de Pury Pictet Turrettini

Cadmos Swiss Engagement Fund

Financial & Impact Report 2022

- Outstanding track-record since launch in 2014
- Invest in Switzerland's structural winners
- Positive impact through expert driven direct engagement

Our Achievements

Since 2006 Cadmos represents more than

290

Investments

22 200

Items Voted

1 230

ESG Company Assessments

850

Engagement Meetings

330

Positive Impacts

DE PURY PICTET TURRETTINI

In 1996 David de Pury, Guillaume Pictet, Henri Turrettini joined forces to create their company, de Pury Pictet Turrettini & Cie S.A. (PPT). The firm provides both wealth management and asset management services to offer high value-added strategic advice based on advanced skills and experience to our private and institutional clients.

PPT has always demonstrated a great capacity for innovation, notably as a pioneer of responsible investment. It is the owner of the Buy and Care® strategy, manager of the Cadmos European Engagement Fund, Cadmos Balanced CHF and Cadmos Peace Investment Fund and advisor to the Cadmos Emerging Markets Engagement Fund and the Cadmos Swiss Engagement Fund. PPT ensures the funds' consistency, transparency and distribution. It is a signatory to the United Nations-supported Principles for Responsible Investment (PRI) since 2008.

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The Buy & Care Investment Strategy, applied since 2006, is a cyclical process designed by PPT to better integrate the financially material ESG factors. Through active ownership and direct engagement with companies, we can better select tomorrow's winners and improve our portfolios' risk-reward-impact profile.

The Buy & Care® strategy's three founding principles have proved to be reliable in the long term through changing financial and economic cycles.

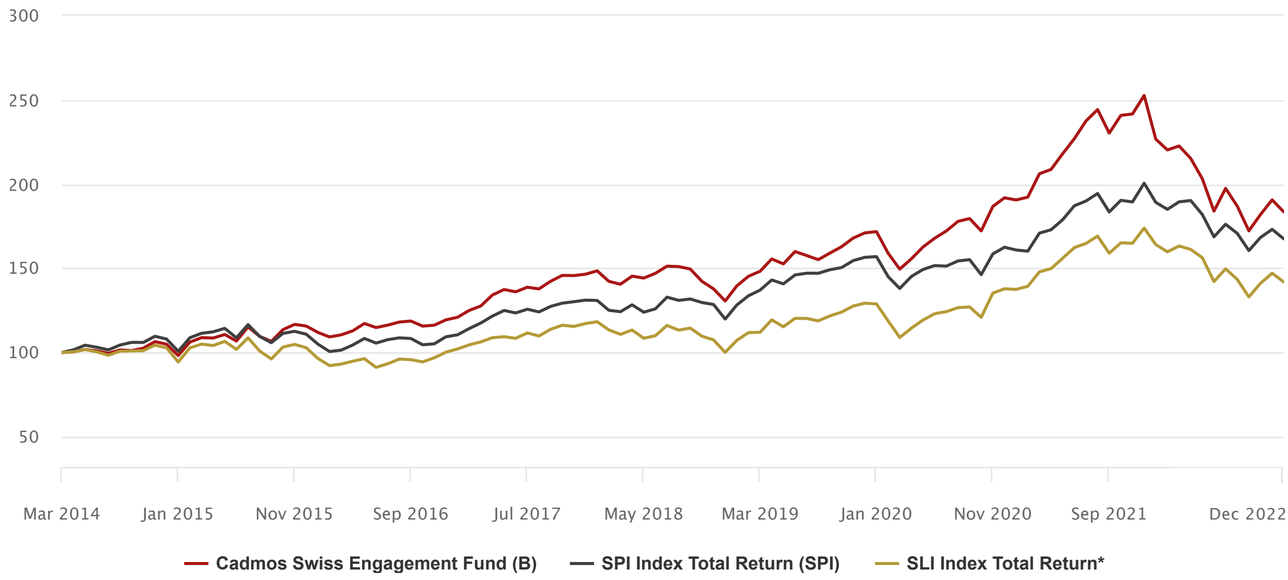
1. **Active Portfolio Management**
2. **Active Voting & Stewardship**
3. **Active Engagement & Impact**

More information on www.cadmos.ppt.ch

Active Portfolio Management

We outperform by investing in attractive end-markets with long-term growth prospects

Performance since Inception until year-end 2022 of Cadmos Swiss Engagement Fund (B)



*SLI Index TR as of April 1st. 2019 (Previously, SLI Index)

Since inception, from April 2014 to December 2022, the Fund (Class B) returned +83.8%, outperforming the reference index which returned +41.9%. In 2022, the Fund experienced a -27.4% loss vs -18.4% for the reference index.

The sub-fund has a sustainability objective within the meaning of Regulation (EU) 2019/2088 on sustainability reporting in the financial services sector. To achieve this objective, the sub-fund has been managed since its inception according to the Buy & Care strategy, which aims to generate higher risk-adjusted returns for investors than its benchmark and to have positive and tangible impacts. The companies in which the fund invests benefit from the paradigm shift driven by digitalization, climate change and demographic changes. The five-year average turnover of the Cadmos Swiss Engagement Fund remains very low at 10%, which indicates a true long-term focus from the portfolio managers. It also indicates that we keep the majority of our companies between 5 to 10 years providing us enough time to achieve tangible results through our engagement activities.

To deliver better long-term risk adjusted performances to our clients, we actively select the most profitable and resilient market leaders. We believe that companies generating positive externalities and impacts, contributing to solving global challenges will continue to lead the markets and shape the competitive landscape.

The year 2022 will have marked an abrupt halt to the optimism of the financial markets in 2021, supported by the hope of an exit from the Covid pandemic and the recovery of the global economy. Inflationary pressures from rising commodity prices, logistics costs and wage increases, as well as interest rate hikes, weighed on the markets early in the year. In late February, Russia's invasion of Ukraine shocked global stability. Sanctions against Russia exacerbated energy price increases and raised fears of gas supply shortages in Europe. Shortages in production lines already under pressure in 2021 for some electronic and semiconductor components were further exacerbated by the war in Ukraine and China's zero Covid policy. Some cities in China were completely closed for weeks as was the port of Shanghai. Throughout the year, central banks made the fight against inflation their priority by raising interest rates. As a result, the financial markets fell sharply in 2022, even though inflation seemed to stabilize at the end of the year. The Swiss market ended the year with a substantial decline, the SMI index lost -16.7%. The fund underperformed the market. This underperformance is explained by the underweighting of large defensives, in particular Novartis, and financials, which held up better this year than growth stocks, which were heavily penalized. In 2022, the A and B classes of the sub-fund posted a performance of -28.0% and -27.4% respectively. The benchmark index (the SLIC, Swiss Leader Total Return Index) ended 2022 down by -18.4%.

The fund's assets under management fell from CHF 102 million at the end of 2021 to CHF 71 million at the end of 2022. This decrease is explained by the negative performance of the fund as well as by net capital outflows.

Few companies have been spared by the negative market trend. Banks and insurance companies benefited from the rise in interest rates. UBS and Zurich ended the year in positive territory. BKW saw its profit rise thanks to the surge in energy prices. Novartis was supported mainly by its share buyback program.

The rest of the market was swept up in the turmoil. The biggest falls were experienced by cyclical and growth companies. Investors also took profits on companies that had posted very strong gains in 2021 and whose valuations had reached high levels. Rising commodity prices, energy costs, logistics costs, and wage increases are impacting the margins of many companies. Price increases, sometimes with a time lag of several months, cannot fully compensate for the rise in costs. The shortage of component supplies is also slowing down the sales of certain companies or customer demand.

In construction, Sika, Belimo, and Geberit fell sharply in 2022, after strong increases in 2021. All three companies saw margins decline in 2022 due to cost increases despite price increases. Belimo and Sika reported strong results above expectations. Activity in Europe was impacted by the consequences of the war in Ukraine. Belimo was impacted by the closures in China. Nevertheless, both stocks continue to post solid growth. Geberit is facing a slowdown in renovations, which had risen sharply during the pandemic, and destocking by its customers. Both Sika and Belimo should benefit from the European taxonomy for more environmentally friendly construction. Sika presented its objective to be net zero by 2025 for its scope 1 and 2 CO_2 emissions and to decrease its scope 3 emissions by 90% by 2025. Geberit also has a new CO_2 strategy, considering CO_2 as a cost in all new product development.

The slowdown in the automotive industry due to the lack of semiconductors and cables penalized Georg Fischer, EMS Chemie and Lem. Georg Fischer nevertheless reported good results, supported by its piping division. The company is well positioned to benefit from sustainable trends, such as water treatment and electric vehicles among others. Lem is also present in renewable energies, electric vehicles, and charging stations.

Despite upward revisions thanks to continued strong semiconductor activity, Inficon lost ground, suffering profit taking. Investors are concerned about future overcapacity in semiconductor production. For now there is a slowdown in memory production, but Inficon has very little presence in this category. After more than doubling in 2021 and reaching high valuation levels, VAT has pulled back in 2022. Management has announced ambitious targets for 2027, with average growth in sales and earnings before depreciation and amortization of 11-12%. In the short term, however, some customers may reduce their capital expenditures.

