

Investment Regulations

Liberty 1e Flex Invest Foundation

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Investment Regulations

Relying on Article 8 of the Charter of Liberty 1e Flex Invest Foundation (hereafter "Foundation"), the Board of Trustees adopts the following Investment Regulations (hereafter "Regulations"):

Art. 1 Purpose

- 1 Pursuant to statutory requirements, these Regulations set out the rules and principles to be observed in the management and investment of pension assets and regulate the organisation of asset management. The Foundation shall comply with these Regulations at all times.
- 2 These Regulations are binding for all individuals and entities entrusted with asset management.
- 3 The members' interests alone shall prevail.
- 4 These Regulations shall be reviewed at least once a year and amended as necessary.
- 5 Costs and fees are set forth in the Fee Schedule.

Art. 2 General principles

- 1 Pursuant to Article 51a(2)(m) BVG, the Board of Trustees is responsible for defining the principles and objectives governing asset management and the implementation and monitoring of the investment process.
- 2 The Foundation is responsible for the proper administration of the pension assets in compliance with the BVG, FZG/LFLP, BVV2/OPP2 and FZV/OLP. It only entrusts the investment and management of its pension assets to persons and institutions qualified and organised in such way as to guarantee compliance with the provisions of Article 48f of the BVV2/OPP2.
- 3 The Foundation offers a choice of custodian banks and asset managers which may be changed at any time for important reasons.
- 4 The Foundation offers its own BVG-compliant investment products or those developed in cooperation with contractual partners.

Art. 3 Investment rules

- 1 *Liquidity*: The Foundation shall at all times meet its obligations.
- 2 *Security*: In investing its assets, the Foundation shall offer the assurance of meeting pension objectives.

- 3 *Diversification*: The principles of risk diversification shall at all times be observed.

- 4 *Investment risk/profitability*: Members assume sole responsibility for changes in the value of their investments. Investing in securities may, however, also produce losses. Therefore, the Foundation only recommends securities investments to members having the relevant risk profile and a medium to long-term investment horizon. The Foundation shall not assume any liability for the risk profile submitted by the member.

Art. 4 Investments in general

- 1 The Foundation offers members up to ten investment strategies per affiliated pension fund.
- 2 The Board of Trustees shall ascertain that all investment solutions are consistent with the investment guidelines stipulated in Article 71(1) BVG, and Articles 49 to 58 BVV2/OPP2.
- 3 In the case of units or shares of collective investments, the debtor risk is basically the risk of the underlying values of the collective investment and not the risk of the domicile of the collective investment.
- 4 Relying on Article 50(4bis) BVV2/OPP2, the Foundation also offers extended investment possibilities subject to Articles 5 to 7 of these Regulations.
- 5 Pursuant to Article 50(4bis) BVV2/OPP2, investments involving an obligation to make additional payments are not allowed.

Art. 5 Extended investment possibilities

- 1 The rules for extended investment options shall be defined by the Foundation in agreement with, respectively, the member, the consultant or the asset manager in the framework of the investment strategy chosen by the member.
- 2 If a member avails himself of the extended investment possibilities in accordance with Article 4(4), the Foundation, consultant or asset manager shall make him aware of the specific risks involved.
- 3 In its financial statements prepared in accordance with Article 50(4) BVV2/OPP2, the Foundation shall evidence compliance with the security and risk diversification requirements under Article 50(1) to (3) BVV2/OPP2.

Art. 6 Authorised extended investments

The following extended investments are permitted subject to compliance with diversification principles and if the risk tolerance and appetite for risk of the individual members is documented and secured:

a) Deposits and other claims of fixed nominal value (Article 53(1)(b) BVV2/OPP2) on individual debtors

b) Investments in diversified foreign currencies

All negotiable and liquid currencies are permitted.

c) Swiss mortgage liens on real property, buildings in leasehold and building land

d) Equity investments (shares, similar securities and other participations)

e) Real estate investments

Investment in real estate is restricted to collective investment funds or listed investment companies with a regularly calculated market value (NAV or net asset value, market price). Investments in listed investment companies may not exceed 5% of a client's assets;

f) Alternative investments without additional payment obligations

includes hedge funds, futures funds, commodities, foreign private equity, insurance-lined securities, perpetual bonds, senior secured loans, COCO bonds, asset-backed securities (ABS), collateralised debt obligations (CDO) or synthetic products based on credit default swaps. Alternative investments are restricted to collective investment funds or listed investment companies with a regularly calculated market value (NAV or net asset value, market price). Non-diversified collective investment funds (e.g. ETF gold) and investments in listed investment companies may not exceed 5% of a client's assets.

g) Investments in infrastructure

h) Investments in unlisted claims on debtors (private debt) or in participations in unlisted companies (private equity) which:

1. have their registered office in Switzerland, and
2. operate in Switzerland.

