

Exercising of Shareholder Rights – Information December 2023

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 rules into the Art. 4 of the investment regulations.

A list of the voting record of the PensFlex Collective Foundation in the year 2023 is shown below.

Voting Report

for

PensFlex Sammelstiftung
Kauffmannweg 17
6003 Luzern

This report summarizes voting behaviour according to the following specifications:

Time period: 01.01.2023 - 31.12.2023

Agenda items: Summary of all items on the agenda, i.e. not only the items requiring a vote according to Art. 71a para. 1 BVG.

The voting rights were exercised for the following companies:

Schaffner	10.01.2023	Adecco	12.04.2023
Dätwyler	07.03.2023	Julius Bär	13.04.2023
Novartis	07.03.2023	Emmi	13.04.2023
DKSH	16.03.2023	TX Group	14.04.2023
ALSO	17.03.2023	Comet	14.04.2023
Hypothekarbank Lenzburg	18.03.2023	Bossard	17.04.2023
Swiss Prime Site	21.03.2023	Luzerner Kantonalbank	17.04.2023
OC Oerlikon	21.03.2023	Bell	18.04.2023
Bellevue	21.03.2023	Tecan	18.04.2023
BB Biotech	23.03.2023	Ascom	18.04.2023
Givaudan	23.03.2023	Evolva	18.04.2023
ABB	23.03.2023	Geberit	19.04.2023
Zehnder	23.03.2023	Georg Fischer	19.04.2023
Belimo	27.03.2023	Von Roll	19.04.2023
Swisscom	28.03.2023	Bachem	19.04.2023
Schindler	28.03.2023	Vetropack	19.04.2023
SGS	28.03.2023	Bucher	19.04.2023
Sika	28.03.2023	Sulzer	19.04.2023
Huber+Suhner	29.03.2023	u-blox	19.04.2023
Ina Invest	29.03.2023	Orior	19.04.2023
SenioResidenz	29.03.2023	Nestlé	20.04.2023
Inficon	30.03.2023	Kardex	20.04.2023
Intershop	30.03.2023	Siegfried	20.04.2023
Forbo	30.03.2023	Lindt & Sprüngli	20.04.2023
Plazza	04.04.2023	SIG Group	20.04.2023
Credit Suisse	04.04.2023	Rieter	20.04.2023
Clariant	04.04.2023	Cembra Money Bank	21.04.2023
Molecular Partners	04.04.2023	EFG International	21.04.2023
Schweiter Technologies	04.04.2023	Arbonia	21.04.2023
Vontobel	04.04.2023	Allreal	21.04.2023
Fundamenta Real Estate	05.04.2023	Edisun	21.04.2023
Mobilezone	05.04.2023	Gurit	24.04.2023
PSP Swiss Property	05.04.2023	Flughafen Zürich	24.04.2023
UBS	05.04.2023	Bystronic	25.04.2023
Straumann	05.04.2023	Feintool	25.04.2023
Zurich Insurance Group	06.04.2023	Varia US Properties	25.04.2023
Zug Estates	06.04.2023	SFS	26.04.2023
Mobimo	11.04.2023	Mikron	26.04.2023
VZ Holding	12.04.2023	Basilea	26.04.2023
Swiss Re	12.04.2023	Medacta Group	27.04.2023
Komax	12.04.2023	HIAG Immobilien	27.04.2023
PolyPeptide	12.04.2023	APG	27.04.2023