VZ Holding is benefiting from rising interest rates, which offset lower revenues from banking transactions and management fees. Despite this, the stock declined like most small and medium-sized companies. Partners Group recorded sharply lower performance fees due to the difficulty in 2022 of placing investment sales. In 2021 the group had taken advantage of the positive market to achieve sales earlier than expected. Nevertheless, the private equity market is expected to continue to grow. Partners continues to invest in companies in promising and sustainable industries. Unlike most insurance companies, Swiss Life (-15%) declined in 2022 due to its large exposure to real estate. Investors fear a decline in the value of its real estate holdings due to rising interest rates.

Kuehne + Nagel had seen its sales and profitability rise in both 2022 and 2021 as a result of soaring freight rates. Prices are expected to fall sharply in 2023, especially for ocean freight, and this will impact profitability. Nevertheless, the concentration on high-margin businesses and the focus on cost reduction should limit the decline.

Interroll had benefited from investments in e-commerce, particularly in the United States. A slowdown could come with an impact on margins, which will not reach their target in the short term.

Some companies benefited in 2021 from additional sales related to Covid, Tecan through requests for diagnostics, Siegfried through its contract with BioNtech for vaccine production. Its sales as expected declined in 2022. Daetwyler also saw its Covid 19 vaccine-related sales decline. As rising costs negatively impacted its margins, it raised prices with some delay. Like Siegfried, other companies producing molecules for the pharmaceutical sector lost ground, such as Dottikon and Bachem despite a strong pipeline. Lonza, on the other hand, has taken a provision for the remediation of a former landfill in Gamsenried in 2021, a possible substantial amount.

Roche reported results below expectations. In addition, its drug in development against Alzheimer's disease did not meet its primary endpoint in a phase III study.

Sonova surprised by lowering its outlook due to slowing sales in the US where inflation is impacting the purchasing power of retirees, which has slowed growth. In addition, at the end of 2022, Cotsco stopped selling Phonak hearing aids. Straumann reported rather good results. Like Sonova, its business in the USA slowed down, especially for aligners. The imposed price cut for implants in China will have a negative impact on its sales, the extent of which is still uncertain. Despite good results and new product launches, Alcon was under pressure from cost increases.

Defensive companies have not resisted the downward trend in the markets as rising costs have a temporary negative effect on their margins. This is the case for Givaudan, whose price increase will cover the increase in raw material prices over 18 months. Nestlé is also suffering in the short term. In addition, the group will spend CHF 1 billion per year by 2023 on sustainable initiatives and aims to be a net zero gas emitter by 2050. The salmonella-related closure of one of its factories in Belgium has resulted in lower sales volumes for Barry Callebaut. Emmi is struggling to increase its prices, especially for export cheeses.

SGS has lowered its profitability expectations in view of wage inflation, an unfavorable mix and lower volumes in some European countries. The group remains optimistic for the long term. Sustainability is clearly a long-term growth area for its operations. The announced acquisition of Scholle IPN by SIG Combibloc has made investors wary of the fact that it could affect the group's margins.

Investors continue to take profits on Logitech after the highs reached in 2020 during the pandemic. Sales have pulled back this year, with inflation and supply challenges hurting gross margin. Software reseller Also reported results below expectations.

Fears of a recession as well as Covid's zero policy measures in China weighed on luxury stocks. Thanks to very good results, continued dynamic demand and a full re-opening of China, Richemont regained some ground at the end of the year, but still ended in the red. The deconsolidation of Yoox Net-A-Porter is good news for the group's margins.

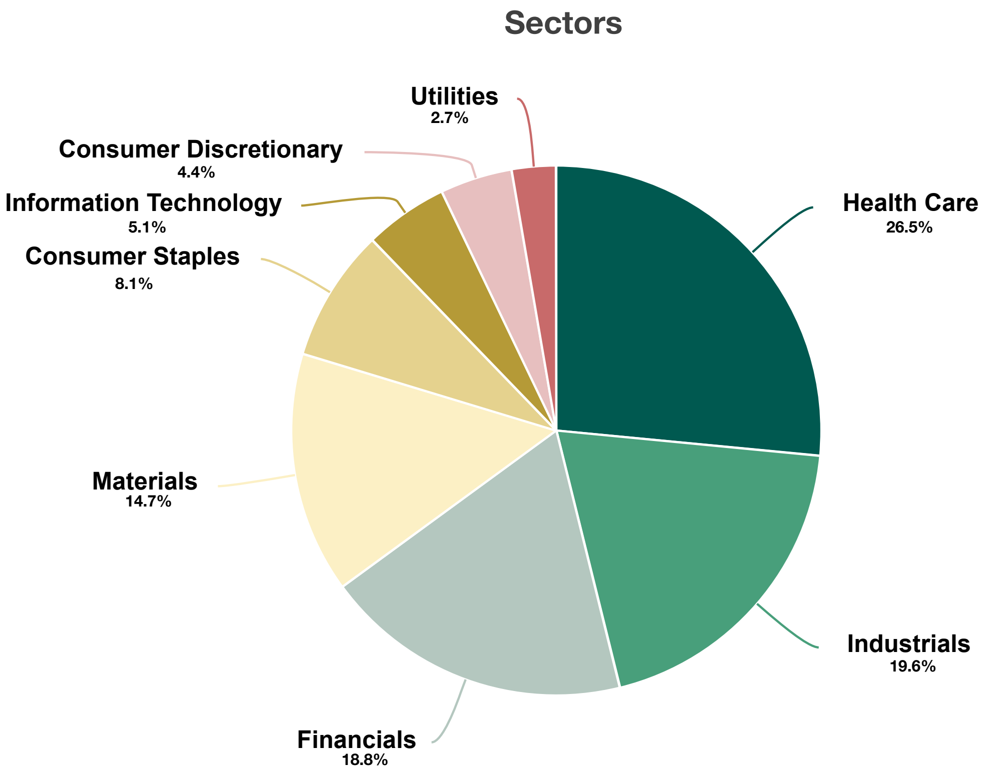
During the year 2022, there were few changes in the portfolio composition. Only one position was exited from the portfolio, Schindler, and no new positions entered the portfolio. Schindler was exited, as the company is struggling to improve its margins and its new strategy is not bearing fruit. Two positions were slightly reduced at the beginning of the year. SIG Combibloc was reduced after the announcement of its acquisition of Scholle IPN, which could undermine its margins. In addition, with this acquisition SIG no longer offers exclusively carton packaging, but also "pouch" packaging made of plastic, which is less environmentally sustainable.

Nine positions were slightly increased, mainly due to a sharp drop in their share price: Alcon, Bachem, Barry Callebaut, Richemont, Siegfried and Tecan. The fund also slightly increased its exposure to large defensives: Givaudan, Nestlé, Novartis.

The cash position decreased from 5% to 2.5%. At the end of 2022, the minimum position is 0.7% and the maximum position 6%. The five largest positions are Sika, Nestlé, Givaudan, Swiss Life and Alcon at the end of December 2022 and they represent 25% of the portfolio. The portfolio consists of 36 stocks.

Best positioned and well diversified across industries

The Buy & Care® equity strategy is built on a bottom-up stock selection process. We select only profitable, organically growing, sustainable businesses exposed to attractive end markets or secular trends. We do not take ex-ante sector bets.



Specific sector overweight or underweight are analyzed ex-post and are adapted only if we feel uncomfortable from a macroeconomic perspective.
Most overweights are a result of our quality-growth bias and our fundamental bottom-up approach.

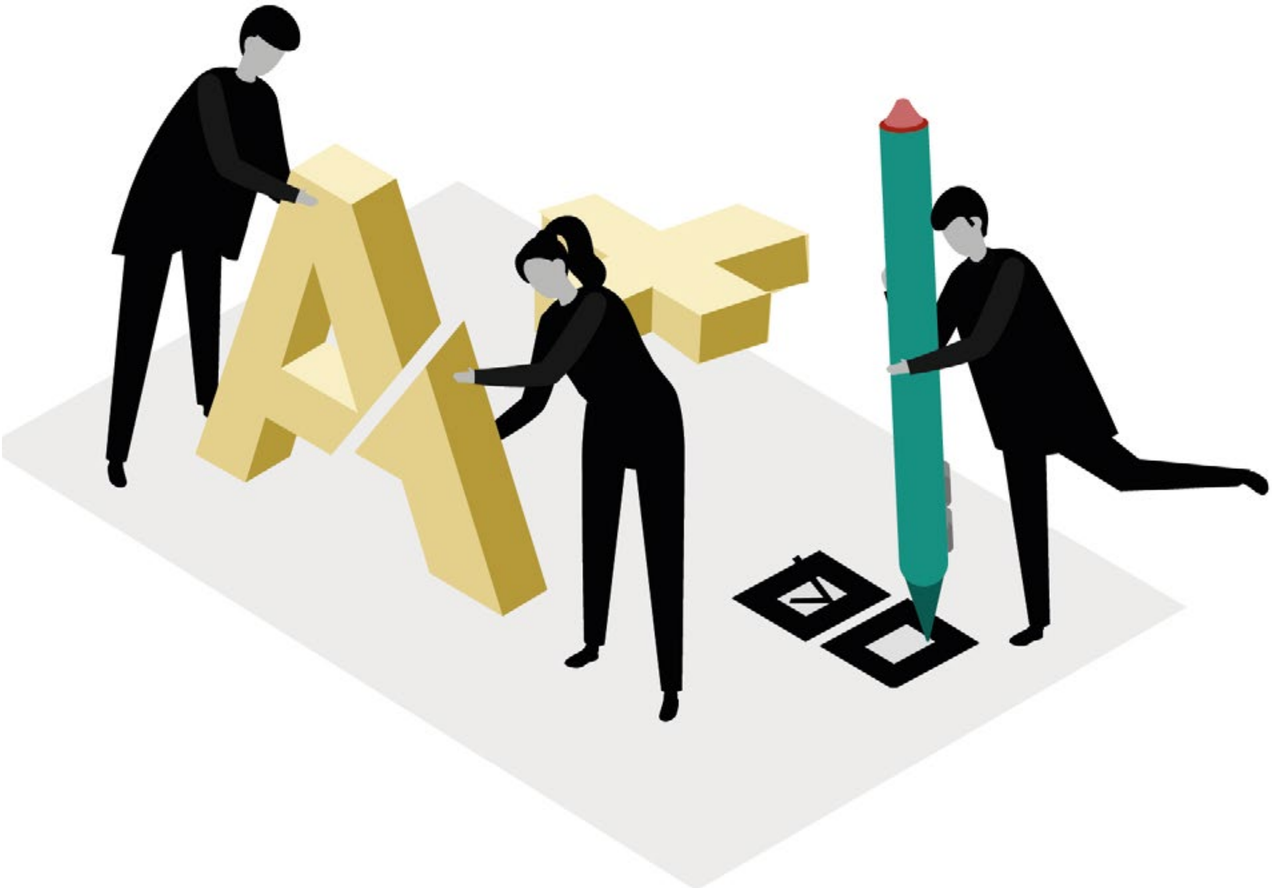
A quality portfolio built to deliver financial and social impact

