

## Exercising of Shareholder Rights – Information December 2020

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 PensUnit 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 PensUnit Collective Foundation in the year 2020 is shown below.



# Voting Report

for

Sammelstiftung PensUnit  
Kauffmannweg 16  
6003 Luzern

This report summarizes voting behaviour according to the following specifications:

**Time period:** 01.01.2020 - 31.12.2020  
**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:

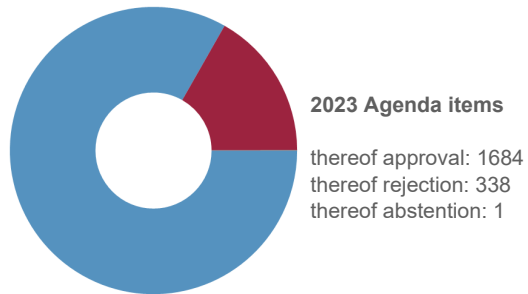
Novartis	28.02.2020	Bucher	24.04.2020
Dätwyler	11.03.2020	Bâloise	24.04.2020
Schindler	19.03.2020	Allreal	24.04.2020
BB Biotech	19.03.2020	Metall Zug	24.04.2020
Swiss Prime Site	24.03.2020	Helvetia	24.04.2020
SGS	24.03.2020	Arbonia	24.04.2020
ALSO	24.03.2020	Swiss Life	28.04.2020
Givaudan	25.03.2020	Lonza Group	28.04.2020
ABB	26.03.2020	Molecular Partners	29.04.2020
Belimo	30.03.2020	UBS	29.04.2020
Mobimo	31.03.2020	Stadler Rail	30.04.2020
Zurich Insurance Group	01.04.2020	Credit Suisse	30.04.2020
Geberit	01.04.2020	Banque Cantonale Vaudoise	30.04.2020
Zehnder	02.04.2020	Swissquote	05.05.2020
Inficon	03.04.2020	Kühne + Nagel	05.05.2020
TX Group	03.04.2020	Pargesa	06.05.2020
Swisscom	06.04.2020	Alcon	06.05.2020
OC Oerlikon	07.04.2020	Cham Group	06.05.2020
SIG Combibloc	07.04.2020	Komax	11.05.2020
Bobst	07.04.2020	Sensirion	11.05.2020
Straumann	07.04.2020	Vaudoise Assurances	11.05.2020
Zug Estates	07.04.2020	LafargeHolcim	12.05.2020
Bossard	08.04.2020	DKSH	13.05.2020
mobilezone	08.04.2020	Valiant	13.05.2020
Sunrise Communications	08.04.2020	Partners Group	13.05.2020
Kardex	14.04.2020	Swatch Group	14.05.2020
Georg Fischer	15.04.2020	APG	14.05.2020
Sulzer	15.04.2020	SoftwareONE	14.05.2020
Evolve	15.04.2020	VAT Group	14.05.2020
Ascom	15.04.2020	Vifor Pharma	14.05.2020
Rieter	16.04.2020	BKW	15.05.2020
Cembra Money Bank	16.04.2020	Julius Bär	18.05.2020
Swiss Re	17.04.2020	Dufry	18.05.2020
Siegfried	17.04.2020	Galenica	19.05.2020
Sika	21.04.2020	Medacta Group	19.05.2020
Bachem	22.04.2020	Romande Energie	19.05.2020
Vetropack	22.04.2020	Poenina	20.05.2020
SFS	23.04.2020	Temenos	20.05.2020
u-blox	23.04.2020	Orior	04.06.2020
Nestlé	23.04.2020	LEM	09.06.2020
Zur Rose	23.04.2020	Valora	11.06.2020
Comet	23.04.2020	Flughafen Zürich	11.06.2020

Sonova	11.06.2020
HBM Healthcare Investments	22.06.2020
Burkhalter	24.06.2020
SenioResidenz	26.06.2020
Clariant	29.06.2020
Private Equity Holding	30.06.2020
Ypsomed	01.07.2020
Burckhardt Compression	03.07.2020
EMS-Chemie	08.08.2020
Kühne + Nagel	02.09.2020
Logitech	09.09.2020
Richemont	09.09.2020
Dufry	06.10.2020
dormakaba	20.10.2020
Sunrise Communications	09.11.2020
Richemont	17.11.2020
UBS	19.11.2020
Credit Suisse	27.11.2020
Barry Callebaut	09.12.2020
Medacta Group	18.12.2020