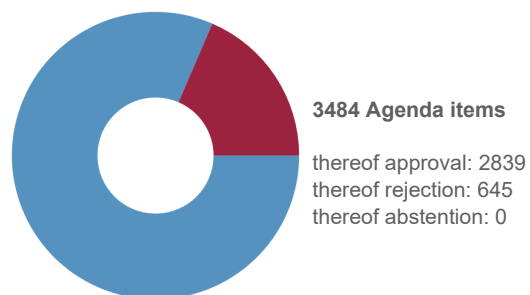
PensFlex

Helvetia	28.04.2023	Peach Property Group	24.05.2023
Swiss Life	28.04.2023	Aluflexpack	24.05.2023
Baloise	28.04.2023	Tradition	25.05.2023
Metall Zug	28.04.2023	Dottikon ES	25.05.2023
Medmix	28.04.2023	On Holding	25.05.2023
Temenos	03.05.2023	GAM	25.05.2023
Cham Group	03.05.2023	Private Equity Holding	05.06.2023
Galenica	03.05.2023	Sonova	12.06.2023
Investis	03.05.2023	HBM Healthcare Investments	19.06.2023
SKAN	03.05.2023	Landis+Gyr	22.06.2023
Idorsia	04.05.2023	Santhera Pharmaceuticals	27.06.2023
DocMorris	04.05.2023	Ypsomed	28.06.2023
Banque Cantonale Vaudoise	04.05.2023	LEM	29.06.2023
Holcim	04.05.2023	Burckhardt Compression	01.07.2023
SoftwareONE	04.05.2023	Dottikon ES	07.07.2023
Meyer Burger	04.05.2023	Carlo Gavazzi	25.07.2023
Lonza Group	05.05.2023	EMS-Chemie	12.08.2023
Alcon	05.05.2023	GAM	18.08.2023
Avolta	08.05.2023	Richemont	06.09.2023
Vaudoise Assurances	08.05.2023	Logitech	13.09.2023
Accelleron	09.05.2023	Von Roll	13.09.2023
Kühne + Nagel	09.05.2023	Novartis	15.09.2023
Orascom	09.05.2023	GAM	27.09.2023
Wartec Invest	10.05.2023	dormakaba	05.10.2023
Swatch Group	10.05.2023	Avolta	03.11.2023
Swissquote	10.05.2023	Barry Callebaut	06.12.2023
Stadler Rail	12.05.2023	Schaffner	07.12.2023
nebag	12.05.2023		
Interroll	12.05.2023		
Zuger Kantonalbank	13.05.2023		
Sensirion	15.05.2023		
BKW	15.05.2023		
Jungfraubahn	15.05.2023		
VAT Group	16.05.2023		
Romande Energie	16.05.2023		
Valartis Group	16.05.2023		
Berner Kantonalbank	16.05.2023		
Burkhalter	16.05.2023		
Sportradar	16.05.2023		
Phoenix Mecano	17.05.2023		
Valiant	17.05.2023		
Partners Group	24.05.2023		