Art. 7 Category limits for extended investment possibilities

For the individual categories of extended investments under Article 6, the following limits apply with regard to the available pension assets:

- | | |
|---|-----|
| a) Deposits and other claims, with a fixed amount, per individual debtor: | 20% |
|---|-----|

- | | |
|---|------------------------------|
| b) Investments in diversified foreign currencies: | 60%
max. 30% per currency |
| c) Swiss mortgage liens on real property, buildings in leasehold and building land: | 85% |
| d) Investments in equities, shares similar securities and other participations: | 85%
max. 5% per company |
| e) Investments in real estate, of which max one third abroad: | 50% |
| f) Alternative investments without additional payment obligations:
non-diversified investments max. 5% per fund or collective investment scheme. | 20% |
| g) Investments in infrastructure: | 10% |
| h) Investments in unlisted claims on debtors (private debt) or in participations in unlisted companies (private equity): | 5% |

Art. 8 Choice of investments

- 1 In consultation with the Foundation, consultant or asset manager, members shall choose among the investment solutions offered by the Foundation or the pension fund based on the overview in Annex I, and taking into account their capacity for risk and risk tolerance. The Foundation shall assess risk tolerance and capacity for risk according to recognised standards. The Foundation, consultant or asset manager shall explain the investment risks involved and the associated costs and fees.
- 2 Members shall announce their chosen investment solutions (investment decision) electronically (in the case of an online account/deposit opening) or by written notice.
- 3 In the framework of the investment solutions offered by the Foundation, the investment decision may be changed at any time with the Foundation's consent. In that case, the member must be informed anew, in accordance with paragraph 1, about the risks, costs and fees involved in the offered investment solutions. The consultant or asset manager shall review the member's personal risk check, risk profile and investment strategy and communicate them to the Foundation. The desired change shall be implemented after the electronic (via the online portal) or written notice is received. Switching from a securities solution to an account solution is possible at any time and the Foundation shall execute the corresponding instructions in a timely manner after receiving the electronic (via the online portal) or written order. In case of a switch from an account solution to an investment solution, or in the event of a disbursement, the Foundation may require 31 days' advance notice.

- 4 If a member does not opt for any of the investment strategies offered by the Foundation, the Foundation reserves the right to automatically allocate the member's pension assets to the low-risk investment strategy in accordance with Article 53a BVV2/OPP2.

Art. 9 Stock orders

- 1 Orders to buy or sell securities, derivatives, foreign currencies, etc. (hereinafter referred to as "stock orders") shall always be placed in writing.
- 2 Securities cannot be bought before the pension assets have been conclusively received (after the due opening of the account or securities deposit) and allocated to the member.
- 3 Members must always maintain sufficient cash on their accounts to cover the costs and fees.
- 4 Securities purchased will be charged to the relevant account and credited to the member's securities deposit. Execution prices shall be determined by the custodian banks on the relevant stock exchanges or in accordance with the NAV published elsewhere. The proceeds from the sale of securities shall be credited to the member's corresponding account.
- 5 Stock orders shall be executed observing cantonal bank holidays at the main office of the Foundation and the custodian banks, and subject to the trading days and trading hours on the relevant stock markets. Unless otherwise stated, orders shall be executed at-best. The Foundation shall endeavour to apply order processing rules as well as possible, particularly in the case of investment stops. This is not a binding commitment to provide service, nor shall it constitute grounds for any contractual or extra-contractual claim. The Foundation declines any liability whatsoever for orders executed belatedly or not at all.