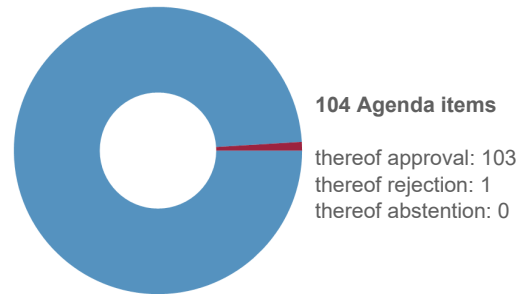
## Detailed overview

■ Approval ■ Rejection ■ Abstention

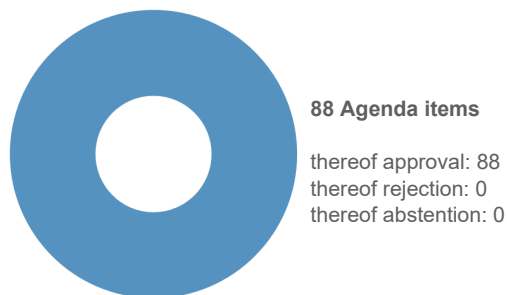
### Summary



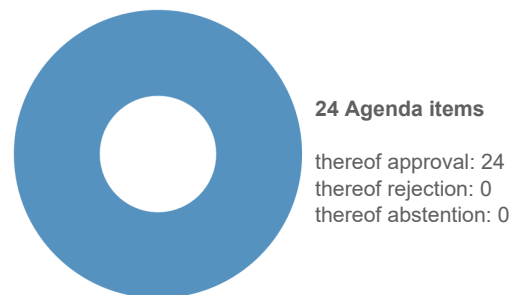
### Approval of the management report and the annual and consolidated financial statements



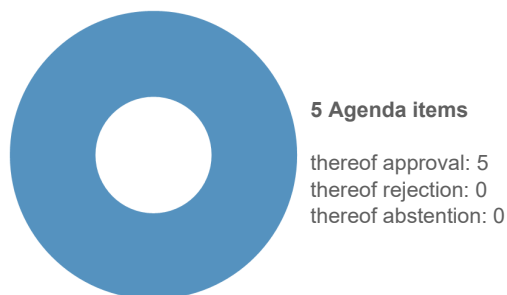
### Dividend payment



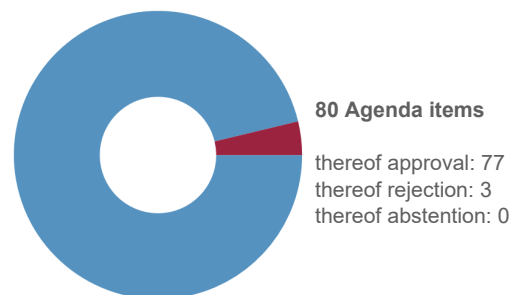
### Payout from capital reserves



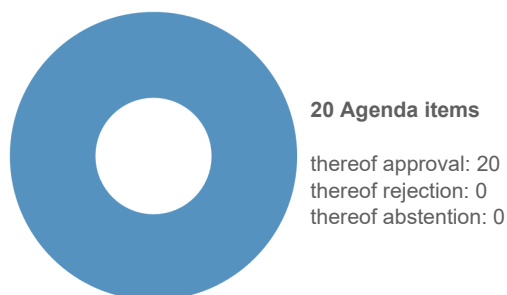
### Par value reduction



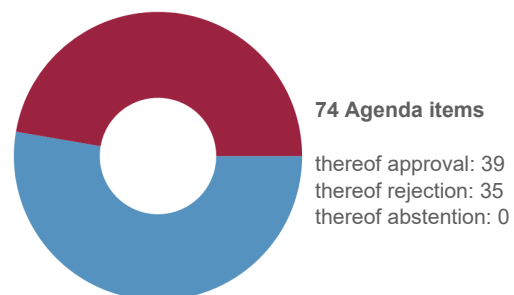
### Discharge BoD/BoM



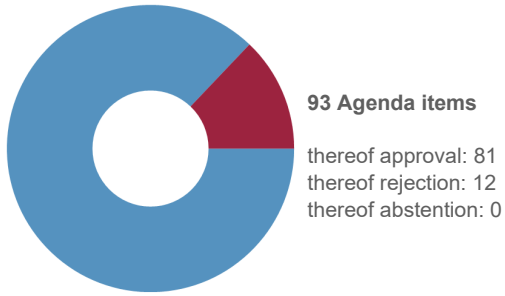
### Discharge BoD



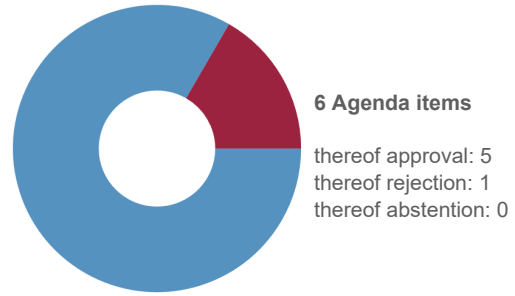
### Consultative vote on compensation report