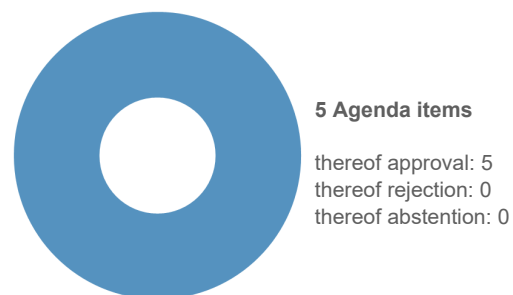
Detailed overview

■ Approval ■ Rejection ■ Abstention

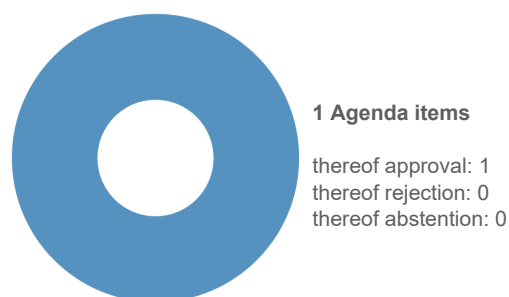
Summary



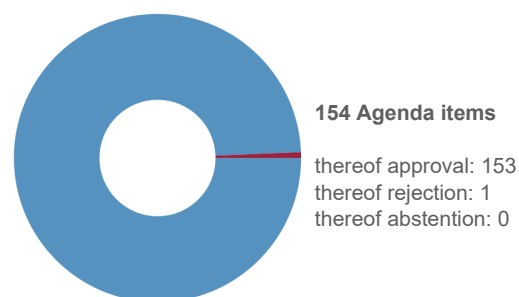
Sustainability report



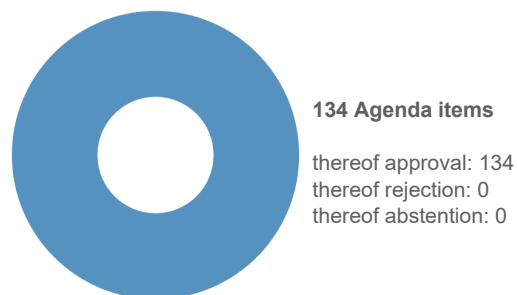
Climate



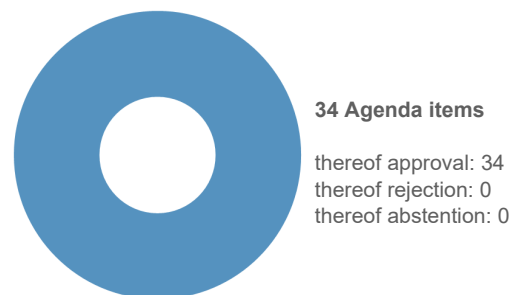
Approval of the management report and the annual and consolidated financial statements



Dividend payment



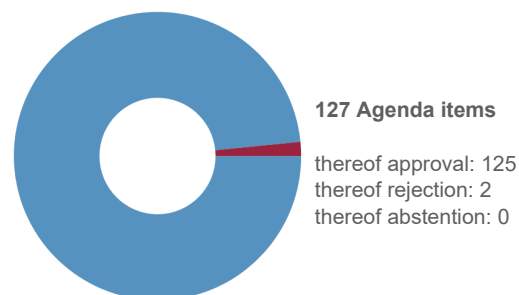
Payout from capital reserves



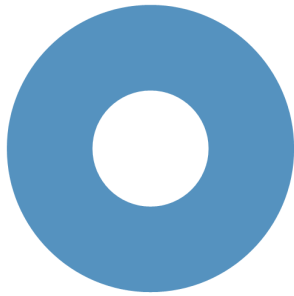
Par value reduction



Discharge BoD/BoM



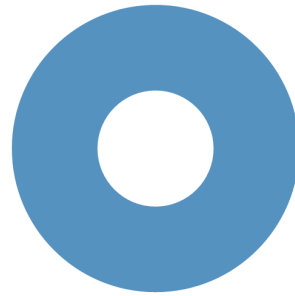
Discharge BoD



29 Agenda items

thereof approval: 29
thereof rejection: 0
thereof abstention: 0

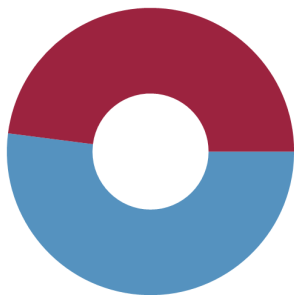
Discharge BoM



4 Agenda items

thereof approval: 4
thereof rejection: 0
thereof abstention: 0

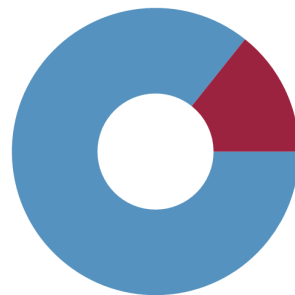
Consultative vote on compensation report



123 Agenda items

thereof approval: 64
thereof rejection: 59
thereof abstention: 0

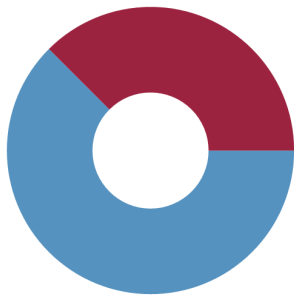
Compensation vote BoD: fixed, prospective



