

2024 ESG review of the FCT (Trianon Collective Foundation) portfolio

Sustainable quality assessment
based on ESG criteria
(environmental, social and
governance) and impact measures.

Detailed analysis of the positions held as of 31 December 2024 in the portfolio of the Trianon Collective Foundation (hereinafter FCT), verification of their compliance with ESG management principles and assessment of sustainable performance compared to the previous year and to the benchmark indices.

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Summary of analysis

Purpose of the report

The purpose of this report is to analyse the portfolio of the Fondation Collective Trianon (hereinafter FCT) in terms of:

- its exposure to sustainable development issues
- the evolution of ESG indicators compared to the previous year

As an independent expert, Conser conducted a comprehensive assessment of the nearly 460,000 positions in the FCT portfolio with 73.7% ESG coverage. Coverage of equities and bonds is excellent at over 97%. The uncovered portion consists mainly of real estate and alternative funds.

The analysis was carried out from an environmental, social and governance (ESG) perspective, as well as in terms of exposure to ethical and climate issues. The same methodology was applied to all positions, regardless of the ESG data used and published by the various fund managers, ensuring consistent and comparable results.

The methodology used to analyse the portfolio's exposure to sustainability issues is based on the ESG Consensus®, a proprietary tool developed by Conser that provides an assessment of the sustainability of issuers (companies and governments) based on the collective intelligence of several independent and recognised sources. Thanks to this meta-analysis, the methodology achieves a high degree of confidence in the ESG quality of a position held by the FCT and in the overall assessment of the sustainability issues in its portfolio.

The report follows the structure recommended by the Swiss Pension Fund Association (ASIP) by tracking the evolution of current exposures to sustainability issues and measuring them against a benchmark index.

To ensure methodological consistency and relevant ESG analysis, the FCT groups all selected and customised investment strategies offered by the Foundation under the common category of 'Platform Funds'. All other investment strategies are grouped under the name 'Tailor-Made'.

Conclusion of the analysis

Portfolio in line with standard indices and conforms to its Charter

The FCT's overall portfolio is in line with standard indices. The 'Platform Fund' portfolio complies with the basic requirements of its Responsible Investment Charter¹ and offers opportunities for ESG improvements.

Analysis highlights

Stable ESG quality, decline in CO2 emissions

The ESG quality of the FCT portfolio remained stable between 2023 and 2024 and can be described as good, with an overall ESG rating of B on a scale from D to A+, in line with the benchmark index, which also has a score of B. Exposure to investment themes with a high positive impact (clean energy, water management, green and sustainable bonds) increased slightly to 4.41% (+0.16 points), but remained below the benchmark (4.63%).

Exposure to sensitive sectors remained stable at 1.76% compared with 2023 and slightly below the benchmark. Exposure to ESG controversies improved slightly (1.18%, down 0.08 points) and remained below the benchmark (1.54%). Exposure to fossil fuels declined slightly (3.27%, -0.10 points). In terms of climate strategy, the positive change is more pronounced, with carbon intensity and emissions falling by 8.3% and 10.2% respectively, outperforming the benchmark index on both key indicators.

¹ See FCT's sustainable investment approaches in appendix

Process and scope

By collecting the underlying positions of all funds for which data is available as well as direct investments, the ESG Consensus® method allows the ESG quality of an investment portfolio to be assessed using a neutral and consistent approach that truly reflects the diversity of market views.

In total, nearly 460,000 positions were analysed with average ESG coverage of 73.7%. The uncovered positions are mainly alternative funds and real estate funds. Coverage of equities and bonds is excellent at 98.9% and 97.8% respectively.

Distinction between types of investment

To ensure methodological consistency and relevant, uniform ESG analysis, the FCT groups all selected and customized investment strategies offered by the Foundation under the category of 'Platform Funds'. This classification enables these strategies, which are customised by the Foundation Board and affiliated companies but share common characteristics in terms of investment architecture, fund selection processes and ESG guidelines, to be treated collectively. This facilitates consolidated analysis while maintaining sufficient granularity to monitor the achievement of ESG objectives.












Below, we distinguish between the 'Platform Fund' and 'Tailor-made' portfolios, reflecting the various management committees' convictions.

Global coverage of asset classes

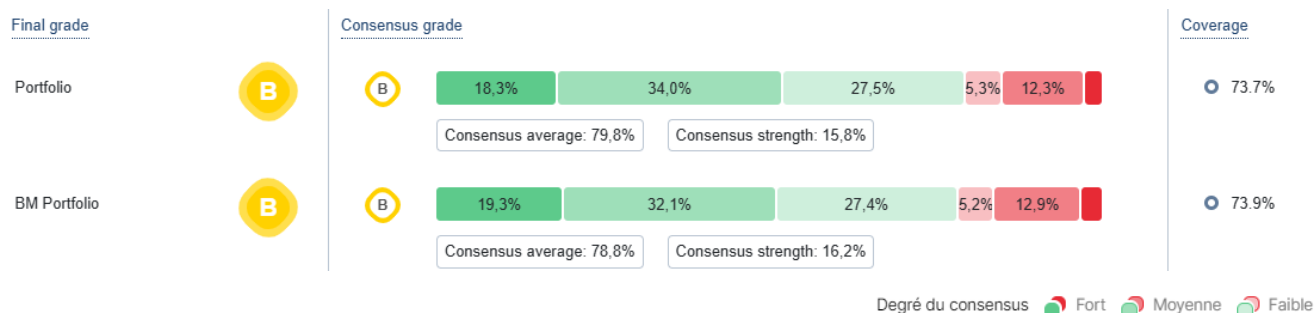
Asset classes	Weight	Positions	ESG coverage
Cash	1.38	1 180	99.5
Bonds	36.83	251 943	97.8
Equities	31.63	122 911	98.9
Real estate	21.91	4 073	4.8
Infrastructure	2.17	267	7.3
Alternative	4.73	10 312	45.0
Other	1.34	72 236	83.7
Total	100%	462 922	73.7%

