

Organisational Regulations of the Pension Foundation 3a Digital

The Foundation Council of the Pension Foundation 3a Digital issues the following Organisational Regulations based on Art. 9 of the Articles of Association.

Art. 1 Organs

According to Art. 7 of the Articles of Association, the Foundation Council and, if delegated accordingly, the executive management and the auditors are organs of the Foundation. The Foundation Council is the supreme body. The founder is the Basellandschaftliche Kantonalbank ("founder").

Art. 2 Foundation Council and delegation of the executive management

The Foundation Council shall be composed of five Foundation Council members.

The Foundation Council is responsible for the management of the Foundation. This in principle pursuant to the provisions of Art. 7 to 11 in the Articles of Association.

The Foundation Council delegates the operational management of the Foundation to Walser Vorsorge AG within the framework of an executive management/cooperation agreement. The term of office of the executive management is one year. Re-election is permissible. The executive management and its respective authorised signatories are authorised to act on behalf of the Foundation with a collective signature of two, in particular to conclude pension agreements and to perform all legal acts vis-à-vis Pension Beneficiaries¹ within the scope of the Foundation's purpose in accordance with these Organisational Regulations.

Art. 3 Powers of the executive management

The operational management (executive management) of the Foundation and thus the following powers and duties of the Foundation Council are delegated to the executive management:

- day-to-day business of the Foundation;
- conclusion of pension agreements on behalf of the Foundation with the Pension Beneficiaries;
- determination of the product range;
- management and investment of the Foundation assets, including the conclusion of asset management contracts on behalf of the Foundation in accordance with Art. 7 hereinafter;
- administration.

In order to fulfil its duties, the executive management may involve asset management companies that meet the requirements for the management of pillar 3a pension assets. In its contractual relationships with the executive management and the asset management companies, the Foundation shall specify the pertinent details.

Art. 4 Day-to-day business

The Foundation's day-to-day business includes in particular:

- acting as directed by the Foundation Council;

¹ For better comprehensibility and readability, the masculine form is used. It refers to persons of any gender.

- managing the Foundation life;
- managing the Foundation's staff;
- representing the Foundation externally on its behalf;
- cooperating (contact maintenance, authorisations, reporting, etc.) with auditors and supervisory authorities;
- resolving the Foundation's tax issues;
- preparing the annual financial statement with balance sheet and income statement;
- providing foundation services to Pension Beneficiaries;
- informing the Foundation Council about the business development, at least quarterly, immediately in the case of extraordinary events.

Art. 5 Conclusion of pension agreements

The executive management is responsible for contacting and advising Pension Beneficiaries on behalf of the Foundation and for concluding pension agreements with Pension Beneficiaries. The pension agreements approved by the Foundation Council shall apply. The executive management is also responsible for all accompanying work in connection with the conclusion of pension agreements.

Art. 6 Determination of the product range

The executive management is responsible for determining the product range within the scope of the applicable legal provisions and the other applicable regulations. If the product range is not covered by the Pension Agreement, implementation shall wait until any necessary amendments to the Pension Agreement have been decided by the Foundation Council and any necessary approvals have been obtained.

Art. 7 Management and investment of the Foundation assets, custodian bank

For the purpose of managing and investing the assets of the Foundation, the management shall conclude custodian bank/cooperation agreements on behalf of the Foundation with the Founder (in the function of a custodian bank) and, if applicable, other custodian banks and one or more asset management/cooperation agreements with asset management companies, which meet the requirements for the management of pillar 3a pension assets. These contracts shall be concluded at arm's length conditions and with the requirement to comply at all times with the applicable legal provisions and regulations in the management of pillar 3a pension assets. The various contracts of the Foundation (also with the Pension Beneficiaries) must be aligned with each other (notice periods, etc.).

Asset management contracts and contracts with custodian banks as well as all similarly important contracts must be submitted to the Foundation Council for approval before they are signed. Amendments or supplements to contracts, which have been approved by the Foundation Council, must each be submitted anew to the Foundation Council for approval.

Art. 8 Administration

The executive management is responsible for the administration of the Foundation. This includes in particular

- providing the necessary infrastructure (hardware and software);
- managing the accounts and custody accounts of the Pension Beneficiaries, in particular with the calculations of entries, transfers and exits;
- keeping of other accounting records;
- providing the necessary printed material.

Art. 9 Compensation

The executive management shall receive a compensation to be determined by the Foundation Council from the free assets of the Foundation, insofar as the compensation is not covered by the duly levied administrative costs and processing fees of the Pension Beneficiaries. Any reimbursement of expenses shall be regulated in separate Expense Regulations.

The Expense Regulations also govern the (expense) reimbursement of the Foundation Council members.

Art. 10 Dealing with conflicts of interest

Conflicts of interest of the Foundation may arise vis-à-vis the founder, the custodian banks, the managers of the Foundation assets, the employees, business partners and Pension Beneficiaries. The Foundation Council and the executive management constantly strive to avoid conflicts of interest. If conflicts of interest cannot be prevented or can only be prevented with disproportionate effort, the Foundation shall disclose this in an appropriate manner.

As regulated and supervised institutions, the founder, the custodian banks and the companies entrusted with the management of the Foundation assets are obliged by the legal provisions applicable to them (including FinSA, AMLA) to take measures to deal appropriately with conflicts of interest.

Art. 11 Entry into force, amendments to the Organisational Regulations, prevailing language

These Organisational Regulations shall enter into force on 16.08.2022. They may be amended by the Foundation Council at any time. German is the legally binding language for the Organisational Regulations.

Basel, 16.08.2022

The Foundation Council