

Organisational Rules

Bosch Switzerland Pension Fund

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Introduction

Art. 1 General information

These Organisational Rules shall regulate the tasks, competencies and organisation of the Board of Trustees, the Investment Commission and the Management of the Pension Fund.

Art. 2 Definitions

1. The name "Bosch Switzerland Pension Fund" (hereinafter called: Pension Fund) shall refer to a Foundation, whose registered office is in Zuchwil, in accordance with Article 80 et seq. of the Swiss Code of Civil Law (ZGB), Article 331 of the Swiss Code of Obligations (OR) and Article 48 paragraph 2 of the Swiss Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans (BVG).
2. Employers shall be regarded as the founding companies and the companies which have concluded an affiliation contract with the Pension Fund.

Board of Trustees

Organisation of the Board of Trustees

Art. 3 Composition of the Board of Trustees

1. The Board of Trustees shall comprise at least eight members. In order to ensure joint administration, the number of employer representatives and employee representatives shall be identical.
2. The employer representatives shall be designated by the employers. However, adequate representation of the affiliated companies shall be taken into account. The employers may dismiss and replace the representatives, whom they have appointed, at any time for good reason.
3. The employee representatives shall be actively insured members of the Pension Fund. The employee representatives shall be elected by the Delegates' Assembly.
4. Changes of personal in the Board Of Trustees shall be reported immediately by the Managing Director to the Commercial Register and the supervisory authorities.
5. Members of the Board of Trustees may only be elected if they comply with the general functional requirements according to Art. 23 and have an employment contract with the employer.

Art. 4 Period of office of the members of the Board of Trustees

1. The period of office of the Board of Trustees shall be four years. At the end of the period of office, the members of the Board of Trustees shall be eligible for election again.
2. An employee representative shall resign from the Board of Trustees during the period of office if he stops working for the employer.
3. If an employee representative resigns from the Board of Trustees during the period of office, he shall be replaced by the first electable substitute member. If no electable substitute member is available, a new member shall be elected within a reasonable period of time. This new member shall replace his predecessor.

Art. 5 Internal organisation

1. The Board of Trustees shall be self-constituting.
2. The President and Vice President (Executive Committee) shall be elected by the Board of Trustees. After every period of office, the President and Vice President shall be elected from the members of the employer representatives and from the members of the employee representatives. If an employer representative provides the President, the post of Vice President shall be taken by an employee representative and vice versa.
3. The Board of Trustees shall determine the authorised signatories and the manner of signing. Only a collective dual power of representation may be granted.

Art. 6 Rules of procedure

1. The Board of Trustees shall meet as required, but at least once a year or if at least one quarter of its members so request.
2. Meetings of the Board of Trustees shall be convened by the President at least two weeks in advance by means of a written communication to the members together with notification of the items on the agenda. Compliance with this period shall not be necessary provided all members are in agreement.
3. The Board of Trustees shall have a quorum if the majority of the employer representatives and the majority of the employee representatives are present, or if the majority of the represented votes of the employer representatives and the majority of the represented votes of the employee representatives are present. The Board of Trustees shall take its decisions by a majority of votes of members who are present. In the event of a tied vote, the following rule shall apply:
 - a. A compromise solution shall first be sought. If no compromise solution is found, an arbitrator shall be commissioned to make a decision by mutual agreement between the employer representatives and the employee representatives. If the arbitrator is unable to make a decision, the supervisory authorities may be consulted.
 - b. No decision shall come about in other cases.
4. Circular decisions shall be permitted if a member does not request oral deliberation. If a majority of votes for approval of an application is not attained, the item shall be discussed during the next meeting of the Board of Trustees.
5. Minutes shall be kept of the resolutions passed at all meetings. Circular decisions shall be notified immediately to the members of the Board of Trustees and shall be included in the minutes of the next meeting of the Board Of Trustees.
6. If a member of the Board of Trustees is unable to attend a meeting, he may authorise another member to represent him at the meeting with or without instructions. The power of representation and any voting instructions shall be handed over to the minute taker at the start of the meeting.

Tasks of the Board of Trustees

Art. 7 Management responsibility

1. As the highest organ, the Board of Trustees shall have overall responsibility for managing the Pension Fund. It shall also comply with legal regulations and determine strategic objectives and principles, as well as resources for their fulfilment.
2. The Board of Trustees shall determine the organisation of the Pension Fund, ensure its financial stability and monitor the management.

