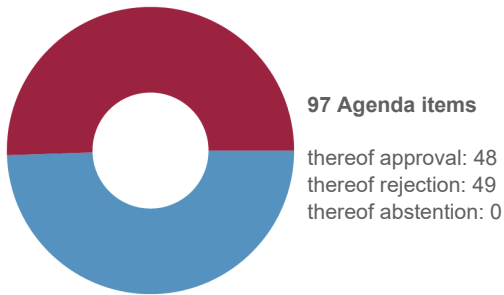
Discharge BoD



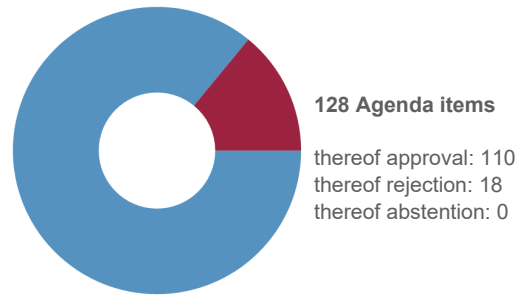
Discharge BoM



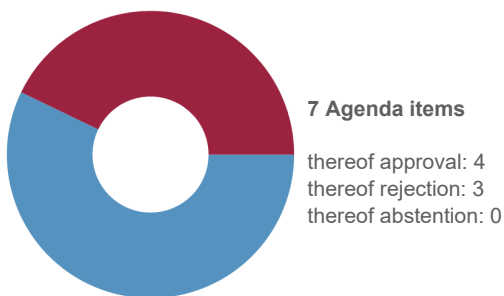
Consultative vote on compensation report



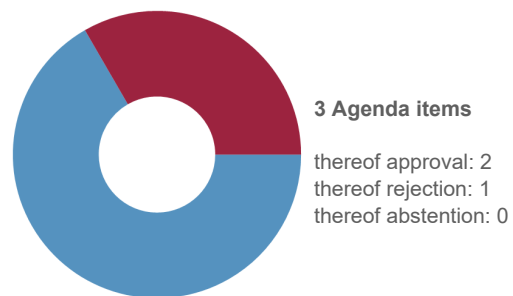
Compensation vote BoD: fixed, prospective



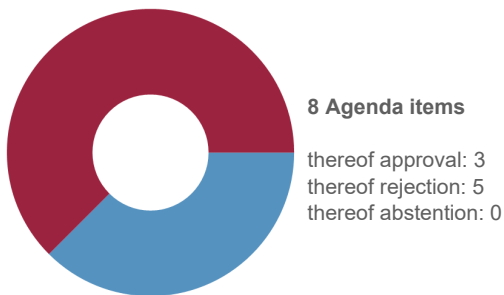
Compensation vote BoD: fixed, retrospective



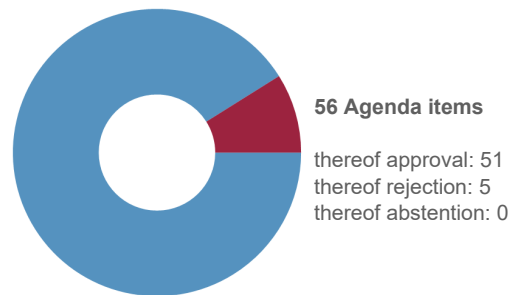
Compensation vote BoD: variable, prospective



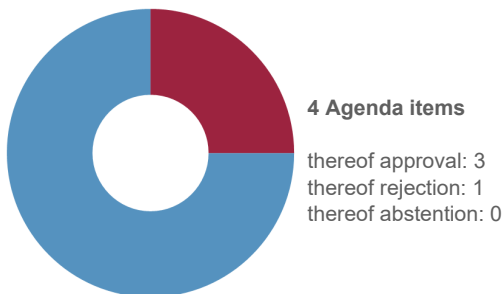
Compensation vote BoD: variable, retrospective



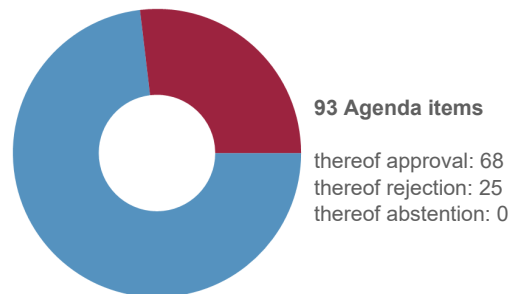
Compensation vote BoM: fixed, prospective