Elements of the analysis

ESG integration

ESG quality		2023 portfolio	Trend vs 2023	2024 portfolio	Comparison with indices	Index 2024
Aggregate portfolio		B	=	B	> or = Index 	B
<i>Weight in the portfolio:</i>						
Platform funds	45.7%	B+	=	B+	> or = Index 	B
Tailor-made	54.3%	B	=	B	> or = Index 	B
Bonds	36.8%	B	=	B	> or = Index 	B
Platform funds	17.3%	A		B	> or = Index 	B
Tailor-made	19.6%	B	=	B	> or = Index 	B
Shares	31.6%	B	=	B	> or = Index 	B
Platform funds	13.9%	B	=	B	> or = Index 	B
Tailor-made	17.8%	B	=	B	> or = Index 	B

Composition of ESG Consensus® for the aggregate portfolio and benchmark index



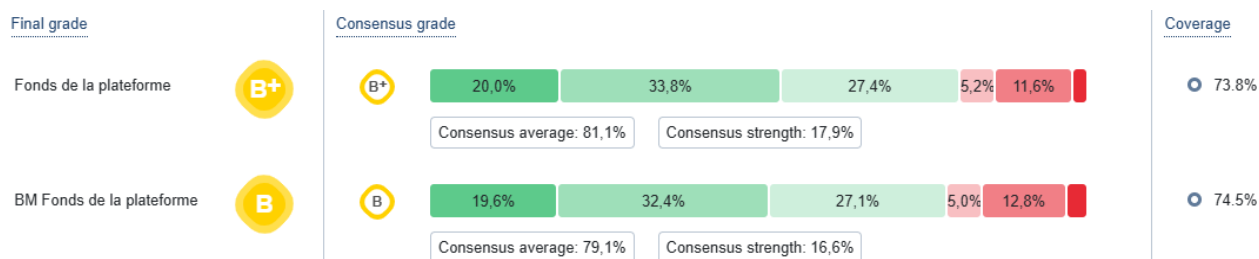
Portfolio analysis based on ESG integration criteria

The ESG quality of the portfolio reaches **B on a scale from D to A+, in line with the benchmark index, which also has a B grade.**

The portfolio stands out for its selectivity, with 79.8% of positions benefiting from a positive ESG Consensus®, slightly exceeding the benchmark index (78.8%). This near-equivalence in ESG quality between the portfolio and the index is the result of the selection of standard active and index funds and a few semi-passive ESG funds which, given their relatively low weightings (13%), cannot significantly increase the ESG quality of the portfolio.

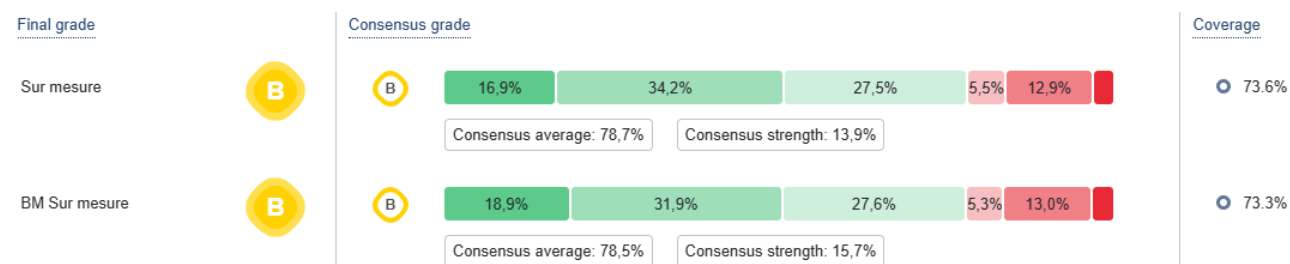
The portfolio is just below the threshold required for a higher rating. With a score of 79.8% - 0.2 points below the 80% mark - and an ESG Consensus® strength of 15.8%, the criteria for a B+ rating are not met.

Composition of the ESG Consensus® of the "Platform Funds" portfolio and the benchmark index



The "Platform Funds" portfolio obtained an ESG rating of B+, outperforming its benchmark index, which was rated B. With 81.1% positive ESG Consensus® compared to 79.1% for the index, this 2-point improvement enabled the portfolio to cross the 80% threshold and achieve the higher rating. This solution has greater exposure to ESG funds (21%)

Composition of the ESG Consensus® of the "Tailor-made" portfolio and the benchmark index