Art. 8 Non-transferable and inalienable tasks of the Board of Trustees (Article 51a of BVG)

In particular, the Board of Trustees shall perform the following non-transferable and inalienable tasks:

- a. Determining the financing system;
- b. Defining benefit targets and pension plans, as well as the principles for the use of freely disposable funds;
- c. Issuing and amending Regulations;
- d. Preparing and approving the annual financial statements;
- e. Determining the amount of the technical interest rate and the other technical bases;
- f. Determining the organisation;
- g. Structuring the accounting system;
- h. Determining the group of insured persons and providing them with information;
- i. Ensuring initial and further training of employee representatives and employer representatives;
- j. Appointing and dismissing persons entrusted with management tasks or organisational responsibilities;
- k. Electing and dismissing the occupational pension expert and the auditors;
- l. Taking decisions regarding full or partial reinsurance of the Pension Fund, and regarding the possible reinsurer;

- m. Defining the objectives and principles of asset management, as well as implementing and monitoring the investment process;
- n. Regularly checking the medium- and long-term reconciliation between investment of assets and the obligations of the Pension Fund;
- o. Determining the conditions for the repurchase of benefits.

Art. 9 Other tasks

1. The Board of Trustees may assign the preparation and execution of its decisions or the monitoring of transactions to committees or individual members. The authorised representatives shall inform the Board of Trustees at regular intervals about the status of the work, but at least twice a year.
2. The Board of Trustees shall also perform the following tasks:
 - a. Issuing and amending the Deed of Foundation;
 - b. Determining the interest rate on savings capital and special savings capital;
 - c. Granting voluntary pension benefits;
 - d. Settling insured events which are not covered by the provisions of the Pension Regulations;
 - e. Making decisions to adjust pensions to inflation;
 - f. Determining the external central office for administrative and bookkeeping consolidation of the investment activities of portfolio managers (global custodians);
 - g. Determining external general investment advice and appointing external advisory members of the Investment Commission;
 - h. Monitoring the asset management costs;
 - i. Regulating the exercise of the voting right at annual general meetings of joint stock companies and/or regulating the exercise of voting rights at Swiss joint stock companies which are listed in Switzerland or in other countries;
 - j. Implementing and monitoring the regulations on the integrity and loyalty of responsible persons and institutions, legal transactions with related parties, and conflicts of interest;
 - k. Determining the authorised signatories and entry in the Commercial Register;
 - l. Regulating the employment conditions and signature regulations for the Foundation's employees;
 - m. Approving expenditure decisions above CHF 20,000 (except expenditure decisions relating to property renovations);
 - n. Concluding and terminating affiliation contracts;
 - o. Adopting and implementing an internal control system (ICS);
 - p. Performing other tasks stipulated in regulations or concepts;
 - q. Adopting resolutions concerning coverage of a shortfall or a deficit;
 - r. Representing the Pension Fund to the outside world;
 - s. Passing resolutions relating to applications by the Delegates' Assembly, as well as other problems.
3. The Board of Trustees shall perform the following tasks in connection with data protection:
 - a. The Board of Trustees shall protect data and ensure that information is provided.
 - b. The Board of Trustees shall appoint a data protection consultant who does not perform any work that is incompatible with his function as a data protection officer. The Board of Trustees shall also ensure that the data protection consultant can perform his tasks with professional independence and without being bound by instructions.
 - c. The Board of Trustees and the data protection consultant shall jointly perform risk management and carry out an update at regular intervals.
 - d. The data protection consultant shall provide the Board of Trustees with a report about his annual work and necessary events.

Delegates' Assembly

Art. 10 Composition of the Delegates' Assembly

1. The Delegates' Assembly shall comprise representatives of the insured individuals who are liable for contributions, excluding employer representatives;
2. The insured persons shall elect a delegate in their constituency for every 100 insured persons, or fraction thereof, as well as a substitute delegate for a period of four years. National Assembly proportional representation shall apply to the voting process.
3. The number of constituencies shall be determined by the affiliated companies.
4. The elections themselves and their implementation shall be arranged by the management of the companies.

Art. 11 Tasks of the Delegates' Assembly

1. At the invitation of the Board of Trustees, the Delegates' Assembly shall meet at least once a year at the place determined by the Board of Trustees or if the majority of the delegates request a meeting in writing.
2. The Delegates' Assembly, which shall be chaired by the President or Vice President, shall perform the following tasks:
 - a. Electing the employee representatives of the Board of Trustees together with the substitute members;
 - b. Approving the annual financial statements of the Pension Fund;
 - c. Briefing and providing information;
 - d. Preparing applications to the Board of Trustees.
3. The members of the Board of Trustees shall not vote in the Delegates' Assembly.
4. Minutes shall be taken of the negotiations, which shall be open at all times for inspection by the delegates, the members of the Board of Trustees and the members of the Board of Management of the employer.