Summary Table

Portfolio as at 31.12.2022	Country	Sector	Contribution 2022 (in CHF)	In cadmos since
ALCON	Switzerland	Health Care	-0,75%	2019
ALSO HOLDING	Switzerland	Information Technology	-0,51%	2020
BACHEM	Switzerland	Health Care	-0,92%	2021
BARRY CALLEBAUT	Switzerland	Consumer Staples	-0,18%	2018
BELIMO HOLDING	Switzerland	Consumer Discretionary	-0,74%	2016
BKW	Switzerland	Utilities	0,14%	2017
COMPAGNIE FINANCIERE RICHEMONT	Switzerland	Consumer Discretionary	-0,29%	2013
DAETWYLER HOLDING	Switzerland	Industrial	-1,42%	2017
DOTTIKON	Switzerland	Materials	-0,15%	2021
EMMI	Switzerland	Consumer Staples	-0,32%	2014/2016
EMS CHEMIE	Switzerland	Materials	-0,42%	2016
GEBERIT	Switzerland	Industrials	-1,63%	2009
GEORG FISCHER	Switzerland	Industrials	-0,23%	2017
GIVAUDAN	Switzerland	Materials	-2,22%	2014
INFICON HOLDING	Switzerland	Information Technology	-0,45%	2020
INTERROLL HOLDING	Switzerland	Industrials	-0,67%	2020
KUEHNE & NAGEL	Switzerland	Industrials	-0,69%	2014
LEM	Switzerland	Information Technology	-0,25%	2021
LOGITECH	Switzerland	Information Technology	-0,47%	2016
LONZA GROUP	Switzerland	Health Care	-1,79%	2015
NESTLE	Switzerland	Consumer Staples	-0,62%	2006
NOVARTIS	Switzerland	Health Care	0,15%	2006
PARTNERS GROUP	Switzerland	Financial	-2,27%	2014
ROCHE HOLDING	Switzerland	Health Care	-0,82%	2014
SCHINDLER HOLDING (Out)	Switzerland	Industrial	-0,17%	2019
SGS	Switzerland	Industrial Goods and Services	-0,85%	2006
SIEGFRIED HOLDING	Switzerland	Health Care	-0,37%	2020
SIG COMBIBLOC	Switzerland	Materials	-0,22%	2020
SIKA	Switzerland	Materials	-2,99%	2014
SONOVA	Switzerland	Health Care	-0,88%	2021
STRAUMANN HOLDING	Switzerland	Health Care	-1,95%	2014
SWISS LIFE HOLDING	Switzerland	Financials	-0,46%	2015
TECAN	Switzerland	Health Care	-0,26%	2018
UBS GROUP	Switzerland	Financials	0,20%	2006
VAT GROUP	Switzerland	Industrial	-0,92%	2016/2019
VZ HOLDING	Switzerland	Financials	-0,35%	2014
ZURICH INSURANCE GROUP	Switzerland	Financials	0,34%	2014

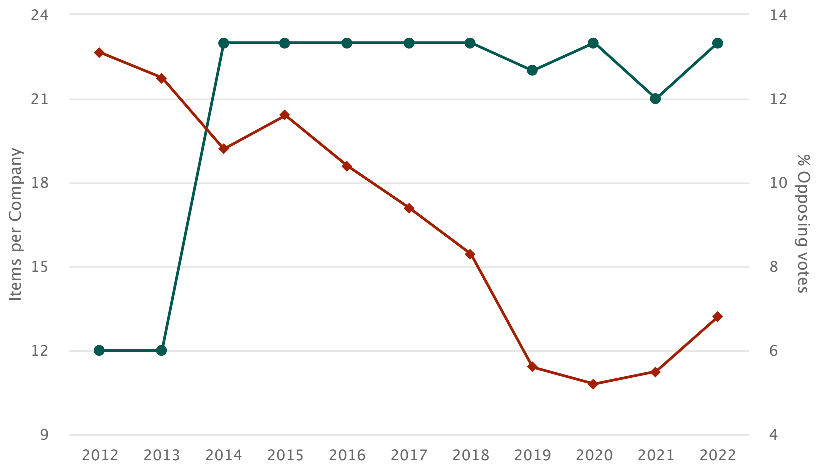
The full detail of any portfolio company is available on www.cadmos.ppt.ch

Active
Voting & Stewardship

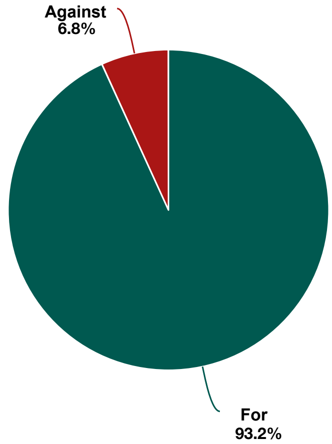


We vote and sharpen our insight into each company

Voting trends



For / Against Management



Of the total 793 votes that we cast in 2022, 6.8% were against management recommendations. The slight increase is linked to the introduction in 2022 of new climate components within our voting guidelines. The latter are now aligned with our portfolio-related climate risk strategies and guided by the TCFD framework. The information obtained from voting continues to sharpen our insight into the governance, management and financial structure of each company.

In 2022, higher impact companies which did not have clear sustainability committees, decarbonization strategies and in particular remuneration programs linked to ESG targets saw more opposing votes on their Board members or remuneration plans. We opposed at least one item at 62% of our companies, which is a mark of how seriously we take our role as active shareholders. The vast majority of our portfolio companies do not however present controversial governance issues. We opposed none or only one item at 60% of our portfolio companies.

We opposed two or more items to the remaining 40% of companies. The items that once again elicited most of our oppositions were linked to the structure and independence of the board of directors. We urge these four companies (ALSO Holding, Compagnie Financière Richemont, LEM and VZ Holding), to improve the independence of their board of directors.

The portfolio managers define their voting positions by studying the analyses of annual general meetings (AGMs) and the voting recommendations supplied by Glass Lewis. They have the rights and the duty to deviate from the proxy's recommendations, should they find that (advisor and provider of governance services) these do not take full account of the companies' business models and particularities or do not correspond to our internal voting guidelines.

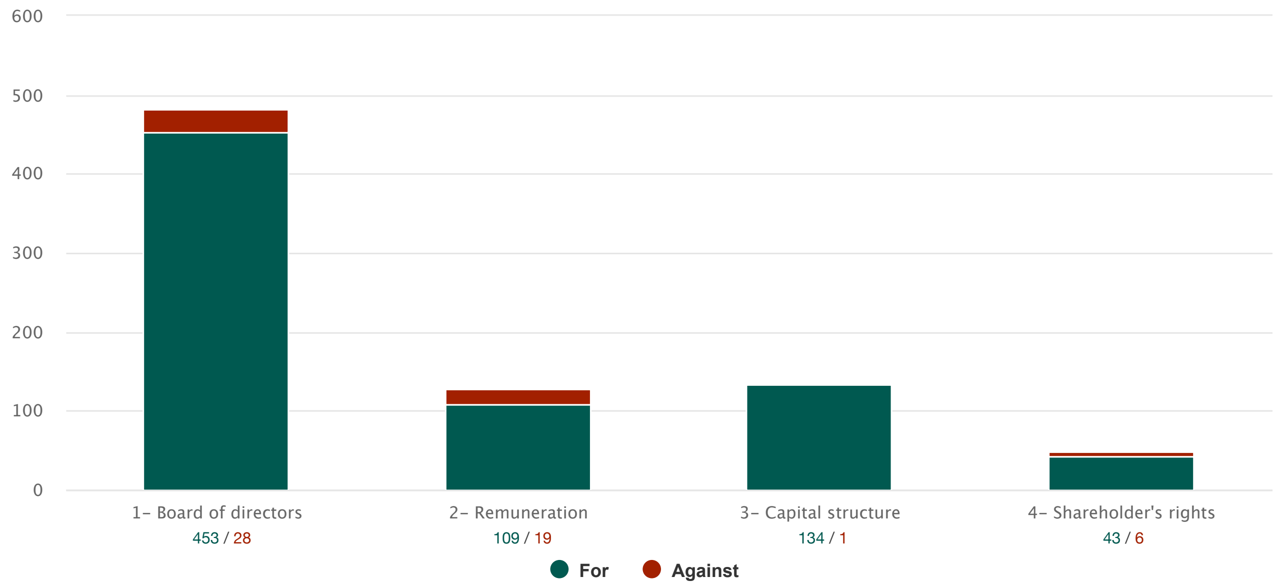
When we feel it can accelerate a company's transition, we do not hesitate to collaborate closely with other investors to co-file a shareholder resolution.