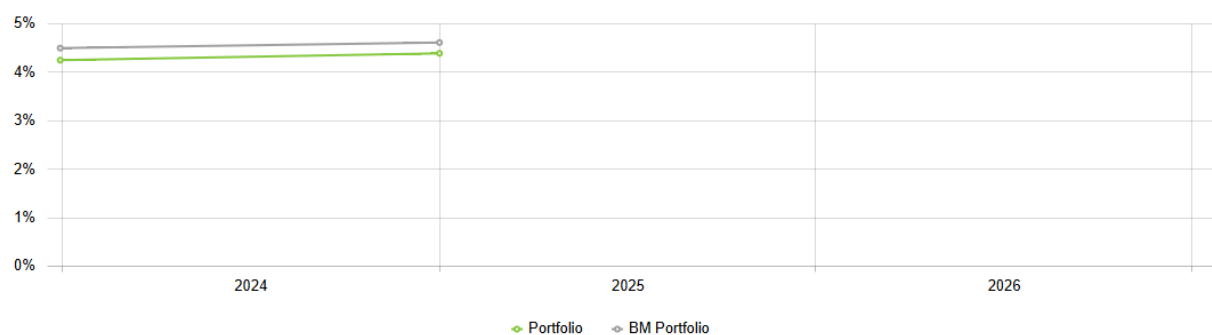


The "Tailor-made" portfolio obtained an ESG rating of B with 78.7% positive ESG Consensus®, in line with its benchmark index. This solution is less exposed to ESG funds (7.3%).

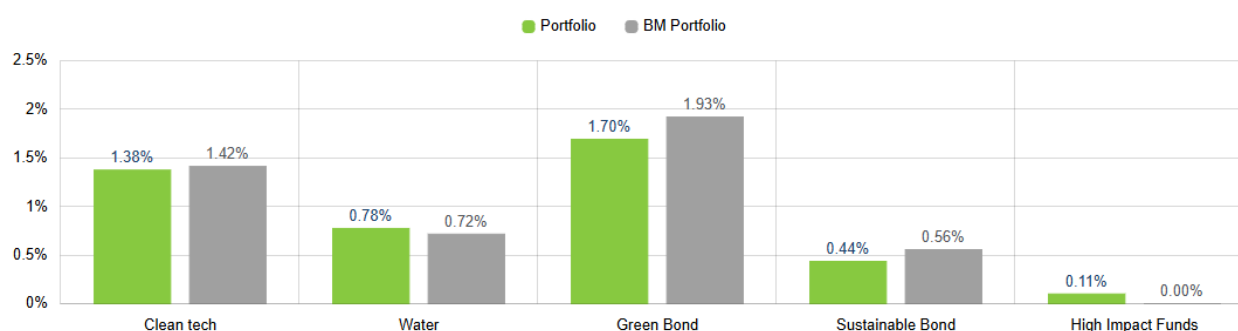
Impact investments

Positive impacts		Portfolio 2023	Trend vs 2023	2024 portfolio	Comparison with indices	2024 index
Aggregate portfolio		4.3	=	4.4	> ou = Index ±	4.6
<i>Weight in portfolio (in%):</i>						
Platform funds	45.7	3.3	↗	4.0	> ou = Index ±	4.6
Tailor-made	54.3	4.5	↗	4.8	> ou = Index ✓	4.7
Bonds	36.8	6.0	↗	6.9	> ou = Index ±	7.1
Platform funds	17.3	6.0	=	6.1	> ou = Index ±	6.9
Tailor-made	19.6	5.9	↗	7.6	> ou = Index ✓	7.2
Shares	31.6	6.0	↘	5.2	> ou = Index ✓	5.1
Platform funds	13.9	4.9	↗	5.2	> ou = Index ✓	5.1
Tailor-made	17.8	6.4	↘	5.2	> ou = Index ✓	5.2

Portfolio exposure to positive themes



Portfolio exposure to positive themes by theme



Portfolio analysis based on impact investment criteria

The portfolio's exposure to investment themes with a strong positive impact (clean energy, water management, green and sustainable bonds) increased slightly, from 4.25% to 4.41%. Despite this 0.16 point improvement, the portfolio remains slightly below its benchmark (4.63%), with a gap of 0.22 points.

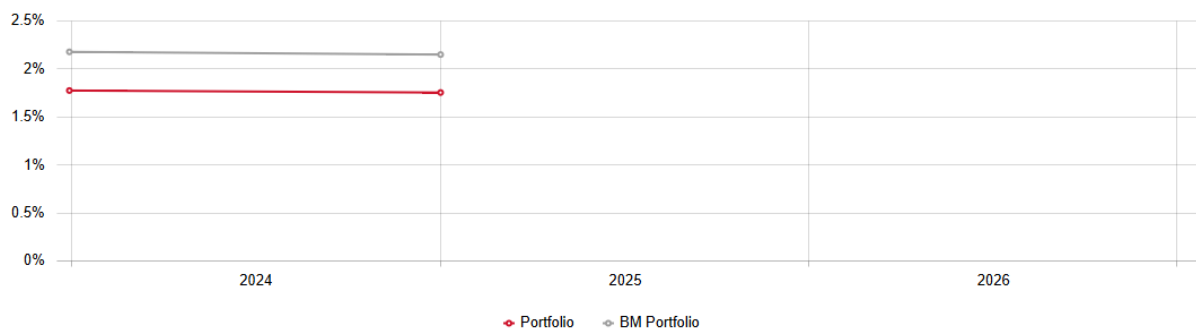
Platform funds: Exposure increased by 0.7% between 2024 and 2025 but remains below that of the benchmark index, mainly due to underweighting in sustainable and green bonds (-0.6 points in this segment).

Tailor-made portfolio: Exposure to positive impact themes improved by 0.3% and outperformed its benchmark index by 0.1 points.