Investment Commission

Organisation of the Investment Commission

Art. 12 Composition of the Investment Commission

1. The Board of Trustees shall elect the members of the Investment Commission.
2. The Managing Director shall chair the meetings of the Investment Commission.
3. The minimum number of members with the right to vote shall be four. The members of the Investment Commission shall include at least one employer representative and one employee representative from the Board of Trustees. The Managing Director shall be a voting member of the Investment Commission.
4. The period of office of the members of the Investment Commission shall be four years. At the end of the period of office, the members of the Investment Commission shall be eligible for election again.

Art. 13 Rules of procedure of the Investment Commission

1. The Investment Commission shall normally meet every month, but at least four times a year. Every member may request in writing that the Managing Director convene an extraordinary meeting.
2. The Investment Commission shall adopt its resolutions solely with a simple majority of the votes cast. The majority of the voting members shall be present. In the event of a tie, efforts shall be made to find a compromise solution; if there is a tie in the second vote, the matter shall be submitted to the Board of Trustees for a decision.
3. Minutes shall be kept of all meetings. The office shall be responsible for taking the minutes. A member of the Investment Commission and the minute taker shall sign the minutes.

Tasks of the Investment Commission

Art. 14 Introduction

1. The Investment Commission shall act as the central control, coordination and supervising organ for asset management.
2. The Investment Commission shall prepare the decision-making basis for determining the long-term investment strategy and shall implement the strategic asset structure defined by the Board of Trustees in accordance with optimum distribution of the investments.

Art. 15 Tasks of the Investment Commission

1. The Investment Commission shall perform the following tasks:
 - a. Implementing the investment strategy and the investment guidelines approved by the Board of Trustees.
 - b. Supplying the decision-makers at regular intervals with appropriate, meaningful and management-related information about investments, risk capability and the general work of the Investment Commission.
 - c. Electing the asset managers and determining the requirements relating to these persons and institutions.
 - d. Deciding the amount of the counter-party limits.
 - e. Making decisions regarding the responsibilities for implementing the investment strategy in accordance with the investment guidelines.
 - f. Making decisions regarding the allocation of funds to the asset managers.
 - g. Submitting proposals to the Board of Trustees regarding the purchase and sale of properties, and determining the rent and maintenance policy for the properties.
 - h. Determining the permitted extent of securities lending and pension business if this is permitted (including securities lending).
 - i. Making decisions regarding cooperation of the members of the Investment Commission in Boards of Trustees or advisory mandates of investment companies. The Investment Commission shall also appoint the representatives.
 - j. Defining the general conditions for operational business.
 - k. Formulating and reviewing the investment regulations, including the investment strategy, at regular intervals, and submitting a securely founded proposal to the Board of Trustees in the event of changes.
 - l. Regulating investment guidelines with the asset managers and monitoring compliance with these guidelines.
 - m. Monitoring the work of the office in the area of "investments".
 - n. Monitoring the liquidity and investment plan developed by the office.
 - o. Monitoring the work of external asset managers, the investment activity and investment success, and implementing corrective measures where necessary.
 - p. Providing the Board of Trustees with quarterly reports concerning the investment activity, the development of the investments and the results attained by the external asset managers.
 - q. Making decisions regarding the exercise of the shareholders' voting rights and/or exercising voting rights in accordance with Article 7 of the investment guidelines in Swiss joint stock companies which are listed in Switzerland or in other countries.
 - r. Making decision regarding renovations of properties with amounts over and above CHF 20,000.00.

Managing Director and office

Organisation

Art. 16 Appointment of the Managing Director

1. The Managing Director shall be elected by the Board of Trustees. Only persons who satisfy the general functional requirements according to Art. 23 may be elected.
2. The Managing Director shall also have thorough practical and theoretical knowledge in the area of occupational pensions. The Managing Director shall provide evidence of this knowledge in the form of relevant further training qualifications, e.g. a diploma as a qualified pension fund manager, a diploma as a qualified social insurance expert or similar recognised further training qualifications in the area of occupational pensions.
3. The auditors, the occupational pension expert and members of the Board of Trustees may not be elected as Managing Director.
4. The President of the Board of Trustees shall inform the supervisory authorities immediately about any change of personnel in the position of Managing Director.

