

# »Engagement report



Engagement initiatives and activities

2025

Marketing document

## Table of contents

---

Engagement at Fisch Asset Management	3
Our Engagement Strategy	4
Direct Company Engagement	5
Collaborative Engagement	5
Engagement via external platforms	5
Engagement via external service provider	6

---



This report provides details about our Engagement activities in 2025 and aims to create transparency about our strategy.

## Engagement at Fisch Asset Management

---



**Joachim Corbach**  
Sustainability Specialist

Engagement is an important part of our Responsible Investment strategy. It helps us to better assess the environmental, social and governance (ESG) risks and opportunities of an issuer, and determine whether they are reflected in its valuation, while also having the possibility to influence the issuer's action to improve our sustainability goals.

In recent years, many positive experiences have shown us that continuous direct dialogue with the invested companies and collaborative engagement through cooperation with organizations are an effective approach to achieving positive sustainability and investment results. We therefore intend to continue or even expand our dialogue with issuers in the long term, in our own interests, in the interests of the companies and ultimately also in the interests of our clients.

With this report, we are pleased to provide further details about our engagement activities in 2025 and our aim to create transparency for our strategy.

We focus on engagement as part of Active Ownership. This is due to the allocation of the assets under management, focusing on various bonds strategies.

## Our Engagement Strategy

Fisch engages directly with companies or performs collaborative engagement on specific topics with the intention of improving the companies’ ESG performance, in order to reduce investment risks and gain insights with regard to ESG opportunities.

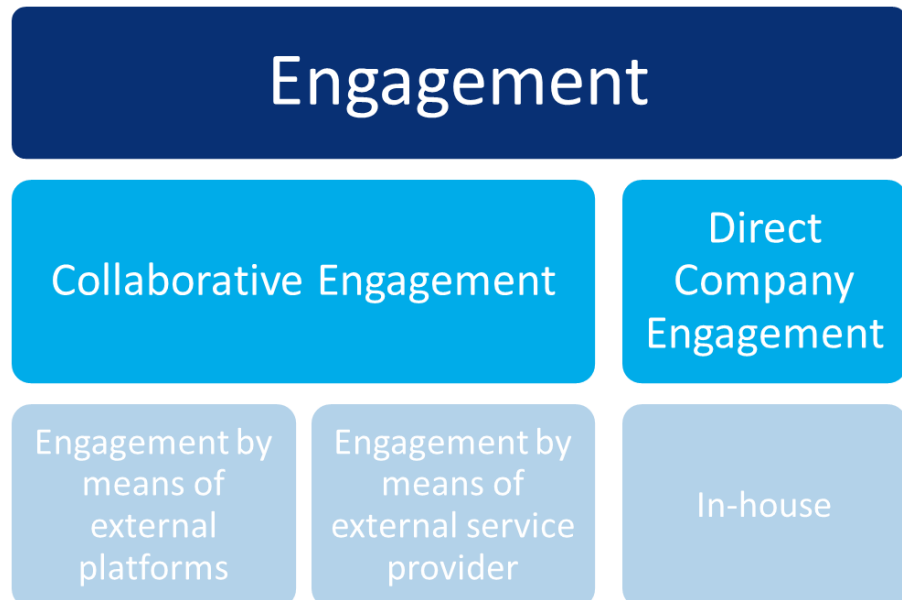
» **We perform engagement to reduce investment risk.**

Thomas Fischli Rutz,  
Head Emerging Markets

When undertaking **direct company engagement** Fisch focuses either on companies with a high ESG risk assessment or those displaying weaknesses or irregularities in regard to material ESG risks. Portfolio management conducts the dialogues and uses the insights gained for its company valuation. This means that Fisch monitors and documents whether the company has implemented the necessary steps to address and manage the issues that have been raised. Major environmental topics cover climate change, water stress, raw material sourcing and energy efficiency. Major social topics include product safety, labour management/diversity, data security and supply chain management. Major governance topics encompass independence of board structure, ownership of shareholder rights, corruption and business ethics.

In terms of **collaborative engagements**, we use external platforms, such as the Principles for Responsible Investment (PRI) Engagement platform, and participate in initiatives, such as Climate Action 100+. In doing so, we join both thematic and company targeted engagements. In addition, we work with Glass Lewis in terms of engagement services where we participate in their Active Stewardship Engagement programme. This programme is designed to protect long-term value by proactively engaging with companies on financially material ESG risks.

