

Governance

A charter reaffirming our commitment



In a world that is constantly changing, where stakeholders' expectations are rising faster than ever and where technology redefines the way in which we operate, governance is at the heart of our commitment to excellence, transparency, security and adaptability. The Governance Charter that we present embodies our commitment to ensuring that our organisation is managed effectively, while maintaining the trust and security of our insured members, affiliates and partners.

Balance

Digital transformation opens up new exciting opportunities, while imposing fundamental data security challenges. The quest for optimal financial performance must be compatible with the guaranteed financial security of our insured members. Our mission relies on our ability to build quality relationships, to provide good quality advice, to promote sustainable investments and to manage risk and return.

This Governance Charter reaffirms our commitment to balancing innovation and security, financial performance and data protection, while maintaining strong and transparent relationships with our insured members, affiliates and partners. It is the mainstay of our future, our responsibility towards our insured members and our commitment to excellence.

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Our mission

Our mission is to offer employers an independent, sustainable, and high-performing pension solution by ensuring high-quality governance based on essential values such as proximity, sustainability, and quality, to guarantee long-term benefits for our insured members:

- Taking technical measures that are related to the investment policy
- Making adjustments to the regulatory bases
- Ensuring that the Board of Trustees is able to work in a professional manner and providing a focused and effective management

The key elements are:

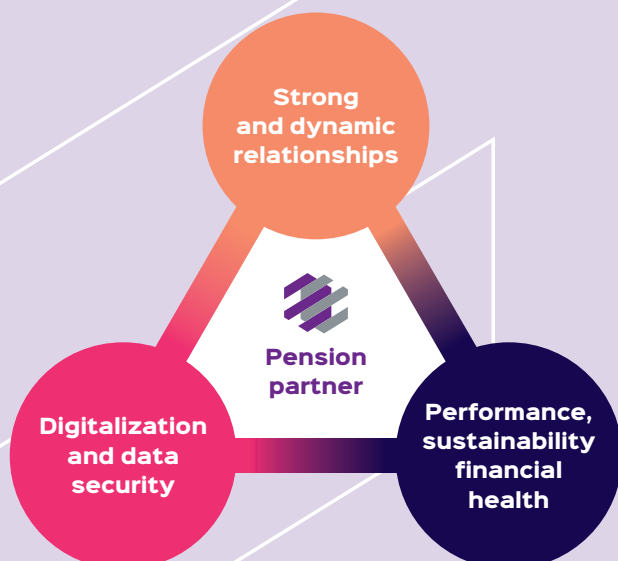
- Ensuring strong governance
- Implementing measures to maintain long-term financial stability
- Setting realistic benefit objectives
- Providing clear and effective communication for insured members and affiliated companies

Our strategic priorities

Fostering **closer relationships** with the insured members, employers and brokers

Ensure **efficient management** while respecting the imperatives of remuneration, sustainability and financial health

Take advantage of the **potential of digitalization** while guaranteeing data security



Our values

Sustainability

- For investment management: integration of sustainability in the portfolio
- For employees: fair working conditions
- For our partners: mutual respect and trust

Proximity

- Personalized and tailored service
- Experienced employees
- Effective and optimised management

Quality

- ISO 9001:2015 quality management system
- Internal control standards
- Risk management
- Loyalty and integrity

Our culture of quality

Quality management is at the centre of our corporate culture and our strategy. We are continually striving to provide our stakeholders with services that fulfil their expectations and meet the highest standards. Our clients' satisfaction is crucial for the success and continuity of our activity.

We were the first private collective scheme in French speaking Switzerland to obtain the prestigious ISO 9001:2015 international certification.

Objectives of Our Quality Policy:

- Strengthening our organization and controlling risks
- Satisfaction of the insured members, affiliates and partners
- Skills development
- Improvement and performance of our processes