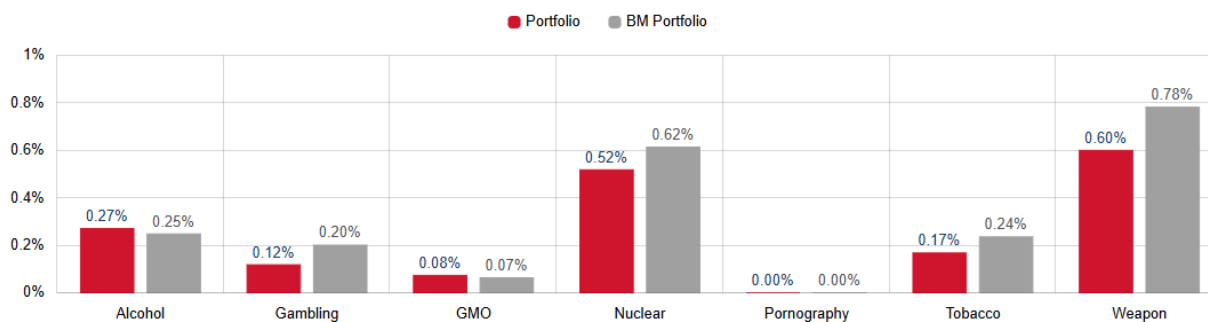
Sector and normative exclusions

Exclusions		Sensitive sectors			ESG controversies		
		Portfolio 2024	2024 Index	Index comp.	Portfolio 2024	Index 2024	Comp. Index
Aggregate portfolio		1.8	2.2	✓	1.2	1.5	✓
Weight in portfolio (in %):							
Platform funds	45.7	1.6	2.1	✓	1.1	1.5	✓
Tailor-made	54.3	2.0	2.2	✓	1.3	1.6	✓
Bonds	36.8	1.8	2.0	✓	1.3	1.8	✓
Platform funds	17.3	1.5	1.9	✓	1.0	1.6	✓
Tailor-made	19.6	2.0	2.1	✓	1.5	1.9	✓
Shares	31.6	3.3	3.8	✓	2.2	2.5	✓
Platform funds	13.9	2.9	3.9	✓	2.2	2.6	✓
Tailor-made	17.8	3.5	3.8	✓	2.1	2.4	✓

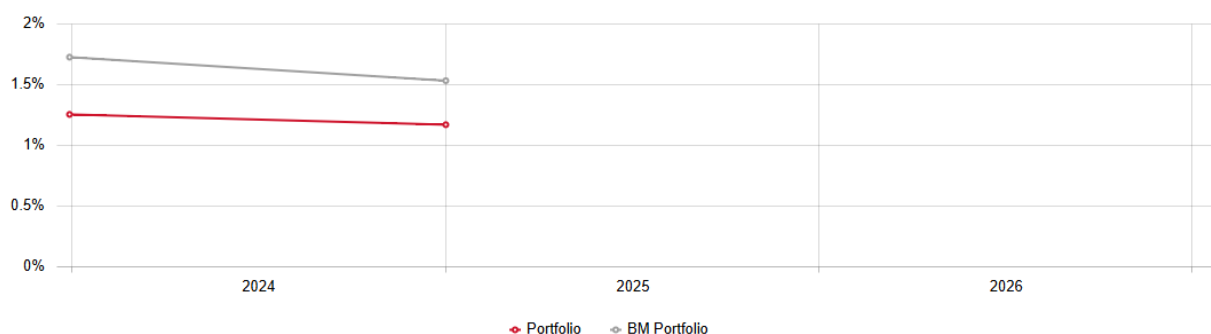
Portfolio exposure to sensitive sectors



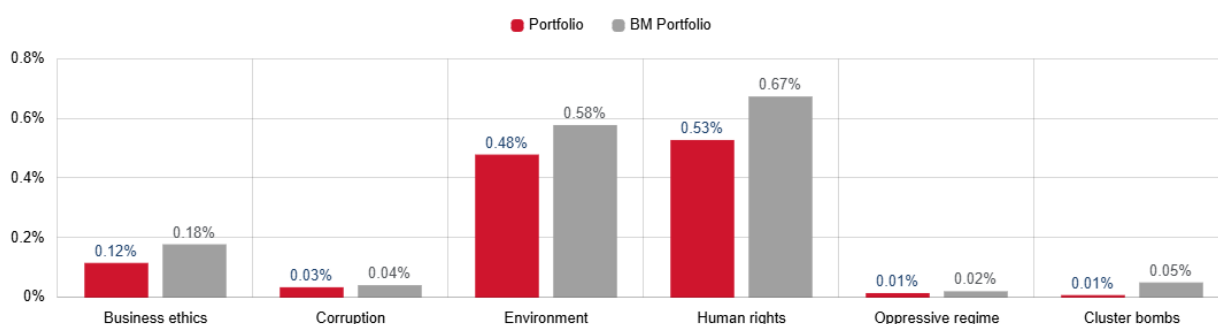
Portfolio exposure to sensitive sectors



Portfolio exposure to normative exclusions



Portfolio exposure to normative exclusions



Portfolio analysis based on sector and normative exclusion criteria

Compared with 2023, the portfolio's exposure to sensitive sectors remained virtually unchanged (-0.02 points) and remained 0.4% below that of its benchmark index. This underweighting was consistent across equities and bonds and affected both the 'Platform Funds' and the 'Tailor-made' portfolio.

Only the alcohol and spirits and GMOs sectors showed slightly higher exposure than the index (+0.02 and +0.01 points, respectively). It should be noted that 60% of exposure to sensitive sectors comes from the 'Tailor-made' portfolio, accounting for 54.3% of the total portfolio weight.

In the 'Platform Funds', exposure to sensitive sectors is consistently lower than that of the index in each sector. This analysis reveals that managers apply ethical filters without strict exclusion across all sectors.

