

Organizational regulations January 2021



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Note: The use of masculine pronouns to refer to persons or functions in these Regulations refers to both men and women.



Organization and administration

4 General

I – Organization and administration

1.1 General

These organizational regulations govern the duties and powers of the governing and administrative bodies of the Foundation.

The governing and administrative bodies of the Pension Fund are:

- The Board of Trustees and its committees
- The Management
- The auditors
- The accredited pensions actuary

The following committees of the Board of Trustees have been constituted:

- Investment Committee (IC)
- ALM Committee (MC)
- ESG Committee (EC)
- Compensation and Promotion Committee (CC)
- Audit and Risk Committee (AC)
- Executive Committee (XC)

All documents from the meetings of the Board of Trustees and its committees are confidential.



Board of Trustees

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- 6 Composition and Chairperson
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II – Board of Trustees

2.1 General

As the highest governing body, the Board of Trustees shall manage the Pension Fund pursuant to the provisions of the deed of foundation and to statutory, regulatory, and supervisory provisions.

It shall represent the Pension Fund externally. It shall define the overall strategy and monitor its implementation. In particular, the Board of Trustees shall define principles for the areas of pension provision, investment of assets, risk management, organization, communication, and training of Pension Fund trustees.

Duties may be delegated to a committee, the Pension Fund Management, or a third party.

2.2 Composition and Chairperson

The Board of Trustees is composed of 12 members, with equal numbers of employer and employee representatives as follows:

- a) Five employer representatives
- b) Five employee representatives
- c) One employer representative for retired members
- d) One employee representative for retired members

With effect from the 2021 to 2024 term of office, there will no longer be representatives for retired members, and the Board of Trustees will comprise six employer representatives and six employee representatives.

The Board of Trustees shall elect a Chairperson from among the employer representatives and a Vice-Chairperson from among the employee representatives.

The employee and employer representatives must be insured with the Pension Fund.

2.3 Election of members

The Board of Trustees shall issue electoral regulations that govern the electoral eligibility, constituencies, date, and the form in which the election is to be conducted.

2.4 Term of office and replacement election

Members of the Board of Trustees shall be elected for a term of four years. Re-election is possible. An alternative member shall be appointed according to the provisions of the electoral regulations if a current member resigns, is no longer eligible to hold office due to termination of employment, or is no longer able to exercise the mandate. Succeeding members shall take over the remaining term of their predecessors.

The above regulation shall apply accordingly for the term of office of the members of the committees.

2.5 Decision-making process

Meetings shall be called by the Chairperson as required, but shall be held at least twice a year or when required by at least three members of the Board of Trustees. Invitations to the meetings shall be issued by the Chairperson or on their behalf and shall be accompanied by an agenda.

The Board of Trustees is quorate if at least three of each of the employer and employee representatives are present.

Resolutions are passed with a majority of the votes of the members present. If votes are tied, the resolution shall be proposed again within three months. If the resolution again fails to receive a majority, it shall be considered to be rejected. Resolutions may also be passed by way of circular letter; they require the affirmative vote (in writing, by email or fax) of all members of the Board of Trustees. All resolutions shall be transparently documented and recorded in the minutes.

Meetings of the committees of the Board of Trustees shall be convened by the Chairperson of the Committee, but shall be held at least once a year or when requested by a trustee.

Committees are quorate when the majority of the members are present. Resolutions are passed with a majority of the votes of the members present. If votes are tied, the Chairperson has the casting vote. Resolutions may also be passed by way of circular letter; they require the affirmative vote (in writing, by email or fax) of the majority of all members.

The committees shall keep minutes of each meeting and a copy shall be sent to the Board of Trustees. All decisions shall be documented transparently.

