

## **Exercising of Shareholder Rights – Information December 2022**

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 2022 is shown below.

# Voting Report

for

PensFlex Sammelstiftung  
Kauffmannweg 16  
6003 Luzern

This report summarizes voting behaviour according to the following specifications:

**Time period:** 01.01.2022 - 31.12.2022

**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	11.01.2022	Luzerner Kantonalbank	11.04.2022
Sika	25.01.2022	Bossard	11.04.2022
SFS	31.01.2022	Bucher	12.04.2022
Novartis	04.03.2022	Zug Estates	12.04.2022
BB Biotech	17.03.2022	Mobimo	12.04.2022
DKSH	17.03.2022	Sika	12.04.2022
ALSO	18.03.2022	VZ Holding	12.04.2022
Hypothekarbank Lenzburg	19.03.2022	Tecan	12.04.2022
Bell	22.03.2022	Medmix	12.04.2022
Bellevue	22.03.2022	Komax	13.04.2022
Schindler	22.03.2022	Swiss Re	13.04.2022
Swiss Prime Site	23.03.2022	Ascom	13.04.2022
Givaudan	24.03.2022	Geberit	13.04.2022
ABB	24.03.2022	Molecular Partners	13.04.2022
Belimo	28.03.2022	Basilea	13.04.2022
SGS	29.03.2022	Adecco	13.04.2022
Swisscom	30.03.2022	Siegfried	13.04.2022
SenioResidenz	30.03.2022	Idorsia	14.04.2022
Ina Invest	30.03.2022	Gurit	20.04.2022
Bobst	30.03.2022	u-blox	20.04.2022
Inficon	31.03.2022	Georg Fischer	20.04.2022
Leonteq	31.03.2022	Vetropack	20.04.2022
PSP Swiss Property	31.03.2022	Flughafen Zürich	21.04.2022
Forbo	01.04.2022	Kardex	21.04.2022
Straumann	05.04.2022	Cembra Money Bank	21.04.2022
Orior	05.04.2022	Arbonia	22.04.2022
OC Oerlikon	05.04.2022	Edisun	22.04.2022
Huber+Suhner	06.04.2022	Swiss Life	22.04.2022
Sulzer	06.04.2022	Vifor Pharma	26.04.2022
Valora	06.04.2022	PolyPeptide	26.04.2022
Zurich Insurance Group	06.04.2022	Alcon	27.04.2022
UBS	06.04.2022	Mikron	27.04.2022
Mobilezone	06.04.2022	Bachem	27.04.2022
Vontobel	06.04.2022	SFS	27.04.2022
Fundamenta Real Estate	07.04.2022	Feintool	28.04.2022
Nestlé	07.04.2022	HIAG Immobilien	28.04.2022
Emmi	07.04.2022	Lindt & Sprüngli	28.04.2022
SIG Combibloc	07.04.2022	Zur Rose	28.04.2022
Zehnder	07.04.2022	APG	28.04.2022
Rieter	07.04.2022	GAM	28.04.2022
Allreal	08.04.2022	Credit Suisse	29.04.2022
TX Group	08.04.2022	Bâloise	29.04.2022