140 Agenda items

thereof approval: 120
thereof rejection: 20
thereof abstention: 0

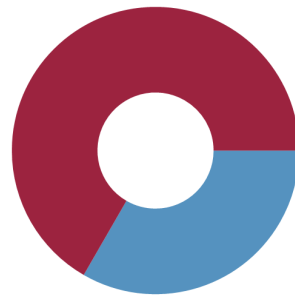
Compensation vote BoD: fixed, retrospective



8 Agenda items

thereof approval: 5
thereof rejection: 3
thereof abstention: 0

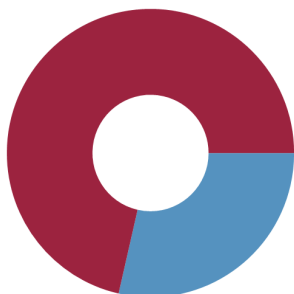
Compensation vote BoD: variable, prospective



6 Agenda items

thereof approval: 2
thereof rejection: 4
thereof abstention: 0

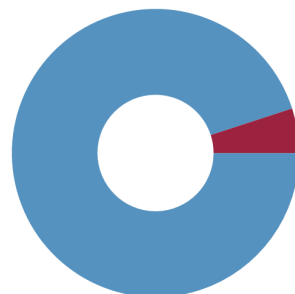
Compensation vote BoD: variable, retrospective



7 Agenda items

thereof approval: 2
thereof rejection: 5
thereof abstention: 0

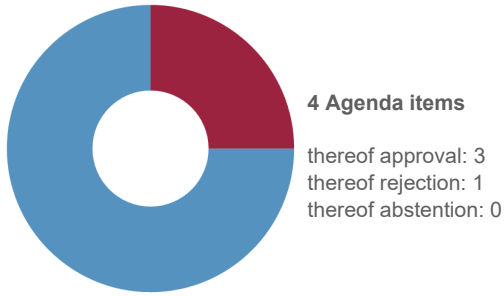
Compensation vote BoM: fixed, prospective



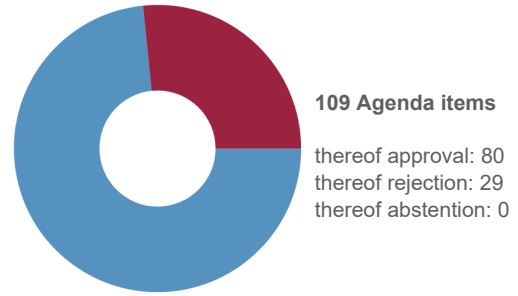
60 Agenda items

thereof approval: 57
thereof rejection: 3
thereof abstention: 0

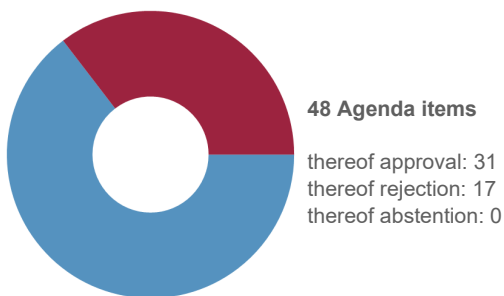
Compensation vote BoM: fixed, retrospective



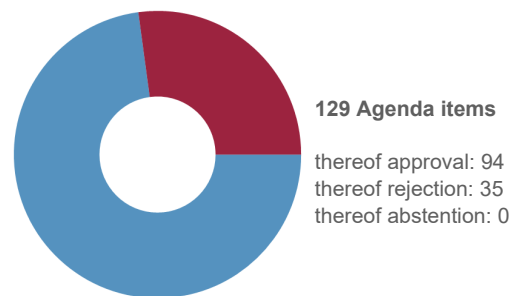
Compensation vote BoM: Variable, prospective



