



Stiftung Auffangeinrichtung BVG  
Fondation institution supplétive LPP  
Fondazione istituto collettore LPP

## **Our responsibility**

ESG criteria as the guiding principle  
for our actions and investments

ESG report 2025

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## **Substitute Occupational Benefit Institution**

The Substitute Occupational Benefit Institution is unique: on behalf of the Confederation, the non-profit organisation is the only occupational benefits institution in Switzerland to insure all employers and individuals willing to join the mandatory occupational pension scheme (BVG/LPP) and looks after over 1.6 million clients in the area of vested benefits accounts. The foundation under private law, which is supported by employee and employer associations, is thus an important cornerstone in the second pillar and contributes significantly to the stability of the system.

# 1 Introduction

**The Substitute Occupational Benefit Institution assumes its responsibility as a company and investor. Environmental, social and governance (ESG) criteria are taken into account in its actions. These form the basis for the foundation as an employer and for sustainable and responsible investment.**

The Substitute Occupational Benefit Institution is a social employer: certified equal pay for all (SQS Fair Compensation) and transparent functional salary bands are a matter of course for us. The modern offices at the three locations in Zurich-Oerlikon, Lausanne and Bellinzona are located right next to the railway station and allow ecological commuting by public transport. Most employees also work from home on a regular basis. Hybrid work is possible at all levels.

The ESG criteria are an important element of opportunity and risk management in asset management and are defined as a principle in the foundation's investment regulations. The Substitute Occupational Benefit Institution thereby aims to highlight the importance of ESG topics. In order to ensure the long-term success of its equity investments, the foundation actively exercises its shareholder rights. In doing so, it follows the guidelines for exercising voting rights of the Ethos foundation and thus fulfils its fiduciary responsibility towards its beneficiaries.



## 2 Our responsibility as a company

The Substitute Occupational Benefit Institution assumes economic, social and ecological responsibility. Firstly, by making a key contribution to the stability and functionality of retirement planning in Switzerland, and secondly as a social employer in all parts of the country. For us, value-based cooperation is of key importance. When it comes to the environment, we make sure that we keep our energy, water and paper consumption low.



### **We are committed to ensuring the stability and functionality of retirement planning in Switzerland**

Thanks to its special tasks assigned by the federal government, its position in the market and its networking in politics, administration and authorities, the private-law foundation, which is supported by employee and employer associations, is an important cornerstone in the second pillar and significantly supports the stability of the system.



### **We are pushing ahead with digitalisation**

Through the online services that clients and other occupational benefits institutions can use, we contribute to efficiency and the economical use of resources (e.g. less paper consumption).



### **We pay fair wages**

Certified equal pay for all employees (SQS FAIR Compensation) and transparent job descriptions and wage bands are important to us – from apprentices to the managing director.



### **We promote sustainable mobility**

The offices in Zurich-Oerlikon, Lausanne and Bellinzona are close to railway stations, which are among the largest in the respective regions of the country, thus ensuring the best public transport connections. Our business trips are primarily geared towards travelling by train.



### **We enable flexible working**

As far as operationally possible, we support working time models such as working from home, part-time and flexitime.



### **We procure sustainably**

When it comes to procurement, we make sure that there is a low environmental impact. All of the electricity consumed by the Substitute Occupational Benefit Institution is generated from renewable energy sources. In addition, we generally send our letters in an environmentally friendly manner via Swiss Post under the «pro clima» label. This helps offset unavoidable CO<sub>2</sub> emissions resulting from transport and delivery.

# 3 Our responsibility as an investor

For the Substitute Occupational Benefit Institution, long-term successful capital investment is of key importance due to the statutory [fiduciary obligation of care and diligence](#) where the payment of pensions and the safe management of vested benefits accounts are concerned. In this respect, sustainability factors such as a healthy environment, social issues and responsible governance (ESG criteria) are taken into account.

When defining the investment principles enshrined in the investment regulations, the Board of Trustees of the Substitute Occupational Benefit Institution has formulated a specific [sustainability principle](#). On the basis of this principle, ecological and social aspects are incorporated into the investment process.

Asset management is primarily carried out via asset management mandates that are transferred to external portfolio managers (banks or other specialist institutions). When selecting portfolio managers, the inclusion of [ESG criteria](#) in the investment process is explicitly taken into account. All external asset managers of the Substitute Occupational Benefit Institution published on our website have signed the [UN Principles for Responsible Investment \(UN-PRI\)](#).

Exercising shareholder rights, engaging in dialogue with the companies and excluding investments in exceptional cases are the most suitable measures for the Substitute Occupational Benefit Institution to take sustainability into account in the long term.



## ESG criteria

These are criteria for measuring sustainability that include environmental, social and governance aspects. The abbreviation ESG is made up of the terms environment, social and governance.

Fonte: ASIP

## 3.1 Voting: exercising voting rights

The exercise of voting rights is an important instrument for safeguarding the long-term interests of the beneficiaries of the pension assets. In addition to purely financial interests, the focus is on ESG factors. The Substitute Occupational Benefit Institution is guided by the [voting rights recommendations of the Ethos Foundation](#).

The voting rights are exercised in the long-term interest of the insured parties. The Ethos Foundation's voting rights recommendations are based on the annually revised [proxy voting guidelines](#). They specify in detail the circumstances under which proposals of the Board of Directors are approved or rejected. [ESG criteria](#), in particular corporate governance, but also CO<sub>2</sub> emissions, [form the basis](#) for the proxy voting recommendation.

