



# FINANCIAL STATEMENTS 2020



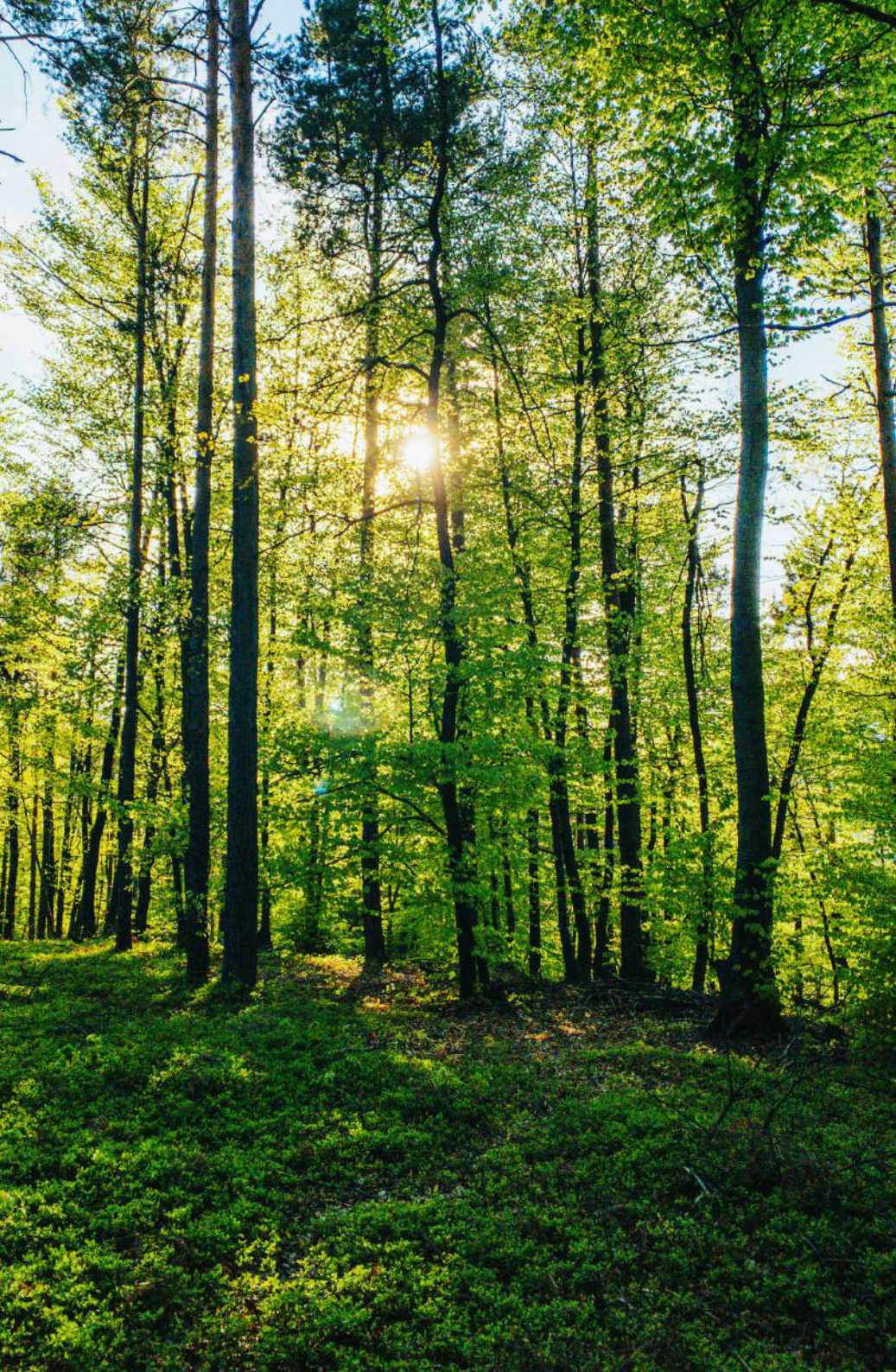
**copré**  
LA COLLECTIVE  
DE PRÉVOYANCE  
DEPUIS 1974

# LOOK FURTHER AHEAD, **TOWARDS TOMORROW**

TOTALLY INDEPENDENT, COPRÉ FOCUSES ITS EFFORTS ON SUSTAINABLE GROWTH ENABLING IT TO **CONTINUE TO STRENGTHEN ITS POSITION AS A MAJOR PLAYER IN THE PENSIONS INSURANCE MARKET.**

04	REPORT OF THE BOARD OF TRUSTEES AND MANAGEMENT
	—
08	REPORT OF THE INVESTMENT COMMITTEE
	—
12	BALANCE SHEET
	—
14	OPERATING ACCOUNT
	—
16	ANNEXES
	—
52	TRANSLATION OF THE FRENCH REPORT OF THE STATUTORY AUDITOR ON THE FINANCIAL STATEMENTS





# REPORT OF THE BOARD OF TRUSTEES AND MANAGEMENT

---



**During 2020 La Collective de Prévoyance – COPRE continued to offer its attractive benefits to its affiliates and to grow in qualitative terms. Despite the health crisis, we were able to welcome over 200 new companies and more than 3,400 active insured persons.**

**The balance sheet total increased by 31% to reach CHF 3.584 billion.**

**With financial markets initially negative then very positive, the investment performance of 4.24% enabled the Board of Trustees to grant an interest rate of 2% for 2020. At year end, the coverage rate amounted to 108.68%, calculated with a technical interest rate of 1.75%.**

As we write these lines, we cannot ignore the unprecedented health crisis that we experienced during the year 2020. This has had major economic and social consequences which are by no means over.

During this unprecedented period, which has seen states taking significant coercive measures implemented without delay, occupational pension plans have proved their resilience in the face of the crises.

Our Foundation reacted to this exceptional environment very rapidly by taking immediate measures such as the organisation of teleworking and setting up a monthly report for our affiliates, insured persons and partners.

In 2020, we celebrated the third year of the internalisation of the Foundation's services and departments. We now have a staff of 27 and are represented in Geneva, Lausanne and Zurich.

This form of organisation allows us to strengthen our independence and continue to control our administrative costs, with a team of specialists dedicated to the management of the Foundation, in the interests of our affiliates, insured persons and pensioners.

These values that define our work are confirmed by a solid and qualitative growth over time, as this has continued into the beginning of 2021 after an excellent year 2020.

203 companies joined us in 2020, bringing the total to 1,057. The number of active insured increased by over 3,400 to reach 16,633. The number of pensioners is 2,370. Lastly, the balance sheet total amounts to CHF 3,583,589,685.

This encouraging growth illustrates the attractiveness of our Foundation, for companies of varied sizes.

During the past year, we have pursued the strengthening of our fundamentals.

To this effect, the Board of Trustees decided to use, for calculating the retirement capital of pensioners and the technical provisions, the new actuarial tables LPP 2020 (periodic) with a technical interest rate of 1.75%.

The demographic balance between pensioners and active insured persons has strengthened, going from 28.4% to 24.7% (12.4% of the total number insured by our Foundation is composed of pensioners). The Foundation's age structure remains excellent and healthy, with an average age of 42.4.

Our contract with elipsLife enables us to reinsure in a congruent and comprehensive manner the biometric risks (disability and death) of our Foundation. This transfer of risk to a reinsurance, intended to enhance the Foundation's level of security, has enabled us to confirm, from the outset of the pandemic, that those we insure would be covered in the event of infection by COVID-19.

Investment performance in 2020 achieved a very good result of 4.24%. We recommend you read the Report of the Investment Committee (which follows this report) to obtain full information on an astonishing year for stock markets, as well as on the developments achieved in 2021.

In the light of the above elements, the Board of Trustees decided to grant remunerative interest of 2.0% on the pension insurance capital of our active insured persons, thus bringing the coverage rate to 108.68%, reflecting the solid health of our Foundation.

All these decisions, based on solid experience over more than four decades, strengthen the security of our Foundation while pursuing the objective of offering generous benefits to persons insured with COPRE.

Our organisational structure has evolved with the creation of a new department bringing together the teams 'Management of insured persons and pensioners', 'Finance and Accounting' and 'IT', and headed by our Deputy Managing Director, Ms Stefanie Ajilian, who took up her post on 1 October 2020.

The investment area is headed by our Director Mr Jean-Bernard Georges, while the commercial team is managed by our Director, Mr Loïc Perroud.

These three members of management form, together with our Managing Director, Mr Pascal Kuchen, the Management Committee.

None of the mandates of the members of the Board of Trustees expires in 2020.

Nevertheless Mr Robert Fiechter, Vice-Chairman for more than ten years and Board member since 2004, has decided to step down in 2021.

We express our warm thanks to Robert for his unstinting commitment in the development of COPRE, for his sound advice and consistently rational analysis of new situations.

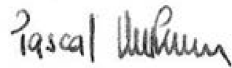
An election process has been initiated for the seat of 'representative of the employers'. The additional election will take place electronically at our next Ordinary Assembly of Delegates planned for 27 May 2021.

The Board of Trustees and Management note with pleasure that COPRE continues to grow, that its development is very promising and that we continue to offer excellent benefits to our affiliates, insured persons and pensioners. Our stated objective of becoming a major player in occupational pension plans in Switzerland is now a reality.