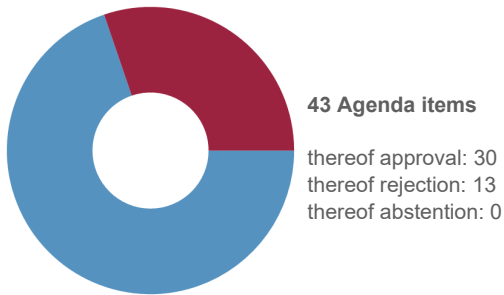
Compensation vote BoM: fixed, retrospective



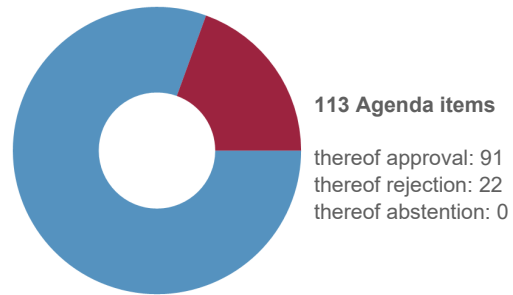
Compensation vote BoM: Variable, prospective



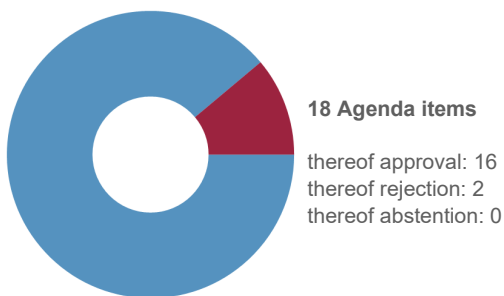
Compensation vote BoM: Variable, Retrospective