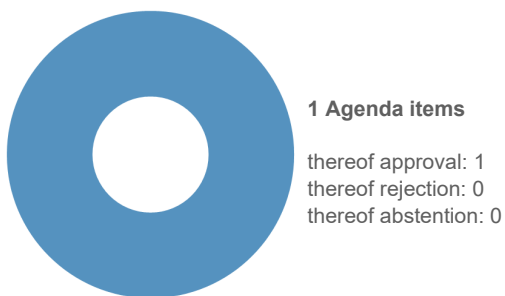
Compensation vote BoD: fixed, prospective



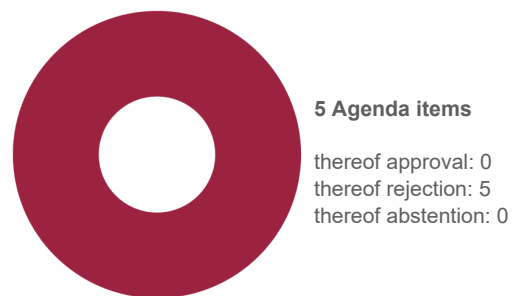
Compensation vote BoD: fixed, retrospective



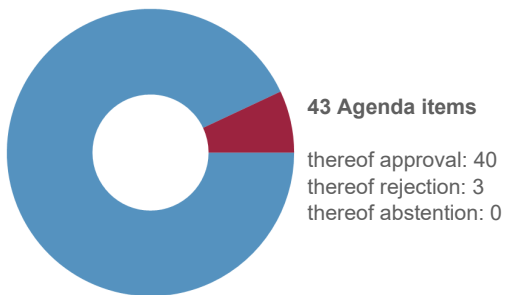
Compensation vote BoD: variable, prospective



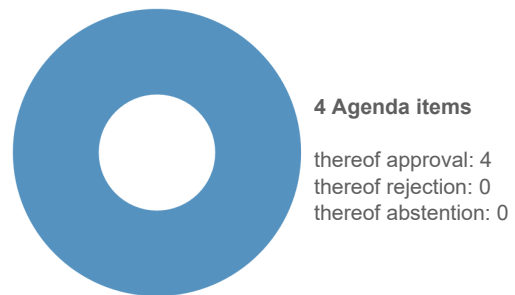
Compensation vote BoD: variable, retrospective



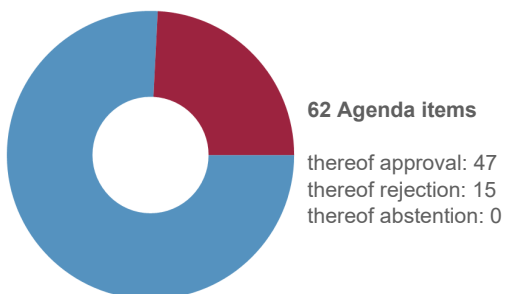
Compensation vote BoM: fixed, prospective



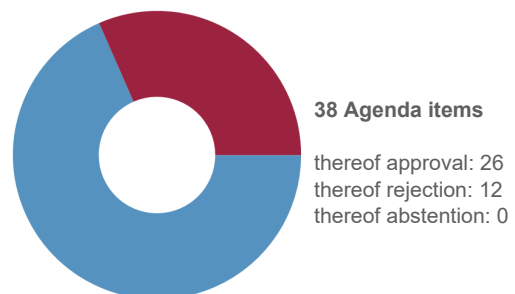
Compensation vote BoM: fixed, retrospective



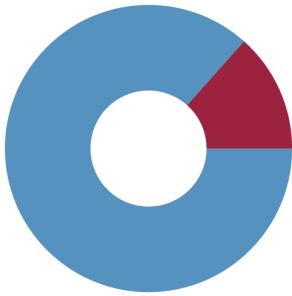
Compensation vote BoM: Variable, prospective



Compensation vote BoM: Variable, Retrospective

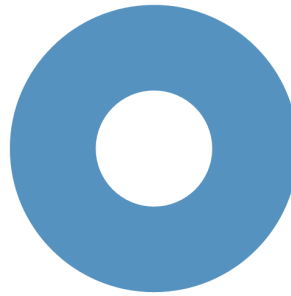


**Re-election Chairman**



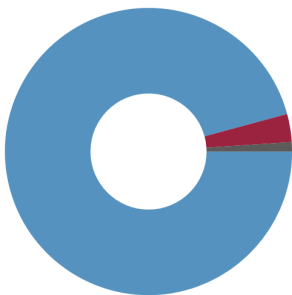
**82 Agenda items**  
thereof approval: 71  
thereof rejection: 11  
thereof abstention: 0