The Board of Trustees and Management sincerely thank the affiliated companies and insured persons for their confidence, as well as the staff of COPRE for their unfailing commitment in a most unusual environment over the past year.

The Board of Trustees

Management



Claude Roch, Chairman

Pascal Kuchen, CEO

Geneva, 31 March 2021





# REPORT OF THE INVESTMENT COMMITTEE

---



**2020 was the year of records and extremes on economic and financial levels. It also marked the end of a certain era, that of 'happy globalisation', and a break with a number of well-established dogmas.**

The global economic recession, provoked by the measures taken to contain the coronavirus health crisis, was on an unprecedented scale. The financial markets were also dragged into a correction which brutality was close to the one experienced during the stock market crash of 1929.

The central banks were quick to react through unprecedented monetary creation which literally flooded the financial markets. In contrast to the crisis of 2008, states also took rapid and energetic measures to mitigate the violence of the crisis. It must be said that unemployment and bankruptcies were threatening to explode and cause lasting damage to the economic fabric. So it was thanks to astronomical sums, thousands of billions, injected both into the financial circuit and the real economy, that an equally spectacular economic and stock market recovery was triggered.

Despite the emergence of a second wave of contaminations in the autumn, the financial markets remained solid due to hopes of the imminent arrival of the first vaccines and to the election of Joe Biden as President of the United States.

Over the year as a whole, the result was positive for most asset classes. The SPI index of Swiss shares increased by 3.8%, while that of international shares gained more than 6% in Swiss francs. The European and British markets were the exceptions to this picture, and ended the year in negative territory. Bonds performed much less well, with slightly positive results for the Swiss compartment, and globally negative for foreign bonds, due in particular to the weakening of the dollar. The Swiss residential real estate market was only slightly impacted by the crisis, remaining solid with an annual performance of 5% for direct objects. One should also note the excellent result of physical gold, which played to the full its role as anti-crisis asset and appreciated by about 14%.

The performance of our Foundation's investments in 2020 was 4.24% - a result in line with the principal reference indices, namely 4.11% for the Credit Suisse index of all pension funds, and 4.36% for the UBS index of pension funds of over CHF 1 billion.

The main contributors to this result came logically from the shares compartment, with a special mention of the new satellite segment 'shares in small and medium-sized enterprises'. The four funds selected in this segment brought a performance surplus of about CHF 20 million compared to the SPI index. Our position in physical gold, for its part, contributed an amount exceeding CHF 7 million. Finally, one should note the good net result of our investments in private equity, with a contribution of over CHF 11 million.

#### **Activities of the Investment Committee**

Despite the exceptional circumstances, the Investment Committee pursued its activities normally in 2020 and held ten meetings, some of which by videoconference.

True to our investment philosophy that favours a wide-ranging asset allocation and the will to avoid seeking to do short-term 'timing' on the markets, we decided not to sell anything during the crisis and not to change our strategy.

On the opposite, the exceptional drop in March was seen as an opportunity to invest available liquidities in the new compartment of shares in small and medium-sized enterprises at very interesting prices. Between the months of March and April we selected four new funds, two in Swiss shares and two others targeting respectively the European and American markets. These entry points proved to be extremely favourable, and these funds made a not insignificant contribution to our result in 2020. Two of them even posted performances of over 30% at the end of December. It is also worth noting that all these funds incorporate principles of sustainability in their management.

Another important focus of our action in 2020 was the strengthening of the infrastructure and foreign real estate compartments. We consider that these two areas offer interesting long-term prospects with reasonable volatility, while being less exposed to the vagaries of the stock markets. Four new investment vehicles were carefully selected in these two areas and are currently being deployed.

We also decided to take a further step in strengthening our policy of sustainable and responsible investment. In this respect the Board of Trustees approved an additional clause in our Investment Regulations. According to this, implementation in the management of our Swiss real estate portfolio is being studied and will begin to be put into practice as of the 2021 financial year. It is above all a question of carrying out a thorough audit of our property holdings and of defining an action plan for the necessary renovations and transformations. We will be supported in this process by a leading specialised agent. We are also evaluating the possibility of investing in passive index funds that respect these criteria, and we have initiated a dialogue in this sense with the major banks which are our current suppliers, to encourage them to offer us this type of alternative.

In agreement with our auditors PwC, the Investment Committee has recommended to the Board of Trustees the taking of an accounting loss on the hotel investment of Margaritaville in the Cayman Islands, namely an amount of CHF 10.5 million.

The health crisis drastically reduced the hotel's activities, which has been closed since March 2020. The operator is currently in liquidation. The impact on COPRE's performance was -0.3% for the 2020 financial period.

This is purely an accounting operation and does not affect our ownership rights on the 50 apartments we hold. We hope to retrieve part of their value when it will be possible to sell them, which will then constitute an accounting profit.

The acquisition volume of Swiss real estate investments amounted to about CHF 150 million in 2020. The strategy was to continue strengthening the Swiss-German part of the portfolio by favouring off-market transactions, so as to avoid paying the inflated prices that sometimes result from open auction transactions. Thanks to our real estate manager's excellent market knowledge and network of contacts, this objective was achieved, and the average return on acquisitions made in 2020 remains higher than 3%, which represents a good result in the current context.

The largest transaction was made in the city of Basel, in the Klybeck district, a former industrial zone that has undergone considerable development and is destined to become a new town hub. The building acquired is new and enjoys an excellent location.

Another major acquisition was made in Unterengstringen, on the outskirts of Zurich, of well-situated buildings that require complete refurbishment and thus offer a significant rental potential.

In French-speaking Switzerland, we were able to acquire a second building on the large development project near the railway station of Gland, in the immediate proximity of the building purchased in 2019.

Our last property transaction concerns two well-situated buildings in the Eaux-Vives district of Geneva, also offering a not-negligible rental potential.

### **Prospects for 2021**

The economic recovery appears to be materialising at the start of this year 2021. Driven by gigantic stimulus packages, the prices of raw materials are rising sharply, in particular oil, agricultural products and industrial metals. Inflation could again increase in some countries, as apparently confirmed by some tension on long-term interest rates, especially in the United States.

Still supported by the flow of liquidities from the central banks, the stock markets set new records in February and reached alarming valuation levels in certain sectors, especially in technology and green energies.

These are symptoms of a financial system that has lost its traditional bearings and allows itself to be carried away by the wave that continues to swell.

Other signs of overheating are evident - the ratio between global market capitalisation and GDP is reaching record levels, and investors' feelings have been approaching euphoria for several months.

The probability of a downward correction is therefore high. However it should be limited in duration and scope by the very considerable liquidities that are still waiting to be invested, and by the central banks which will not hesitate to purchase shares and bonds in bulk directly as they have already done.

More fundamentally, the world after 2020 will be different from the one before in a many aspects. Dogmas thought to be set in stone fell away in the face of the urgency of the situation. The famous Maastricht criteria proved to be a 'fine weather' construction, and no longer apply in today's world. Deficits and debt ratios have exploded, and a decisive step towards pooling of the debt has been taken with the issue of a loan by the European Union.

The crisis has revealed to states the negative aspects of globalisation: dependence on Asia, and China in particular, and precariousness in the face of supply chains that can run dry rapidly. Today we talk openly of industrial relocations, short supply routes, strategic stocks and so on.

The mountains of new debts created since last year have reached levels never seen before, even in times of war. They can only be absorbed by continuing negative interest rates, and thus the slow dispossession of savers, of which pension funds are part.

The erosion of purchasing power of paper money is another logical consequence of the depravity of monetary creation. Confidence in paper money could end up petering out. The craze for crypto currencies, and in particular for the Bitcoin, which some hasten to regard as speculative, could send a much more alarming message.

In the light of the above, the Investment Committee is convinced that the best way to protect the purchasing power of the future pensions of our insured persons is to continue to favour real values, which are shares, real estate, infrastructures and raw materials.



Jean-Bernard Georges, Chairman

Geneva, 31 March 2021







# BALANCE SHEET AND OPERATING ACCOUNT

---

# BALANCE SHEET

ASSETS	index	31.12.20 CHF	31.12.19 CHF
<b>Investments</b>		<b>3 578 423 529</b>	<b>2 724 740 368</b>
Liquidities	6.4	221 648 559	150 639 554
Exchange operations	6.4	160 087	1 744 492
Debtors	7.2	2 682 170	2 051 927
Bonds	6.4	527 145 936	407 205 016
Shares	6.4	1 199 864 786	871 333 689
Alternative investments	6.4	595 175 657	453 589 454
Real estate	6.4	1 010 425 902	822 956 291
Employers' contribution claims	6.14	21 320 431	15 219 944
<b>Accruals and deferrals, assets</b>	<b>7.3</b>	<b>5 166 156</b>	<b>3 372 739</b>
<b>Total assets</b>		<b>3 583 589 685</b>	<b>2 728 113 107</b>