Art. 10 Qualification criteria for asset managers, consultants and intermediaries as contractual partners

- 1 To qualify for an asset management mandate from the Foundation, an asset manager must satisfy the requirements in Article 48f BVV2/OPP2.
- 2 Contractual partners who act only as consultants, intermediaries, brokers, agents or in a similar capacity shall be entered in the register of advisers of the FinSA, which is kept by a registration body authorised by the FINMA, or in the public register of insurance intermediaries.
- 3 Contractual partners must in any event send the following documents with the agreement:
 - a) proof of registration in a register of advisers of the FinSA
 - b) FINMA approval
 - c) proof of registration in the public register of insurance intermediaries

- 4 Exceptions to paragraph 2 and 3 above require Manager of the Foundation approval.

Art. 11 Asset manager selection procedure

- 1 Members shall sign an authority empowering the asset manager in respect of the Foundation.
- 2 The Foundation shall sign a corresponding authority empowering the asset manager in respect of the custodian bank chosen by the client.

Art. 12 Investment guideline compliance and monitoring

- 1 The persons entrusted with asset management shall ensure compliance at all times with the investment guidelines under Article 71(1) BVG and Articles 49 to 58 BVV2/OPP2.
- 2 The Foundation shall monitor compliance by periodical sampling.
- 3 In case of non-compliance with the guidelines for any reason, the persons entrusted with asset management shall, of their own accord, promptly restore due legal and contractual compliance.
- 4 Moreover, they shall make any necessary adjustments at the Foundation's first request and shall confirm the due implementation of such adjustments to the Foundation in writing. In the case of alternative investments, other funds and investments in infrastructure, adjustments shall be made on the next issue or redemption date.
- 5 In case of non-compliance with the investment guidelines, the Foundation shall be entitled to make the necessary adjustments in the portfolio.

Art. 13 Accounting principles

- 1 The accounting and valuation principles shall be in accordance with Articles 47, 48 and 48a BVV2/OPP2 and Swiss GAAP FER 26.
- 2 Securities shall be stated at market value on the balance sheet date. Other investments and claims shall be stated at face value less any necessary value adjustments. Assets and liabilities denominated in foreign currencies shall be converted at the closing rate, while income and expenses shall be converted at the relevant daily rate.
- 3 Exceptions shall be approved by the Board of Trustees.

Art. 14 Reporting and controlling

- 1 At least once a year, the Foundation shall inform each member about the status of his pension assets, and issue him a statement of assets.

- 2 Through the Manager of the Foundation, the Board of Trustees shall ensure that the investment strategies agreed with the pension funds and asset managers are respected and that the corresponding investment limits are periodically checked. Moreover, the Foundation shall periodically review the performance, costs and quality of service of the persons and institutions entrusted with asset management.
 - 3 The persons and institutions entrusted with asset management shall make asset and account statements available to the Foundation at least once a year. Their reporting shall essentially cover the investments made, investment performance, compliance with the investment strategy, tactical bandwidths and investment guidelines. Their reporting shall also substantiate the use of derivatives.
 - 4 The Foundation shall decide the price and NAV providers (e.g. Telekurs, Fides, Market Map, etc.) for the valuation and BVV2/OPP2 evaluation of the pension securities account.
 - 5 Considering the provisions on corporate governance under Article 15, and in order to avoid costs, the Foundation does not forward information from the custodians to members.
- c) in the case of significant related-party transactions, the Board of Trustees shall request at least two competing offers and shall ensure that the offers are appraised objectively and transparently. The decision-making process shall be documented so as to ensure full and proper verification by the auditor during the annual audit. The decision shall be made in the interest of all members;
 - d) all principal transactions involving the same securities as those traded by the Foundation and exploiting insider information about Foundation transactions for personal advantage and enrichment are strictly prohibited. This includes front running, parallel running and after running;
 - e) all pecuniary benefits shall be surrendered to the Foundation. Exceptions shall be regulated by the Rules of Procedure;
 - f) all persons and entities involved in the Foundation's asset management operations (in particular asset managers, investment consultants, and brokers) shall confirm in writing once a year that they have not received any additional pecuniary benefits in the scope of their activities for the Foundation other than the fees specified by written agreement or, alternatively, that any pecuniary benefits received by them have been fully surrendered to the Foundation. Additional pecuniary benefits include any sources of revenue which would disappear if the mandate relationship were terminated;
 - g) all private business ties and interests shall be disclosed to the Board of Trustees. Potential conflicts of interest shall be avoided through systematic separation of executive and controlling functions;
 - h) all involved persons and institutions are strictly bound to secrecy with regard to all confidential information acquired by them in the scope of their activities for the Foundation.