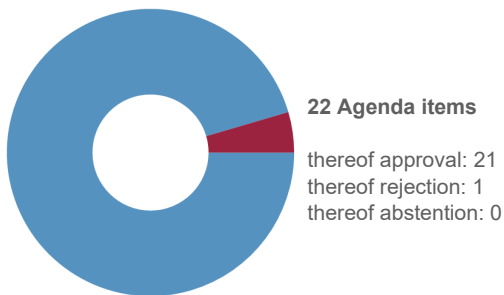
Compensation vote BoM: Variable, Retrospective



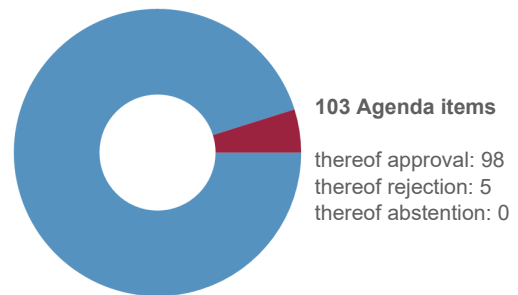
Re-election Chairman



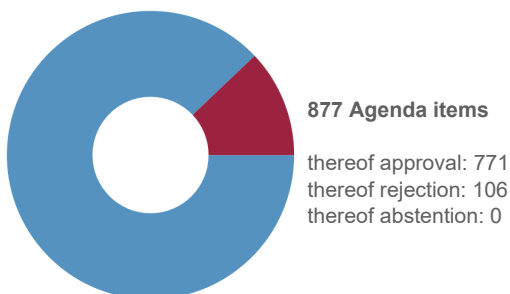
Election Chairman



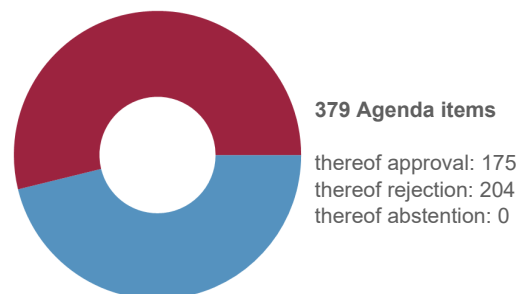
Election of new Board of Directors



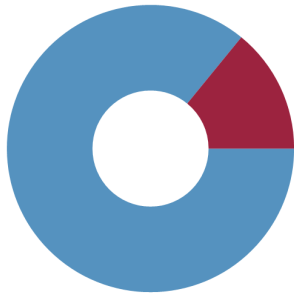
Re-election BoD



Re-election Compensation Committee

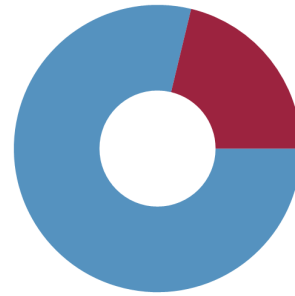


Election Compensation Committee



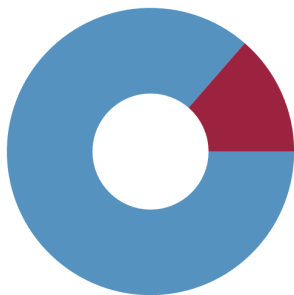
78 Agenda items
thereof approval: 67
thereof rejection: 11
thereof abstention: 0

Election Independent Proxy



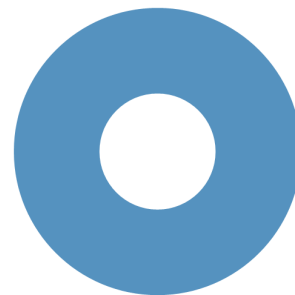
146 Agenda items
thereof approval: 115
thereof rejection: 31
thereof abstention: 0

Election of auditor



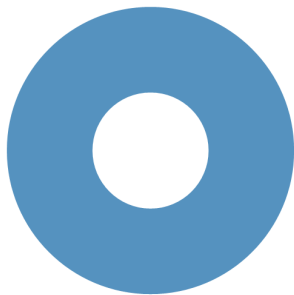
147 Agenda items
thereof approval: 127
thereof rejection: 20
thereof abstention: 0