LIABILITIES	index	31.12.20 CHF	31.12.19 CHF
<b>Commitments</b>		<b>107 668 423</b>	<b>82 023 313</b>
Vested benefits and pensions		86 234 051	59 066 190
Mortgage debts	7.5	10 000 000	10 000 000
Debts - Lifetime annuity commitments	6.4	11 005 022	12 796 300
Bank/Insurance		429 350	160 823
<b>Accruals and deferrals, liabilities</b>	<b>7.4</b>	<b>9 190 775</b>	<b>22 570 187</b>
<b>Employers' contribution reserve without waiver</b>	<b>6.14</b>	<b>14 542 671</b>	<b>6 129 951</b>
<b>Non-technical provisions</b>	<b>7.6</b>	<b>460 000</b>	<b>506 000</b>
<b>Pension insurance capital and technical provisions</b>		<b>3 176 159 585</b>	<b>2 417 379 897</b>
Pension insurance capital, active insured	5.3	2 151 334 394	1 565 498 623
Pension insurance capital, pensioners	5.5	885 473 538	775 386 586
Technical provisions	5.6	139 351 653	76 494 688
<b>Value fluctuation reserve</b>	<b>6.3</b>	<b>275 568 231</b>	<b>199 503 759</b>
<b>Foundation capital / disposable funds / overdraft</b>		<b>0</b>	<b>0</b>
Situation at start of period		0	0
Surplus revenues / Surplus charges (-)		0	0
<b>Total liabilities</b>		<b>3 583 589 685</b>	<b>2 728 113 107</b>

# OPERATING ACCOUNT

	index	2020 CHF	2019 CHF
<b>Contributions, ordinary inflows and others</b>		<b>238 216 372</b>	<b>179 636 958</b>
Employees contributions	7.1	78 708 214	54 364 289
Employers contributions	7.1	123 062 308	87 040 730
Taken from the employers' contribution reserve to finance contributions	6.14	-4 421 888	-515 529
Single premiums and buybacks		36 836 441	36 078 002
Inflows in the employers' contribution reserve	6.14	3 886 582	2 620 413
Subsidies of the guarantee fund		144 714	49 053
<b>Entry benefits</b>		<b>839 052 587</b>	<b>648 749 308</b>
Vested benefits lump sums		661 325 229	595 789 437
Allocations in event of taking over a group of insured			
- to mathematical reserves and technical provisions		107 229 056	50 027 148
- to affiliates' disposable funds	5.6	55 925 658	384 719
- to employers' contribution reserve	6.14	8 948 026	0
Reimbursement of advance payments for home ownership / divorce		5 624 619	2 548 005
<b>Inflows coming from contributions and entry benefits</b>		<b>1 077 268 959</b>	<b>828 386 266</b>

	index	2020 CHF	2019 CHF
<b>Regulatory benefits</b>		<b>-100 165 589</b>	<b>-77 018 088</b>
Retirees pensions		-48 104 010	-39 976 816
Survivors pensions		-6 344 289	-6 089 010
Disability pensions		-5 968 783	-5 538 661
Release from contribution obligations		-3 172 677	-2 743 706
Capital benefits at retirement		-34 591 797	-18 237 617
Capital benefits in event of death or disability		-1 984 033	-4 432 278
<b>Exit benefits</b>		<b>-249 359 115</b>	<b>-161 967 690</b>
Vested benefits in event of exit		-238 960 448	-152 977 189
Transfer of additional funds in event of a group exit		-48 139	0
Advance payments for home ownership / divorce		-10 350 528	-8 990 501
<b>Expenses related to benefits and advance payments</b>		<b>-349 524 704</b>	<b>-238 985 778</b>
<b>Dissolution/Constitution of pension insurance capital, technical provisions, affiliates' disposable funds, contribution reserves</b>		<b>-767 192 408</b>	<b>-695 048 944</b>
Constitution of pension insurance capital, active insured	5.3	-547 425 879	-503 213 660
Constitution of pension insurance capital, pensioners	5.5	-110 086 952	-107 959 873
Constitution of technical provisions	5.6	-62 856 964	-42 237 572
Remuneration of pension insurance capital of active insured	5.3	-38 409 893	-39 532 955
Constitution of employers' contribution reserves	6.14	-8 412 720	-2 104 883



	index	2020 CHF	2019 CHF
<b>Revenues from insurance benefits</b>		<b>7 040 960</b>	<b>8 351 201</b>
Insurance benefits		7 040 960	8 351 201
<b>Insurance costs</b>		<b>-14 163 217</b>	<b>-10 171 689</b>
Insurance premiums:		-9 891 792	-8 668 036
- including risk premiums		-9 001 531	-7 687 286
- including premiums for management costs		-890 261	-980 750
Single inflows to the insurances		-3 358 363	-816 715
Contributions to the guarantee fund		-913 062	-686 937
<b>Net result of insurance activity</b>		<b>-46 570 410</b>	<b>-107 468 944</b>
<b>Net result of investments</b>		<b>131 205 382</b>	<b>225 105 950</b>
Result liquidities	6.9	-990 858	-610 093
Result money market	6.9	-1 198 234	-579 734
Result exchange operations	6.9	2 610 507	-4 470 479
Result bonds	6.9	13 153 046	11 959 816
Result shares	6.9	109 581 477	166 606 759
Result alternative investments	6.9	12 144 724	44 719 576
Result real estate	6.9	22 755 425	26 076 265
Administrative costs of investments	6.12	-26 924 926	-18 132 339
Retrocessions	6.8	655 673	101 143
Interest on exit benefits	6.9	-581 452	-564 964

	index	2020 CHF	2019 CHF
<b>Dissolution of non-technical provisions</b>		<b>46 000</b>	<b>46 000</b>
<b>Other revenues</b>		<b>1 520 767</b>	<b>788 841</b>
<b>Other costs</b>		<b>-173 029</b>	<b>-383 179</b>
<b>Administrative costs</b>	<b>7.7</b>	<b>-4 634 784</b>	<b>-5 195 991</b>
General administration		-4 458 098	-4 909 024
Auditing body and expert in occupational pension insurance		-149 862	-260 030
Supervisory authority		-26 824	-26 937
<b>Commercialisation costs</b>	<b>7.8</b>	<b>-5 329 454</b>	<b>-3 672 304</b>
Commercialisation		-941 817	0
Marketing and advertising		-314 659	-324 731
Brokerage		-4 072 978	-3 347 574
<b>Surplus of revenues (+) / charges (-) before constitution of the value fluctuation reserve</b>		<b>76 064 472</b>	<b>109 220 373</b>
<b>Constitution of the value fluctuation reserve</b>	<b>6.3</b>	<b>-76 064 472</b>	<b>-109 220 373</b>
<b>Surplus of revenues (+) / charges (-)</b>		<b>0</b>	<b>0</b>



# ANNEXES

---

# 1

## BASES AND ORGANISATION

---

## 1.1 LEGAL FORM AND PURPOSE

La Collective de Prévoyance - COPRE (hereinafter the Foundation), formerly Columna Fondation communautaire de prévoyance professionnelle, was founded by the former Banque Populaire Suisse.

Its registered office is in Geneva. It is a semi-autonomous collective foundation, governed by Articles 80 and following of the Swiss Civil Code (CC), by Article 331 to 331e of the Code of Obligations (CO), by the Federal Law on Occupational Old-age, Survivors' and Disability Benefit Plan (LOB), by the relative Federal ordinances, by the Federal and cantonal directives on pensions, and by its own by-laws and regulations.

The purpose of the Foundation is to protect the staff of each affiliate from the economic consequences of old age, disability and death by guaranteeing defined benefits in compliance with the provisions of the pension regulations and the pension plan.

## 1.2 LOB REGISTRATION AND GUARANTEE FUND

The Foundation meets the LOB requirements and is inscribed in the register of occupational pension insurance. It contributes to the LOB guarantee fund.

## 1.3 INDICATION OF DEEDS AND REGULATIONS

### **Foundation deed**

Entered into force on 30.06.2020

### **Pension insurance regulations**

Entered into force on 01.01.2020

### **Organisation regulations**

Entered into force on 01.12.2019

### **Investment regulations**

Entered into force on 01.12.2020

### **Internal regulations for affiliates**

Entered into force on 05.12.2017

### **Regulations on actuarial liabilities**

Entered into force on 31.12.2020

### **Regulations for partial liquidation**

Entered into force on 01.07.2020



## 1.4 SUPREME ORGAN, MANAGEMENT AND RIGHT TO SIGNATURE

The organs of the Foundation are the Board of Trustees, the Assembly of Delegates and the auditing body.

The Board of Trustees is composed as follows:

	Function	End of mandate	Representation	Signature
Claude Roch	Member, Chairman	2022	Insured	Jointly of 2
Robert Fiechter	Member, Vice-Chairman	2023	Employer	Jointly of 2
Mario Izzo	Member	2023	Insured	Jointly of 2
Daniel Hofstetter	Member	2022	Employer	Jointly of 2
Kathlen Overeem	Member	2023	Insured	Jointly of 2
Marcel Burger	Member (from 01.08.2020)	2024	Employer	Jointly of 2
Christina Rancic	Member (until 06.02.2020)	2020	Employer	Jointly of 2

Mr Pascal Kuchen is Managing Director of the Foundation. Ms Stefanie Ajilian has been Deputy Managing Director since 1 October 2020. Management is composed of the Managing Director, the Deputy Managing Director, the Investment Director and the Commercial Director (all have the joint signature of 2).