Art. 17 Designation of the office

The office shall provide occupational pensions for the members and benefit recipients in accordance with the valid regulations and guidelines of the Board of Trustees based on recognised business principles.

Tasks

Art. 18 Tasks of the Managing Director

1. The Managing Director shall perform the following tasks in particular:
 - a. Operational management of the Foundation;
 - b. Submitting applications for transactions in the area of responsibility of the Foundation's organs;
 - c. Managing the office for the Foundation's organs and implementing their resolutions;
 - d. Managing the internal control system;
 - e. Providing regular reports to the Foundation's organs;
 - f. Taking decisions on expenditure up to CHF 20,000 / per case;
 - g. Contacting authorities;
 - h. Reporting changes in the Board of Trustees to the supervisory authorities and to the Commercial Register;
 - i. Coordinating with specialist external partners (investment consultants, investment controllers, occupational pension expert, auditors, etc.);
 - j. Performing all tasks which are contained in regulations or concepts and for which a Foundation organ is not responsible;
2. The Managing Director may assign tasks to his subordinates.
3. The Managing Director shall take part in the meetings of the Board of Trustees and the Investment Commission.

Art. 19 Tasks of the office

1. The office shall perform the following tasks in the area of "investment":
 - a. Operatively implementing the decisions from the Investment Commission;
 - b. Preparing the budget, liquidity plan and liquidity control, and optimising liquidity;
 - c. Coordinating the different organisational units;
 - d. Formulating decision-making principles for applications and providing information to the Investment Commission and Board of Trustees;

- e. Ensuring that contracts are legally scrutinised and are kept secure with the documents as a decision-making basis;
 - f. Representing the Pension Fund to the outside world, especially to investment managers, global custodians and banks;
 - g. Ensuring transparency in asset management costs and continuously checking optimisation measures;
 - h. Ensuring compliance with regulatory and legal requirements, and provisions relating to investment activities;
 - i. Providing information to the Investment Commission and Board of Trustees about compliance with regulatory and legal provisions when performing investment activity;
 - j. Providing information to the Investment Commission and Board of Trustees about the results of the audit report by the auditors regarding investment activity;
 - k. Keeping minutes of the resolutions adopted during meetings of the Investment Commission.
2. The office shall perform the following tasks in the area of technical management:
- a. Keeping insured persons' data for the portfolio of active members and pensioners;
 - b. Maintaining technical accounts;
 - c. Producing the annual pension certificates of actively insured persons and/or the annual pension statements of pensioners;
 - d. Settling insured events in accordance with the Pension Regulations, by deed and under law;
 - e. Calculating vested pension benefits;
 - f. Arranging payments;
 - g. Calculating and increasing contributions;
 - h. Regularly reviewing the eligibility for pensions;
 - i. Providing information to insured persons;
 - j. Verifying the entitled persons in benefit cases, especially surviving dependants' benefits;
 - k. Filing the necessary insured persons' data and documents.
3. The office shall perform the following tasks in the area of bookkeeping:
- a. Keeping the Foundation's accounts;
 - b. Performing securities accounting;
 - c. Preparing the annual financial statements with a report to the Board of Trustees;
 - d. Reclaiming withholding tax;
 - e. Making settlements with the Security Fund;
 - f. Promptly submitting the annual financial statements, the audit report and the expert insurance report to the supervisory authorities.
4. The office shall perform the following tasks in the area of property management:
- a. Managing and renting out the properties of the Pension Fund;
 - b. Obtaining offers for inspections of properties of the Pension Fund and submitting applications to the Investment Commission for inspections;
 - c. Supervising inspections;
 - d. Making decisions regarding renovations of properties with amounts up to CHF 20,000.

Auditors

Art. 20 Tasks of the Auditors

1. The auditors appointed by the Board of Trustees shall verify, for example, whether:
 - a. the annual financial statements and retirement accounts comply with legal regulations;
 - b. the organisation, management and investments comply with statutory and regulatory provisions;

- c. precautions for ensuring loyalty in asset management were taken and whether compliance with loyalty obligations is sufficiently controlled by the Board of Trustees;
 - d. free resources or profit participations from insurance contracts were used in accordance with statutory and regulatory provisions;
 - e. the Pension Fund instigated the measures required to restore full coverage in the case of a shortfall;
 - f. the information and reports required by law were sent to the supervisory authorities.
 - g. the provisions for legal transactions with related parties were observed in accordance with Article 51c of BVG.
2. The auditors shall be independent in accordance with Article 34 of the "Verordnung über die berufliche Alters-, Hinterlassenen- und Invalidenvorsorge" (Ordinance on Occupational Retirement, Survivors' and Disability Pension Plans) (BVV 2). Articles 34 to 36 of BVV 2 and Article 727 of OR shall also be observed.