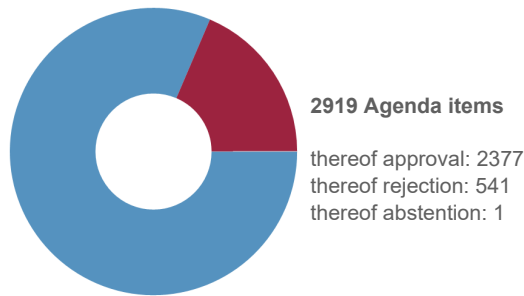
# PensFlex

Helvetia	29.04.2022	Burkhalter	31.05.2022
Metall Zug	29.04.2022	Private Equity Holding	02.06.2022
EFG International	29.04.2022	HBM Healthcare Investments	10.06.2022
Cham Group	03.05.2022	Sonova	15.06.2022
Kühne + Nagel	03.05.2022	Züblin Immobilien	21.06.2022
Investis	03.05.2022	Clariant	24.06.2022
Holcim	04.05.2022	Landis+Gyr	24.06.2022
SKAN	04.05.2022	Ypsomed	29.06.2022
Evolva	05.05.2022	LEM	30.06.2022
Meyer Burger	05.05.2022	Santhera Pharmaceuticals	30.06.2022
SoftwareONE	05.05.2022	Dottikon ES	01.07.2022
Banque Cantonale Vaudoise	05.05.2022	Burckhardt Compression	01.07.2022
Lonza Group	05.05.2022	EMS-Chemie	13.08.2022
Stadler Rail	05.05.2022	Dufry	31.08.2022
nebag	06.05.2022	ABB	07.09.2022
Swissquote	06.05.2022	Richemont	07.09.2022
Sportradar	06.05.2022	Logitech	14.09.2022
Vaudoise Assurances	09.05.2022	MCH Group	28.09.2022
Orascom	10.05.2022	EFG International	06.10.2022
Galenica	11.05.2022	dormakaba	11.10.2022
Orell Füssli	11.05.2022	Valora	14.10.2022
Transocean	12.05.2022	Meyer Burger	28.10.2022
Interroll	13.05.2022	u-blox	21.11.2022
Zuger Kantonalbank	14.05.2022	Credit Suisse	23.11.2022
Sensirion	16.05.2022	Santhera Pharmaceuticals	29.11.2022
JungfrauBahn	16.05.2022	Aryzta	30.11.2022
BKW	16.05.2022	Barry Callebaut	14.12.2022
Aluflexpack	17.05.2022		
Valartis Group	17.05.2022		
VAT Group	17.05.2022		
Berner Kantonalbank	17.05.2022		
Dufry	17.05.2022		
Wartec Invest	18.05.2022		
Valiant	18.05.2022		
Peach Property Group	20.05.2022		
MCH Group	23.05.2022		
Romande Energie	24.05.2022		
Swatch Group	24.05.2022		
Tradition	24.05.2022		
Temenos	25.05.2022		
Spice Private Equity	25.05.2022		
Partners Group	25.05.2022		