## 1.5 EXPERTS, AUDITING BODY, ADVISORS AND SUPERVISORY AUTHORITY

Expert in occupational pension insurance:	Mr Stéphane Riesen, executive expert Pittet & Associés SA, Lausanne, co-contractor
Management of the real estate portfolio:	CBRE (Geneva) SA
Auditing body:	PricewaterhouseCoopers SA, Geneva
Supervisory authority:	ASFIP Geneva, register number GE-1118

## 1.6 AFFILIATED EMPLOYERS

	2020	2019
Number as at 31.12. of previous period	913	765
Entries	203	160
Exits	-59	-12
<b>Number as at 31.12.</b>	<b>1 057</b>	<b>913</b>



# ANNEXES

---

## 2

### ACTIVE MEMBERS AND PENSION BENEFICIARIES

---

## 2.1 ACTIVE MEMBERS

	2020	2019
Number as at 31.12. of previous period	13 190	10 661
Entries	8 058	5 488
Exits	-4 445	-2 790
Retirements	-152	-159
Disabilities	-6	-2
Deaths	-12	-8
<b>Number as at 31.12.</b>	<b>16 633</b>	<b>13 190</b>

## 2.2 PENSION BENEFICIARIES

	31.12.20	31.12.19
Retirees	1 608	1 422
Children of retirees	39	37
Disabled persons	296	269
Children of disabled persons	66	93
Spouses	323	311
Orphans	38	38
<b>Total</b>	<b>2 370</b>	<b>2 170</b>

The number of pension beneficiaries changed as follows in the course of 2020:

	Number as at 31.12.19	New cases	Transfers to another PF	Deaths	End of right	Number as at 31.12.20*
Retirees	1 422	222	0	-36	0	1 608
Children of retirees	37	9	0	0	-7	39
Disabled persons	269	49	0	-3	-19	296
Children of disabled persons	93	18	0	0	-45	66
Spouses	311	29	0	-17	0	323
Orphans	38	8	0	0	-8	38

\* including 233 beneficiaries whose pensions were reinsured as at 31.12.2020 (31.12.2019: 198)





# ANNEXES

---

## 3

### NATURE OF THE APPLICATION OF THE OBJECTIVE

---

### 3.1 EXPLANATION OF PENSION PLANS

In order to achieve its objectives, the Foundation has devised pension regulations that are common to all affiliates. The pension plan specific to each affiliate describes the insured benefits chosen by the affiliate. The Foundation is a pension institution with several pension plans. As at 31 December 2020, there were 1,057 pension plans.

### 3.2 FINANCING, METHODS OF FINANCING

The financing of contributions varies from one affiliate to another and is defined in the pension plan specific to each affiliate.

### 3.3 OTHER INFORMATION ON PENSION PLANS

At its meeting on 25 January 2021, the Board of Trustees decided to waive an adjustment of pensions to inflation for 1 January 2021.



# ANNEXES

---

## 4

### PRINCIPLES FOR VALUATION AND PRESENTATION OF THE ACCOUNTS, PERMANENCE

---



## 4.1 CONFIRMATION ON THE PRESENTATION OF THE ACCOUNTS AS PER THE SWISS GAAP RPC 26

The Foundation's accounts have been drawn up and presented in compliance with the standard Swiss GAAP RPC 26.

## 4.2 ACCOUNTING AND VALUATION PRINCIPLES

**Investments:** The valuation of securities is based on market values at the date of the balance sheet or the last known NAV. Due to the accounting principle adopted (market value), the gains/losses resulting from the annual valuations to draw up the balance sheets are posted separately to avoid confusing them with the gains/losses on securities sold during the accounting period, which are operations involving cash flow.

**Foreign currencies:** Income and expenses in foreign currencies are converted at the exchange rate of the day. Assets and liabilities in foreign currencies appear on the balance sheet at the year-end exchange rate (bank rate): USD 0.88, EUR 1.08 et GBP 1.21. Resulting losses or gains are posted on the operating account.

**Direct real estate in Switzerland:** These have been valued at their yield value, which is based on the capitalisation of rents that are realisable on a sustainable basis, more precisely the rental status at the closing date. The discount rate of each property is set on the basis of factors recognised by qualified assessors and real estate experts, namely location, level of maintenance and vacancy rate. The discount rates as at 31.12.2020 were between 4.7% and 8.5%.

**Direct real estate abroad:** Direct properties abroad are valued on the balance sheet at their acquisition cost less economically justified value adjustments.

**Real estate acquired in lifetime annuity:** The value on the balance sheet corresponds to the acquisition cost, taking into account the current value of the lifetime annuity and the right of occupation, but at most at the market value for a comparable property.

**Mortgage loan:** The valuation of the mortgage loan is made at nominal value.

**Other assets:** The valuation of other assets is made at nominal value.

**Other liabilities:** The valuation of other liabilities is made at nominal value.

**Tangible and intangible assets:** These concern IT equipment, office furniture and IT licences posted at their current value then amortised in linear fashion over a period of 3, 5 and 10 years. These assets are included in accruals and deferrals, assets.

## 4.3 MODIFICATION OF ACCOUNTING, VALUATION AND ACCOUNTS PRESENTATION PRINCIPLES

In 2020, certain investments had classification changes from the 2019 year-end closing. As a result, certain 2019 figures in notes 6.4, 6.5 and 6.9 have been restated for comparative purposes.

Beginning in 2020, commercialisation costs are presented separately from general administration expenses. We have waived restatements for the year 2019.





# ANNEXES

---

## 5

COVER OF RISKS / TECHNICAL  
RULES / COVERAGE RATE

---

## 5.1 NATURE OF THE COVER OF RISKS, REINSURANCE

In 2020, the Foundation was fully reinsured through a comprehensive, congruent reinsurance contract covering death and disability risks with the company elipsLife AG for a period of 3 years, starting on 1 January 2020. The risk premium is based on a flat rate.

## 5.2 EXPLANATIONS OF ASSETS AND LIABILITIES ON INSURANCE CONTRACTS

The Foundation owns assets and liabilities with the following 4 insurance companies:

	2020 CHF	2019 CHF
elipsLife	3 148 318	0
Zurich Insurance*	22 487 933	21 774 962
Bâloise Assurances*	15 828 456	17 255 971
SwissLife*	179 205	174 630
	<b>41 643 912</b>	<b>39 205 563</b>

\* resulting from former insurance contracts

## 5.3 DEVELOPMENT OF THE COVER CAPITAL FOR ACTIVE INSURED WITH DEFINED CONTRIBUTIONS

	2020 CHF	2019 CHF
Balance of pension insurance capital of active insured as at 01.01.	1 565 498 623	1 022 752 008
Retroactive corrections or Art. 17 FLV	608 075	-368 294
Savings contributions	175 626 945	119 689 075
Other contributions and buyback contributions	36 836 441	36 078 002
Vested benefits lump sums	665 450 645	590 877 997
Reimbursement of advance payments for home ownership / divorce	5 624 619	2 548 005
Vested benefits in event of exit	-245 419 173	-152 393 285
Advance payments for home ownership / divorce	-10 272 108	-8 990 501
Transfer of pension insurance capital of disabled	-2 822 583	-2 250 580
Dissolution due to retirement and death	-78 169 971	-82 755 224
Remuneration of pension insurance capital	38 409 893	39 532 955
Attributions of exit benefits (Art. 17 FLV)	-37 012	778 465
<b>Total pension insurance capital of active insured as at 31.12.</b>	<b>2 151 334 394</b>	<b>1 565 498 623</b>

For insured persons still active on 1 January 2021 and for the reference period from 1 January 2020 to 31 December 2020, the interest allocated to the pension insurance capital of the active insured, insured with incapacity to earn, disabled and insured persons who exited on 31 December 2020 has been calculated on the regulatory capital at a rate of 2% (3% in 2019). The remuneration of the pension assets fully complies with the provisions of Art. 46 OBB2.

For insured persons who exited during 2020, the interest allocated up to the exit date was calculated at the LOB rate on the whole of the pension insurance capital.

## 5.4 TOTAL RETIREMENT CAPITAL AS PER LOB

	31.12.20	31.12.19
	CHF	CHF
<b>Retirement capital as per LOB (pilot accounts)</b>	<b>841 671 388</b>	<b>632 676 200</b>
Minimum LOB rate set by the Federal Council	1%	1%

## 5.5 DEVELOPMENT OF THE COVER CAPITAL FOR PENSIONERS

### A - Evolution and remuneration of pension insurance capital of disabled

	2020	2019
	CHF	CHF
Balance as at 01.01.	35 115 509	28 083 271
Retroactive corrections or Art. 17 FLV	9 698	-136 952
Transfer of active capital	2 822 583	2 250 580
Savings contributions	1 885 491	1 797 216
Vested benefits lump sums	3 618 751	4 951 020
Advance payments for home ownership / divorce	-78 420	0
Dissolution of pension insurance capital	-5 609 234	-2 795 004
Remuneration of pension insurance capital	745 654	965 379
Attributions of exit benefits (Art. 17 FLV)	3 908	0
<b>Pension insurance capital of disabled as at 31.12.</b>	<b>38 513 941</b>	<b>35 115 509</b>

### B - Mathematical reserves for retirees

	2020	2019
	CHF	CHF
Balance as at 01.01.	634 928 528	518 015 245
Transfer of pension insurance capital to retirees	41 778 789	21 049 838
Inflow of retirement MR from new affiliated companies	96 906 100	41 416 350
Modification due to new insured numbers as at 31.12. and changes in technical bases	-33 790 374	54 447 095
<b>Mathematical reserves for retirees as at 31.12.</b>	<b>739 823 043</b>	<b>634 928 528</b>