2.6 Actuarial duties

The Board of Trustees shall be responsible for actuarial activities. This includes the following in particular:

- a) Issuing and periodically reviewing the employee benefits plan (principles applying to the Pension Fund's benefits, financing, and policy for actuarial reserves)
- b) Monitoring the financial equilibrium of the Pension Fund and implementing restructuring measures if necessary
- c) Issuing standardized affiliation agreements
- d) Issuing and monitoring compliance with regulations governing loyalty and integrity
- e) Entering into and terminating affiliation agreements with employers with more than 100 insured

And on an annual basis:

- f) Acknowledging the auditors' report and the actuarial report prepared by the accredited pensions actuary
- g) Approving the annual financial statements and the annual report
- h) Approving the committees' reports and, if necessary, making decisions on recommendations given
- i) Determining the technical interest rate
- j) Determining the interest rate of individual retirement assets of the insured
- k) Passing resolutions regarding the conversion rates for a planning horizon of at least eight years
- l) Passing resolutions on the provision of cost-of-living allowances

2.7 Asset management duties

The individual asset management duties of the Board of Trustees are described in the regulations on investments.

2.8 Duties pertaining to the organization of the Pension Fund

The Board of Trustees shall govern the organization and signing authority. This includes the following in particular:

- a) Appointing the independent auditors and the accredited pensions actuary
- b) Designating the authorized signatories and the type of signing authority
- c) Electing specialists and committee members, chosen from among the Board of Trustees
- d) Appointing the Pension Fund Management
- e) Adopting the administration, asset management, and committee budgets
- f) Submitting applications to the supervisory authorities on amendments to the deed of foundation
- g) Issuing regulations

The Board of Trustees and the members of the Pension Fund Management shall be authorized to sign by joint signature with a minimum of two signatures on behalf of the Pension Fund (according to the entry in the commercial register).

The Board of Trustees may grant joint signatory authority to other persons and determine the type of signing authority.

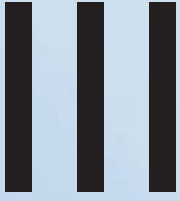
2.9 Remuneration of the Board of Trustees

Employer and employee representatives and members designated by the Pension Fund Management shall not be compensated for participating on the Board of Trustees and its committees. The representatives for the retired members receive an annual one-time payment and an attendance fee as follows:

	Flat-rate in CHF	Attendance fee in CHF
Board of Trustees	2,000	1,500
Investment Committee (IC)	1,000	750
ESG Committee (EC)	1,000	750
Compensation and Promotion Committee (CC)	–	750
Audit and Risk Committee (AC)	1,000	750

Expenses are reimbursed against proof of expenditure.

Course fees and expenses incurred for the attendance of necessary training linked to employee benefits insurance are reimbursed.



Investment Committee (IC)

10 Duties and competencies

10 Composition and chair

10 Technical requirements

III – Investment Committee (IC)

The Investment Committee is the specialized body responsible for the management of the Pension Fund's assets. It prepares investment-related decisions for the Board of Trustees and implements such decisions once they are adopted.

3.1 Duties and competencies

The duties and competencies of the Investment Committee are set out in the regulations on investments.

3.2 Composition and chair

The Investment Committee consists of at least two members of the Board of Trustees, the Chief Executive Officer of the Pension Fund, the Chairperson of the ALM Committee, the CIO, the Head of Portfolio Management, and the Investment Controller.

Additional internal or external specialists with appropriate expertise can be elected to the Investment Committee (with or without voting rights). The Chief Executive Officer, the Chairperson of the ALM Committee, and the Investment Controller do not have voting rights.

The Board of Trustees shall elect the Chairperson. This is usually the CIO.

The Investment Committee meets periodically, but may be convened by a member at any time as necessary.

3.3 Technical requirements

Every member of the Investment Committee must have in-depth investment knowledge.

As a whole, the Investment Committee must have proven expertise in the following areas:

- Investment management and analysis (CFA/TCIP or equivalent training)
- In-depth knowledge of the legal basis governing the investment activities of a Swiss pension fund (BVG, BVV 2, specialist communications, etc.)
- Many years of practical experience in managing assets for third parties

IV

ALM Committee (MC)

12 Duties and competencies

12 Composition and chair

12 Technical requirements

IV – ALM Committee (MC)

4.1 Duties and competencies

The duties and competencies of the ALM Committee are set out in the regulations on ALM.

