

Pension Fund of the C&A Group

Annual report of the Investment Committee to the Board of Trustees on the implementation of the principles of a sustainable and responsible investment policy

When making investment decisions, the Investment Committee takes into account, where possible, products that comply with the principles of sustainable and responsible investment, provided this is possible without compromising the risk-return profile and without significant additional costs.

The Investment Committee (AA) must report annually to the Board of Trustees on the status in connection with the "Principles of a sustainable and responsible investment policy" of the C&A Group Pension Fund:

The holdings of ESG tranches in the portfolio as at 31 December 2023 are as follows:

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 December 2023 CHF 3.43 million Share in the equity portfolio 2.7%

The fund is managed according to an indexed method and is characterised by broad diversification, a low tracking error and cost-effective 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 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 in accordance with the exclusion list of the Swiss Association for Responsible Investment (SVVK - ASIR).

EMERGING MARKETS equities:

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

Market value as at 31.12.2023 CHF 12.7 million Share in the equity portfolio 10.1%

The fund is managed using an indexed approach. 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 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 in accordance with the exclusion list of the Swiss Association for Responsible Investment (SVVK - ASIR).

For cost reasons, reallocations to ESG are generally only made as part of portfolio adjustments. In 2023, we acquired additional units in the Emerging Markets Equities (ESG) category for CHF 4.4 million and sold units from the Equity Switzerland and Equity World (non-ESG) categories.

Baar, 5 April 2024