Art. 15 Corporate governance

As regards the voting rights and disclosure obligations under Article 71a and 71b BVG (in force since 1 January 2023) in respect of the equities held by the Foundation, the Foundation shall set forth the rules and particulars for the exercise of voting rights in a separate annex in the framework of the legal prescriptions (see Annex II).

Art. 16 Ethics in asset management

- 1 Principles:
 - a) the bodies involved in asset management operations shall comply with the provisions of Federal Act concerning ethics in asset management (Articles 48f to 49a BVV2/OPP2);
 - b) the Foundation shall require all partners employed as asset managers to deliver a written confirmation of compliance with ethics in asset management once a year.
- 2 Code of conduct:

The internal and external agents of the Foundation shall satisfy the following requirements and rules of conduct:

 - a) they shall have the necessary skills, qualifications, professional background and reputation to execute the tasks assigned to them in the members' best interests;
 - b) related-party transactions shall be admissible provided they serve the interests of all members. They shall be individually approved by the Board of Trustees and shall be submitted to the auditor with the annual accounts;

Art. 17 Omissions and exceptions

- 1 If any provision has been omitted from these Regulations on any specific point, the Board of Trustees shall adopt an appropriate rule.
- 2 The Board of Trustees may permit variances from these Regulations in special circumstances. Such variances must be documented by conclusive substantiation. The substantiation shall be in accordance with the "Prudent Investor Rule".

Art. 18 Amendments

The Board of Trustees may decide to amend these Regulations at any time. The Foundation shall inform members in an appropriate manner about any amendments to these Regulations. The currently valid version shall be available at www.liberty.ch or may be obtained from the Foundation.

Art. 19 Annexes

All Annexes constitute integral parts of these Regulations.

Art. 20 Language and equality

All regulations shall be construed and interpreted in the German-language version. Words in the male form shall apply indifferently to men and women.

Art. 21 Jurisdiction and governing law

These Regulations are governed by Swiss Law. Disputes between members, other entitled parties and the Foundation shall be subject to the jurisdiction of the courts in accordance with Article 73 BVG. For the rest, the place of jurisdiction for all types of proceedings shall be Schwyz, as shall the place of performance and debt collection for members and contractual partners not resident or domiciled in Switzerland.

Art. 22 Validity

These Regulations come into force on 1 January 2023; they cancel and supersede the prior Investment Regulations of 3 December 2021.

Schwyz, 2 December 2022

Board of Trustees, Liberty 1e Flex Invest Foundation

Annex I

to the Investment Regulations of Liberty 1e Flex Invest Foundation (in force since 1 January 2022)

Basic investment strategy (SAA, Strategic Asset Allocation)

	Risk Level 1 ¹⁾		Risk Level 2		Risk Level 3		Risk Level 4		Risk Level 5	
	SAA	Range	SAA	Range	SAA	Range	SAA	Range	SAA	Range
Total cash	100	0 - 100	2	0 - 100	2	0 - 100	2	0 - 100	2	0 - 100
Total fixed income (claims)	0	0 - 100 ²⁾	73	0 - 100	58	0 - 100	38	0 - 100	18	0 - 100
Total shares (participations)	0	0 - 0	20	0 - 25	35	0 - 40	55	0 - 60	75	0 - 80
Total real estate	0	0 - 0	5	0 - 30	5	0 - 30	5	0 - 50	5	0 - 50
Total alternative investments	0	0 - 0	0	0 - 15	0	0 - 15	0	0 - 20	0	0 - 20
Total investments in infrastructure	0	0 - 0	0	0 - 10	0	0 - 10	0	0 - 10	0	0 - 10
Total investments in private debt/equity	0	0 - 0	0	0 - 5	0	0 - 5	0	0 - 5	0	0 - 5
Total FX	0	0 - 0	0	0 - 30	0	0 - 30	0	0 - 60 ³⁾	0	0 - 60 ³⁾

1) Risk Level 1 includes the "low-risk strategy" according to Art. 53a

2) Weighted maximum term 5 years, credit rating at least A- or better, only CHF

3) Maximum 30% per currency

Annex II

to the Investment Regulations of Liberty 1e Flex Invest Foundation (in force since 1 January 2023)

Exercise of shareholder voting rights (Article 71a and 71b BVG)

Pursuant to Article 14 of the Investment Regulations of Liberty 1e Flex Invest Foundation (hereafter "Foundation") and Article 71a and 71b BVG, the Board of Trustees regulates the exercise of shareholders' rights as follows:

Art. 1 Policy for the exercise of shareholder rights

1 Scope

As a rule, the Foundation shall directly exercise the shareholders' rights, and voting rights in particular, of listed companies established in Switzerland when it holds the stock of such companies. In the case of foreign companies, voting rights shall not as a rule be exercised.

