

### Financial situation

The surge in inflation and modest economic growth created a challenging environment for investments. Interest rates rose significantly in all major currencies and share prices declined. comPlan achieved an investment return on total assets of –8.5% in the 2022 financial year (previous year +9.7%), reducing the balance sheet total to CHF 11.9 billion as of December 31, 2022 (previous year 13.2 billion). comPlan's coverage ratio fell to 108.2% as of December 31, 2022 (previous year 120.1%) and the necessary fluctuation reserves are no longer fully accrued. In financial management, the priorities for the coming years are an increase of the coverage ratio and adequate interest on retirement savings.

### Interest on retirement savings

Despite the negative investment return, comPlan's financial position remains balanced. The long-term pension benefits are solidly financed. In order to offer continuous interest, the Foundation Council has decided to apply an interest rate of 1.5% on accumulated retirement savings (basic account, additional account and account for early retirement) for actively insured persons in the 2022 financial year. This is 0.5% above the BVG minimum interest rate of 1.0% stipulated by the Federal Council for interest on compulsory retirement savings. The interest rate of 1.5% will be applied to all retirement savings, i.e. for both the compulsory and the supplementary portion. Furthermore, in the 2023 financial year, retirement savings will bear interest during the year at the BVG minimum interest rate of 1.0% and the current retirement, disability and survivors' pension will not be raised as of January 1, 2023.

### Foundation Council elections

In September 2022, re-elections were held for the employee representatives in the Foundation Council for the term of office between 2023 and 2026, which saw 21 candidates elected from five electoral lists. The election was conducted digitally, i.e. all actively insured persons could cast their votes anonymously via a secure website. The election result and the allocation of seats were evaluated directly based on these votes. The following people were elected: Giorgio Pardini, Daniel Hügli, Yannick Loigerot ('syndicom' list), Massimiliano Bettosini ('transfair – the employee association for public service' list), Meret Meier ('The five independents, les 5 indépendants' list), Gabriel Bracher ('Independent' list) and Thomas Walke ('Independent financial and pension expertise for comPlan' list). Yannick Loigerot will leave Swisscom in 2023 to embark on a new challenge and has therefore decided not to run for re-election. Pursuant to Art. 14 of the election regulations, Pia Bucher-Lustenberger ('syndicom' list) will succeed him. We would like to congratulate those who have been elected and wish them all the best in performing their duties.

### Sustainability report

Sustainable investment is a practice that has been commonplace at comPlan for many years and is constantly evolving. The Foundation Council and the investment committee have decided to publish a comprehensive sustainability report for the first time for the 2022 financial year. The sustainability efforts serve to support the fulfilment of the statutory mandate of occupational pension funds, which is to achieve a market-related return with an appropriate risk distribution.

### Organisational changes

comPlan has optimized its organisation and expanded its Management Board with an additional executive. On July 1, 2022, Silvia Weber (Financial Accounting Manager) took over the management of IT support in addition to her existing duties. With her new role as Head of Finance & IT, she became a member of the Management Board and supports the existing board members Daniela Thalmann (CEO), Tiziana Valente (Head of Pension Consulting) and Roman Denking (Head of Investment Management). With the expansion of the Management Board, the decision-making powers and channels are set up more efficiently.