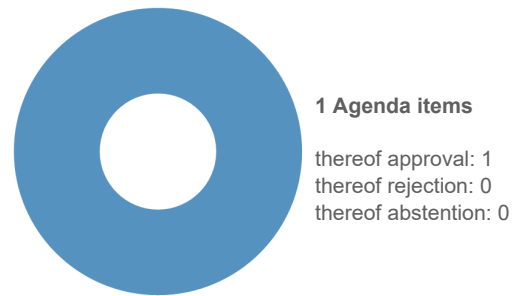
## Detailed overview

■ Approval ■ Rejection ■ Abstention

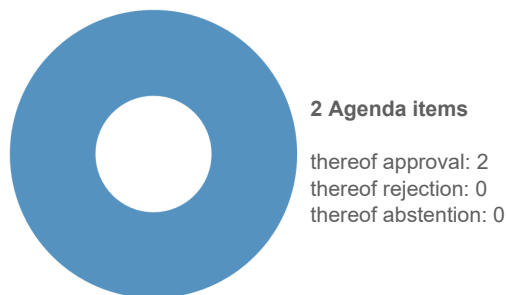
### Summary



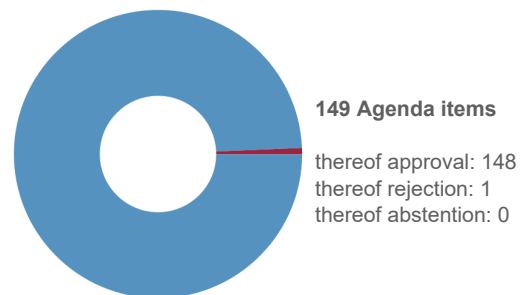
### Sustainability report



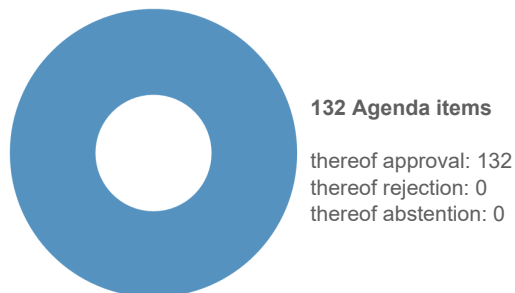
### Climate



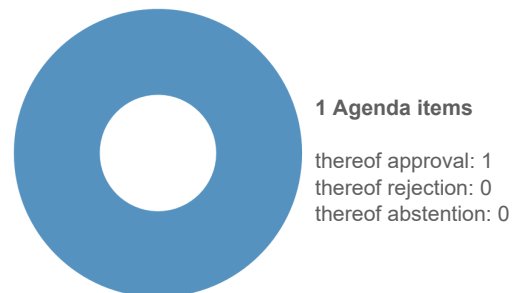
### Approval of the management report and the annual and consolidated financial statements