Occupational pension expert

Art. 21 Tasks of the occupational pension expert

1. The occupational pension expert appointed by the Board of Trustees shall check at regular intervals whether:
 - a. the Pension Fund guarantees that it can comply with its obligations;
 - b. the regulatory insurance provisions relating to benefits and financing comply with legal regulations;
2. The occupational pension expert shall present to the Board of Trustees recommendations, especially regarding:
 - a. the technical interest rate and other technical bases;
 - b. the measures which have to be implemented in case of a deficit;
3. If the Board of Trustees does not follow the recommendations by the occupational pension expert and the security of the Pension Fund thereby appears to be at risk, the latter shall report this to the supervisory authorities.
4. The occupational pension expert shall be independent in accordance with Article 40 of BVV 2. Articles 40 to 41a of BVV 2 shall also apply.

Integrity and loyalty of responsible persons and institutions

Art. 22 Responsible persons and institutions of the Pension Fund

1. Responsible persons and institutions of the Pension Fund shall be regarded as all internal or external persons and institutions who are entrusted with the management, administration or asset management of the Pension Fund, and who exercise a function with decision-making powers and/or monitoring responsibilities. These persons shall include, in particular:
 - a. Members of the Board of Trustees;
 - b. Members of the Investment Commission;
 - c. Managing Director;
 - d. Investment managers.
2. The following persons and institutions shall therefore not be regarded as responsible persons and institutions of the Pension Fund:
 - a. Auditors;
 - b. Occupational pension expert;
 - c. Members of the Delegates' Assembly;
 - d. Persons and institutions who are responsible for performing purely administrative tasks and do not have any important decision-making powers and/or monitoring responsibilities.

Art. 23 General functional requirements (good reputation and guarantee obligation)

1. The responsible persons and institutions of the Pension Fund shall satisfy the two general functional requirements according to Article 51b (1) of BVG, namely:
 - a. They have a good reputation;
 - b. They guarantee irreproachable business activities.
2. In principle, the following shall be regarded as being incompatible with a good reputation:
 - a. Misconduct in the past from which conclusions may be drawn regarding a potential risk in the future;
 - b. A criminal conviction relating to the planned task;
 - c. Loss certificates.
3. The guarantee obligation shall include knowledge that is necessary for the planned task and/or the willingness and opportunity to acquire this knowledge within the required period of time.

Art. 24 Duty of diligence

1. The responsible persons and institutions of the Pension Fund shall be subject to fiduciary due diligence and shall safeguard during their work the interests of the insured persons in the Pension Fund.
2. The responsible persons and institutions of the Pension Fund shall ensure that no conflict of interest arises on account of their personal and business relationships.

Art. 25 ASIP Charter

1. The Pension Fund is a member of the Swiss Pension Fund Association (ASIP).
2. The ASIP Charter is a binding code of conduct for all ASIP members.

Art. 26 Legal transactions of the Pension Fund

1. The legal transactions concluded by the Pension Fund shall comply with prevailing market conditions.
2. Legal transactions with members of the Board of Trustees, affiliated employers or natural or legal persons who are entrusted with management tasks or asset management, as well as with their related parties, shall be disclosed to the auditors during the annual audit of the annual financial statements.
3. Important legal transactions with related parties shall comply with prevailing market conditions. Competitive quotes shall be obtained and full transparency in the award of contracts shall be ensured. A legal transaction with related parties shall be deemed to be significant if the value of the order amounts to at least CHF 10,000 per annum.
4. Related parties shall be regarded, in particular, as the husband or wife, the registered male or female partner, the male or female civil partner, relatives up to the second degree and legal persons with beneficial ownership.

Art. 27 Own-account transactions

1. The persons entrusted with asset management shall act in the interest of the Pension Fund.
2. In particular, they may not:
 - a. exploit knowledge of orders of the Pension Fund to conclude concurrent own-account transactions beforehand, simultaneously or immediately afterwards;
 - b. trade an instrument or an investment as long as the Pension Fund is trading this instrument or investment, and this action may be detrimental to the Pension Fund; take part in transactions, which are on an equal footing with trading, in another way;
 - c. restructure securities custody accounts of the Pension Fund without an economic motive in the interest of the Pension Fund.