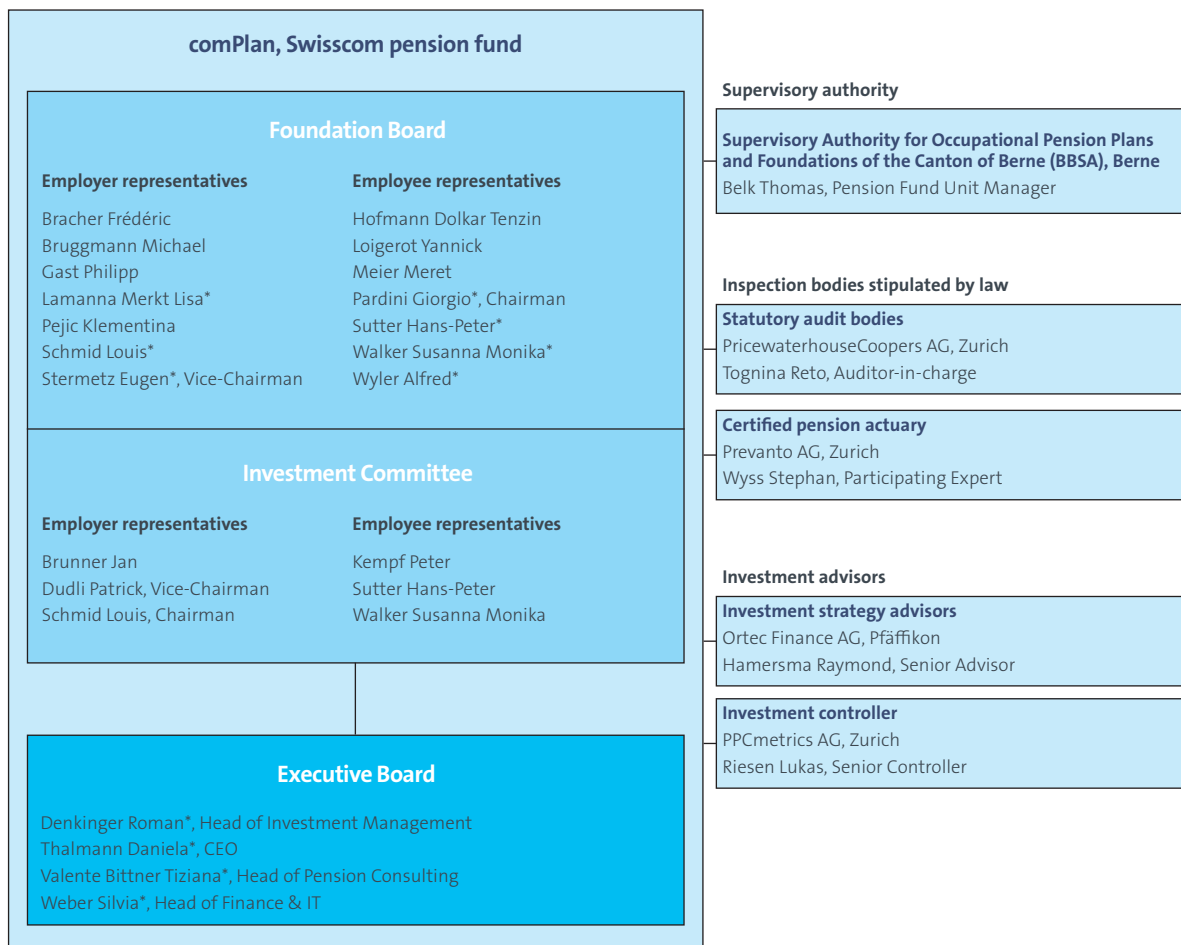
### Outlook

The vote on the AHV2021 reform means that comPlan's pension regulations will also have to be adapted, something the company's Foundation Council plans to look at in detail in 2023. An asset and liability study will take place at the end of 2023. In addition, sustainability efforts will be further intensified in various investment categories.