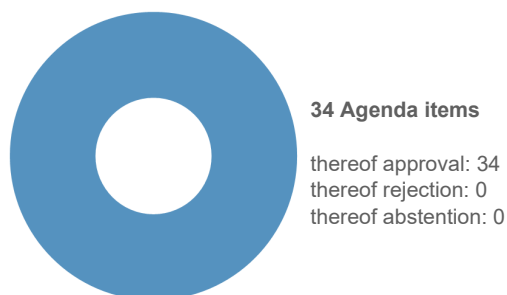
### Dividend payment



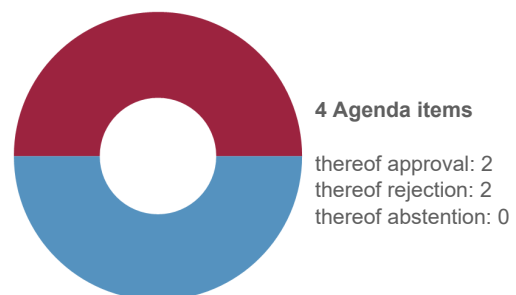
### Shareholder proposals: Climate



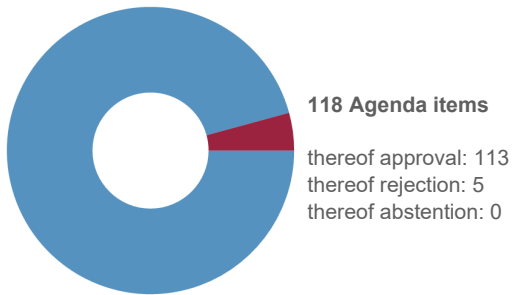
### Payout from capital reserves



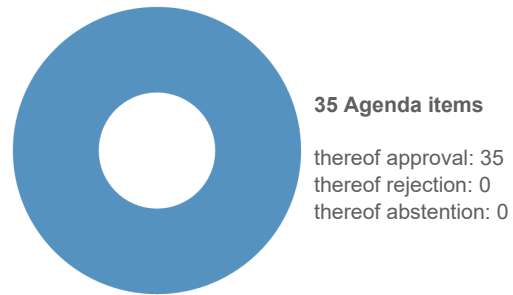
### Par value reduction



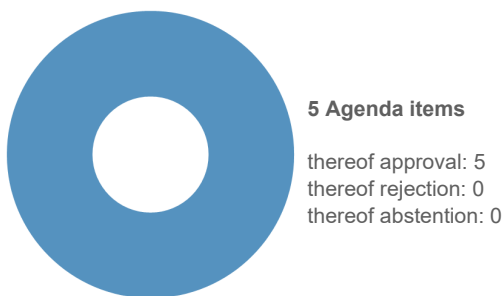
Discharge BoD/BoM



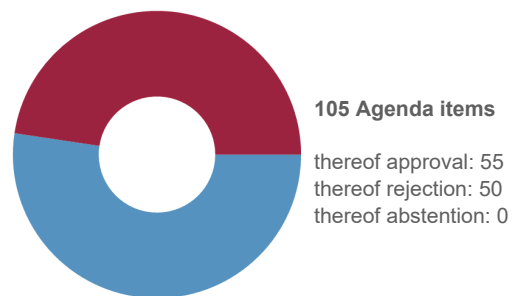
Discharge BoD



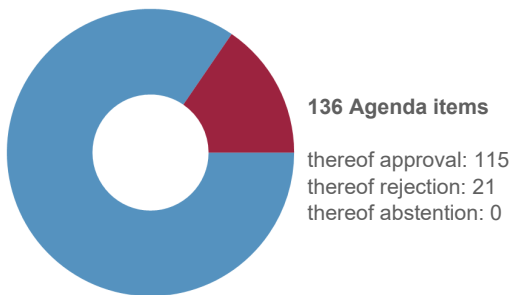
Discharge BoM



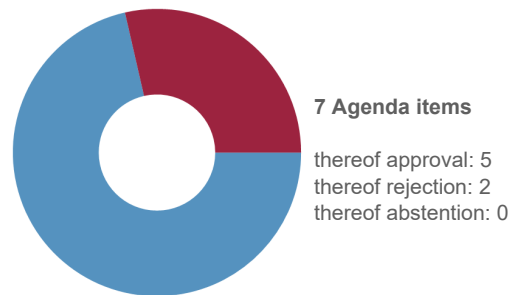
Consultative vote on compensation report



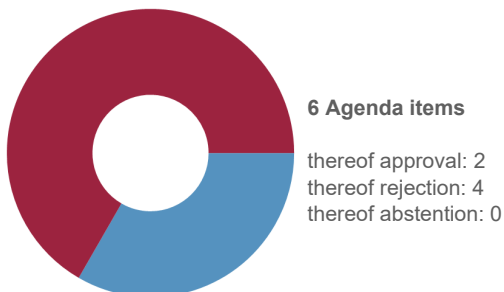
Compensation vote BoD: fixed, prospective



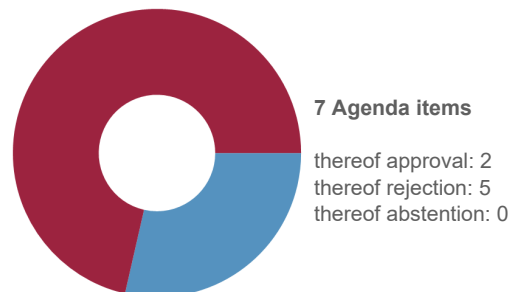
Compensation vote BoD: fixed, retrospective



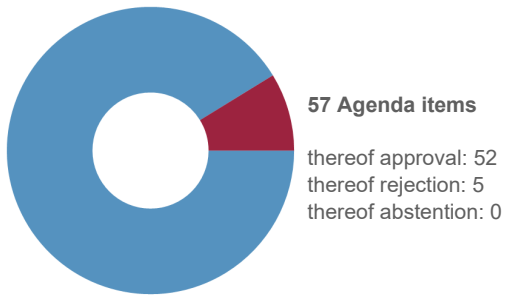
Compensation vote BoD: variable, prospective



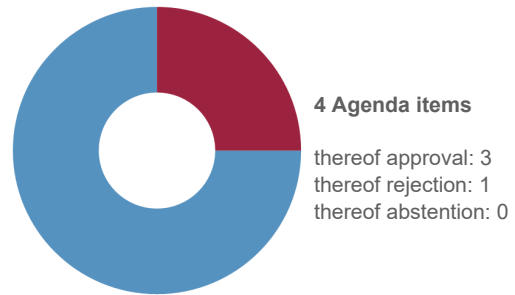
Compensation vote BoD: variable, retrospective



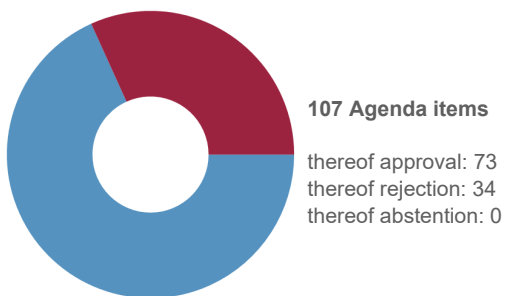
Compensation vote BoM: fixed, prospective