**Election Chairman**



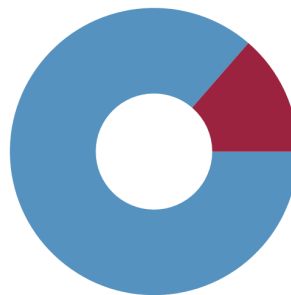
**11 Agenda items**  
thereof approval: 11  
thereof rejection: 0  
thereof abstention: 0

**Election of new Board of Directors**



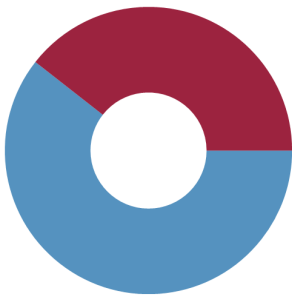
**95 Agenda items**  
thereof approval: 91  
thereof rejection: 3  
thereof abstention: 1

**Re-election BoD**



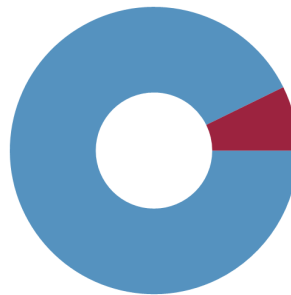
**609 Agenda items**  
thereof approval: 526  
thereof rejection: 83  
thereof abstention: 0

**Re-election Compensation Committee**



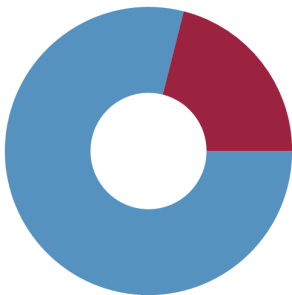
**246 Agenda items**  
thereof approval: 149  
thereof rejection: 97  
thereof abstention: 0

**Election Compensation Committee**



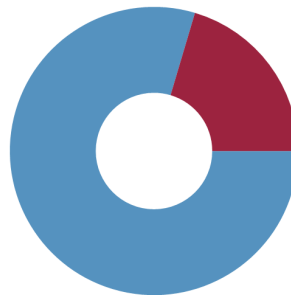
**55 Agenda items**  
thereof approval: 51  
thereof rejection: 4  
thereof abstention: 0

**Election Independent Proxy**



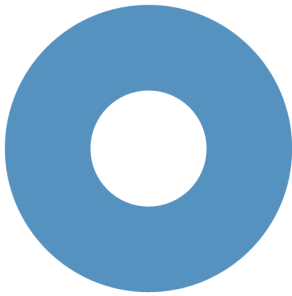
**95 Agenda items**  
thereof approval: 75  
thereof rejection: 20  
thereof abstention: 0

**Election of auditor**



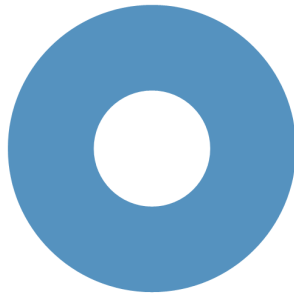
**98 Agenda items**  
thereof approval: 78  
thereof rejection: 20  
thereof abstention: 0

**Ordinary capital increase**



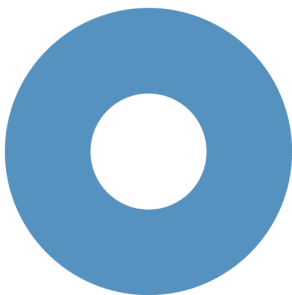
**2 Agenda items**  
thereof approval: 2  
thereof rejection: 0  
thereof abstention: 0

**Conditional capital: Extension**



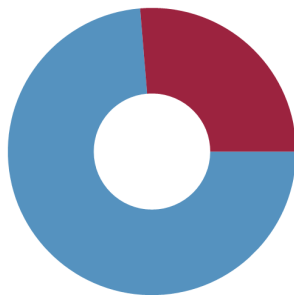
**4 Agenda items**  
thereof approval: 4  
thereof rejection: 0  
thereof abstention: 0