### C - Mathematical reserves for pensions AVS bridge

	2020	2019
	CHF	CHF
Balance as at 01.01.	937 756	447 401
Modification due to new insured numbers as at 31.12. and changes in technical bases	-192 217	490 355
<b>Mathematical reserves for pensions AVS bridge as at 31.12.</b>	<b>745 539</b>	<b>937 756</b>

### D - Mathematical reserves for disabled

	2020	2019
	CHF	CHF
Balance as at 01.01.	37 101 934	53 360 875
Inflow of MR disabled from new affiliated companies	5 433 284	5 712 661
Modification due to new insured numbers as at 31.12. and changes in technical bases	-5 998 577	-21 971 602
<b>Mathematical reserves for disabled as at 31.12.</b>	<b>36 536 641</b>	<b>37 101 934</b>

### E - Mathematical reserves for survivors

	2020	2019
	CHF	CHF
Balance as at 01.01.	67 302 859	67 519 920
Inflow of MR survivors from new affiliated companies	4 889 672	0
Modification due to new insured numbers as at 31.12. and changes in technical bases	-2 338 157	-217 061
<b>Mathematical reserves for survivors as at 31.12.</b>	<b>69 854 374</b>	<b>67 302 859</b>
<b>Cover capital for pensioners (A+B+C+D+E) as at 31.12.</b>	<b>885 473 538</b>	<b>775 386 586</b>

## 5.6 RECAPITULATION, DEVELOPMENT AND EXPLANATION OF TECHNICAL PROVISIONS

A - Provision for longevity	2020	2019
	CHF	CHF
Balance as at 01.01.	11 045 000	2 766 000
Modification due to regulatory changes	-11 045 000	0
Modification due to new insured numbers as at 31.12.	0	8 279 000
<b>Provision for longevity as at 31.12.</b>	<b>0</b>	<b>11 045 000</b>

B - Provision for non-actuarial conversion rate	2020	2019
	CHF	CHF
Balance as at 01.01.	62 531 000	28 643 000
Modification due to new insured numbers as at 31.12.	17 735 000	33 888 000
<b>Provision for non-actuarial conversion rate as at 31.12.</b>	<b>80 266 000</b>	<b>62 531 000</b>

C - Provision for fluctuation of risks	2020	2019
	CHF	CHF
Balance as at 01.01.	700 000	979 000
Modification due to new insured numbers as at 31.12.	- 50 000	- 279 000
<b>Provision for fluctuation of risks as at 31.12.</b>	<b>650 000</b>	<b>700 000</b>

D - Special technical provision for affiliates	2020	2019
	CHF	CHF
Balance as at 01.01.	16 213	713 270
Restatement in the special technical provision for affiliates	265 362	0
Variation due to 'special risks' contributions	0	- 697 057
Inflow of special technical provision for affiliates	500 000	0
<b>Special technical provision for affiliates as at 31.12.</b>	<b>781 575</b>	<b>16 213</b>

### E - Disposable funds of affiliates

Balance as at 01.01.	2 202 476	0
Restatement in the special technical provisions for affiliates	- 265 362	0
Transfer to technical provisions	0	1 863 477
Constitution of affiliates' disposable funds	55 925 658	650 081
Dissolution of affiliates' disposable funds	- 208 693	- 311 082
<b>Disposable funds of affiliates as at 31.12.</b>	<b>57 654 078</b>	<b>2 202 476</b>
<b>Total technical provisions (A+B+C+D+E) as at 31.12.</b>	<b>139 351 653</b>	<b>76 494 689</b>

According to the regulation on the valuation of actuarial liabilities, the provision for longevity (or provision for changes in actuarial tables) corresponds to 0.5% of the pension insurance capital of the pensioners per year since the year of projection of the applied actuarial tables (without taking into account the pension insurance capital of the temporarily disabled insured and without the children's pensions). As at 31 December 2020, the amount of the longevity provision was zero, given that the projection year of the applied tables is 2020.

The provision for the non-actuarial conversion rate is intended to cover the cost when opening a pension upon retirement. This cost corresponds to the portion of the mathematical reserve that is not financed by the accumulated retirement savings. The objective of this provision has been determined on the basis of active and temporarily disabled persons reaching the statutory retirement age in the course of the next five years, and factoring in a proportion of 25% of retirements being taken in the form of capital.

The provision for fluctuation of risks was constituted to meet costs not covered by the congruent insurance contracted by the Foundation as from 1 January 2015. As at 31 December 2020, the provision for fluctuation of risks was composed of an amount of CHF 295,000 related to the takeover from Lloyds in 2014 and for which a special premium had been billed at the time, and an amount of CHF 355,000 for potential non-reinsured costs related to ongoing disability pensions at the end of 2020.

The special technical provision for affiliates concerns the takeover, for an affiliate, of a disabled person whose case is not yet settled; the prefinancing, for another affiliate, of AVS bridge pensions; and the takeover, for a third affiliate, of a disabled person whose case is not yet settled.



The disposable funds of the affiliates corresponds to the total amount of disposable funds of the member companies which have not yet been allocated.

## 5.7 RESULTS OF THE LAST ACTUARIAL APPRAISAL

The expert in occupational pension insurance carried out an actuarial appraisal as at 31 December 2020, with the following conclusions:

In our capacity of the Foundation's expert in occupational pension insurance as per Article 52e LOB, we attest that:

- The regulatory provisions of an actuarial nature relating to benefits and financing comply with the legal provisions at the date of certification.
- With a coverage rate of 108.7 %, the Foundation is in a position to guarantee its commitments at the date of the appraisal.
- The technical bases applied by the Foundation are deemed to be adequate. Furthermore, we recommend maintaining the technical interest rate at 1.75 %.
- The technical provisions constituted at the end of 2020 comply with the regulatory requirements. The measures taken by the Foundation (conclusion of a comprehensive reinsurance contract with elipsLife covering disability and death risks) are sufficient.
- The structural financial balance of the Foundation is ensured, taking into account its current financing, the contribution rate, the performance level necessary, the technical interest rate applied and the pension plan in force. However, the contributions received do not make it possible to finance the losses on retirement, which must be charged to performance.

## 5.8 TECHNICAL BASES AND OTHER SIGNIFICANT ASSUMPTIONS ON THE ACTUARIAL LEVEL

At its meeting on 25 January 2021, the Board of Trustees decided to use, for calculating the retirement capital of pensioners (with and without employer) and the technical provisions, the LOB 2020 (periodic) actuarial tables with a technical interest rate of 1.75%. In 2019, the technical bases used were the LOB 2015 (periodic) actuarial tables with a technical interest rate of 1.75%. For pension beneficiaries who were not attached to an affiliated employer, the same technical bases were used.

## 5.9 COVERAGE RATE AS PER ART. 44 OBB2

	31.12.20	31.12.19
	CHF	CHF
Pension insurance capital of active insured	2 151 334 394	1 565 498 623
Pension insurance capital of pensioners	885 473 538	775 386 586
Technical provisions	139 351 653	76 494 688
<b>Pension capital required as per Art. 44 OBB2 (Cp)</b>	<b>3 176 159 585</b>	<b>2 417 379 897</b>
Total assets on balance sheet	3 583 589 685	2 728 113 107
./. Debts and deferred liabilities	-116 859 198	-104 593 500
./. Employers' contribution reserve without waiver	-14 542 671	-6 129 951
./. Non-technical provisions	- 460 000	- 506 000
<b>Pension insurance capital available as per Art. 44 OBB2 (Fp)</b>	<b>3 451 727 816</b>	<b>2 616 883 656</b>
<b>Coverage rate (Fp/Cp)</b>	<b>108.68%</b>	<b>108.25%</b>





# ANNEXES

---

## 6

### EXPLANATIONS RELATING TO INVESTMENTS AND NET RESULT OF INVESTMENTS

---

## 6.1 ORGANISATION OF THE INVESTMENT ACTIVITY, INVESTMENT CONSULTANTS AND MANAGERS, INVESTMENT REGULATIONS

### Securities depositaries:

The Foundation's investments are placed with Credit Suisse AG, with the exception of a few investments placed with Alinda Capital Partners Ltd USA, Caisse d'Epargne de Nyon, Banque privée Edmond de Rothschild SA, Banque Lombard Odier & Cie SA, Swiss Collective Pensions CY and Supre Real Estate Ltd CY.

Management of the movable assets portfolio	Credit Suisse AG, Zurich (subject to the FINMA)
Management of the Private Equity portfolio	Portolio Advisors, LLC, Zürich (US company subject to the SEC)
Management of the real estate portfolio	CBRE (Geneva) SA
Administration of properties	Régie du Rhône SA, Lancy and Privera SA, Geneva
Investment Committee	Jean-Bernard Georges, member, Chairman Mario Izzo, member Pascal Kuchen, member Claude Roch, member (until 01.09.2020) Marcel Burger, member (from 01.09.2020)
Investment Regulations	Entered into force on 01.12.2020

## 6.2 UTILISATION OF EXTENSIONS (ART. 50 PARA 4 OBB2)

Within the framework of the Investment Regulations, the Foundation has made use of the freedom afforded by the law to extend the possibilities for investment. The investment areas concerned are detailed in Annex 2 of the Investment Regulations. The necessary measures have been taken to ensure that the required attention is paid to the choice, management and control of investments. The Board of Trustees has made certain in particular that the objectives of the pension insurance are attained, especially by adopting a management strategy that takes into account the assets and liabilities as well as the structure and foreseeable future evolution of the number of insured.