The comPlan team

# Organisational structure

## comPlan organisation chart as at 31 December 2022



\* Authorised signatories with joint signing powers

# Important key figures

<b>Portfolio data</b>		<b>31.12.2022</b>	<b>31.12.2021</b>
Number of active insureds (under age 22)		663	650
Number of active insureds (age 22 or older)		15,641	16,164
Average age of active insureds		43.4	43.5
Number of retirement pensions		7,689	7,394
Average age of retirement pensioners		72.2	71.8
Number of disability pensions		667	671
Number of spouse's/partner's pensions		929	859
Number of divorce annuities		23	17
Number of children's pensions		427	426
Total active insureds and pensioners		26,009	26,154
Annual administrative expenses per insured	CHF	118	114
Number of affiliated employers		12	12
<b>Balance sheet</b>		<b>31.12.2022</b>	<b>31.12.2021</b>
Balance sheet total	in CHF million	11,897.1	13,176.9
Retirement capital of active insureds	in CHF million	4,734.8	4,889.7
Retirement capital of pensioners	in CHF million	5,490.0	5,327.4
Technical reserves	in CHF million	707.3	698.5
Fluctuation reserve	in CHF million	897.7	2,008.5
Free reserves (shortfall)	in CHF million	–	188.7
<b>Coverage ratio</b>		<b>31.12.2022</b>	<b>31.12.2021</b>
Coverage ratio		108.2%	120.1%
Target coverage ratio		116.4%	118.4%
Reserve deficit		8.2%	–%
Reserve deficit	in CHF million	895.2	–
<b>Investment return</b>		<b>2022</b>	<b>2021</b>
Investment return after costs		–8.5%	9.7%
Interest on accrued retirement benefits of active insureds		1.50%	3.50%
Technical interest on pensioners liabilities		1.75%	1.75%
Pension increases		–%	–%
<b>Key capital flows</b>		<b>2022</b>	<b>2021</b>
Insured total salary	in CHF million	1,777.4	1,815.5
Employee contributions	in CHF million	174.4	175.1
Employer contributions	in CHF million	244.5	247.8
Retirement pensions	in CHF million	286.3	278.6
Survivors' pensions	in CHF million	27.9	26.1
Disability pensions	in CHF million	20.9	21.1
Lump-sum benefits and other benefits	in CHF million	147.6	90.1

Technical basics: at its meeting on November 29, 2022, the Foundation Council decided not to adjust last year's technical basics. The BVG 2020 generation tables, a technical interest rate of 1.75% and a provision for the reduction of the technical interest rate to 1.50% will continue to be used.

# Installations

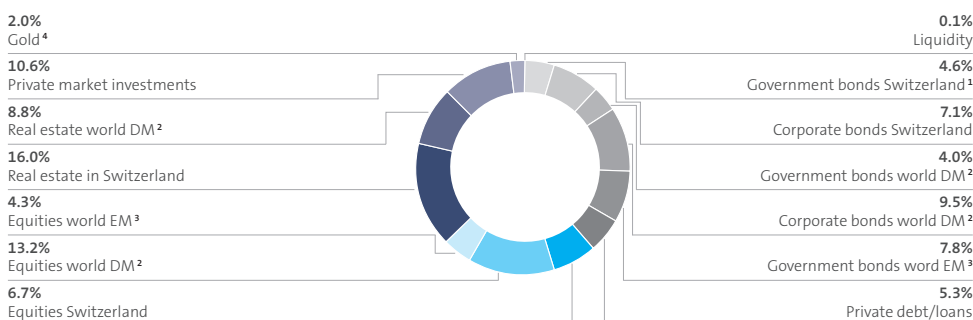
## Financial markets 2022

Geopolitical tensions, rising energy prices and a tight labor supply led to a sharp rise in inflation. The central banks responded with raising key interest rates. Long-term interest rates also rose, leading to valuation adjustments in bonds and equities. Credit spreads for credit investments increased. The effects on value were less pronounced for unlisted assets such as real estate and private market investments.

## Composition of assets

In the 2022 financial year, continued optimizations of the investment strategy led to an improved risk/return ratio. Investments in globally listed real estate stocks and diversified commodity investments were completely reduced. By the end of the year, comPlan invested 38% in interest-bearing and 62% in real assets. Investments in listed shares and in real estate each accounted for approximately one quarter of the pension assets.

## Composition of investments as of 31.12.2022



1 Government bonds Switzerland comprise CHF 380 million in receivables from ZKB with an explicit state guarantee from the Canton of Zurich

2 DM: developed markets (OECD)

3 EM: emerging markets

4 Od: Commodities

## Investment return

In the 2022 financial year, the investment return of comPlan was -8.5%. Four investment categories generated positive returns, ten generated negative returns. Private debt/loans, global real estate (DM), private markets and gold contributed positively. The major negative drivers were global corporate bonds (DM), global bonds (EM) and global equities (DM). In the last five years, an average annual return of +2.5% was achieved, which is above the target return. The portion of the return above the target served the financing of adjustments to actuarial parameters (accounting interest rates and technical provisions) and for interest on retirement savings beyond the BVG minimum interest rate in the years 2019, 2021 and 2022.

## Investment return and credited in the past 5 years