2 Basic guidelines

- a) Voting rights shall be exercised in the members' interest. The members' interest shall be determined by the competent bodies of the Foundation and shall be deemed safeguarded when voting is exercised to serve the sustainable development of the Foundation. In appraising the proposals, the competent bodies shall be guided by the long-term financial interests of the company's shareholders.
- b) Care shall be taken to maximize long-term corporate value. In exercising voting rights, the decision-maker shall be guided by the principles of profitability, security, liquidity and sustainability (Article 71 BVG, asset management principles).
- c) In determining the members' interest, consideration shall also be given to the guidelines for the exercise of proxy rights and for good corporate governance issued by recognised domestic and international associations and institutions.
- d) When voting rights are exercised, the recommendations of domestic and foreign shareholder consultants may be taken into account.

3 Voting rights shall be exercised as proposed by the Board of Directors of the company concerned provided that its proposals are not inconsistent with the members' interests and unless it is decided, at the request of a member of the Board of Trustees or of Management, to support a counter-proposal.

4 Obligation to vote on certain items of the agenda

In application of the mandatory provisions of Article 71a(1) BVG, the Foundation shall exercise its voting rights at the

shareholders' meetings of companies with their corporate domicile in Switzerland, listed on domestic or foreign stock exchanges and whose stock it holds (direct Swiss investments), in respect of preannounced proposals concerning the following points:

- a) elections to the Board of Directors and the compensation committee, election of the chairman of the Board and of the independent voting proxy;
- b) voting about the mandatory provisions of the Articles of Association, within the meaning of Article 626(2) CO ordinance, in particular amendments of the Articles affecting compensation (framework conditions);
- c) provisions of the Articles of Association and voting pursuant to Articles 732-735d CO (compensation of companies whose shares are listed on a stock exchange), in particular about the compensation pursuant to Article 735 CO (total amounts to the Board of Directors, the Executive Board and the Advisory Board) and Article 735d CO (inadmissible compensation in the Group).

5 Abstentions and non-exercise of voting rights

As regards the items on which voting is mandatory pursuant to Article 1(4), a general forgoing of voting rights in the case of direct Swiss investments is not permitted. Abstentions, on the other hand, are admissible here too provided an abstention is in the interest of the members.

6 Entry in the share register

In the case of direct Swiss investments in the form of registered shares, the Foundation shall be entered in the share register as shareholder with voting rights so that it may exercise its voting rights in accordance with this Annex.

Art. 2 Procedure for the exercise of shareholder voting rights

1 Procedure

The Board of Trustees shall determine the procedure for exercising voting rights and shall define how votes are exercised in practice. Generally, there will be no direct attendance at shareholders' meetings. Where voting is to be exercised, the services of an independent voting proxy may be employed.

2 Implementation

In the framework of these guidelines, implementation may be entrusted to the Manager or a person designated by the Manager, to an investment or voting rights committee or to an external shareholder consultant.

3 List of priorities

In terms of implementation, Management or the person delegated by Management may decide an appropriate order of priority with respect to the economic scope of an item in the interest of the members.

Art. 3 Disclosure

Voting conduct shall be disclosed to members once a year (as a rule after the shareholder meeting season) in a summary report. Any proposals of the boards of directors which were the object of a refusal or an abstention shall be disclosed in detail. The report shall be made freely available on www.liberty.ch.

Art. 4 Securities lending

Securities lending is not admissible where it impedes the exercise of voting rights.

Art. 5 Amendments

The Board of Trustees may decide to amend this Annex to the Investment Regulations at any time.

Art. 6 Validity

This regulatory Annex comes into force on 1 January 2023. It supersedes the existing Annex 2 to the Investment Regulations of 15 March 2019.

Schwyz, 2 December 2022

Board of Trustees, Liberty 1e Flex Invest Foundation