The portfolio's exposure to ESG controversies improved slightly from 1.26% to 1.18% and remains below its benchmark of 1.54%. This under-exposure of 0.36 points is consistent across equities and bonds and applies to both the 'Platform Funds' and the 'Tailor-made' portfolio.

However, **58% of exposure to controversies comes from the 'Tailor-made' portfolio**, despite it representing only 54.3% of the total portfolio. This reveals a relative concentration of controversy risks.

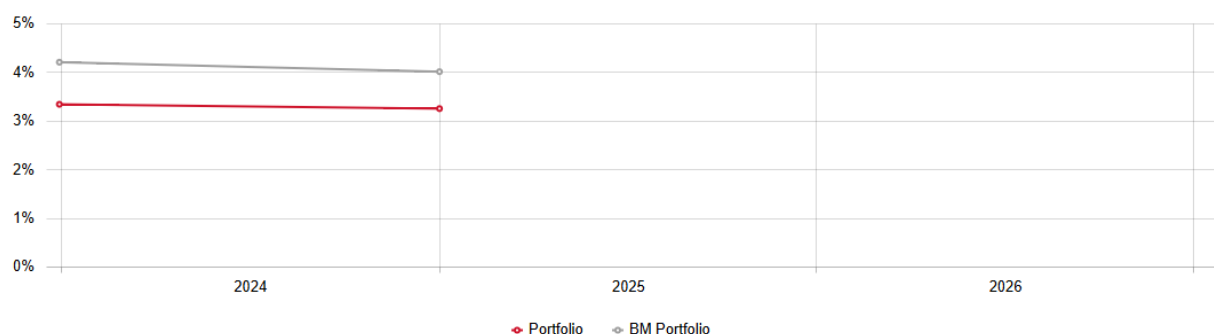
Ethical filters are also applied here without strict exclusions.

Fossil fuels

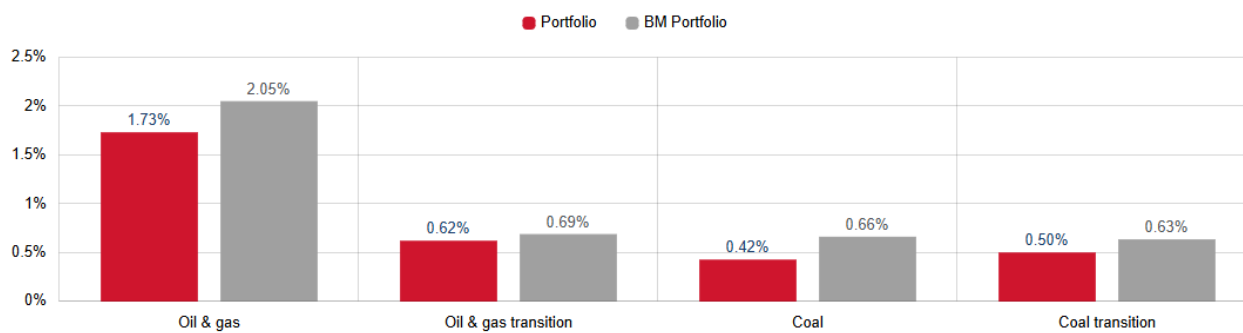
Coal		Total	Trend vs 2023	Total	Comparison with indices	Total Index
Aggregate portfolio		1.1	=	0.9	< Index ✓	1.3
Weight in portfolio (in%):						
Platform funds	45.7	0.8	=	0.8	< Index ✓	1.3
Tailor-made	54.3	1.1	=	1.0	< Index ✓	1.3
Bonds	36.8	1.2	=	1.1	< Index ✓	1.5
Platform funds	17.3	0.6	⬆	0.9	< Index ✓	1.4
Tailor-made	19.6	1.3	=	1.2	< Index ✓	1.6
Equities	31.6	1.9	✓	1.6	< Index ✓	2.0
Platform funds	13.9	1.9	✓	1.5	< Index ✓	2.1
Tailor-made	17.8	1.9	✓	1.7	< Index ✓	2.0

Oil and Gas		Total	Trend vs 2023	Total	Comparison with indices	Total Index
Aggregate portfolio		2.3	=	2.4	< Index ✓	2.7
Weight in portfolio (in%):						
Platform funds	45.7	1.9	⬆	2.2	< Index ✓	2.7
Tailor-made	54.3	2.5	=	2.5	< Index ✓	2.8
Bonds	36.8	2.6	=	2.7	< Index ✓	3.3
Platform funds	17.3	1.8	⬆	2.4	< Index ✓	3.1
Tailor-made	19.6	2.8	=	3.0	< Index ✓	3.5
Equities	31.6	4.0	=	3.9	< Index ✓	4.0
Platform funds	13.9	4.4	✓	3.9	< Index ✓	4.0
Tailor-made	17.8	3.9	=	3.9	< Index ±	3.9

Change in the portfolio's exposure to fossil fuels



Change in portfolio exposure to fossil fuels



Portfolio analysis based on climate-related thematic exclusion criteria

Exposure to coal stands at 0.92% of the portfolio, down 0.13 points compared to 2023, and remains below the benchmark index (1.29%). This decrease can be seen across all segments, with the exception of the "Platform Funds" bond segment, where the increase mainly concerns companies exposed to coal that do not have a credible transition strategy.

Companies with a transition plan for their fossil fuel exposure are distinguished if:

- They are committed to the Science Based Targets initiative (SBTi) on one of the decarbonisation plans of 1.5°C, less than 2°C, or 2°C in the short term.
- And/or the Transition Pathway Initiative (TPI) assessments confirm reduction plans of 1.5°C, less than 2°C or 2°C consistent with the short, medium and long term.