4.2 Composition and chair

The ALM Committee consists of at least two members of the Board of Trustees, the CIO, the CRO, and the CEO (without voting rights). Additional internal or external specialists with appropriate expertise can be elected to the ALM Committee (with or without voting rights).

The Board of Trustees shall elect the Chairperson.

The ALM Committee meets periodically, but may be convened by a member at any time as necessary.

4.3 Technical requirements

Every member of the ALM Committee must have the relevant expertise.

As a whole, the ALM Committee must have proven expertise in the following areas:

- Asset and liability management for staff pension funds
- Actuarial practice and services/pension insurance
- Investment management and analysis (CFA/TCIP or equivalent training)

V

ESG Committee (EC)

14 Duties and competencies

14 Composition and chair

V – ESG Committee (EC)

The ESG Committee is responsible for preparing and implementing the sustainability strategy (ESG stands for environmental, social, and governance) on behalf of the Board of Trustees. As part of this responsibility, the ESG Committee exercises the voting rights of the Pension Fund.

5.1 Duties and competencies

The duties and competencies of the ESG Committee are set out in the regulations on investments.

5.2 Composition and chair

The ESG Committee consists of at least three members of the Board of Trustees and the CEO (without voting rights).

The Board of Trustees shall elect the Chairperson.

The ESG Committee meets periodically, but may be convened by a member at any time as necessary.

VI

Compensation and Promotion Committee (CC)

16 General duties and functions

16 Individual duties

16 Composition and chair

VI – Compensation and Promotion Committee (CC)

6.1 General duties and functions

For persons in an employment relationship with the Pension Fund, the Compensation and Promotion Committee determines remuneration and promotion on behalf of the Board of Trustees.

The Compensation and Promotion Committee determines the remuneration and promotion in line with Section 6.2. It ensures that the decision is defined transparently and in accordance with the principles of the bank. The Compensation and Promotion Committee meets at least twice each calendar year.

In the decision process, the Compensation and Promotion Committee receives support from the bank's HR department. The members of the Pension Fund Management are authorized to submit proposals for their respective areas. The Chief Executive Officer submits the proposals to the Compensation and Promotion Committee; the Chief Executive Officer is also responsible for the overall process.

6.2 Individual duties

The Compensation and Promotion Committee's responsibilities include the following tasks in the context of the annual compensation and promotion process:

- a) Defining remuneration for members of the Pension Fund Management
- b) Approving the remuneration pool for other employees
- c) Preparing promotions and making decisions about promotions
- d) Providing information to the Board of Trustees on the results of the remuneration and promotion process

6.3 Composition and chair

The Compensation and Promotion Committee consists of the Chairperson of the Board of Trustees and at least two members of the Board of Trustees, of which at least one shall be an employee representative.

The Board of Trustees shall elect the Chairperson.

The Compensation and Promotion Committee meets periodically, but may be convened by a member at any time as necessary.

VII

Audit and Risk Committee (AC)

18 Duties and competencies

18 Composition and chair

VII – Audit and Risk Committee (AC)

7.1 Duties and competencies

The Audit and Risk Committee assists the Board of Trustees in relation to financial reporting, the evaluation of operational risks and the internal control system (ICS) derived therefrom, as well as compliance with legal provisions, in particular the integrity and loyalty regulations.

The Audit and Risk Committee has the following responsibilities in particular:

- a) Evaluating the annual financial statements and the annual report
- b) Participating in the closing meetings with the auditors on the interim and year-end audit
- c) Participating in the closing meeting after an audit by the bank's Internal Audit
- d) Evaluating the risks associated with the Pension Fund, enterprise risk management (ERM), and the internal control system (ICS)
- e) If the Board of Trustees or the Audit and Risk Committee considers it necessary, review of personal account trading by an external service provider, where this is not carried out by the bank's Internal Audit
- f) The hiring of an internal or external service provider for an internal or forensic audit, where relevant at the request of the Board of Trustees. Such auditors have access to all relevant data of the Pension Fund and its external service providers. The Audit and Risk Committee shall assume the coordination with internal and external authorities and receive the results of the audit

With regard to any division of responsibilities, the Audit and Risk Committee shall organize itself under the leadership of the Chairperson of the Audit and Risk Committee.