In 2022, the voting items per company remains relatively stable while the percentage of opposing votes increased as mentioned above due to the new climate voting policy. This illustrates the overall good governance of Cadmos investee companies, but we should keep in mind that improvements can still be made in particular in light of the climate urgency and pressure on companies to act.

We were able to vote on all companies of the voting equity securities that were in the Fund at the time of the AGMs. This means that we actually exercised 100% of the voting rights of our portfolio companies since the AGM of Schindler happened after the company exited the fund.

Voting is first and foremost a financial responsibility

Distribution of votes & oppositions by topic



61% of all items submitted to the vote in 2022 concerned the board of directors. The skills, independence and availability of a board of directors are critical to a company's future.

The board of directors, with 28 oppositions representing 52% of all votes against management, and the remuneration, with 19 oppositions representing 35% of all votes against management, were the most contentious categories in 2022. A lack of board independence and excessive, poorly designed or opaque remuneration structures mostly explain these votes.

The board of directors sets the strategy to follow, appoints executive management that will implement it, and sanctions them if the objectives are not reached. In order to reach those goals, the board of directors must consist of a coherent, available and competent team, which should be able to debate freely and evaluate openly the performance of general management. This applies particularly well for companies without a controlling shareholder. In more tightly held family- or founder-led structures however, the control function of the board of directors is often times lacking or almost inexistent. Even though we knowingly also invest in these companies, it is our duty to promote best practices and reduce this material risk.

Transparent remuneration structure has always been an important topic for the Cadmos funds. For our investors, we need to have the ability to assess the correspondence between the company's performance and the remuneration proposed. With the necessary transparency, our portfolio managers are better equipped to judge whether senior managements' interests are aligned with our own. We encourage the companies to work with two types of capped variable pay. The annual bonus rewards individual performance during the year but must also depend on the company's results. However, we prefer long-term remuneration plans, paid in shares or options, based on demanding performance targets tied to the company's results in the following three years.

It is undeniable that investors like Cadmos have led to improved corporate governance, particularly among companies with a more mixed shareholder base. But much can still be done to ensure the independence and appropriate mix of attributes and expertise of some companies' boards.

We do not delegate – Portfolio managers exercise their voting rights directly

Summary Table

Portfolio as at 31.12.2022	Country	Description	Total Resolutions	Total Against
ALCON	Switzerland	Voted	23	0
ALSO HOLDING	Switzerland	Voted	20	6
BACHEM	Switzerland	Voted	17	4
BARRY CALLEBAUT	Switzerland	Voted	26	2
BELIMO HOLDING	Switzerland	Voted	19	0
BKW	Switzerland	Voted	18	1
COMPAGNIE FINANCIERE RICHEMONT	Switzerland	Voted	33	3
DAETWYLER HOLDING	Switzerland	Voted	22	0
DOTTIKON	Switzerland	Voted	13	2
EMMI	Switzerland	Voted	21	1
EMS CHEMIE	Switzerland	Voted	11	1
GEBERIT	Switzerland	Voted	17	2
GEORG FISCHER	Switzerland	Voted	22	0
GIVAUDAN	Switzerland	Voted	21	0
INFICON HOLDING	Switzerland	Voted	16	0
INTERROLL HOLDING	Switzerland	Voted	15	1
KUEHNE & NAGEL	Switzerland	Voted	23	4
LEM	Switzerland	Voted	19	4
LOGITECH	Switzerland	Voted	29	0
LONZA GROUP	Switzerland	Voted	23	3
NESTLE	Switzerland	Voted	28	3
NOVARTIS	Switzerland	Voted	56	2
PARTNERS GROUP	Switzerland	Voted	24	0
ROCHE HOLDING	Switzerland	No voting rights	0	0
SCHINDLER HOLDING (Out)	Switzerland	Exit before AGM	0	0
SGS	Switzerland	Voted	23	1
SIEGFRIED HOLDING	Switzerland	Voted	22	3
SIG COMBIBLOC	Switzerland	Voted	24	0
SIKA	Switzerland	Voted	22	1
SONOVA	Switzerland	Voted	24	1
STRAUMANN HOLDING	Switzerland	Voted	23	3
SWISS LIFE HOLDING	Switzerland	Voted	25	1
TECAN	Switzerland	Voted	22	0
UBS GROUP	Switzerland	Voted	27	1
VAT GROUP	Switzerland	Voted	22	0
VZ HOLDING	Switzerland	Voted	15	4
ZURICH INSURANCE GROUP	Switzerland	Voted	28	0

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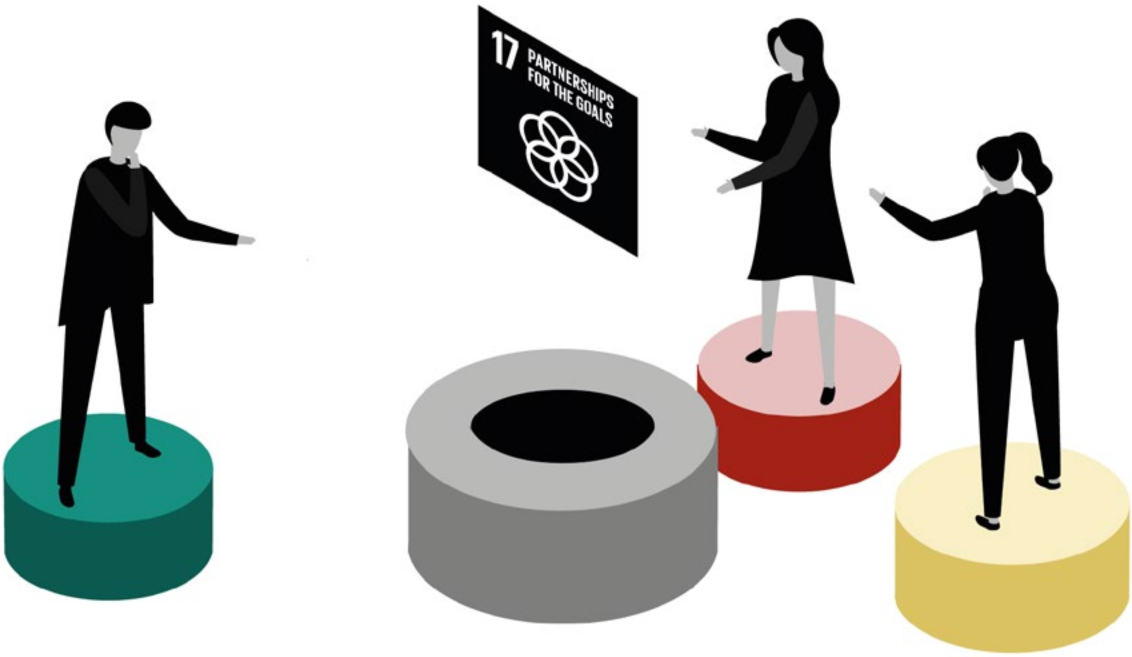
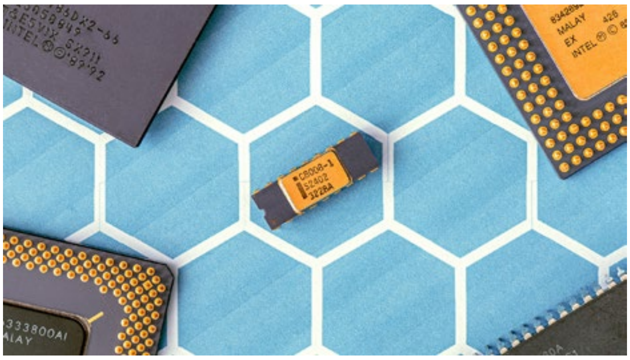
Active
Engagement & Impact



Engagement & Impact Stories



VAT GROUP

Accelerating the energy transition

VAT Group is a global leader in the production of high-end vacuum valves that has been a part of the Cadmos Swiss Engagement Fund since 2016. This lesser known company boasts an impressive market share of over 50% in its industry, with dominance in the semiconductor sector, display technology, solar cells, and other industrial applications. This dominance is a testament to VAT's state-of-the-art manufacturing capabilities, strong customer relationships, and a relentless drive for innovation, which all serve as significant barriers to entry for potential competitors. This year we further enhanced our relationship with VAT as we had our fifth engagement meeting with the group. Despite a relatively small market Cap, provides relatively high transparency level on ESG and particularly on its main issues.