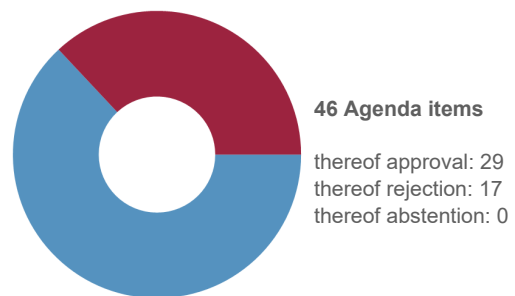
Compensation vote BoM: fixed, retrospective



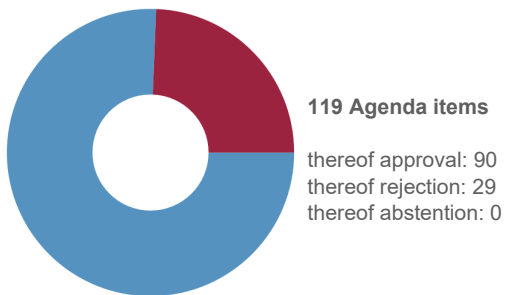
Compensation vote BoM: Variable, prospective



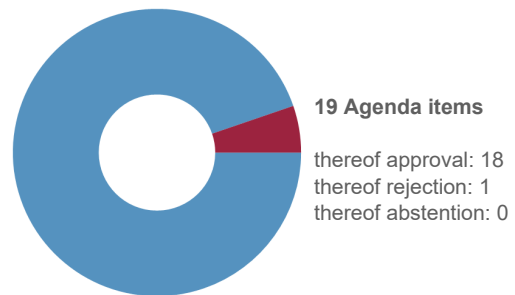
Compensation vote BoM: Variable, Retrospective



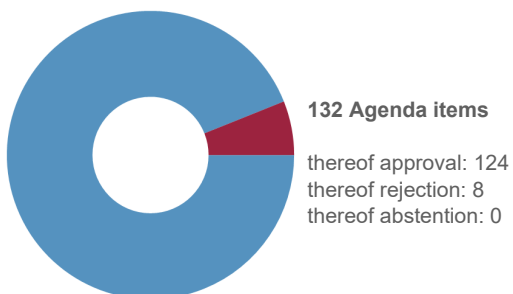
Re-election Chairman



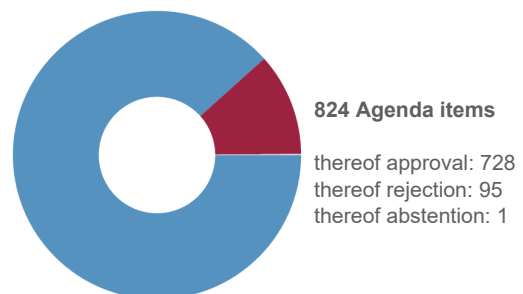
Election Chairman



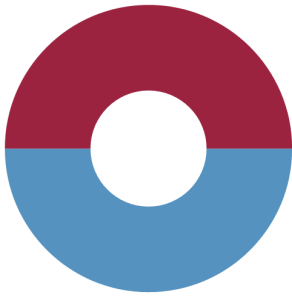
Election of new Board of Directors



Re-election BoD

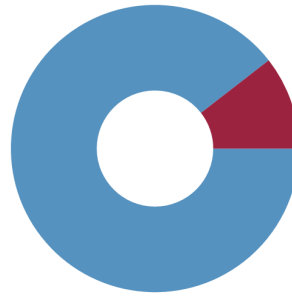


## Re-election Compensation Committee



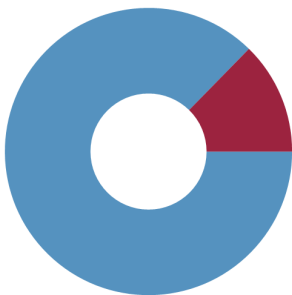
**356 Agenda items**  
thereof approval: 178  
thereof rejection: 178  
thereof abstention: 0