## 6.3 OBJECTIVES AND CALCULATION OF THE VALUE FLUCTUATION RESERVE

The new target level of the value fluctuation reserve corresponds to the provision that would be necessary for the probability of the Foundation going into an under-coverage position within one year to be less than 3.5%. This implies a Value-at-Risk (VaR) with a security level of 96.5% and a time frame of one year.

As at 31 December 2020, the value fluctuation reserve was constituted at 70%.

	2020	2019
	CHF	CHF
Balance as at 01.01.	199 503 759	90 283 386
Increase/decrease due to the operating result	76 064 472	109 220 373
<b>Value fluctuation reserve as at 31.12.</b>	<b>275 568 231</b>	<b>199 503 759</b>
<b>Target value of the value fluctuation reserve</b>	<b>393 843 789</b>	<b>299 755 107</b>
Insufficiency of the value fluctuation reserve	-118 275 558	-100 251 349



## 6.4 PRESENTATION OF INVESTMENTS BY CATEGORY

	31.12.20	31.12.19		31.12.20	31.12.19
	CHF	CHF		CHF	CHF
Liquidities	221 648 559	150 639 554			
<b>Total liquidities</b>	<b>221 648 559</b>	<b>150 639 554</b>	<b>Alternative investments in CHF</b>	<b>187 712 333</b>	<b>144 863 667</b>
Exchange operations	160 087	1 744 492	- incl. Hedge Fund	78 135 389	43 587 012
<b>Total exchange operations</b>	<b>160 087</b>	<b>1 744 492</b>	- incl. Private Equity	109 576 943	101 276 655
Bonds in CHF (incl. investment funds)	271 034 181	256 343 242	<b>Alternative investments in FC</b>	<b>407 463 325</b>	<b>308 725 787</b>
Bonds in FC (incl. investment funds)	256 111 751	150 861 7742	- incl. Private Equity	126 131 405	92 407 869
- incl. Bonds in FC (incl. investment funds) hedged in CHF	256 111 751	150 861 7742	- incl. Senior Loan Funds	60 679 619	60 620 456
<b>Total bonds</b>	<b>527 145 936</b>	<b>407 205 016</b>	- incl. Trade Finance	31 849 286	50 051 745
Shares in CHF (incl. investment funds)	559 485 779	444 087 357	- incl. Infrastructure	35 675 130	0
Shares in FC (incl. investment funds)	640 379 007	427 246 332	- incl. mortgage loan	5 171 108	5 664 848
<b>Total shares</b>	<b>1 199 864 786</b>	<b>871 333 689</b>	- incl. commodities	100 285 570	53 782 995
			- incl. others	47 671 207	46 197 874
			<b>Total Alternative investments</b>	<b>595 175 657</b>	<b>453 589 454</b>
			<b>Swiss real estate</b>	<b>872 739 952</b>	<b>692 622 956</b>
			- incl. direct	774 240 468	646 877 999
			- incl. in construction	61 357 600	2 132 910
			- incl. lifetime annuity	33 164 090	35 984 090
			- incl. on sale	3 977 794	7 627 958
			<b>Foreign real estate</b>	<b>137 685 950</b>	<b>130 333 334</b>
			- incl. direct	0	11 512 338
			- incl. indirect	137 685 950	118 820 996
			<b>Total Real Estate</b>	<b>1 010 425 902</b>	<b>822 956 291</b>
			<b>Employers' contribution claims</b>	<b>21 320 431</b>	<b>15 219 944</b>
			<b>Other claims</b>	<b>7 848 326</b>	<b>5 424 666</b>
			<b>Total assets</b>	<b>3 583 589 685</b>	<b>2 728 113 107</b>

## 6.5 PRESENTATION OF INVESTMENTS ACCORDING TO STRATEGIC ALLOCATION AND CONTROL OF OBB2 LIMITS

	effective %	31.12.20 strategic allocation	Adjustment margins	31.12.19 effective %
<b>Liquidities</b>	<b>6.2%</b>	<b>2.0%</b>	<b>0% - 45%</b>	<b>5.5%</b>
<b>Exchange operations</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0.1%</b>
Bonds in CHF	7.6%	9.0%	6.5% - 19%	9.4%
Bonds in FC*	7.1%	3.0%	2% - 6%	5.5%
<b>Bonds</b>	<b>14.7%</b>	<b>12.0%</b>	<b>8.5% - 25%</b>	<b>14.9%</b>
<b>Swiss mortgages</b>	<b>0%</b>	<b>4%</b>	<b>0% - 6%</b>	<b>0%</b>
Shares in CHF	15.6%	16.0%	7% - 20%	16.3%
Shares in FC	17.9%	16.0%	7% - 20%	15.7%
<b>Shares</b>	<b>33.5%</b>	<b>32.0%</b>	<b>14% - 40%</b>	<b>31.9%</b>
<b>Alternative investments (incl. Infrastructure)</b>	<b>16.6%</b>	<b>19.0%</b>	<b>9.5% - 27%</b>	<b>16.6%</b>
Swiss real estate	24.4%	25.0%	20% - 40%	25.4%
Foreign real estate	3.8%	6.0%	3% - 7%	4.8%
<b>Real estate</b>	<b>28.2%</b>	<b>31.0%</b>	<b>23% - 47%</b>	<b>30.2%</b>
<b>Other claims</b>	<b>0.8%</b>	<b>0%</b>	<b>0%</b>	<b>0.8%</b>
	<b>100.0%</b>	<b>100.0%</b>		<b>100.0%</b>

\* The effective allocation as at 31 December 2020 was 7.1%. However, this does not represent a real overrun of the maximum strategic allocation of 6% because the entire position was composed of bonds in FC hedged in CHF.

Overall limits, as per the Investment Regulations:	31.12.20 CHF	31.12.20 effective	Overall limits	31.12.19 effective
Company shares or investment funds invested in commodities (shares)	100 285 570	2.8%	5.0%	2.0%
Company shares or investment funds invested in emerging markets	42 093 768	1.2%	15.0%	1.4%
Total FC exposure, net of exchange cover	1 017 348 104	28.4%	40.0%	27.2%
<b>Verification of limits as per Art. 55 OBB2:</b>		<b>31.12.20</b>	<b>31.12.19</b>	<b>OBB2 limits</b>
Mortgage securities		0%	0%	50.0%
Shares		33.5%	31.9%	50.0%
Real estate		28.2%	30.2%	30.0%
Alternative investments		16.6%	16.6%	15.0%
Total FC exposure, net of exchange cover		28.4%	27.2%	30.0%
Infrastructure		1.0%	*	10.0%

\* New limit per category introduced in Art. 55 OBB2 in 2020

The individual investment limits as per Art. 54, 54a and 54b have been respected.

As at 31 December 2020, mortgage debt was CHF 10 million and represented 0.99% of real estate assets and 0.28% of total assets. The spread of due dates is presented under point 7.5.

As at 31 December 2019, mortgage debt was CHF 10 million and represented 1.22% of real estate assets and 0.37% of total assets.

## 6.6 ONGOING DERIVATIVE FINANCIAL INSTRUMENTS (OPEN)

As at 31 December 2020, the ongoing derivative operations were as follows:

Product	Term	Rate at term	Value as at 31.12.20	Valuation at term of contract	Result non realised as at 31.12.20
Swaps EUR/CHF - EUR 50,000,000	19.02.21	1.081466	53 711 200	54 073 305	-362 105
Swaps EUR/CHF - EUR 50,00,000	22.02.21	1.081184	53 508 000	54 059 209	-551 209
Swaps USD/CHF - USD 25,000,000	05.02.21	0.883098	22 869 800	22 077 444	792 356
Swaps USD/CHF - USD 50,000,000	08.03.21	0.882314	44 396 750	44 115 705	281 045
			<b>174 485 750</b>	<b>174 325 663</b>	<b>160 087</b>

As at 31 December 2019, the open derivative products (currency swaps) amounted to CHF 1'744'492.

The provisions of article 56a OBB2 are respected.

## 6.7 OPEN COMMITMENTS OF CAPITAL

As at 31 December 2020, the open commitments of capital amounted to:

Private Equity :	USD	60 863 171	CHF	53 800 000
	EUR	20 027 874	CHF	21 661 287
	GBP	369 867	CHF	446 916
	CHF	6 016 000	CHF	6 016 000
Infrastructure :	USD	2 785 484	CHF	2 462 229
	EUR	16 682 082	CHF	18 042 623
	CHF	15 000 000	CHF	15 000 000
Foreign real estate	EUR	42 625 486	CHF	46 101 893
			<b>Total</b>	<b>163 530 947</b>

As at 31 December 2019, open capital commitments amounted to CHF 174,097,347.

## 6.8 RETROCESSIONS

A total of CHF 655'673 of retrocessions were noted for the 2020 period (2019: CHF 101'143).