Exposure to the oil and gas sectors stands at 2.35%, up slightly (+0.03%) but remains below the benchmark (2.74%). As with coal, exposure is declining across all segments, with the exception of the "Platform Funds" bond segment, which recorded an increase of 0.60 points.

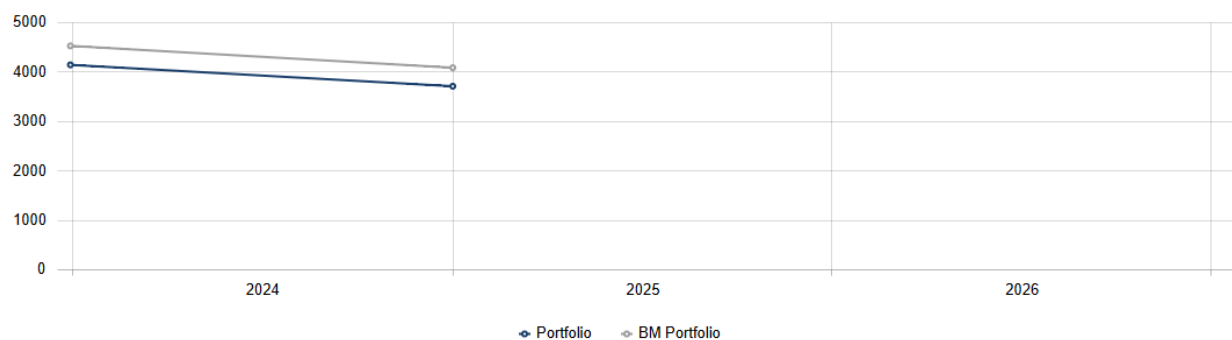
The increase in exposure to fossil fuels within this segment is mainly due to an allocation effect rather than unfavourable stock selection. The allocation to the CHF bond asset class, which has a fossil fuel exposure of around 1%, was significantly reduced within the bond segment (from 77.5% to 52.6%). This reduction was offset by a new allocation to the Hedged Foreign Currencies segment (31.4% of the bond portfolio with 2.32% exposure to fossil fuels) and, above all, to Hedged Investment Grade Bonds, whose weight was tripled (from 3.4% to 10.2%).

Although exposure to fossil fuels within the Investment Grade Hedged Bonds fund declined by 4.54% to 16.54%, its increased weighting in the allocation mechanically explains the overall increase in the segment's exposure. Exposure increased very slightly in the Emerging Market HC Hedged Bond Fund (8.57%, +0.14%).

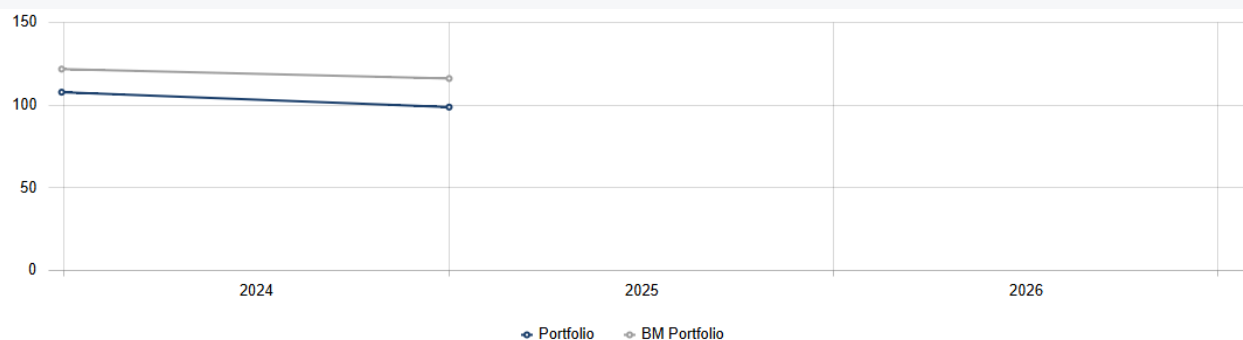
Specific climate policy

Carbon emissions (scope 1+2)		Coverage	Emissions kt 2023	Trend vs 2023	Emissions kt 2024	Intensity 2023	Trend vs 2023	Intensity 2024
Aggregate portfolio		54%	4 142	✓	3 718	107.8	✓	98.9
Index		58	4,543		4,103	122.1		116.5
<i>Weight in portfolio:</i>								
Platform funds	45.7%	52%	3 642	=	3 522	85.2	⬆	94.4
Tailor-made	54.3%	55%	4 281	✓	3 875	114.0	✓	102.6
Bonds	36.8%	55%	3 422	✓	2 687	93.1	✓	76.2
Platform funds	17.3%	52%	2 033	⬆	2 326	55.1	⬆	70.8
Tailor-made	19.6%	58%	3 804	✓	2 974	103.6	✓	80.6
Shares	31.6%	98%	4 750	=	4 566	118.6	=	113.5
Platform funds	13.9%	99%	4 864	✓	4 499	101.6	⬆	111.0
Tailor-made	17.8%	97%	4 720	=	4 619	123.1	✓	115.5

Portfolio exposure to CO₂emissions (kt CO₂ scope 1 and 2)



Portfolio exposure to CO₂intensity (t CO₂ scope 1 and 2 / million \$ revenue)



Portfolio analysis on specific climate policy

Although the Foundation has not formally signed up to an externally verified Net Zero commitment, it aims to improve its carbon footprint by gradually reducing CO₂ emissions. The implemented measures (reduction of exposure to fossil fuels, ESG integration, impact investing and shareholder engagement) enable the portfolio to achieve a lower carbon footprint and intensity than the benchmark.