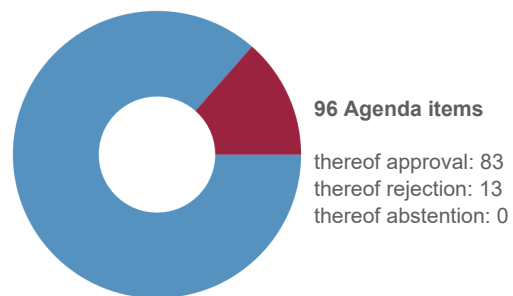
Re-election Chairman



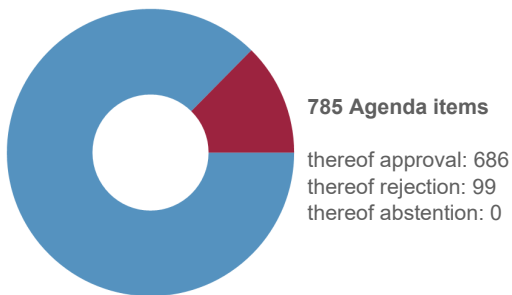
Election Chairman



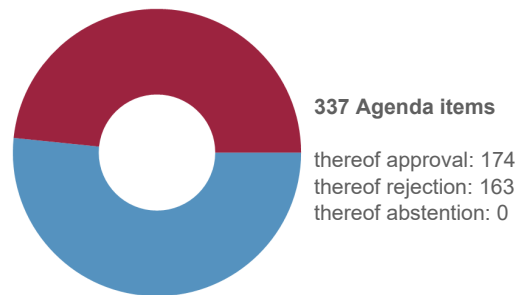
Election of new Board of Directors



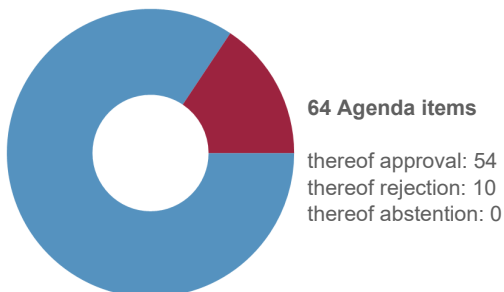
Re-election BoD



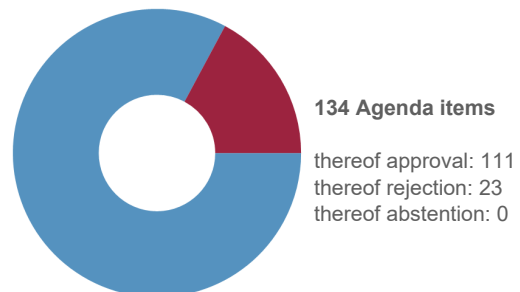
Re-election Compensation Committee



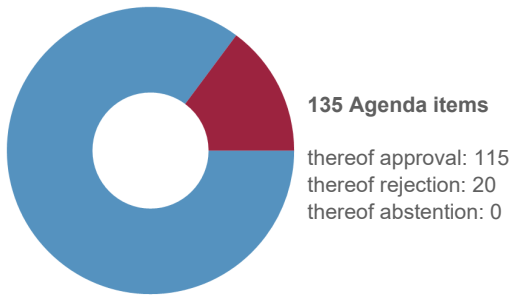
Election Compensation Committee



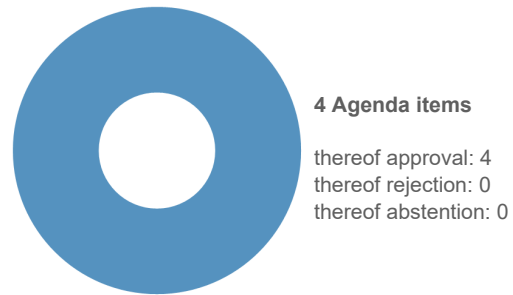
Election Independent Proxy



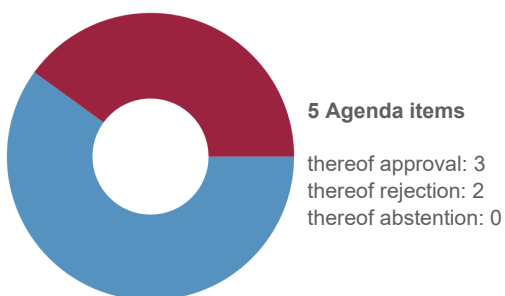
Election of auditor



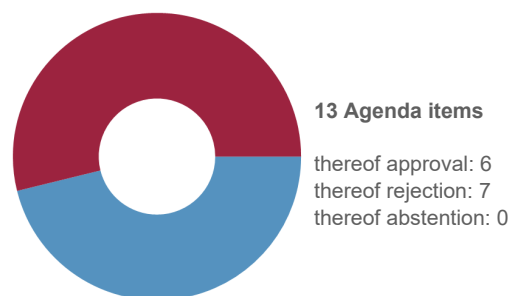
Ordinary capital increase



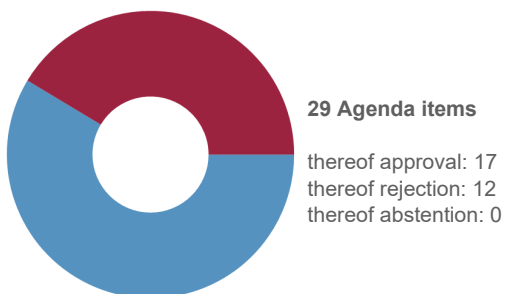
Conditional capital: Extension



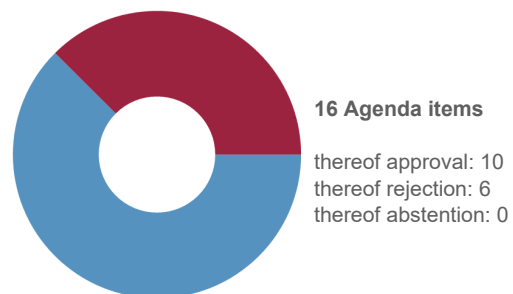
Conditional capital: Creation



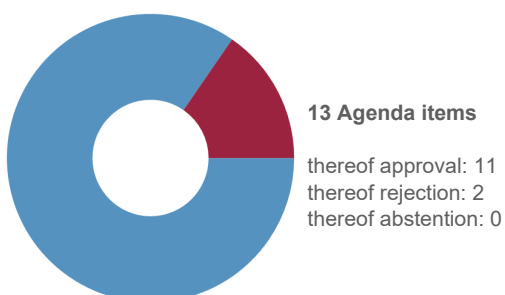
Authorized capital: Extension



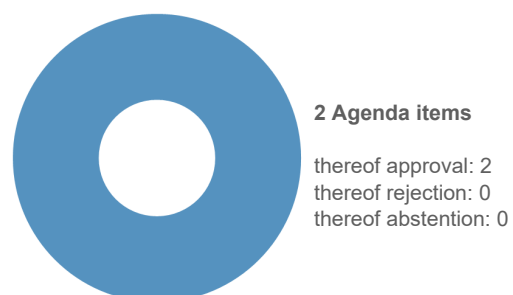
Authorized capital: Creation



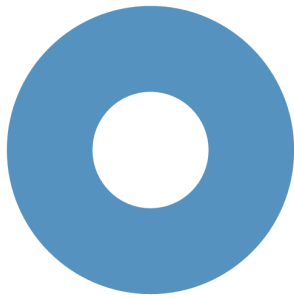
Capital reduction



Share buyback programme



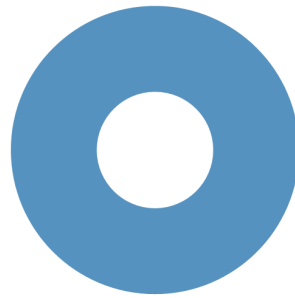
Amendments to the Articles of Incorporation Corporate Governance



18 Agenda items