**Conditional capital: Creation**



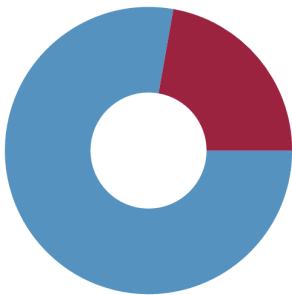
**3 Agenda items**  
thereof approval: 3  
thereof rejection: 0  
thereof abstention: 0

**Authorized capital: Extension**



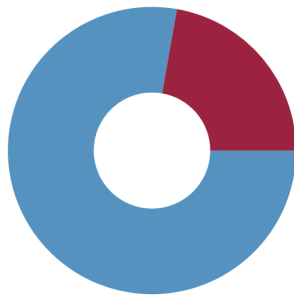
**19 Agenda items**  
thereof approval: 14  
thereof rejection: 5  
thereof abstention: 0

**Authorized capital: Creation**



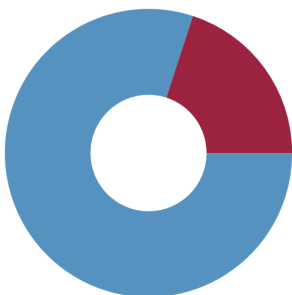
**9 Agenda items**  
thereof approval: 7  
thereof rejection: 2  
thereof abstention: 0

**Capital reduction**



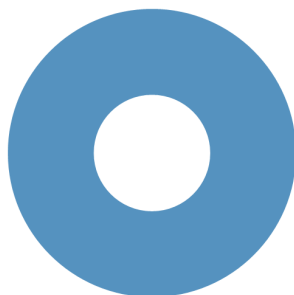
**9 Agenda items**  
thereof approval: 7  
thereof rejection: 2  
thereof abstention: 0

**Amendments to the Articles of Incorporation Corporate Governance**



**20 Agenda items**  
thereof approval: 16  
thereof rejection: 4  
thereof abstention: 0

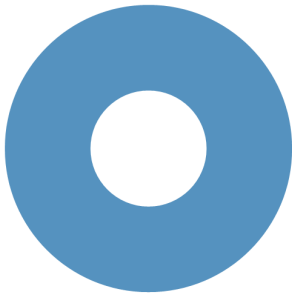
**Editorial revision of the Articles of Incorporation**



**1 Agenda items**  
thereof approval: 1  
thereof rejection: 0  
thereof abstention: 0

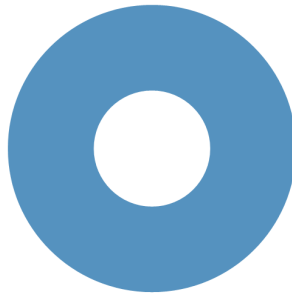


**Other amendments to the Articles of Incorporation**



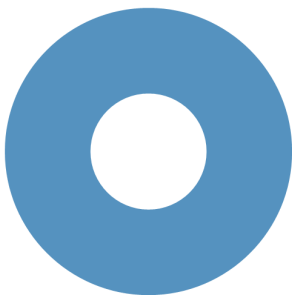
**8 Agenda items**  
thereof approval: 8  
thereof rejection: 0  
thereof abstention: 0

**M&A/restructuring**



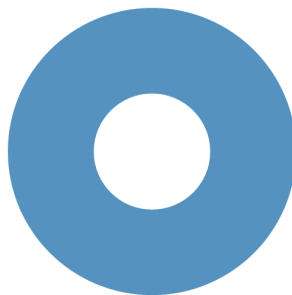
**1 Agenda items**  
thereof approval: 1  
thereof rejection: 0  
thereof abstention: 0

**Other topics**



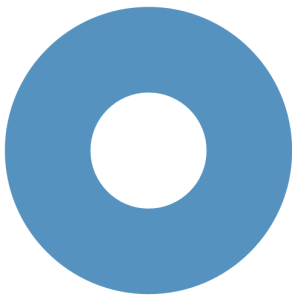
**2 Agenda items**  
thereof approval: 2  
thereof rejection: 0  
thereof abstention: 0

**Amendments to the Articles of Incorporation ORAb**



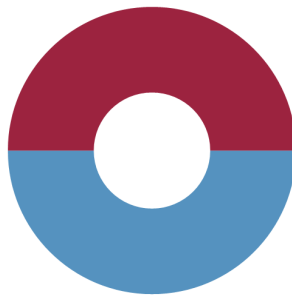
**6 Agenda items**  
thereof approval: 6  
thereof rejection: 0  
thereof abstention: 0

**Compensation voting Advisory Board**



**1 Agenda items**  
thereof approval: 1  
thereof rejection: 0  
thereof abstention: 0

**No vote**



**2 Agenda items**  
thereof approval: 1  
thereof rejection: 1  
thereof abstention: 0