## 6.9 EXPLANATIONS OF THE NET RESULT OF INVESTMENTS

		2020		2019
	Yields CHF	Results CHF	Total CHF	Total CHF
Liquidities	- 947 358	- 43 500	- 990 858	- 610 093
Money market	1 372 518	-2 570 751	-1 198 234	- 579 734
Swiss bonds	2 240 430	162 276	2 402 706	6 177 655
Foreign bonds in CHF	924 575	1 970 782	2 895 357	708 251
Foreign bonds in FC	3 416 010	4 438 973	7 854 984	5 073 909
- incl. Bonds in FC hedged in CHF	3 416 010	4 438 973	7 854 984	5 073 909
Shares in CHF	10 739 952	29 828 559	40 568 512	95 336 379
Shares in FC	10 686 626	58 326 338	69 012 965	71 270 381
Alternative investments	6 056 327	6 088 397	12 144 724	44 719 576
Exchange operations	0	2 610 507	2 610 507	-4 470 479
<b>Movable assets investments</b>	<b>34 489 081</b>	<b>100 811 581</b>	<b>135 300 662</b>	<b>217 625 845</b>
<b>Indirect real estate</b>				
Foreign real estate investment funds	2 708 499	219 835	2 928 333	4 609 557
<b>Direct real estate (w/o lifetime annuity and PPE on sale)</b>				
Operating income	32 715 652	0	32 715 652	27 236 792
Operating expenses	-6 891 879	0	-6 891 879	-4 706 297
Mortgage interest	- 360 000	0	- 360 000	- 465 778
Revaluation	0	-8 586 457	-8 586 457	- 661 598
<b>Direct real estate acquired in lifetime annuity</b>				
Acquisition expenses	0	0	0	- 474 321
Operating expenses	- 455 861	0	- 455 861	0
Result on lifetime annuities	0	2 371 178	2 371 178	340 232
<b>Direct PPE properties on sale</b>				

Result on PPE sales	1 034 458	0	1 034 458	197 677
<b>Real estate investments</b>	<b>28 750 868</b>	<b>-5 995 444</b>	<b>22 755 425</b>	<b>26 076 265</b>
			2020	2019
			Total CHF	Total CHF
Asset management expenses directly billed to the PF (point 6.11)			-8 882 201	-6 209 633
Cost calculated for collective investments (TER)			-18 042 725	-11 922 707
<b>Asset management expenses</b>			<b>-26 924 926</b>	<b>-18 132 339</b>
<b>Retrocessions</b>			<b>655 673</b>	<b>101 143</b>
<b>Interest on exit benefits</b>			<b>-581 452</b>	<b>-564 964</b>
<b>Net result of investments</b>			<b>131 205 382</b>	<b>225 105 950</b>



## 6.10 PERFORMANCE OF INVESTMENTS

According to the depository of the securities, the performance realised for the whole of the investments during 2020 was 4.24%, as against 10.11% for 2019.

## 6.11 PRESENTATION OF THE TRANSPARENCY RATE OF INVESTMENTS WITH REGARD TO COSTS

	31.12.20	31.12.19
	CHF	CHF
Total investments	3 578 423 529	2 724 740 368
Non-transparent investments (as per detail below)	74 908 340	43 385 034
Transparent investments	3 503 515 189	2 681 355 334

Collective investments where costs are not known (non-transparent investments as per Art. 48a para 3 OBB2):

ISIN	Supplier	Name of product	Quantity	Market Value CHF
KYG7857A1094	EFA	Parts EFA Dynamic II Fund Ltd	39 633.69	3 208 422
LU1773289282	Partners Group	Parts PG Real Estate	7 374.51	6 044 975
XF0040825386	Credit Suisse	Parts Segregated PortfCell 05	400.00	4 874 886
XF0040864799	Portfolio Advisors	Parts American	1 569 942.00	1 256 995
XF0040898151	Credit Suisse	Parts Segregated Portfolio	242.51	2 706 327
XF0040927489	Portfolio Advisors	Parts Investindustrial VII	625 244.35	511 790
XF0040970703	Portfolio Advisors	Parts Insight Partners XI	4 820 000.00	4 742 948
XF0040972972	Portfolio Advisors	Parts Trivest Discovery	392 297.00	347 757
XF0040977104	Portfolio Advisors	Parts Odyssey Investment	1 506 838.36	1 200 848
XF0041018890	Credit Suisse	Parts Segregated Portfolio	650.00	5 745 675
CH0463463171	Credit Suisse	Parts Swiss Entrepreneurs	1 984 000.00	1 718 765
INT2126	Alinda	Parts Alinda III	7 204 703.00	6 873 822
INT3076	E. Rothschild	Parts Bridge Europe 2018 HY	18 704 560.76	20 793 908
INT3124	Lombard Odier	Parts Lombard Odier Macquarie	15 000.00	14 881 223
				74 908 340

	2020	2019
<b>Transparency rate on costs</b>	<b>97.9%</b>	<b>98.4%</b>

After analysing the weighting of the investments, the Board of Trustees has decided to continue the investment policy.

## 6.12 EXPLANATIONS OF ASSET MANAGEMENT COSTS

	31.12.20	31.12.19
	CHF	CHF
<b>Administration costs of investments</b>	<b>-8 882 201</b>	<b>-6 209 633</b>
Asset management fees	-3 900 596	-3 022 557
Transaction fees and other bank expenses	-1 086 217	-1 143 138
Building management fees	-1 059 364	-1 314 827
Property management and consultancy fees	-2 745 744	- 656 796
Management and consultancy fees for lifetime annuity property	- 90 280	- 72 314
<b>Sums of costs calculated on the basis of the TER</b>	<b>-18 042 725</b>	<b>-11 922 707</b>
Sum of TER costs (communicated by Credit Suisse)	-18 042 725	-11 922 707
<b>Total asset management costs booked</b>	<b>-26 924 926</b>	<b>-18 132 339</b>
Total transparent investments (point 6.11)	3 503 515 189	2 681 355 334
<b>Percentage of asset management costs compared to total of transparent investments with regard to costs</b>	<b>0.77%</b>	<b>0.68%</b>

## 6.13 MARKET VALUES AND CO-CONTRACTING PARTIES IN SECURITIES LENDING

Nil

## 6.14 EXPLANATIONS OF INVESTMENTS WITH EMPLOYERS AND OF EMPLOYERS' CONTRIBUTION RESERVES

	31.12.20	31.12.19
	CHF	CHF
Employers' contribution claims, gross	21 820 431	15 790 944
Provision for losses on employers' contribution claims	-500 000	- 571 000
<b>Employers' contribution claims, net</b>	<b>21 320 431</b>	<b>15 219 944</b>
	2020	2019
	CHF	CHF
Balance of the employers' contribution reserve as at 01.01.	6 129 951	4 025 067
Inflows in the employers' contribution reserve	12 834 608	2 620 413
Use of the employers' contribution reserve	-4 421 888	- 515 529
<b>Total employers' contribution reserve as at 31.12.</b>	<b>14 542 671</b>	<b>6 129 951</b>

The employers' contribution claims are understood as the current account of each company affiliated to the Foundation. Most of these contributions were paid up during the first quarter of 2021. Contributions still outstanding are subject to regular follow-up, and those still due as at 31 March 2021 were reported to the ASFIP.

## 6.15 EXERCISE OF VOTING RIGHTS

COPRE does not hold shares directly, so no exercise of voting rights is necessary.







# ANNEXES

---

## 7

EXPLANATIONS RELATING  
TO OTHER ITEMS ON THE  
BALANCE SHEET AND  
OPERATING ACCOUNT

---

## 7.1 EXPLANATION OF THE ITEM “CONTRIBUTIONS”

	31.12.20	31.12.19
	CHF	CHF
Savings credits	177 239 724	121 486 291
Contributions to cover disability and death risks	19 419 573	15 394 729
Contributions to the guarantee fund	734 993	504 534
Contributions for administrative costs	3 837 749	3 150 529
Contributions for adaptation of pensions to inflation	538 484	868 936
<b>Total contributions</b>	<b>201 770 522</b>	<b>141 405 019</b>
i.e.:		
Contributions of employees	78 708 214	54 364 289
Contributions of employers	123 062 308	87 040 730

## 7.2 EXPLANATION OF THE ITEM “DEBTORS”

	31.12.20	31.12.19
	CHF	CHF
Current account withholding tax	2 682 170	1 721 927
Various debtors	0	330 000
<b>Total debtors</b>	<b>2 682 170</b>	<b>2 051 927</b>

## 7.3 EXPLANATION OF THE ITEM “ACCRUALS AND DEFERRALS, ASSETS”

	31.12.20	31.12.19
	CHF	CHF
Vested benefits lump sums and pensions to be received	1 333 721	205 427
Provisions to be received	500 000	0
Benefits to be received from the reinsurer	80 664	231 476
Retrocessions brokerage reinsurance contract to be received	0	310 552
Revenues on investments to be received	1 186 759	594 366
Retrocessions to be received	130 320	0
Buildings - rents to be received	1 146 697	929 763
Accrued interest	33 895	83 110
Tangible assets	250 238	301 774
Intangible assets	470 588	400 009
Miscellaneous	33 275	316 262
<b>Total accruals and deferrals, assets</b>	<b>5 166 156</b>	<b>3 372 739</b>