### Fisch Engagement strategy



## Direct Company Engagement

---

» Engagement is a core pillar of our sustainable convertible bonds strategy.

Stefan Meyer,  
Senior Portfolio Manager

Fisch is convinced the dialogues with investees help to better assess issuer's ESG risks and opportunities and determine whether they are reflected in the company's valuation. At the same time, engagement provides the opportunity to influence an issuer's actions and practices in line to achieve the desired outcomes. The insights gained are directly incorporated into the valuation of a company and are therefore an essential part of the overall strategy.

In 2025, the dialogue on workplace safety initiated in the previous year was continued with several companies.

The European Union's Disclosure Regulation requires us to track certain sustainability risk indicators and integrate them into our investment process. One such indicator is the total number of reportable workplace accidents. In the previous year, companies with noticeably high values were asked for an explanation and, where appropriate, requested to take corrective measures. The dialogue with the following companies was continued during the reporting year:

*America Movil, Celara, Fresnillo, HPHT, Sisecam*

## Collaborative Engagement

---

### Engagement via external platforms

Fisch works together with other investors to talk to companies about ESG practices. This approach is particularly effective when it comes to ESG issues that are important to the general public, e.g. reduction of CO2 emissions and/or the protection of biodiversity. In this regard, the adoption of a common position when speaking with companies increases the effectiveness of the engagement.

Since September 2023, Fisch is a signatory to the **Investor Initiative Nature Action 100**. The initiative seeks dialogue with companies seen as biggest drivers of nature and biodiversity loss. The engagement focuses on the following themes: land-, and ocean-use change, overexploitation of natural resources, pollution, and invasive species.

As part of this initiative, Fisch acts as a supporting investor in engagement activities related to the following companies: Suzano, Indofood and McDonald's.

Another example is the **Investor Initiative on Hazardous Chemicals (IIHC)** which aims to reduce the adverse impacts of hazardous chemicals and thereby the exposure to the financial risks to which they are linked.

In this engagement initiative, Fisch is a co-investor in the following companies: LG Chem, Chemours and 3M



Since November 2021, Fisch has been a signatory to the **Climate Action 100+ investor initiative**. The initiative seeks to ensure that the companies with the world's largest

greenhouse gas emissions take the necessary measures to achieve the goals of the Paris Agreement (limiting global temperature increase to well below 2°C, aiming for 1.5°C / Net Zero GHG by 2050 at the latest).

Fisch is involved as a co-investor in engagements with the following companies: Pemex and Nippon Steel.

## Engagement via external service provider

» **Over 70 commitments are pursued as part of collaborative engagement.**

Joachim Corbach,  
Sustainability Specialist

Fisch has a collaborative engagement partnership with **Glass Lewis** and thereby obtaining engagement services as part of the Glass Lewis Active Stewardship Engagement programme. This programme currently includes around 240 engagements with more than 200 companies, of which 51 companies are represented in various Fisch portfolios. These 51 engagements are therefore also pursued on behalf of Fisch and we are actively involved in some of them.

Of these 51 engagements, 8 were closed in the reporting year, while 43 engagements were continued.

Please see below two examples of engagements that were completed in the reporting year:

### ***Barry Callebaut: Focus on Corporate Governance / Board Effectiveness***

When the engagement was launched in early 2024, it was noted that at Barry Callebaut, women directors account for only 11% of board seats. Considering the new diversity targets in Switzerland and substantial improvements in board-level diversity in recent years, female directors should generally account for at least 30% of board seats of all Swiss companies listed on a mid-cap or large-cap index.

The objective of this engagement was therefore to learn more about the company's approach to increasing gender diversity at board level, as well as about the challenges and opportunities surrounding this issue. One quantitative goal was for Barry Callebaut to achieve a 30% female representation on the board of directors.

The Company increased its board gender diversity to 30% (three female directors out of ten) following the appointment of a new female director at its 2025 AGM in December. In light of this development, the engagement was terminated at the end of 2025.