7.2 Composition and chair

The Audit and Risk Committee consists of at least three members of the Board of Trustees, of which at least one member shall be an employee representative.

The Board of Trustees shall elect the Chairperson.

The Audit and Risk Committee meets periodically, but may be convened by a member at any time as necessary.

VIII

Executive Committee (XC)

20 Duties and competencies

20 Composition and chair

VIII – Executive Committee (XC)

8.1 Duties and competencies

The Executive Committee plans and manages the meetings of the Board of Trustees. It also makes decisions about specific insured events.

The Executive Committee has the following responsibilities in particular:

- a) Planning the meetings of the Board of Trustees for the calendar year
- b) Determining and preparing the meeting agendas
- c) Decisions regarding insured events and applications to the Board of Trustees. Decisions establishing a precedent are submitted to the full Board of Trustees for a decision

8.2 Composition and chair

The Executive Committee consists of the Chairperson and the Vice-Chairperson of the Board of Trustees plus the Chief Executive Officer.

The Chairperson shall preside over the meetings.

IX

Pension Fund Management

- 22 Duties
- 22 Composition and chair
- 22 Chief Executive Officer
- 22 Chief Investment Officer
- 22 Chief Pension Services
- 23 Chief Financial Officer

IX – Pension Fund Management

9.1 Duties

The Pension Fund Management shall prepare proposals in the area of responsibility of the Board of Trustees and the committees, and implement their decisions.

In compliance with the guidelines laid down by the Board of Trustees, the Management shall oversee operational activities, issue the necessary guidelines for the internal organization, and represent the Pension Fund externally.

9.2 Composition and chair

The Pension Fund Management shall be composed of the Chief Executive Officer (CEO), the Chief Investment Officer (CIO), the Chief Pension Services (CPS), the Chief Financial Officer (CFO), and any additional persons appointed by the Board of Trustees. The Chief Executive Officer shall chair the Pension Fund Management. In all other respects, the Pension Fund Management shall be responsible for its own organization.

9.3 Chief Executive Officer

Within the framework of the applicable regulations, the Chief Executive Officer shall define the insurance relationship and the entitlement to benefits, and issue the instructions that are necessary to enforce the regulations. The Chief Executive Officer shall be in charge of the administration of the Pension Fund.

The primary duties and responsibilities of the Chief Executive Officer shall be as follows:

- a) Holding overall responsibility for the technical and commercial management of the Pension Fund
- b) Preparing the basis for decision-making by the Board of Trustees in the context of the overall strategy and in the areas of actuarial transactions and organization
- c) Implementing decisions made by the Board of Trustees
- d) Periodically reporting on business activities to the governing bodies of the Pension Fund
- e) Making expenditure decisions within the administration budget
- f) Entering into and terminating affiliation agreements with employers with up to 100 insured
- g) Executing all regulatory duties in own area of responsibility for which none of the Pension Fund bodies is responsible
- h) Developing and monitoring the policy framework

The Chief Executive Officer may delegate tasks to third parties.

9.4 Chief Investment Officer

The duties and competencies of the Chief Investment Officer are set out in the regulations on investments.

9.5 Chief Pension Services

The Chief Pension Services is responsible for all client-facing contact with the insured, i.e. information, advice, and fulfillment of all benefits under the regulations.

The primary duties and responsibilities of the Chief Pension Services shall be as follows:

- a) Operational management of the Pension Services area
- b) Ensuring fulfillment of all benefits under the regulations with respect to the active insured and pension recipients, particularly
 - Managing the necessary accounts for active insured
 - Collecting contributions

- Providing individual information and advice to the active insured and pension recipients in matters of employee benefits insurance
 - Keeping the active insured and pension recipients informed through various channels of communication
 - Business application owner for the pension application and the online portal
- c) Acting as an operational interface to the HR units of companies affiliated with the Pension Fund
- d) Managing relations with the Bank's Human Resources unit for employees of the Pension Fund
- e) Acting as an interface to external employer insurance providers (e.g. daily benefits under health insurance, accident insurance)

The Chief Pension Services may delegate tasks to third parties.

