

C&A Group Pension Fund

Report on the implementation of the principles of a sustainable and responsible investment policy

In November 2019, the Board of Trustees decided to introduce principles for a sustainable and responsible investment policy. Whenever possible, the pension fund will consider products that follow the principles on sustainable and responsible investing, provided this can be done without compromising the risk-return profile and without significant additional costs.

The Investment Committee shall report annually to the Foundation Board on the progress made in connection with the principles. The Foundation Board shall inform the insured persons from time to time about the further development and implementation of the principles:

Since the introduction of the Principles, the Investment Committee has taken into account the ESG tranche of the respective passive funds when rebalancing the portfolio whenever available.

In particular, these were:

Equities WORLD:

Credit Suisse Index Fund (CH) III Umbrella - CSIF (CH) III Equity World ex CH ESG Blue - Pension Fund

Market value as at 31.12.2020 CHF 2.84 million Share of equity portfolio 2.45%

The fund is managed according to an indexed methodology and is characterised by broad diversification, low tracking error and low-cost management. The fund's investment objectives are to replicate the benchmark index as closely as possible and to minimise performance deviations from the benchmark. The MSCI World ex Switzerland ESG Index is weighted by market capitalisation and provides exposure to companies with high performance on environmental, social and governance (ESG) criteria relative to their industry peers; it includes large and mid-cap companies in developed countries worldwide. The fund does not invest in companies involved in the development and production of nuclear, biological and chemical warfare agents and weapons, anti-personnel mines and cluster bombs according to the exclusion list of the Swiss Association for Responsible Investment (SVVK - ASIR).

Equities EMERGING MARKETS:

Credit Suisse Index Fund (LUX) SICAV - CSIF (Lux) Equity Emerging Markets ESG blue DB CHF Capitalisation

Market value on 31.12.2020 CHF 11.51 million Share of equity portfolio 10.82%

The fund is managed using an indexed approach. The investment objectives of the Fund are to replicate the Benchmark Index as closely as possible and to minimise performance deviations from the Benchmark. The MSCI Emerging Markets ESG Leaders Index is a market capitalisation index that provides exposure to companies with high performance on environmental, social and governance (ESG) criteria relative to their industry peers; it includes large and mid-cap companies in emerging markets worldwide. The fund does not invest in companies involved in the development and production of nuclear, biological and chemical warfare agents and weapons, anti-personnel mines and cluster bombs according to the exclusion list of the Swiss Association for Responsible Investment (SIA - ASIR).

For cost reasons, reallocations to ESG are generally only made as part of portfolio adjustments. In November 2020, however, the Investment Committee decided to reallocate the remaining tranche of

Emerging Markets equities of CHF 5.3 million despite the costs (TCHF 32.5). The Investment Committee is of the opinion that an exposure to ESG makes particular sense in the area of emerging markets.

Baar, 21.4.2021