

# COPRÉ

## PENSION COMMITTEE

### REPRESENTATION

The representatives of the companies form the Pension Committee of the affiliated company. They represent the interests of the employees and the employers with regards to COPRÉ.

### ELECTION OF THE REPRESENTATIVES

The company organises the election of the representatives of the insured in accordance with its internal organisational regulations.

The representatives of the insured are elected considering a fair representation of the different categories of employees.

### CONSTITUTION

The Pension Committee shall be constituted and organized in accordance with Art. 51 LOB.

The commission shall consist of an equal number of representatives of the employers and the employees.

The delegates are appointed for a term of four years, and their mandate is renewable.

Each employer shall be represented by at least one person.

### CHAIR

The representatives of the companies elect a Chairman within them.

The Chairman is elected for a period of four years; the chair shall be held alternatively by an employee and an employer representative.

### REPRESENTATION IN THE ASSEMBLY OF DELEGATES

Each member of the Pension Committee is entitled to one seat at the Assembly of Delegates.

### TERMINATION OF REPRESENTATION

If for any reasons the contractual relationship of a representative of the insured ceases, the representative loses ipso facto his mandate as representative of the insured. The end of the contractual relationship coincides with the end of the mandate. In this case new elections take place within the insured staff.

### CONVENING

The Pension Committee meets as required or at the invitation of the Chairman.

They meet if half of the company representatives request so. Elections and votes are valid if more than 50% of the representatives are present (quorum). In the event of an equality, the Chairman shall have the decisive vote.

### OBLIGATIONS

The Pension Committee has the following duties:

- It decides on the financing of the pension fund.
- It issues and amends the pension plan.
- It decides on the use of the pension fund's free assets.
- It is responsible for determining and deciding on the partial and total liquidation of the pension fund.

The Pension Committee takes decisions by absolute majority of the votes cast.