9.6 Chief Financial Officer

The Chief Financial Officer is responsible for the financial management of the entire Pension Fund.

The primary duties and responsibilities of the Chief Financial Officer shall be as follows:

- a) Managing the areas of accounting and controlling, reporting, risk management, and IT and projects
- b) Deputizing for the Chief Executive Officer of the Pension Fund and providing support in relation to strategic, organizational, and procedural issues and projects as well as governance issues
- c) Accounting and controlling:
- Financial statements and annual report
 - Implementation of the budget process and periodic cost monitoring (controlling) in relation to administration costs and asset management costs, including submission to the Board of Trustees
 - Cash management, financial and securities accounting
- d) Reporting:
- Ensuring adequate internal and external reporting
 - Managing the external investment controller
 - Monitoring compliance with the investment guidelines adopted by the Board of Trustees
 - Regulating and monitoring the activities of the global custodian
- e) Risk management:
- Maintaining the enterprise risk management system (ERM) for company-wide risk management, including the internal control system (ICS)
- f) Financial management of the entire Pension Fund:
- ALM process
 - Coordinating with the bank, e.g. with the US GAAP Steering Committee, complying with SOX and FATCA requirements, Group Accounting requirements, etc.
 - Coordinating with auditors and pension actuaries
- g) IT and projects:
- Operating the basic IT infrastructure and applications, including lifecycle and provider management
 - Business continuity management, including BCM emergency planning

The Chief Financial Officer may delegate tasks to third parties.



Integrity and loyalty regulations

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X – Integrity and loyalty regulations

10.1 General

The main goal is to safeguard the interests of the insured and those entitled to a pension. The integrity and loyalty regulations of Art. 51(b), 51(c) and 53(a) of the Swiss Federal Act on Occupational Retirement, Survivors' and Disability Pension Plans (BVG) and Art. 48(f) to 48(l) and 49(a) of the Ordinance on Occupational Retirement, Survivors' and Disability Pension Plans (BVV 2) apply. The Pension Fund is a member of the Swiss Association of Pension Funds ASIP and thereby subject to the ASIP Charter, a binding code of conduct for all ASIP members. The following regulations are intended to ensure compliance with the integrity and loyalty regulations laid down by the BVG on the one hand, and to ensure the implementation of the principles of the ASIP Charter on the other.

10.2 Scope

The following regulations apply – supplementing existing written agreements, in particular employment contracts and policies – for internal persons subject to the regulations, i.e.:

- Employees of the Pension Fund
- Members of the Board of Trustees and its committees

and for external persons subject to the regulations, i.e. people authorized by the Pension Fund for the duties of administration or asset management, who do not have an employment relationship with the Pension Fund. In particular, the following are to be regarded as external persons subject to the regulations:

- Asset managers
- Global custodian
- Investment consultants
- Investment controllers

10.3 Basic principles

The main goal of the persons subject to the regulations is to safeguard the interests of the insured and those entitled to a pension. This involves, in particular:

- a) Duty of loyalty: Persons subject to the regulations act independently in exercising their function and in the interest of the insured and those entitled to a pension.
- b) Duty of due diligence: The key principle with regard to the entrusted funds is the duty of fiduciary due diligence. This includes, inter alia, developing a sound basis on which to make decisions, as well as carefully selecting, instructing, and supervising agents, and also, when making investment decisions, understanding the investment entered into and the associated risks.
- c) Duty to inform: The Pension Fund Management shall ensure that insured members and those entitled to a pension as well as other stakeholders are regularly informed in a truthful, appropriate manner about its business activities.

10.4 Material advantages

Persons subject to the regulations do not gain any material advantages from their activity that go beyond the normal compensation. The manner of compensation is clearly determinable in the context of the written regulations.

All compensation that the persons subject to the regulations receive in their function as a representative of the Pension Fund in external bodies is to be redirected to the Pension Fund.

