

Key principles for the exercise of voting rights

March 2022

Through our **fiduciary duty** towards our investors, we actively exercise our voting rights and thereby implement the following key principles:

1. Our voting procedures are set out in **separate guidelines** based on Swiss and international standards as well as our own values, and are reviewed on a regular basis.
2. We **efficiently** implement our guidelines and use the assessment of an **independent, recognised proxy voting advisor** and our asset managers in the analysis and decision-making process.
3. We represent the **interests of our investors** with our independent exercise of voting rights.
4. As a shareholder, we **actively** exercise voting rights and thus enforce good corporate governance in accordance with recognised principles.
5. We align our voting policy to focus on a constant improvement in **enterprise/shareholder value generation**.
6. We support economically sensible **sustainability resolutions**.
7. We publish our voting policy and voting procedures **transparently**.

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