

FCT 1e Responsible Investment Charter

The FCT 1e (Trianon Collective Foundation 1e) mission is to respond to the individual needs of companies and insureds for occupational benefits provision throughout Switzerland. In order to meet the various requirements of its affiliated companies, the FCT 1e has developed an individual solution for executives and managers as well as for enterprises subject to the International Accounting Standards. Together with the FCT (Trianon Collective Foundation), the FCT 1e offers an occupational benefits concept based on the flexibility of an open architecture model, according to which each pension solution can be tailored to the needs of the affiliated companies and their insureds.

Each company or group of companies affiliated to the FCT 1e has its own independent Pension Fund set up within the Foundation. Each Pension Fund is managed by a Pension Committee, which determines its investment model and investment strategy. The FCT 1e offers a choice of three investment models:

- **Pre-selected investment strategies:** The Pension Committee chooses a strategy from among the investment strategies offered by the FCT 1e;
- **Customised investment strategies:** The Pension Committee composes its own asset allocation by selecting funds from among the investment vehicles offered by the FCT 1e (hereafter "fund platform");
- **Individual Investment strategy:** The Pension Committee designs its own strategy together with the asset manager(s) of its choice;

Convinced of the added value of the open architecture model, the Board of Trustees of the FCT 1e is also keenly aware of its fiduciary responsibility to its insureds. Consequently, it aims to establish a framework which enables affiliated companies to ensure the sustainability of their occupational benefit programmes. Furthermore, the Board of Trustees is also convinced that considering environmental, social and governance (ESG) criteria can positively influence the risk-return profile of investment strategies, and at the same time have a positive impact on the environment and society.

To this end, the Board of Trustees has developed the following guiding principles for its ESG policy:

1. **Develop** a range of ESG investments that fulfils the needs and expectations of the affiliated companies and their insureds.
2. **Inform** affiliated companies and insureds openly and transparently about the ESG options available to them in order to facilitate the consideration of these dimensions when defining their investment strategy.
3. **Actively engage** as an investor and promote best practice in corporate governance.



1. Develop

Pre-selected investment strategies

The Board of Trustees is aware that affiliated companies do not necessarily seek to establish their own investment profile and investment strategy. Accordingly, they have developed a range of standard investment strategies that are available to the affiliated companies. These strategies, which have been approved by the Board, have different risk levels and management forms, some of which are ESG-labelled. These strategies take into consideration non-financial criteria in the investment process.

The FCT 1e is committed to further developing its ESG-labelled strategies to ensure the effective implementation of environmental, social and governance criteria in some of the strategies offered to affiliated companies.

Customised investment strategies

The FCT 1e has set up a “fund platform” giving affiliated companies privileged access to a spectrum of carefully selected investment vehicles, which benefit from attractive fees thanks to economies of scale. These funds are analysed and recommended by the Investment Committee of the FCT 1e and approved by the Board of Trustees. They cover various asset classes and follow different management forms. As a result, affiliated companies can implement their own asset allocation by selecting the funds on the fund platform that corresponds best to their preferences, also in terms of ESG criteria.

FCT 1e aims to further develop its ESG-labelled strategies in order to offer investment solutions that take into account ESG criteria for the main asset classes.

Individual investment strategies

Pension Committees that delegate their asset management to an external partner of the FCT 1e have the possibility of carrying out an ESG screening or sustainability analysis of their portfolio. The pre-set ESG investment strategies of the FCT 1e have been analysed and validated by a specialist consultant. Therefore, Pension Committees can also benefit from this type of neutral and objective evaluation.

In addition to ESG measures specific to the three investment models, the FCT 1e promotes responsible investment by raising awareness among its affiliated companies and discharging its responsibilities as a shareholder.

2. Inform

Presentations and debates on the topic of sustainability are periodically organised as part of the non-statutory FCT 1e General Assemblies, to inform and raise awareness, in particular among the affiliated companies, about the impact of pension investments on society and the environment.

3. Actively engage

Investing responsibly also means exercising one’s voting rights to ensure that companies operate in the best interest of all stakeholders - including shareholders, society, and the environment. The FCT 1e mandates a foundation that applies its shareholder engagement values and follows its voting recommendations at the general meetings of all listed shares in Switzerland held directly by the pension funds of the affiliated companies.