VAT Group as a component manufacturer is less carbon intensive than companies participating in the other stages of production, however there is a clear recognition within the company that it has a role to play in addressing climate change. A positive step in this direction has been their decision to source 100% of the electricity for their Swiss operations from renewable sources. This, coupled with their commitment to join a consortium aiming to eliminate greenhouse gas emissions in the semiconductor industry by 2050, shows a willingness to contribute to the broader sustainability effort.

The portfolio manager was following the company for many years and knew of the quality of the business model and the management. When we started investing and engaging with VAT group in 2017 the sustainability reporting was ill-defined and at basic level. It was hard to find comparable sustainability data, evidence-based information that facilitates comparison of non-financial information over 3-5 years and with peers. While extensive business context was provided, materiality and method for collecting sustainability data was not explained. External assurance was limited to consolidated financial statements. Most external ESG ratings of VAT were catastrophic but we knew we could help the company in its sustainability journey. Indeed, VAT Group released its first sustainability review in 2022, which was a promising development. This was a clear answer to our formulated recommendation in 2017 that VAT should frame and communicate its sustainability performance by starting to use the GRI standards for sustainability disclosures.

Since 2017, we note that VAT Group has made strides in enhancing the environmental sustainability of its operations. For instance, they have implemented a new, less energy-intensive groundwater cooling system at their main Swiss production facility, which has also led to a more efficient and healthier working environment. Their commitment to recycling is also commendable, with over 60% of their waste currently being recycled. Furthermore, the variable compensation of top management includes some consideration of ESG performance. We also note that, even if, as of now, VAT Group does not refer to the UN Global Compact, or the SDGs in its reporting, the company has taken a positive step with the main aspects of VAT's ESG reporting following the GRI standards.

In our 2022 engagement meeting, the company has been receptive to our input on the importance of labor standard compliance in their supply chain, and the opportunity to highlight the positive impact of their products. However, we stress the need for concrete action and clear reporting on these aspects. For example, VAT has established, as a first step, a formal health and safety policy and conducts safety-related training for its employees.

In summary, while VAT Group is a dominant player in its industry and has made some positive steps towards sustainability, there is a clear need for more explicit commitments and actions. VAT is comparatively a small company, and we can understand that it is not easy to adapt quickly to international best practices. We however look forward to continuing our engagement and encouraging further pragmatic progress in their sustainability practices and transparency. This will become increasingly important for all companies as investors look for companies which can showcase positive social impacts while simultaneously avoiding causing social or environmental harm.

GIVAUDAN

9th consecutive engagement meeting with Givaudan

Givaudan is a Swiss multinational that has been an integral part of the Cadmos Swiss Engagement Fund since 2014. The company is a prominent global player in the creation of flavors, fragrances, and active cosmetic ingredients. With more than 70 production sites spread across all continents, Givaudan's operations cover the gamut of taste and wellness, with expertise in various categories, including dairy, sweet goods, beverages, savory, and snacks. The fragrances division specializes in fine fragrances, consumer products, and fragrance ingredients. Operating in such a vast scale, Givaudan's actions resonate deeply within its labor force, environment, supply chains, and local communities. Therefore, their stance as a responsible employer and ethical business entity carries considerable significance.

As a holding of the Cadmos Swiss Engagement Fund, we have completed nine engagement cycles with Givaudan. Throughout this time, we have seen a marked commitment to enhancing their sustainability and ethical business practices based on our discussions and recommendations.

Since our initial engagement meeting in 2014, we urged Givaudan to revise their 2009 Code of Conduct, acknowledging the evolving corporate and social environment. This recommendation was taken to heart, and by the end of 2016, they had launched a comprehensive "Responsible Sourcing Policy", encompassing a refreshed set of principles of conduct, now publicly available on their website.

Following our critique of potential vulnerabilities in their integrity and compliance framework in 2019, Givaudan moved to bolster this area. They appointed a dedicated compliance manager, initiated a comprehensive review of the Code of Conduct, and implemented a compliance hotline, enhancing their commitment to ethical business conduct.

The 2020 engagement meeting was particularly impactful. Our discussions on the lack of uniformity in their sustainability disclosure were noted by Givaudan. They have committed to simplify and consolidate their sustainability reporting, aiming for greater transparency and user-friendliness. Further evidence of their commitment to sustainability came in 2021, with the rollout of a new five-year plan, 'Committed to growth, with purpose.' Unlike the vague targets of the past, this new strategy promises concrete and measurable goals. Responsibility for sustainability management was assigned to the Head of Global Procurement and Sustainability, demonstrating an organizational commitment to this critical area.

Presently, Givaudan stands out as a responsible business entity, dedicated to the integration of ESG factors into their operations. They are clearly dedicated to upholding labor rights, ensuring environmental sustainability, and maintaining ethical conduct. They actively engage with their stakeholders, fostering a dialogue to ensure transparency and open communication. Givaudan's commitment to aligning their investment strategy with ESG principles mirrors Cadmos' vision. They have demonstrated their value as a crucial part of our portfolio, making them a reliable engagement partner. We anticipate fruitful engagement and progressive outcomes for the strategic integration of sustainability in the coming years.

In 2020, we also included Givaudan in our Engagement for SDG Impacts. We highlighted to Givaudan's management the importance of the SDG's and how social impacts through partnerships can contribute to the quality of the company's business model. We introduced the idea of further strengthening their existing partnership with the Earthworm foundation on regenerative agriculture. Since fall 2020 we decided to accelerate the current pilot program with Earthworm with an objective for 2025 of having 1 million hectares moving towards regeneration, 20 leading brands driving soil health in supply chain and 100 million of incentives unlocked for transition, through an innovative financing mechanism blending private and public capital. In 2022, we introduced our impact partner Trustwork that engages companies to prevent conflict, promote stability and foster peace-positive development. Peace Finance is increasingly gaining attention as we witness the spread of international conflict and political instability worldwide. Givaudan is highly reliant on a complex supply chain covering fragile or conflict affected areas (e.g. flavors in Pakistan or Myanmar, raw material sourcing in Madagascar, Comoros, etc.). Givaudan's Human Rights policy does currently not specifically mention heightened due diligence in Fragile and Conflict affected Setting. We recommend the company to incorporate conflict sensitivity into core company policies (including Givaudan's Human Rights Policy and Roadmap, its Sustainability Strategy, etc.) to ensure enhanced due diligence in FCS., TrustWorks had for the first time a fruitful engagement with Givaudan on "Peace and Stability". Givaudan expressed some interest in this new topic and we expect to be able to follow-up and provide support for this integration in the coming years.

Engagement Intensity by Key Material Sustainability Topic

Product Environmental Impact
Companies are expected to promote practices such as environmental responsibility, resource efficiency and pollution prevention across the full life cycle of their products and services.

Supplier Environmental Impact
Companies are expected to apply due diligence in their relationship with suppliers to prevent and mitigate negative environmental impacts and to engage with them to promote and foster positive environmental impacts.

Impact on Communities and Peace
Companies are expected to assess the rights and interests of communities, identify potential positive and negative impacts, avoid or mitigate negative impacts, foster positive impacts and establish engagement procedures.

Core Labor Standards Compliance
Companies are expected to exceed core labor standards (freedom of association, collective bargaining, forced or child labor, discrimination, health and safety, etc.) and not contribute to violations through their business relationships.

Business Integrity and Compliance
Companies are expected to maintain compliance and demonstrate their adherence to integrity, governance, and responsible business practices (bribery, money laundering, collusion, tax evasion, fraud, insider trading, etc).

Climate Change Impact
Companies are expected to cut GHG emissions in their own operations and value chains, foster low-carbon solutions, and mitigate and/or adapt to the impacts of climate change.

Product Social Impact
Companies are expected to exercise due care and foresight in their management of products and services to systematically prevent potential negative social impacts or foster positive impacts along the full life cycle.

Supplier Social Impact
Companies are expected to apply due diligence in their relationship with suppliers to prevent and mitigate negative social impacts and to engage with them to promote and foster positive social impacts.

Employee Loyalty and Skills
Companies are expected to foster a loyal and diverse workforce by acknowledging, understanding and proactively using differences among people to strike a balance that benefits the business.

"Human rights do not appear as a single topic. Instead, particularly in the light of the UN Guiding Principles on Human Rights, they are considered overarching, and are integrated into all nine topics."

Companies from the Fund as of 31.12.2022 as well as companies that exited the Fund but were engaged by Cadmos.