Ordinary capital increase



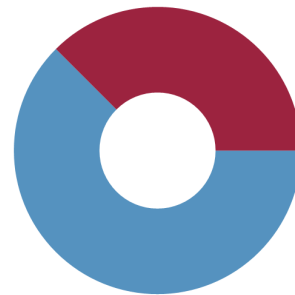
3 Agenda items
thereof approval: 3
thereof rejection: 0
thereof abstention: 0

Conditional capital: Extension



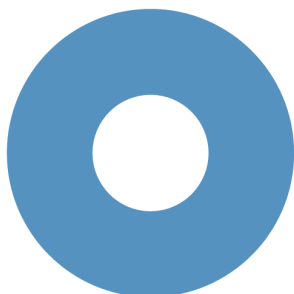
3 Agenda items
thereof approval: 3
thereof rejection: 0
thereof abstention: 0

Conditional capital: Creation



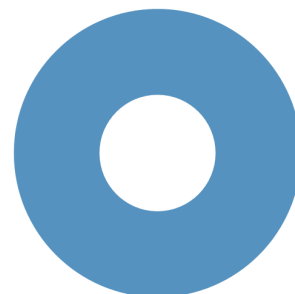
16 Agenda items
thereof approval: 10
thereof rejection: 6
thereof abstention: 0

Authorized capital: Extension



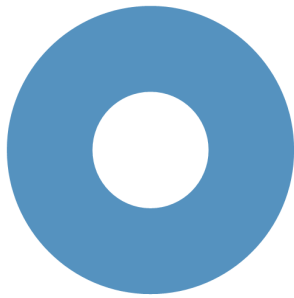
2 Agenda items
thereof approval: 2
thereof rejection: 0
thereof abstention: 0

Capital reduction



16 Agenda items
thereof approval: 16
thereof rejection: 0
thereof abstention: 0

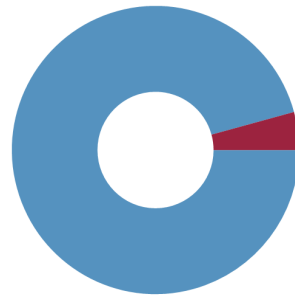
Share buyback programme



5 Agenda items

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

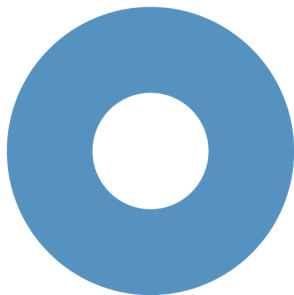
Amendments to the Articles of Incorporation Corporate Governance



47 Agenda items

thereof approval: 45
thereof rejection: 2
thereof abstention: 0

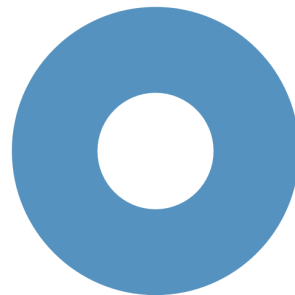
Editorial revision of the Articles of Incorporation



18 Agenda items

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

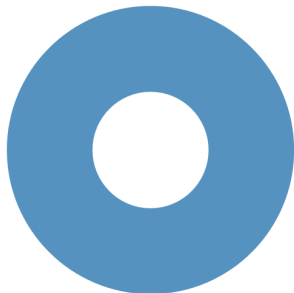
Other amendments to the Articles of Incorporation