The portfolio's emissions (scopes 1 and 2) decreased by 10.2% compared to 2023 – a decline in line with that of the benchmark index – and remain 9.4% lower than the latter. The portfolio's coverage rate is 54%, compared to 58% for the index.

There has been a significant improvement in carbon intensity, with a fall of 8.3%, which outperforms the benchmark index in both absolute terms (98.9 vs. 116.5 tonnes of CO₂ per million dollars of revenue) and in terms of change (-4.6% for the index).

Holcim alone accounts for 13% of emissions and 17% of the portfolio's CO₂ intensity, despite accounting for only 0.34% of the aggregate portfolio. The company has an SBTi-verified transition plan to limit global warming to 1.5°C. Its emissions have already decreased since the implementation of its reduction targets, and this trend is expected to continue, positively impacting the portfolio's carbon footprint.

The two sub-portfolios performed differently. The 'Tailor-made' portfolio saw a decline in absolute emissions and intensity, while the 'Platform funds' portfolio recorded virtually stable emissions (-3%) but a 10.8% increase in carbon intensity. Underperformance was particularly marked in the fixed income segment, which recorded increases in both emissions (+14.4%) and intensity (+28.4%). The main contributors to this segment's carbon intensity include Holcim and companies in the coal, oil and gas sectors, such as Power Asset Holdings, Duke Energy, Southern Company and Saudi Electricity.

Indicators according to ASIP recommendations

Engagement and exercise of voting rights

Analysis of shareholder engagement

The FCT relies on the voting recommendations of the Ethos Foundation and its engagement programme to influence the climate policy and non-compliance with international standards (human rights, corruption, labour rights, etc.) of Swiss-listed companies held directly.

During the reporting period, dialogue was conducted with 150 Swiss companies through the Ethos Services SA Engagement Pool. More than 600 engagement actions were carried out in 2024. In addition, the FCT participates through Ethos in several initiatives, including Climate Action 100+.

[Ethos annual reports presenting the engagement activities undertaken](#)

As a responsible shareholder, the FCT exercises its voting rights on all Swiss shares it holds. It bases its decisions on the voting recommendations of the Ethos Foundation.

[Ethos annual report presenting voting recommendations for Swiss companies](#)

Equities and bonds

Equities

Index: BM Equities

% Portfolio: 32

Indicators		2023	2024	Coverage	Measure	Source
Carbon intensity (Scope 1+2)	Port	118.6	113.5	98	t CO ₂ / million \$ revenue	S&P Global
	Ind.	126.7	127.8	99		
Carbon footprint (Scope 1+2)	Port.	64.3	44.0	97	t CO ₂ / million \$ invested capital	S&P Global / Refinitiv
	Ind.	68.3	49.5	98		
Coal exposure	Port.	1.9%	1.6%	99	% asset class	Conser
	Ind.	2.2	2.0	10		
Exposure to other fossils	Port.	4.0%	3.9%	99	% asset class	Conser
	Ind.	4.3	4.0	100		
Zero emissions commitment	Port	46.4%	48.9%	99	% asset class	Conser / SBTi
	Ind.	46.4	48.0	100		

Bonds

Index: BM Bonds

% Portfolio: 37

Indicators		2023	2024	Coverage	Measure	Source
Carbon intensity (Scope 1+2)	Port	93.1	76.2	5	t CO ₂ / million \$ revenue	S&P Global
	Ind.	115.8	99.6	6		
Carbon footprint (Scope 1+2)	Port.	98.6	42.3	35	t CO ₂ / million \$ invested capital	S&P Global / Refinitiv
	Ind.	113.1	58.2	37		
Coal exposure	Port.	1.2%	1.1%	98	% asset class	Conser
	Ind.	1.6	1.5	98		
Exposure to other fossils	Port	2.6%	2.7%	98	% asset class	Conser
	Ind	3.3	3.3	98		
Zero emissions commitment	Port	12.3%	14.4%	98	% asset class	Conser / SBTi
	Ind	12.0	13.8	98		

Comments

The "Bonds" asset class includes instruments issued by companies, including convertibles, as well as instruments issued by governments. This allows it to be compared to the benchmark index, which includes all of these types of instruments.

Areas for improvement

ESG integration

Although the overall ESG rating is satisfactory, it does not differ from that of its benchmark index. However, it should be noted that the proportion of ESG funds is higher in the 'Platform Funds' segment at 21% than in the "Customised" segment, which only reaches 7%, resulting in a better rating of B+ (compared to B for the 'Customised' segment and the benchmark index).

In order to strengthen compliance with the charter, continuous improvement of ESG quality remains relevant, particularly in foreign equities, which offer the greatest potential.

Sector and normative exclusions

Establishing a formal definition of sector and thematic exclusions, coupled with structured dialogue between the Foundation and investment managers regarding ESG filter implementation, will significantly reduce portfolio exposure to controversies while enhancing overall ESG quality.

ESG controversies are subject to increasing scrutiny from institutional investors and regulatory frameworks. These controversies, evaluated against the principles of the UN Global Compact and international conventions, have gained prominence under current guidelines such as the European taxonomy's "do no significant harm" principle.

The Foundation's desired approach of formalizing exclusions and engaging in structured dialogue with managers on filter application represents industry best practice. These methods are the most widely adopted strategies among large responsible investors for implementing comprehensive exclusion policies, ensuring both consistency and effectiveness in responsible investment practices.