Product Environmental Impact
Daetwyler Holding AG
EMS-Chemie Holding AG
Geberit AG
Georg Fischer AG
Logitech International SA
Nestle SA
Sika AG

Climate Change Impact
BKW AG
Kuehne + Nagel International AG
Partners Group Holding AG

Supplier Environmental Impact
Cie Financiere Richemont SA

Product Social Impact
Lonza Group AG
Sonova Holding AG
Straumann Holding AG
Swiss Life Holding AG

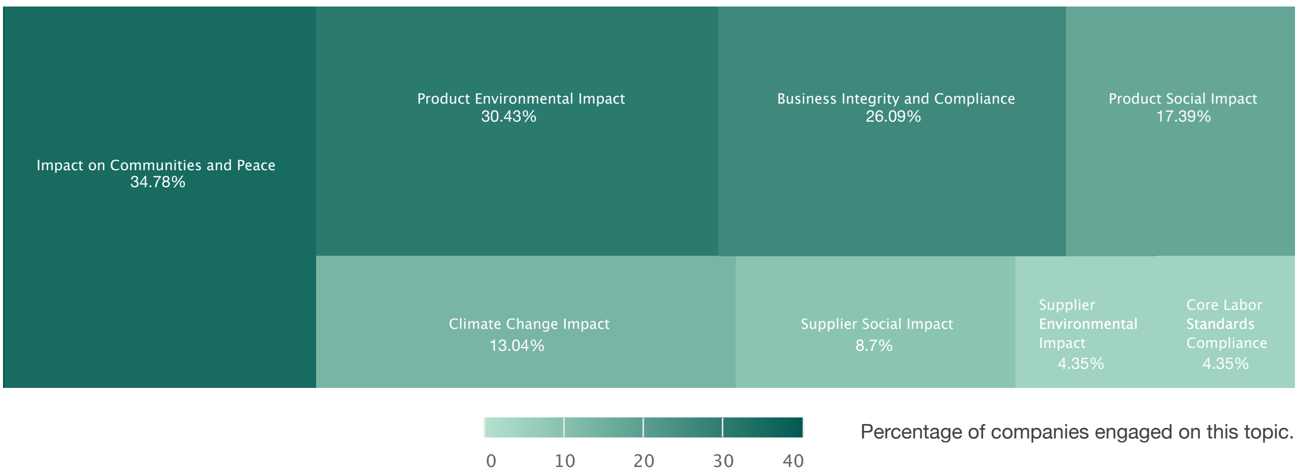
Impact on Communities and Peace
Geberit AG
Givaudan SA
Nestle SA
Novartis AG
Partners Group Holding AG
Roche Holding AG
SGS SA
Sika AG

Supplier Social Impact
Barry Callebaut AG
Givaudan SA

Core Labor Standards Compliance
VAT Group AG

Business Integrity and Compliance
Belimo Holding AG
Georg Fischer AG
Novartis AG
Roche Holding AG
SGS SA
UBS Group AG

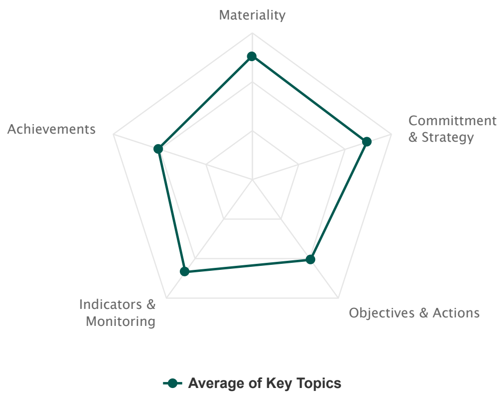
Key sustainability topics



Percentage of companies engaged on this topic.

We conduct a robust sustainability assessment of all portfolio companies

PREPAREDNESS ON THE KEY SUSTAINABILITY TOPICS

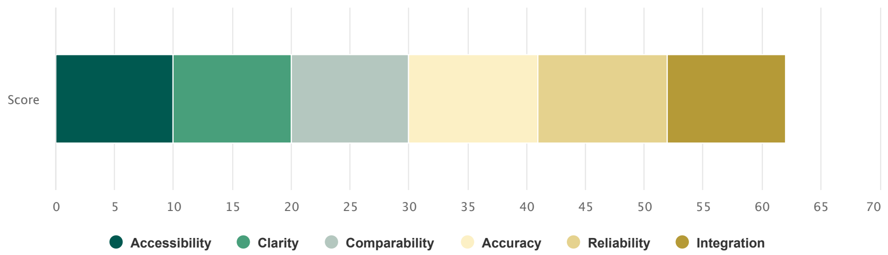


We assess and benchmark a company's preparedness to address its key material sustainability topics. Preparedness is assessed according to five criteria that draw heavily on the UN Guiding Principles.

The portfolio companies' average score for preparedness on key topics is 76%. A score of 100 % reflects absolute best practice by all the companies in the Fund in relation to their respective key topics, for all five indicators (Materiality, Commitment and strategy, Objective and Actions, Indicators and Monitoring, and Achievements).

Most companies are well positioned to manage their key material topics. The key gaps are found in the criteria "Objectives and Actions" and "Achievements". We often engage companies to set tangible short-term and long-term objectives, to develop a comprehensive set of actions and to report on positive and negative achievements.

QUALITY OF REPORTING

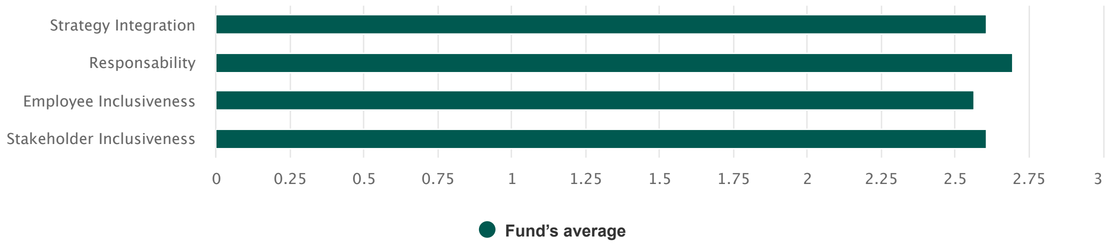


The assessment of reporting quality comprises six criteria: accessibility, clarity, comparability, accuracy, reliability and integration, to determine how well the company's publications address the most material topics.

The portfolio companies' average score for quality of reporting is 71%. A score of 100 % reflects absolute best practice by all the companies that we assessed, for all six indicators.

We invest in companies that are among the best at communicating about their ESG challenges and opportunities. ESG communication is however becoming increasingly complex and we often help the companies to streamline their communication and in particular regarding clarity, objectivity, balance, comparability and to better link ESG impacts to the bottom line, top line or risks.

SUSTAINABILITY ORGANISATION

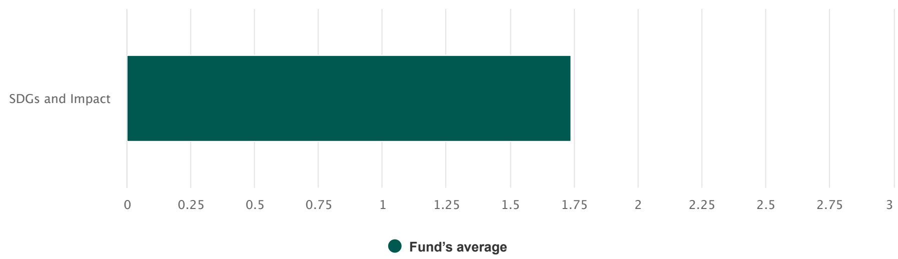


We also assess each company's sustainability organisation and governance. Four criteria measure the extent to which sustainability is integrated into the company's organisation and governance.

The portfolio companies' average score for quality of sustainability organization is 2.62 from a maximum of 3, i.e. 87%. A score of 100% would reflect absolute best practice by all the companies that we assessed, for all four indicators (Strategy Integration, Responsibility, Employee Inclusiveness and Stakeholder Inclusiveness).

Most portfolio companies have already well integrated sustainability within their governance structure. The most frequent weaknesses we tend to engage on are linked to the insufficient involvement and engagement with either the employees or the stakeholders.

REFERENCE TO IMPACT AND EXTERNALITIES



We also assess quantitatively how closely companies showcase their purpose and positive impacts, adhering to double materiality reporting typically using the Sustainable Development Goals.

The portfolio companies' average score for SDG's and Impact is 1.74 from a maximum of 3, i.e. 58%. A score of 100% would reflect absolute best practice by all the companies that we assessed, for all four frameworks.

We almost systematically engage companies to better integrate the positive impacts of their business model SDG's into their business model and put more emphasis on the SDG's. We encourage companies to scale-up existing initiatives through strategic partnerships, sector-wide initiatives, private -public partnerships or blended finance mechanisms. Our "SDG Engagement" is specifically designed to support the companies in this endeavor.

Examples of gaps and recommendations

UBS

Gaps and recommendations regarding some reference to sustainability frameworks, as well as Sustainability organization and other general topics were addressed. These are 3 of the 8 gaps and recommendations formulated during our 2022 engagement meeting.

Gap 1
The materiality explanations of UBS do not reflect the company's external impacts in the defined sustainability topics.

Recommendation 1
The concept of "impact" gains importance. We encourage UBS to observe these developments within GRI and with regard to EU regulation closely and to incorporate the notion of impacts more thoroughly in the reports.

Gap 2
Underlying targets of the SDGs are not referred to in the reporting.

Recommendation 2
We see an opportunity to further embed the SDGs in UBS's sustainability management by referencing the underlying SDG targets or by alignment the timeline for goals with the SDGs, i.e. 2030.

Gap 3
Management's performance is assessed against ESG-related parameters. However, UBS does not disclose which ESG indicators are part of the scorecards.

Recommendation 3
Credibility for the thorough implementation and prioritization of sustainability-related issues in the organization can be enhanced if the company provides transparency about the ESG indicators (or at least topics) against which decision-makers' performance is assessed.

Straumann Holding

Gaps and recommendations regarding some reference to sustainability frameworks and sustainability organization were addressed. These are 3 of the 10 gaps and recommendations formulated during our 2022 engagement meeting.

Gap 1
So far, Straumann does not refer at all to the SDGs though it could align some of its commitments to specific goals or even sub-targets.