26 Agenda items

thereof approval: 26
thereof rejection: 0
thereof abstention: 0

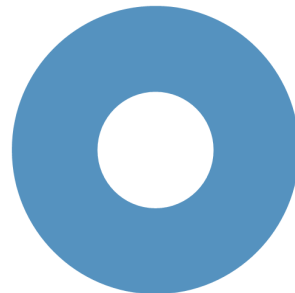
M&A/restructuring



3 Agenda items

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

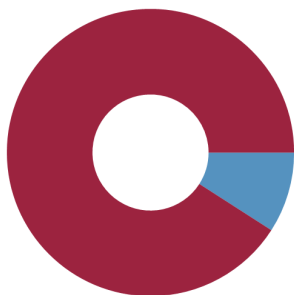
Other topics



1 Agenda items

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

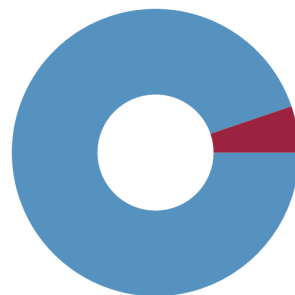
Shareholder proposals: Election of the Board of Directors



11 Agenda items

thereof approval: 1
thereof rejection: 10
thereof abstention: 0

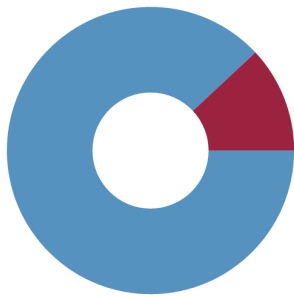
Amendments to the Articles of Incorporation Revision of stock corporation law



230 Agenda items

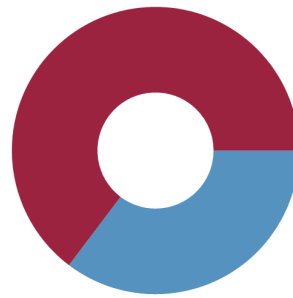
thereof approval: 218
thereof rejection: 12
thereof abstention: 0

Amendments to the Articles of Incorporation Art. 71a BVG



117 Agenda items
thereof approval: 103
thereof rejection: 14
thereof abstention: 0

Capital band capital increase: Creation



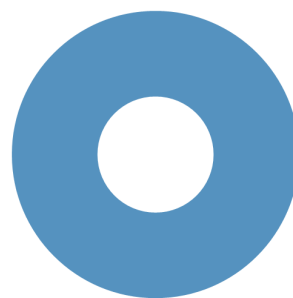
17 Agenda items
thereof approval: 6
thereof rejection: 11
thereof abstention: 0

Capital band capital reduction: Creation



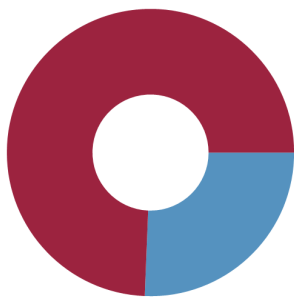
1 Agenda items
thereof approval: 0
thereof rejection: 1
thereof abstention: 0

Corporate Social Responsibility



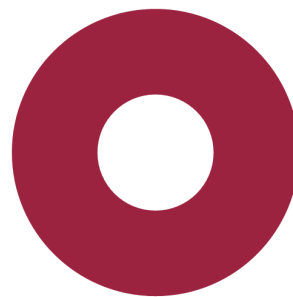
43 Agenda items
thereof approval: 43
thereof rejection: 0
thereof abstention: 0

Capital band combined: Creation



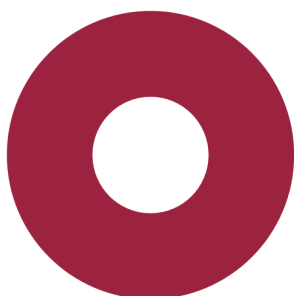
39 Agenda items
thereof approval: 10
thereof rejection: 29
thereof abstention: 0

Capital band combined: Extension



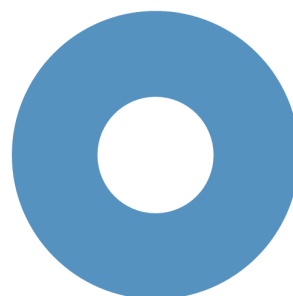
1 Agenda items
thereof approval: 0
thereof rejection: 1
thereof abstention: 0

Shareholder proposals: other topics



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

Compensation voting Advisory Board



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