## Election Compensation Committee



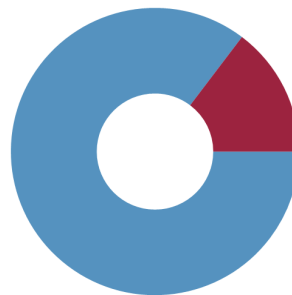
**76 Agenda items**  
thereof approval: 68  
thereof rejection: 8  
thereof abstention: 0

## Election Independent Proxy



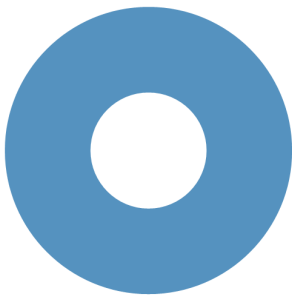
**142 Agenda items**  
thereof approval: 124  
thereof rejection: 18  
thereof abstention: 0

## Election of auditor



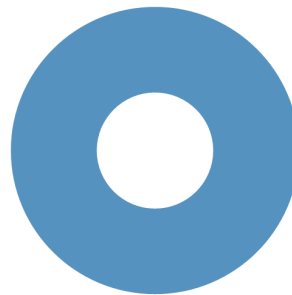
**143 Agenda items**  
thereof approval: 122  
thereof rejection: 21  
thereof abstention: 0

## Ordinary capital increase



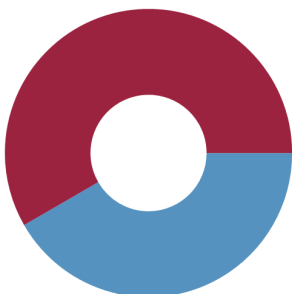
**9 Agenda items**  
thereof approval: 9  
thereof rejection: 0  
thereof abstention: 0

## Conditional capital: Extension



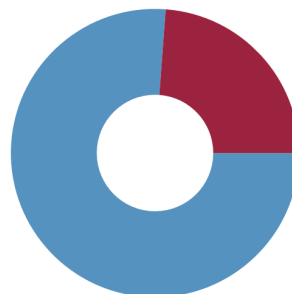
**2 Agenda items**  
thereof approval: 2  
thereof rejection: 0  
thereof abstention: 0

## Conditional capital: Creation



**12 Agenda items**  
thereof approval: 5  
thereof rejection: 7  
thereof abstention: 0

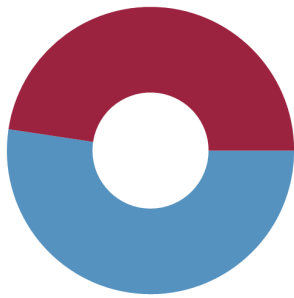
## Authorized capital: Extension



**21 Agenda items**  
thereof approval: 16  
thereof rejection: 5  
thereof abstention: 0



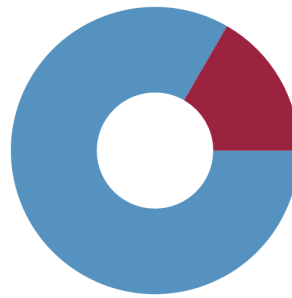
## Authorized capital: Creation



**21 Agenda items**

thereof approval: 11  
thereof rejection: 10  
thereof abstention: 0

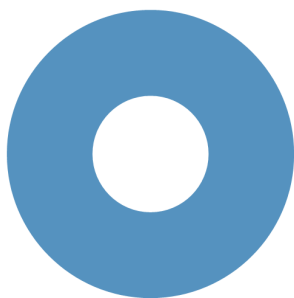
## Capital reduction



**18 Agenda items**

thereof approval: 15  
thereof rejection: 3  
thereof abstention: 0

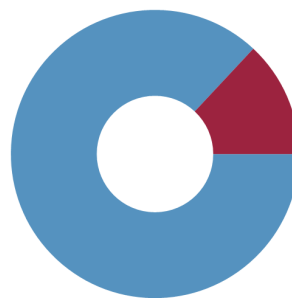
## Share buyback programme



**5 Agenda items**

thereof approval: 5  
thereof rejection: 0  
thereof abstention: 0

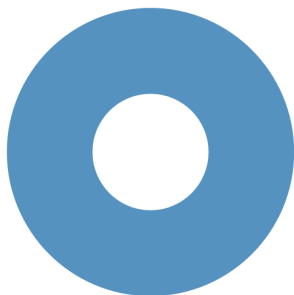
## Amendments to the Articles of Incorporation Corporate Governance