Recommendation 1
SDG number 4 (quality education), 5 (gender equality), 12 (responsible consumption and production) and 16/sub-target 16.5 (reduce corruption and bribery) could be of prior relevance for Straumann. It is recommended to keeping an eye on the SDGs identified as relevant in the context of the announced formulation of the strategic sustainability goals, ideally aligning with them.

Gap 2
Both, the interactive data charts online and the Basis for Reporting 2016 document are informative, but not yet aligned with Unilever's Sustainable Living Plan (USLP) reporting logic.

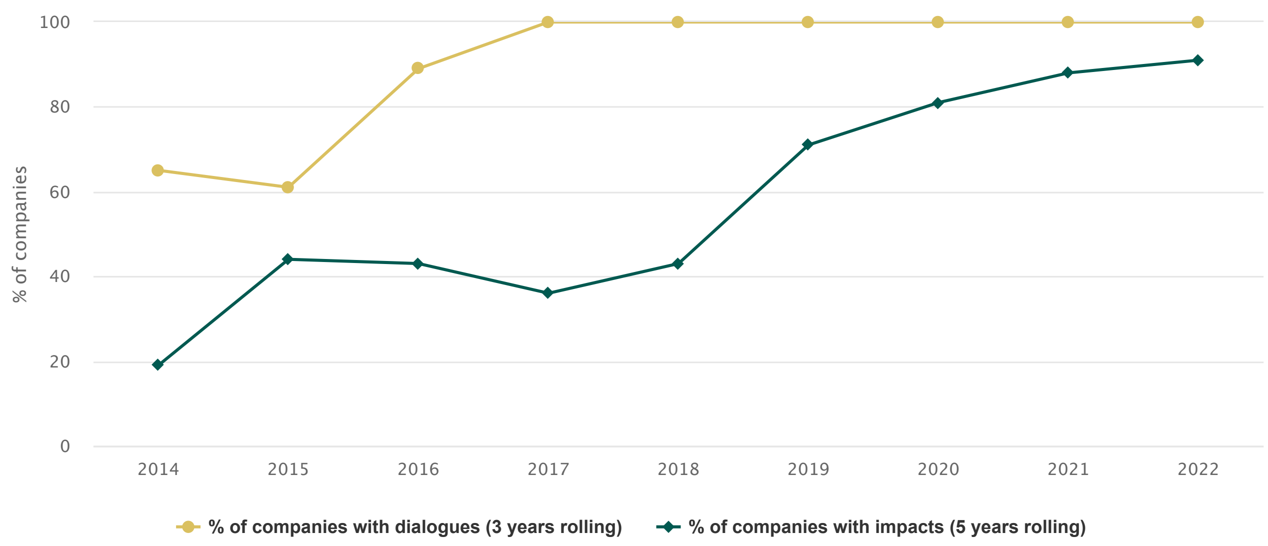
Recommendation 2
Further align the interactive data charts online and the Basis for Reporting document with the USLP reporting logic. Also, seek external assurance for all sustainability information made public through the reporting.

Gap 3
At the management level, the necessary leadership to anchor sustainability more comprehensively and credibly is still lacking.

Recommendation 3
Measurable sustainability targets should be defined for all business managers, which are taken into account in the calculation or payment of remuneration.

We actively help companies progress on the strategic integration of their key sustainability topics

Engagement for ESG Progress — Achievements



At the end of 2022, we had already an open dialogue with 29 or 100% of the engaged portfolio companies we assessed. 21 companies or 91% of long-term holdings improved on weak points raised previously and implemented our recommendations linked to the strategic integration of sustainability into their business models.

In 2022, we further increased our outreach and capacity to generate impact at Swiss companies from 88% to 91% of all the portfolio companies we hold since at least 5 years. Back in 2019, we had already reached our five-year objective to create impact at a majority of our portfolio companies.

Our recommendations are formulated on identified gaps, which become visible through our systematic yearly assessments. Together with our external experts, we assess key material topics for each company according to their core business activities. For the Cadmos Swiss Engagement Fund, three key topics stand out as the most financially material to the universe of companies in the Fund: which are, “Impact on Communities and Peace”, “Product Environmental Impact” and “Business Integrity and Compliance”.

Our engagement targets for the Cadmos Swiss Engagement Fund are ambitious. The first target is to create a dialogue with each company we engage within three years. We have reached and maintained this objective since 2017, having engaged with all the companies that have been in the Fund in the past six years. In the last engagement cycle of 2022, we engaged with 23 companies and 20 of them for at least five consecutive years.

Moreover, to provide a transparent measure of the impact of our engagement with the companies, we measure the engagement level of each company. Only when a company reaches level 5 (engagement for ESG progress – level), signifying that it has acted on one of our recommendations regarding the strategic integration of sustainability, we consider that we have made the desired impact as responsible shareholders. For the Cadmos Swiss Engagement Fund we aim to generate positive impacts within five years at a majority of our portfolio. Having already reached our ultimate target in 2019, we are now building on it by impacting 91% of companies in the Fund’s long-term holdings. During the period under review, eighteen companies (Belimo, BKW, Richemont, EMS, Geberit, Georg Fischer, Givaudan, Logitech, Lonza, Nestlé, Novartis, Partners Group, Roche, SGS, Sika, Straumann, Swiss Life Holding and UBS.) acted on our recommendations and improved on at least one weak point raised the year before.

The Cadmos engagement impacts stand-out as they are the results of multiple engagement meetings spreading over multiple years. We want to embed sustainability in the strategic and operational decisions of our portfolio companies. We want to further accelerate the sustainability transition of the companies we invest in and are not looking for a flash in the pan. The more detailed descriptions of our engagement meetings with Givaudan and VAT Group within this report do attest of our long-term oriented impact philosophy. Please also refer to our previous reports highlighting our multi-year engagement impacts at BKW, Sika, Givaudan, Partners Group, Straumann or Logitech.

In 2022, BKW's Sustainability Manager and the Head of Accounting & Tax highlighted major improvements based on our recommendations. For instance, BKW introduced a second comprehensive sustainability report detailing its GHG emissions. The company also joined the Carbon Disclosure Project (CDP), demonstrating heightened transparency. BKW's also refocused its sustainability agenda now emphasizing specific SDGs, paving the way for ambitious environmental targets and more sustainability metrics.

Also in early 2022, Partners Group launched its revised sustainability strategy, adhering to our prior recommendations to set practical, measurable ESG targets for its holdings. Following advice to detail its efforts to minimize investment environmental impact, Partners Group published a thorough "Decarbonisation Infrastructure" research paper. The meeting included the Head of Corporate Development, ESG specialist, and the Chairman of Sustainability, PG's former Co-CEO until 2021.

Altogether, since the launch of the Fund in 2014, we have recorded 76 instances of companies' positive engagement based on their improvement upon a specific point in response to the suggestions provided by Cadmos. Detailed assessments and engagement feed-backs on all companies are provided within our Integrated Performance Reports (IPR's), available to all Cadmos investors on request. A sample IPR is available within this report.

Social Impact Partnerships leading to tangible impacts

Level of Engagement for SDG Impacts – SDG 17

We selected 22 portfolio companies to engage on tangible SDG impacts. 21 or 95% of them expressed interest in identifying together with our social impact partners, how they can best progress on the SDG journey. We are already developing a partnership with 4 companies (Nestlé, SGS, Straumann and Novartis) to create additional social impact and make the SDG's a source of business value.

4	**SDG Impact Partnership in development** **Level 4**
6	**In-depth SDG Impact partnership assessment conducted** **Level 3**
10	**Participated to follow-up meetings dedicated to the SDGs** **Level 2**
21	**Expressed interest for a SDG dedicated follow-up meeting** **Level 1**

We encourage all portfolio companies to create superior value by embedding the SDG's and positive impacts in their business models. Creating real value from the SDGs take deep commitments that only few companies have truly achieved. These engagements are backed with the expertise of our social impact specialists at Kois, Kite Insights, TrustWorks, PeaceNexus, Earthworm, BHP as well as other selected organisations. The objective of these specific engagements is to support portfolio companies to harness partnerships (SDG 17) to advance the SDG's at a greater pace and with greater effectiveness than they could alone. Our experts provide support and foster the development of tangible social impact projects including targeted blended finance instruments such as social impact bonds, partnerships with social enterprises, capacity building and executive training. Together with our social impact partners, we developed a healthy pipeline of 10 interested companies (45% of the engaged companies). These are the companies with an engagement level on SDG 17 for tangible SDG Impacts of 2 and above. This high number illustrates the interest companies have in making the Goals a driver of growth and embed the SDGs into their business, making them a key driver of decision-making and an integral part of strategy and operations.

Since 2017, we engage with Nestlé's management on the importance of the SDG's and how social impact through partnerships (SDG 17) in particular can contribute to the quality of the company's business model. Nestlé seemed particularly interested in the mechanisms to finance various positive externalities linked to some ongoing projects. Several meetings were held with the Earthworm Foundation on the topic of regenerative agriculture (SDG 15) and with the TrustWorks or the PeaceNexus Foundation on conflict-sensitive human rights impact assessment and responsible sourcing from conflict-affected countries (SDG 16). Nespresso already highlighted their contribution to peace at the launch event of the Peace Investment Fund in November 2018. PeaceNexus and TrustWorks are exchanging with Nespresso on individual initiatives or partnership on conflict-sensitive coffee sourcing. These partnerships not only illustrate the enduring beneficial effects of our involvement, but also underscore its sustained significance throughout the years. In past years, Nestlé and PeaceNexus already joined forces to advance the United Nations Global Compact Action Platform to increase company contribution to achieve SDG 16. In 2021 we continued our discussion on strengthening conflict sensitivity in the company's supply chain and explored collaboration on the development of SDG 16 pilot projects. We also discussed the company's response to the February 2021 military coup in Myanmar, and how the company could strengthen its public reporting about this. In 2022, using the new methodology, TrustWorks had a fruitful engagement with Nestle. The company congratulated the team on the impactful slides, indicating that they had been shared with the relevant teams; company expressed significant interest in the topic; TrustWorks has followed up with the company on a confidential basis.