## 7.4 EXPLANATION OF THE ITEM “ACCRUALS AND DEFERRALS, LIABILITIES”

	31.12.20	31.12.19
	CHF	CHF
Pension insurance capital received in advance	2 169 886	14 878 336
Vested benefits lump sums received in return	836 178	1 347 751
Buybacks to be returned and divorces to be paid	0	115 416
Disposable funds to be returned	112 663	227 863
Mathematical reserve received for a pending disability case	351 868	351 868
Benefits received in advance from the reinsurer	1 612 989	1 467 631
Benefits to be paid to the reinsurer	12 351	691 110
Contributions to be paid to the Guarantee Fund	320 438	237 517
Brokerage fees to be paid	2 190 105	1 815 982
Various fees to be paid	446 487	34 920
Various invoices to be paid	145 157	170 325
Asset management costs to be paid	399 630	318 184
Buildings - rents received in advance	161 974	245 625
Buildings - various expenses to be paid	431 050	595 760
Miscellaneous	0	71 900
<b>Total accruals and deferrals, liabilities</b>	<b>9 190 775</b>	<b>22 570 187</b>

## 7.5 EXPLANATION OF THE ITEM “MORTGAGE DEBTS”

The breakdown of the mortgage debts with Credit Suisse as at 31 December 2020 was as follows:

	Amount in CHF	Interest rate	Start of contract	Due
Fixed-rate	10 000 000	3.60%	31.03.07	30.03.22
<b>Total mortgage debts</b>	<b>10 000 000</b>			

## 7.6 EXPLANATION OF THE ITEM "NON-TECHNICAL PROVISIONS"

These concern one-time administrative costs that were invoiced in 2016 as a result of taking over the management of a portfolio of pensioners not attached to an employer. They are amortised over a total period of 14 years.

## 7.7 EXPLANATION OF THE ITEM "ADMINISTRATIVE COSTS"

	2020	2019
	CHF	CHF
<b>General administration</b>	<b>-4 458 098</b>	<b>-4 909 024</b>
- Salaries and social charges	-2 883 951	-3 362 675
- Operating costs	-1 173 061	-1 312 972
- Attendance fees of the Board of Trustees and Committees (incl. expenses)	-310 310	- 231 888
- Fees for various mandates	-90 776	- 1 489
<b>Auditing body and occupational pensions expert</b>	<b>- 149 862</b>	<b>- 260 030</b>
- Fees of the occupational pensions expert	-71 155	-161 881
- Fees of the auditing body	-78 707	-98 149
<b>Supervisory authority</b>	<b>- 26 824</b>	<b>- 26 937</b>
- Cantonal supervisory authority	-19 300	-20 800
- High supervisory commission for occupational pension insurance	-7 524	-6 137
<b>Total administrative costs</b>	<b>-4 634 784</b>	<b>-5 195 991</b>

## 7.8 EXPLANATION OF THE ITEM "COMMERCIALISATION COSTS"

	2020	2019
	CHF	CHF
<b>Commercialisation</b>	<b>- 941 817</b>	<b>*</b>
- Salaries and social charges	-824 989	*
- Operating costs	-73 939	*
- Fees for various mandates	-42 890	*
<b>Marketing and advertising</b>	<b>- 314 659</b>	<b>- 324 731</b>
- Miscellaneous marketing and advertising costs	-314 659	-324 731
<b>Brokerage</b>	<b>-4 072 978</b>	<b>-3 347 574</b>
- Brokerage costs	-4 072 978	-3 347 574
<b>Total commercialisation costs</b>	<b>-5 329 454</b>	<b>-3 672 304</b>

\* see comment on note 4.3





# ANNEXES

---

## 8

### REQUESTS FROM THE SUPERVISORY AUTHORITY / HIGH SUPERVISORY COMMISSION

---

## 8. REQUESTS FROM THE SUPERVISORY AUTHORITY / HIGH SUPERVISORY COMMISSION

In its communication of 23 March 2021, the ASFIP made some remarks on the financial statements of 31 December 2019. The remarks were taken into consideration for the 2020 closing of accounts.

All updates to the various regulations were forwarded to the ASFIP.

Requests made by the ASFIP were all processed by the 2020 closing date.





# ANNEXES

---

## 9

### OTHER INFORMATION RELATING TO THE FINANCIAL SITUATION

---

## 9.1 PLEDGING OF ASSETS

The mortgage notes pledged for the mortgage loans amounted to CHF 10'000'000 as at 31 December 2020 (amount used CHF 10'000'000).

A limit of CHF 200 million, guaranteed by a part of the securities on deposit, has been opened and allocated for bank guarantees, exchange cover and option operations.

## 9.2 OVERDRAFT / EXPLANATION OF MEASURES TAKEN (ART. 44 OBB2)

Nil

## 9.3 WAIVER OF USE BY THE EMPLOYER OF THE EMPLOYERS' CONTRIBUTION RESERVE

Nil

## 9.4 PARTIAL LIQUIDATIONS

There were no cases of partial liquidation of the Foundation during the year.

## 9.5 LEGAL PROCEDURES UNDERWAY

Nil

## 9.6 OTHER INFORMATION

### **Creation of companies**

The company Supre Ltd, Cayman Islands, was created in 2015 as a "tax blocker" for investments, primarily in Private Equity, carried out in the United States. It is wholly owned by COPRE.

The company Swiss Collective Pension Ltd, Cayman Islands, was created in 2016 for the purpose of granting a mortgage loan of USD 5,850,000 to the company HHG PX Cayman LTD. The loan is guaranteed by a mortgage note of the same amount. This company is wholly owned by COPRE.

The company Supre Real Estate Ltd, Cayman Island, was created in 2016 for the purpose of acquiring 50 lots of Margarita Ville Beach Resort, Grand Cayman. It is wholly owned by COPRE.





# ANNEXES

---

# 10

EVENTS SUBSEQUENT TO  
THE BALANCE SHEET DATE

---

## 10. EVENTS SUBSEQUENT TO THE BALANCE SHEET DATE

We are not aware of any event that has occurred after the balance sheet closing date and that has a significant impact on the 2020 annual accounts.





# TRANSLATION OF THE FRENCH REPORT OF THE STATUTORY AUDITOR ON THE FINANCIAL STATEMENTS

---

# Report of the statutory auditor

## to the Foundation Board of La Collective de Prévoyance - COPRE

Geneva

### Report of the statutory auditor on the financial statements

As statutory auditor, we have audited the financial statements of La Collective de Prévoyance - COPRE, which comprise the balance sheet, operating accounts and notes (pages 12 to 51), for the year ended 31 December 2020.

#### Foundation Board's responsibility

The Foundation Board is responsible for the preparation of the financial statements in accordance with the requirements of Swiss law and with the foundation's deed of formation and the regulations. This responsibility includes designing, implementing and maintaining internal controls relevant to the preparation of financial statements that are free from material misstatement, whether due to fraud or error. The Foundation Board is further responsible for selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstances.

#### Responsibility of the expert in occupational benefits

In addition to the auditor, the Foundation Board appoints an expert in occupational benefits to conduct the audit. The expert regularly checks whether the occupational benefit scheme can provide assurance that it can fulfil its obligations and that all statutory insurance-related provisions regarding benefits and funding comply with the legal requirements. The reserves necessary for underwriting insurance-related risks should be based on the latest report provided by the expert in occupational benefits in accordance with article 52e paragraph 1 of the Occupational Pensions Act (OPA) and article 48 of the Occupational Pensions Ordinance 2 (OPO 2).

#### Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Swiss law and Swiss Auditing Standards. Those standards require that we plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers the internal controls relevant to the entity's preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Opinion

In our opinion, the financial statements for the year ended 31 December 2020 comply with Swiss law and with the foundation's deed of formation and the regulations.

### Report on additional legal and other requirements

We confirm that we meet the legal requirements on licensing (article 52b OPA) and independence (article 34 OPO 2) and that there are no circumstances incompatible with our independence.

Furthermore, we have carried out the audits required by article 52c paragraph 1 OPA and article 35 OPO 2. The Foundation Board is responsible for ensuring that the legal requirements are met and that the statutory and regulatory provisions on organisation, management and investments are applied.


We have assessed whether

- organisation and management comply with the legal and regulatory requirements and whether internal controls exist that is appropriate to the size and complexity of the foundation;
- funds are invested in accordance with legal and regulatory requirements;
- the occupational pension accounts comply with legal requirements;
- measures have been taken to ensure loyalty in fund management and whether the Governing Body has ensured to a sufficient degree that fund managers fulfil their duties of loyalty and disclosure of interests;
- the available funds or discretionary dividends from insurance contracts have been used in compliance with the legal and regulatory provisions;
- the legally required information and reports have been given to the supervisory authority;
- the pension fund's interests are safeguarded in disclosed transactions with related entities.


We confirm that the applicable legal and statutory and regulatory requirements have been met.

We recommend that the financial statements submitted to you be approved.

PricewaterhouseCoopers SA



Philippe Lienhard  
Audit expert  
Auditor in charge



Ludovic Derenner  
Audit expert

Lausanne, 23 April 2021





**HEAD OFFICE** AV. DE CHAMPEL 4  
CH - 1206 GENÈVE

**ADMINISTRATION** PLACE DE LA GARE 12 - CP  
CH - 1001 LAUSANNE  
T : 021 310 12 30

**COPRE@COPRE.CH - WWW.COPRE.CH**