All pecuniary benefits that the persons subject to the regulations receive in connection with the activities for the Pension Fund in excess of the normal compensation agreed in writing are to be redirected to the Pension Fund. This does not apply to gifts and invitations, regarded as occasional

gifts, if their value is at most CHF 100 per gift, CHF 500 per invitation, and CHF 1,000 per business partner and calendar year, and their total value does not exceed CHF 3,000 per calendar year.

Invitations to events that primarily benefit the Pension Fund are permitted if they occur no more than once per month. Permissible invitations are usually limited to one day and do not apply for an accompanying person. In the event of doubt, the Chief Executive Officer or the Chairperson of the Board of Trustees shall decide.

The acceptance of cash gifts or gifts with cash value (e.g. cash, vouchers, reimbursements, precious metals) – even if the limit of CHF 100 is not exceeded – is prohibited.

The acceptance of gifts and invitations that do not comply with the above regulations is only permissible with prior written authorization of the Chief Executive Officer or the Chairperson of the Board of Trustees. Such pecuniary benefits shall be handed over to the Pension Fund or reimbursed.

If the personal pecuniary benefits are received by an associated person, business partner or acquaintance of the person subject to the regulations, these shall be treated as if they were directly received by the person subject to the regulations.

10.5 Ancillary activities

Ancillary activities by internal persons subject to the regulations require prior approval from the Chief Executive Officer or the Chairperson of the Board of Trustees and must be disclosed to the Pension Fund.

10.6 Personal account trading

All persons subject to the regulations who make decisions for the Pension Fund on the purchase or sale of investment instruments or are informed about such decisions before the settlement of the corresponding transactions or the publication of such a report shall be deemed to be involved in asset management. Persons deemed to be involved in asset management must act in the interests of the Pension Fund and avoid conflicts of interest resulting from personal investments.

Persons involved in asset management may not use their position to obtain personal pecuniary benefits or conduct personal account trading under Art. 48(j) BVV 2. The processing of transactions by a third party is deemed to be personal account trading.

Front running, parallel running, and after running are prohibited in particular; this applies to transactions in the same or derivative investment instruments (other fund categories, derivatives, other share categories [registered/bearer], holding companies with substantial positions in the investment instrument, etc.).

Moreover, trading in the same securities as the Pension Fund is prohibited insofar as a disadvantage could arise for the Pension Fund therefrom; participation in such transactions in another form is considered as equivalent to trading. Switchings in safekeeping accounts of the Pension Fund that are not in its economic interests are also prohibited.

10.7 Conflicts of interest

Persons subject to the regulations shall ensure that no conflicts of interest arise as a result of their personal and business relationships. Vested interests that may compromise independence, even in appearance only (external image), must be disclosed to the appropriate decision-making body in good time.

Vested interests that may compromise independence – insofar as the affected persons, companies or institutions are (potential) business partners or insured members of the Pension Fund – arise in particular through:

- Exercising dual functions in connection with Pension Fund activities
- Membership of supervisory and decision-making bodies
- Substantial financial participations
- Close private or business relationships
- Close personal relationships and/or family ties to contact persons, insured members, decision-makers, or owners
- Long contractual terms

Vested interests may result in conflicts of interest. Particular care must be taken with the following business cases and transactions:

- Awarding of mandates (e.g. asset management, IT)
- Procuring of materials and services (e.g. IT)
- Broker activities in connection with insurance products
- Trading of securities
- Purchase, sale, or renovation of real estate
- Granting of Pension Fund benefits or changing the order of beneficiaries

It must be possible to dissolve asset management, insurance, and administration agreements between the Pension Fund and a third party no later than five years after they enter into force, with the Pension Fund not incurring any disadvantage as a result.

Persons entrusted with management or asset management duties or beneficial owners of companies entrusted with these duties may not sit on the Board of Trustees of the Pension Fund.

If a conflict of interests becomes known, the decision-making authority shall take effective measures. This may, in particular, lead to the abstention of the person affected from the related transaction, to the exclusion of a business partner from the current bid procedure or resignation or release of the person affected from their function.

10.8 Legal transactions with related parties

Related parties are defined in particular as the spouse, registered partner, partner, children, and relatives of the first or second degree (parents, siblings and half siblings, grandparents, and grandchildren) of the person subject to the regulations as well as legal entities connected through beneficial ownership.