Art. 28 Remuneration for members of the Board of Trustees and the Investment Commission

1. Preparation and participation in meetings shall be regarded as work time for the members of the Board of Trustees and Investment Commission under the terms of their employment contract. The members of the Board of Trustees and Investment Commission shall not receive any additional remuneration.
2. In the event of participation in further training events, the course costs and expenses shall be remunerated.

Art. 29 Remuneration for management and asset managers

The nature and extent of the remuneration for persons entrusted with management and asset management tasks shall be defined in a written agreement.

Art. 30 Surrender of pecuniary gains

1. The responsible persons and institutions of the Pension Fund shall be obliged to surrender all pecuniary gains which they receive over and beyond their remuneration in connection with their work for the Pension Fund.
2. Occasional gifts shall not be surrendered. Occasional gifts shall be regarded as one-off gifts with a maximum value of CHF 200 per case and CHF 500 per annum and business partner, but a maximum of CHF 1,000 per annum.
3. Occasional gifts shall also be regarded as invitations to an event in which the benefit for the Pension Fund is paramount, e.g. specialist seminars, provided they are not held more than once a month. These events shall normally be limited to one day, shall not apply to companions and can be reached by car or on public transport. A social event may take place afterwards in the afternoon or evening.
4. Occasional gifts shall not include pecuniary gains in the form of cash considerations (vouchers, payments) or private invitations without a clear business purpose, e.g. to concerts, exhibitions, etc., which exceed the sum of CHF 200.00, as well as kick-backs, retrocessions and similar payments which are not based on a written agreement with the Board of Trustees.

Art. 31 Disclosure of vested interests

1. The members of the Investment Commission and persons entrusted with management and asset management shall disclose their vested interests to the Board of Trustees every year. The members of the Board of Trustees shall disclose their vested interests to the auditors every year.
2. They shall provide the Board of Trustees with an annual written statement to the effect that they – apart from occasional gifts according to Article 29 paragraph 2 - have surrendered or disclosed all pecuniary advantages.
3. The Managing Director shall obtain an annual statement from the responsible persons and institutions of the Pension Fund:
 - a. regarding the disclosure of any vested interests; and
 - b. regarding confirmation of the surrender of pecuniary advantages.
4. The annual statement by persons and institutions entrusted with asset management shall also contain confirmation to the effect that they did not conclude any own-account transactions.

Art. 32 Asset management requirements

1. Persons and institutions entrusted with asset management shall be authorised for this purpose. They shall also guarantee that they comply, in particular, with the requirements under Article 51b paragraph 1 of BVG and the provisions of Article 48g-48l of BVV2. External persons and institutions shall also comply with the provisions according to Article 48f paragraph 4 of BVV 2.
2. When performing their work, they shall comply with legal regulations, especially in the area of occupational pensions, and shall be bound by the instructions and communications of the Occupational Pension Supervisory Commission (OPSC).

Art. 33 Changes of personnel

1. Changes of personal in the Board Of Trustees and management shall be reported immediately to the Commercial Register and the supervisory authorities.
2. The Managing Director or the President of the Board of Trustees shall provide in this respect personal details and all known information which is necessary to verify integrity and loyalty.

Art. 34 Liability and criminal law

1. The responsible persons and institutions of the Pension Fund shall be liable for damage through which they cause harm to the Pension Fund either intentionally or negligently.
2. The criminal law consequences under Article 75 et seq. of BVG shall remain reserved.

Art. 35 Duty of confidentiality

1. The members of the Board of Trustees, as well as all individuals entrusted with management shall be obliged to maintain strict secrecy concerning the information that comes to their knowledge when performing their work for the Pension Fund. In particular, this duty shall extend to the personal, employment and financial circumstances of the insured persons, their relatives and the employer.
2. The duty of confidentiality shall also continue after resigning from office or after completion of the activity.

Final provisions

Art. 36 Authoritative version of the Organisational Rules

1. These Organisational Rules have been translated into German; they may be translated into other languages.
2. In the event of differences between the German text and a translation into another language, the German version shall be authoritative.
3. In the event of differences between the Pension Regulations and these Organisational Rules, the latter shall be authoritative.

Art. 37 Coming into force

1. These Organisational Rules shall come into force on 01.01.2024. They shall replace the previous Organisational Rules dated 05.09.2023.
2. These Organisational Rules shall be sent to the supervisory authorities and all responsible persons and institutions of the Pension Fund.
3. The Board of Trustees may amend these Organisational Rules at any time. Amendments shall be notified to the responsible supervisory authorities and all responsible persons and institutions of the Pension Fund.