**23 Agenda items**

thereof approval: 20  
thereof rejection: 3  
thereof abstention: 0

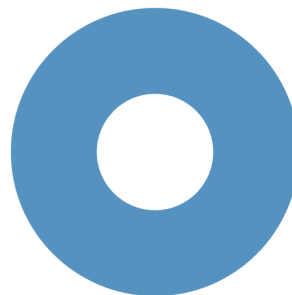
## Editorial revision of the Articles of Incorporation



**2 Agenda items**

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

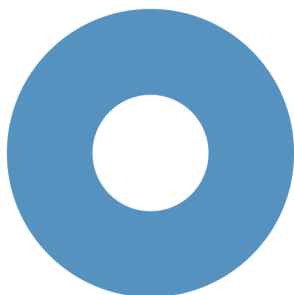
## Other amendments to the Articles of Incorporation



**11 Agenda items**

thereof approval: 11  
thereof rejection: 0  
thereof abstention: 0

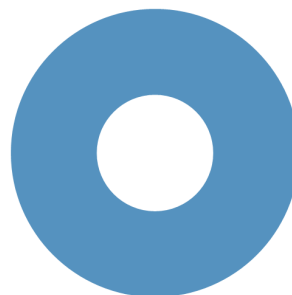
## M&A/restructuring



**2 Agenda items**

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

## Other topics



**6 Agenda items**

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

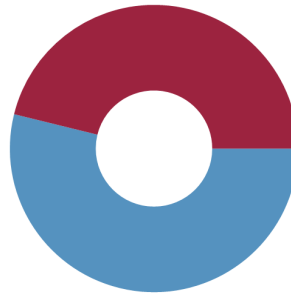
## Shareholder proposals: Election of the Board of Directors



**2 Agenda items**

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

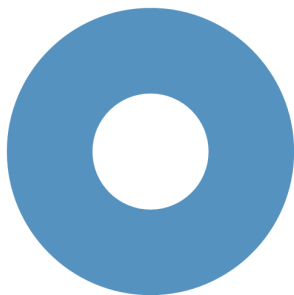
## Amendments to the Articles of Incorporation ORAb



**13 Agenda items**

thereof approval: 7  
thereof rejection: 6  
thereof abstention: 0

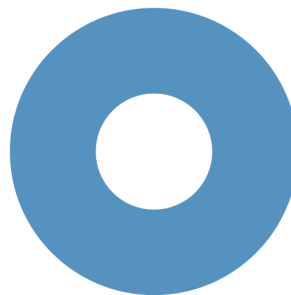
## Corporate Social Responsibility



**1 Agenda items**

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

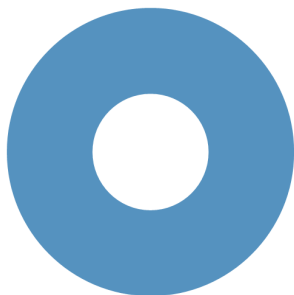
## Shareholder proposals: other topics



**1 Agenda items**

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

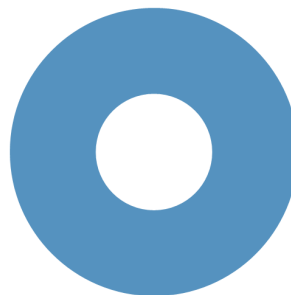
## Shareholder proposals: Amendments to the Articles of Incorporation Corporate Governance



**2 Agenda items**

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

## Compensation voting Advisory Board



**1 Agenda items**

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