The legal transactions executed by the Pension Fund must correspond to market conditions. Market conformity must be demonstrable.

For legal transactions with related parties, competing offers must be sought. Full transparency shall be prevalent in the awarding process.

All legal transactions with related parties shall be governed in a written contract.

The Audit and Risk Committee shall evaluate the legal transactions with related parties with regard to their market conformity and inform the Board of Trustees of its findings annually in the form of a summary.

10.9 Obligation to inform

The Pension Fund shall inform persons subject to the regulations of these regulations. These confirm acknowledgment of the regulations and the ASIP Charter.

The internal persons subject to the regulations shall be informed about these regulations upon assumption of the office or position and periodically thereafter.

The Chief Executive Officer is responsible for providing the information.

10.10 Confirmation of compliance

Persons subject to the regulations shall provide the Pension Fund with an annual written statement, in which they confirm their compliance with the regulations. Confirmation is made by way of a corresponding Pension Fund form; the same applies to external persons subject to the regulations.

The confirmations of compliance shall be presented to the Board of Trustees annually, while those of the members of the Board of Trustees shall also be presented to the auditors.

10.11 Reporting violations

The internal persons subject to the regulations undertake to report to the Chief Executive Officer any incurred or impending infringements against laws, obligations, and principles of the Pension Fund or disruptions, damages, irregularities, and maladministration of any type to the Pension Fund.

They must report, in particular, prosecutable acts or omissions, of which they obtain knowledge in the practice of their professional activity, if they have in good faith reasonable grounds for suspecting that the prosecutable acts have occurred or will occur in the future.

If they have justified reason to suspect that they will be discriminated against for reporting to the Chief Executive Officer, or if the latter is involved in the prosecutable action or knows about it, they can report directly to the Chairperson of the Board of Trustees.

Confidentiality shall be safeguarded.

10.12 Sanctions

Infringements of the provisions under Section 10 shall be sanctioned.

The Chief Executive Officer or the Chairperson of the Board of Trustees shall judge the severity of the infringement. In doing so, they shall also consider, in particular, whether the infringement occurred intentionally and to what extent the reputation of the Pension Fund could be affected.

The Audit and Risk Committee shall be informed of serious infringements and infringements by members of the Board of Trustees; it shall inform the Board of Trustees and suggest appropriate sanctions. The Chief Executive Officer or the Chairperson of the Board of Trustees shall decide on the sanctions for any other infringements.

In particular, warnings, reprimands, transfers, loss of employment, suspension from the committee, or termination of the contractual relationship are possible sanctions. The opening of civil and criminal proceedings, in particular also based on the penal provisions of the BVG, shall also be possible.

The Chairperson of the Board of Trustees shall be informed immediately in the event of any loss of employment, suspension, termination of contractual relationships or civil and criminal proceedings.

Improper pecuniary benefits shall be immediately demanded by the Pension Fund.

It is the responsibility of the Chief Executive Officer to take further measures to avoid repeat cases.

10.13 Monitoring

The auditors examine, in accordance with Art. 52(c)(1)(c) BVG, whether precautions for safeguarding loyalty in asset management are met and whether compliance with the loyalty obligations is sufficiently monitored by the Board of Trustees.

XI

Final provisions

30 Amendment proviso

30 Entry into force

30 Prevailing text

XI – Final provisions

11.1 Amendment proviso

The Board of Trustees shall be authorized to amend these organizational regulations at any time.

11.2 Entry into force

Following the resolution of the Board of Trustees of February 8, 2021, these regulations enter into force on January 1, 2021, and replace the regulations of October 29, 2020.

11.3 Prevailing text

These regulations have been drafted in German and may be translated into other languages. In the event of any discrepancy between the German text and a translation into another language, the German text shall prevail.

PENSION FUND OF CREDIT SUISSE GROUP (SWITZERLAND)

Philip Hess
Chairman of the Board of Trustees

Thomas Isenschmid
Vice-Chairman of the Board of Trustees



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