Thematic exclusions related to climate

Rigorously applying a strategy that reduces exposure to fossil fuels while remaining open to companies committed to a credible energy transition would limit transition risks and accelerate decarbonisation.

Implementing a formalised climate policy with short- and medium-term binding quantitative targets would structure investment decisions and optimise management of the decarbonisation trajectory.

Appendix

FCT's sustainable investment approaches

Preamble

Convinced of the added value of the open architecture model, the FCT Foundation Board is also aware of its fiduciary responsibility towards its insured members. It wishes to establish a framework enabling affiliated companies to ensure the long-term viability of their pension fund.

The Foundation Board is also convinced that taking environmental, social and governance (ESG) criteria into account in investment management can positively influence the risk/return profile, while also having a favourable impact on the environment and society.

In this context, the Foundation Board has established the following guidelines for its ESG policy:

1. **Develop** a range of ESG investments selected using a best-in-class approach that meets the needs and expectations of affiliated companies and their insured persons.
2. Transparently **inform** affiliated companies and insured persons of the ESG options available to them in order to facilitate the consideration of these dimensions when defining their investment strategy.
3. As an active investor, **commit** and promote good corporate governance practices.

Develop

Selected investment strategies

The Board of Trustees is aware that member companies do not necessarily seek to establish their own investment profile and strategy. It therefore provides ready-made strategies in line with its convictions, particularly with regard to ESG investing.

These strategies take a sustainable approach based on the following two objectives:

- **Optimising the ESG quality of investments**, aiming to outperform the benchmark
- **Climate policy** aimed at progressively reducing negative emissions, with the goal of outperforming the index in terms of CO₂ and exposure to fossil fuels (tolerance for companies in transition)

This approach is being implemented gradually and only if the Foundation Board is convinced that its implementation offers an attractive risk/return ratio compared to conventional (non-ESG) investments.

An annual ESG report is prepared for each selected strategy to verify that the above objectives are being met, in accordance with ASIP recommendations.

Customised investment strategies

The FCT has set up a "fund platform" offering affiliated companies privileged access to a range of carefully selected investment vehicles with attractive fees thanks to economies of scale.

These funds, which are analysed and recommended by the Investment Committee and approved by the Foundation Board, cover various asset classes and follow different management styles. Affiliated companies can thus customise their asset allocation by selecting the funds that best meet their expectations, including ESG criteria, from the platform.

For the main asset classes, the FCT is committed to offering investment vehicles that enable:

- **Optimisation of the ESG quality of investments** relative to the benchmark index
- **Investment in investment vehicles** with a climate policy that progressively reduces negative emissions, exceeding the index in terms of CO₂ and exposure to fossil fuels (tolerance for companies in transition)

This approach is being implemented gradually and only if the Foundation Board is convinced that its implementation offers an attractive risk/return ratio compared to conventional (non-ESG) investments.

An annual ESG report is prepared for each Tailor-made strategy using the "fund platform" to verify that the objectives described above are being met, in accordance with ASIP recommendations.

Tailor-made investment strategies

Management committees that delegate the management of their investments to a partner outside the FCT have the option of investing sustainably in line with their convictions. The FCT supports them in defining their sustainability strategy according to their specific needs.

Inform

Presentations and discussions on sustainability are organised periodically at the FCT's non-statutory general meetings, in particular to inform and raise awareness among member companies about the impact of investments on society and the environment.

The FCT also regularly raises awareness among the Management Committees by informing them about the ESG solutions it offers and developments in ESG investing.

Each year, the FCT produces a **consolidated ESG report** including information on the three investment models. This report is in line with ASIP recommendations.

Commit

Investing responsibly also involves exercising voting rights to ensure that companies act in the interests of all stakeholders, including shareholders, society and the environment.

The FCT mandates a foundation to apply its shareholder engagement values and follows its voting recommendations at the general meetings of all Swiss-listed shares held directly by the affiliated pension funds.

As the FCT invests primarily in investment funds, it encourages portfolio managers to exercise their voting rights. The ESG funds selected in the "fund platform" and used in the selected strategies incorporate voting and engagement policies in particular.

In addition, the FCT is a member of **the Ethos Engagement Pool Switzerland** for direct and systematic dialogue with the 150 largest companies listed in Switzerland

Disclaimer

Portfolio analysis based on ESG Consensus®

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ESG Consensus® methodology

The purpose of this document and the ESG Consensus® analysis it contains is to provide an aggregate representation of the market's perception of the sustainable quality and ethical profile of the investments analysed. The market view, which is used to build this consensus, is developed based on a multitude of external sources and expert opinions, such as rating agencies, active ESG managers, information from non-governmental organisations, institutional investor exclusion lists, as well as sustainability reports or information from the media.

The data used to establish this consensus is sourced from sources that Conser considers to be reliable and credible based on its professional judgement. However, no guarantee, express or implied, is made as to its accuracy or completeness. Conser does not claim to have taken into account all sources and/or opinions available worldwide in preparing its ESG Consensus® analysis.

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Data sources

For our analysis, we rely on the following data providers: Refinitiv, S&P Global Sustainable 1, CSRHub and Public Real Estate Sustainability Switzerland scores (PRESS Scores). PRESS scores are developed by the Centre de gestion des risques – Lausanne (CRML) in partnership with Quanthome S.A. These scores are based exclusively on publicly available data. All property rights remain with CRML. Commercial use of the scores is subject to the signing of the terms of use with CRML.

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