Since 2017, we have engaged with SGSs management on the importance of the SDGs and how social impacts through partnerships (SDG 17) can contribute to the quality of the company's business model. In early 2017, the company did set up a pilot training program for unemployed youth in South Africa through its SGS Academy business line. Half of the trainees were employed in other companies after 6 months. In 2018, we followed-up with SGS in order to scale this first pilot project. We initiated a meeting with the Swiss Development Cooperation and SGS to present the project, potentially to join forces and discuss on how to structure a build-up. Other meetings were held with SGS in 2019 and 2020 on how to scale up this powerful project to reach a significant social and economic impact. In 2022, we participated to a new workshop we organised together with the Swiss Development Agency on blended financing and public-private partnerships. The SDC presented a case of public private partnership co-financed with Geberit for a plumber vocational training program in Ukraine.The SDC made an inspirational presentation motivating firms to elaborate similar initiatives. SGS was inspired and several follow-up meetings were organised together with SDC and SGS Academy. We hope to see good news in relation to this public-private partnership.

We started engaging Novartis on Peace and Stability in 2019. In 2022, we also mentioned various impact financing approaches which can help create larger-scale and/or more sustainable impact vs. traditional grant-based funding. For instance, by investing in impactful businesses, deploying results-based financing and "only pay for what works" or building public-private partnerships for impact. Novartis was particularly interested by a project from KOIS in sustainable eyecare financing in low-income country setting and was ready to follow-up with us on that topic.

Our engagement on Peace and Stability is hence further advanced. In the 2020 annual engagement meeting and during multiple follow-up calls, PeaceNexus raised the importance of understanding the social-political context and being conflict-sensitive when designing partnerships that improve patient reach and drive positive societal outcomes. Peacebuilding embeddedness remains on a good level at Novartis. Relevant issues are addressed in the company's strategies, management approaches and activities – whereby processes are elaborated in varied detail in the areas of labor issues, sourcing, and local and global engagement. Commitments regarding labor topics are expressed in strategic documents and details of implementation are given. The Third-Party Code outlines social, ethical, and environmental requirements that business partners must adhere to. Audits on labor rights and human rights assessments were conducted or are planned to be implemented in countries such as Bangladesh, Mexico, or Russia. Novartis further engages in capacity-building activities with suppliers and business partners as part of its involvement in the Pharmaceutical Supply Chain Initiative. By working with host communities and joining forces with local and international stakeholders and partners, Novartis is creating local impact and improving access to healthcare services in Kenya, Vietnam, Bangladesh, and other places. The company is also a member of various global initiatives that focus on sector- or topic-specific sustainability challenges. In the 2022 cycle, we continued the conversation on embedding conflict sensitivity within Novartis policies and procedures in fragile settings. A partnership with PeaceNexus was formalised in 2022 and is ongoing, focusing on developing principles and guidance to strengthen the human rights and conflict sensitivity capacities of decision makers in fragile markets Novartis is also exploring measurement frameworks for the integration of human rights considerations and placing human rights impact assessments in the public domain. Several follow-up meetings were organised between Novartis and PeaceNexus. Novartis recognizes the importance of conflict sensitivity. It provides access to medicine in more than 30 conflict-affected and high-risk markets. Following a series of roundtables exploring the challenges facing Novartis staff in conflict affected countries, facilitated by PeaceNexus, Novartis joined forces with the foundation to strengthen its capacities to operate in these markets and contribute to social cohesion. A detailed needs assessment confirmed a strong interest among staff for guidance, training and tools to facilitate conflict-sensitive and human rights informed decision making in conflict-affected markets. Novartis is now developing a comprehensive support ecosystem to equip staff with the information and guidance needed to complement existing emergency management and business continuity systems, to further strengthen decision-making across a range of contexts. This ecosystem will also include tailored training approaches and a platform to enable continuous learning and sharing of best practices across Novartis. In the coming years, Novartis will build up and activate this support ecosystem. Its ambition to further improving human rights informed- and conflict sensitive business practices in conflict affected countries is captured in the CEO's ESG commitments for 2023.

Givaudan, Nestlé, Roche, SGS, Straumann and Novartis are the 6 companies with an engagement level for tangible SDG Impacts of 3 or more. With all these companies, we have either defined a clear impact target linked to specific SDGs or are fine-tuning our in-depth assessment to identify a specific topic or geographical area of focus. Further follow-ups with our social impact network of experts may result in tangible and additional SDG impacts with these companies.

No company refused to have an engagement meeting with us at this stage. Only one company (Barry Callebaut) showed a limited interest to further follow-up with us on the SDGs.

We measure the level of impact of our engagement

Summary Table

Portfolio as at 31.12.2022	Type of Meeting*	Dialogue within 3Y*	Impact within 5Y*	SDG Engagement** Type of Meeting	SDG Engagement** Level
ALCON	N/R	Less 3 years	Not started	Not Started	N/R
ALSO HOLDING	N/R	Less 3 years	Not started	Not Started	N/R
BACHEM	N/R	Less 3 years	Not started	Not Started	N/R
BARRY CALLEBAUT	On-site meeting	Yes (2022)	Yes (2021)	Conference Call	0
BELIMO HOLDING	Conference call	Yes (2022)	Yes (2022)	Conference Call	1
BKW	Conference call	Yes (2022)	Yes (2022)	Conference Call	1
COMPAGNIE FINANCIERE RICHEMONT	Conference call	Yes (2022)	Yes (2022)	Conference Call	1
DAETWYLER HOLDING	Conference call	Yes (2022)	In progress	Conference Call	2
DOTTIKON	N/R	Less 3 years	Not started	Not Started	N/R
EMMI	N/R	Yes (2021)	No impact	Conference Call	2
EMS CHEMIE	Conference call	Yes (2022)	Yes (2022)	Not Selected	N/R
GEBERIT	Conference call	Yes (2022)	Yes (2022)	Conference call	1
GEORG FISCHER	Conference call	Yes (2022)	Yes (2022)	Conference Call	1
GIVAUDAN	Conference call	Yes (2022)	Yes (2022)	In Person Meeting	3
INFICON HOLDING	N/R	Less 3 years	Not started	Not Started	N/R
INTERROLL HOLDING	N/R	Yes (2021)	No impact	Not Selected	N/R
KUEHNE & NAGEL	Conference call	Yes (2022)	Yes (2021)	Conference Call	1
LEM	N/R	Less 3 years	Not started	Not Started	N/R
LOGITECH	Conference call	Yes (2022)	Yes (2022)	Not Selected	N/R
LONZA GROUP	Conference call	Yes (2022)	Yes (2022)	Conference call	1
NESTLE	Conference call	Yes (2022)	Yes (2022)	On-Site Meeting	4
NOVARTIS	Conference call	Yes (2022)	Yes (2022)	Conference call	4
PARTNERS GROUP	Conference call	Yes (2022)	Yes (2022)	Conference Call	1
ROCHE HOLDING	Conference call	Yes (2022)	Yes (2022)	On-Site Meeting	3
SCHINDLER HOLDING (Out)	Exit	Exit	Exit	Conference Call	1
SGS	Conference call	Yes (2022)	Yes (2022)	On-Site Meeting	4
SIEGFRIED HOLDING	N/R	Yes (2021)	No impact	Not Started	N/R
SIG COMBIBLOC	N/R	Less 3 years	Not started	Not Started	N/R
SIKA	Conference call	Yes (2022)	Yes (2022)	Conference call	2
SONOVA	Conference call	Yes (2022)	In progress	Conference Call	1
STRAUMANN HOLDING	On-site meeting	Yes (2022)	Yes (2022)	On-Site Meeting	4
SWISS LIFE HOLDING	Conference call	Yes (2022)	Yes (2022)	Conference Call	1
TECAN	N/R	Yes (2021)	No impact	Not Started	N/R
UBS GROUP	Conference call	Yes (2022)	Yes (2022)	On-Site Meeting	2
VAT GROUP	Conference call	Yes (2022)	No impact	Not Selected	N/R
VZ HOLDING	N/R	Yes (2021)	No impact	Not Selected	N/R
ZURICH INSURANCE GROUP	N/R	Yes (2021)	Yes (2021)	Not Selected	N/R

(New)	Initial investment in the company
(Out)	Divestment of the company
*	Engagement for ESG Progress
**	Engagement for SDG Impacts
Level 5	Implementation of tangible impact projects
Level 4	Impact project in development
Level 3	In-depth impact or partnership assessment
Level 2	Follow-up meetings dedicated to impact and the SDGs
Level 1	Expressed interest in a dedicated SDG follow-up meeting
Level 0	No meeting or no interest to follow-up on SDGs or impact

The full detail of any portfolio company is available on www.cadmos.ppt.ch

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