thereof approval: 18
thereof rejection: 0
thereof abstention: 0

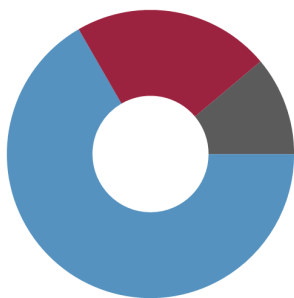
Other amendments to the Articles of Incorporation



6 Agenda items

thereof approval: 6
thereof rejection: 0
thereof abstention: 0

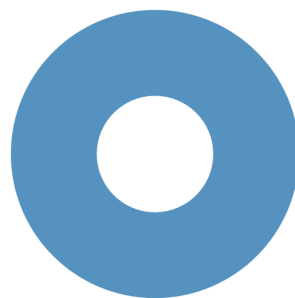
Other topics



9 Agenda items

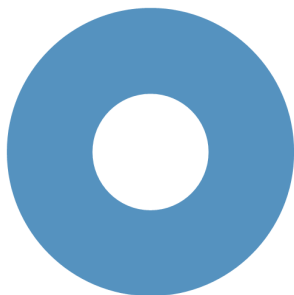
thereof approval: 6
thereof rejection: 2
thereof abstention: 1

Amendments to the Articles of Incorporation ORAb



6 Agenda items

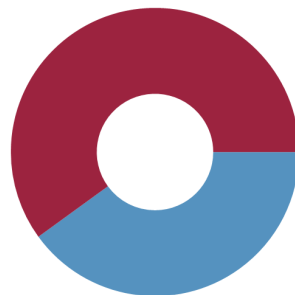
thereof approval: 6
thereof rejection: 0
thereof abstention: 0



1 Agenda items

thereof approval: 1
thereof rejection: 0
thereof abstention: 0

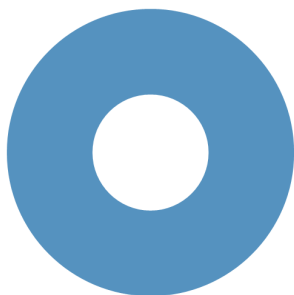
No vote



5 Agenda items

thereof approval: 2
thereof rejection: 3
thereof abstention: 0

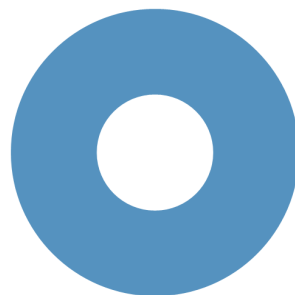
Compensation voting Advisory Board



1 Agenda items

thereof approval: 1
thereof rejection: 0
thereof abstention: 0

Shareholder proposals: Amendments to the Articles of Incorporation Corporate Governance



2 Agenda items

thereof approval: 2
thereof rejection: 0
thereof abstention: 0