### ***Ionis Pharmaceuticals: Focus on Sustainability Governance***

At the start of the engagement in March 2024, the focus was on board oversight of sustainability performance. The company should ensure that boards maintain clear oversight of material risks to their operations, including those that are environmental and social in nature. These risks could include, but are not limited to, matters related to climate change, human capital management, diversity, stakeholder relations, and health, safety & environment. Given the importance of the board's role in overseeing environmental and social risks, this responsibility should be formally designated and codified in the appropriate committee charters or other governing documents.

The goal for this engagement was to understand the company's approach to the associated challenges and opportunities. Additionally, Ionis Pharmaceuticals was requested to institute and disclose board level governance of these issues.

In the Company's 2024 Corporate Responsibility Report, published in April 2025, it is stated that the Nominating, Governance and Review Committee oversees the overall corporate responsibility (CR) strategy, as well as ESG risks and opportunities. This is supported by the Nominating, Governance and Review Committee Charter, updated in September 2025, which states that the committee is responsible for reviewing the Company's environmental, social, and governance activities and corporate responsibility matters. The engagement was therefore terminated at the end of 2025.

Additionally, please see below two examples of ongoing engagements:

***ArcelorMittal: Focus on Labour Rights***

This engagement with focus on labour rights in general and health and safety in particular was launched at the beginning of 2024 with the aim of better understanding the company's practical operation of the safety related grievances channels/mechanisms, and an evaluation of their effectiveness.

The dialogue with ArcelorMittal revealed that no significant changes have been implemented. In its 2024 Sustainability Report, the Company described its grievance procedure, including its scope, roles and responsibilities, and process for handling submissions. Local grievance committees are responsible for reporting at the business-unit level and forwarding all information to the central oversight function, which in turn provides management with periodically consolidated reports, including trends across units. However, the Company still does not publicly disclose data on the practical operation of its safety-related grievance mechanisms, such as the number of grievances filed or resolved. For this reason, the engagement will be continued.

***JBS: Focus on Environmental Incidents / Deforestation***

The engagement with JBS was initiated in March 2024 to discuss environmental incidents related to supply chains, particularly in connection with the company's involvement in deforestation in the Amazon rainforest and other environmentally significant regions in Brazil.

In the light of these concerns, the objectives for this engagement were the following:

- Provide additional disclosure on its progress in eliminating illegal deforestation in all Brazilian biomes
- Provide additional disclosure on its extension of the Transparent Livestock Platform to its entire supply chain, and
- Disclose how JBS proactively works to identify potential acts of greenwashing.

In the last engagement meeting, the company explained that it aims to achieve full traceability of its direct suppliers by 2026. JBS utilizes official databases, satellite imagery, and geo-referenced data for this purpose. In addition to the topic of illegal deforestation in the Brazilian rainforest, the discussion focused on the company's progress towards its 2040 net zero target across all operations and shared value chains.

The Company demonstrated openness to discussion, providing updates on supply chain traceability and deforestation efforts. However, JBS was unable to commit to certain improvements, such as providing data on indirect supplier traceability and developing a comprehensive transition plan for its 2040 net zero target. Overall, the Company's approach appears to be guided by regulatory compliance. The engagement will be continued.

## Important legal information

---

This documentation is intended for professional investors only. The information and opinions contained in this publication are for information purposes only and do not constitute a solicitation, recommendation, an offer to buy or sell investment instruments or other services, or engage in any other kind of transaction. It is not directed to persons in any jurisdiction where the provision of such information would violate local laws and regulation. No liability shall be accepted for the accuracy and completeness of the information. Any opinions and views reflect the current judgment of the authors and may change without notice. PAST PERFORMANCE IS NOT A RELIABLE INDICATOR OF FUTURE RESULTS OR CURRENT OR FUTURE TRENDS. There is no guarantee that forecasts will be realised. Unless otherwise stated, text, images and layout of this publication are the exclusive property of Fisch Asset Management AG and/or its related, affiliated and subsidiary companies. Fisch Asset Management AG has not independently verified the information from other sources and Fisch Asset Management AG gives no assurance, expressed or implied, as to whether such information is accurate, true or complete.

Fisch Asset Management AG accepts no liability for damages arising directly or indirectly as a result of this document.

For further information please visit: <http://www.fam.ch> | LinkedIn: <https://www.linkedin.com/company/fisch-asset-management>.

© 2026 Fisch Asset Management AG