Since 2011, the Substitute Occupational Benefit Institution has exercised its voting rights within the Swiss companies. For 2025, this meant that it cast its votes at the Annual General Meetings of [189 Swiss companies](#). The Substitute Occupational Benefit Institution publishes all of the [details](#) of how it voted on its website. In 2022, the Substitute Occupational Benefit Institution also began exercising its voting rights in the [foreign companies](#) in which it holds the largest number of shares. In 2025, it voted at 518 general meetings of foreign companies.

## Votes in Swiss shareholdings 2025

Annual General Meetings (AGM)	Number of proposals				
	Number	Total	For	Against	Abstention
Ordinary General Meeting	179	3'665	2'775	890	0
Extraordinary General Meeting	10	65	46	19	0
<b>Total</b>	<b>189</b>	<b>3'730</b>	<b>2'821</b>	<b>909</b>	<b>0</b>

## Votes in global shareholdings 2025

Annual General Meetings (AGM)	Number of proposals				
	Number	Total	For	Against	Abstention
Ordinary General Meeting	455	7'517	5'294	2'211	12
Extraordinary General Meeting	25	53	23	25	5
Extraordinary General Meeting	38	856	661	195	0
<b>Total</b>	<b>518</b>	<b>8'426</b>	<b>5'978</b>	<b>2'431</b>	<b>17</b>

### The Ethos Foundation

The [Ethos Foundation](#) brings together more than 250 Swiss pension funds and other tax-exempt institutions. It was established in 1997 to promote sustainable investment and a stable and healthy economic environment.

Source: Ethos

## 3.2 Commitment: dialogue with companies

The Substitute Occupational Benefit Institution exercises its commitment through the two Ethos Engagement Pools [Switzerland](#) and [International](#). By pooling resources, within the two pools, with other pension funds and investors, the dialogue with the companies is given more weight. This makes constructive dialogue an important element in promoting sustainability – particularly in the area of reducing CO<sub>2</sub> emissions. Constructive dialogue is an important element in promoting.

Ethos seeks ongoing dialogue with companies' management bodies on behalf of its members, guided by the values of the [Ethos Charter and international standards](#) (Sustainable Development Goals, UN Global Compact and OECD Guidelines for Multinational Enterprises).

In 2025, the Ethos Engagement Pool Switzerland (EEP Switzerland ) engaged in dialogue with the 150 largest listed companies. The approximately 700 engagement activities carried out focussed on the topics of climate change, corporate governance, employment conditions, the observance of human rights, and nature and biodiversity. The topics prioritised in the Ethos Engagement Pool International (EEP International) in 2025 were climate change, biodiversity, human and employee rights, shareholder rights and compensation. Engagement took place predominantly via investor initiatives and in selected cases in direct dialogue with companies. The Substitute Occupational Benefit Institution took part in 59 investor initiatives in 2025.

### EEP Switzerland

The Ethos Engagement Pool Switzerland actively engages in dialogue with the 150 largest listed companies on the basis of the dialogue topics determined annually by the pool members and records the results in a [report](#).

### EEP International

On the one hand, the Ethos Engagement Pool International conducts direct talks with listed companies abroad and, on the other hand, it gets its members involved in international investor initiatives (e.g. Carbon Disclosure Project). The focal points and the [summary of activities](#) are published in each case.

Source: Ethos

### 3.3 Exclusion: companies not taken into account

The Substitute Occupational Benefit Institution explicitly excludes from its investment portfolio companies that do not comply with the [Oslo conventions](#) on the prohibition of the manufacture and proliferation of cluster munitions and anti-personnel land mines and the New York Treaty on the Prohibition of Nuclear Weapons. In addition, the Substitute Occupational Benefit Institution adheres to any sanctions regimes imposed by Switzerland and the UN.

Once a year or if extraordinary events so require, the investment committee of the Substitute Occupational Benefit Institution makes a decision on the companies in which it should not be invested. It bases this decision on the [SVVK-ASIR+](#) exclusion list. There are currently a total of 25 companies from 7 countries on the exclusion list of the Substitute Occupational Benefit Institution.



## 4 Climate indicators

Portfolio	Assets	Carbon intensity				
		tCO <sub>2</sub> e per CHF million sales/GDP				
	CHF million	Portfolio			BM	
		Scope 1	Scope 2	Scope 3	Total	Total
<b>Liquidity / short duration</b> FTSE CHF 3 Month EUR Deposit	14'163.9	8	6	1'105	1'119	-/-
<b>Swiss bonds</b> SBI Domestic AAA – AA	4'135.2	3	1	815	819	739
<b>Global bonds</b> Bloomberg Global Government AAA – AA Capped Bond Index	1'810.7	-/-	-/-	-/-	196	223
<b>Global corporate bonds</b> 50% Bloomberg US Corporate 50% Bloomberg Euro Aggregate Corporate	1'665.2	195	28	1'294	1'517	1'623
<b>Global high-yield bonds</b> ICE BofA BB-B Rated Developed Markets High Yield Constrained	59.5	209	37	1'082	1'328	1'092
<b>Global infrastructure bonds</b> Bloomberg Global Aggregate Corporate	267.3	-/-	-/-	-/-	-/-	-/-
<b>Swiss equities</b> Swiss Performance Index (SPI)	848.5	75	9	1'359	1'443	1'438
<b>Global equities</b> MSCI World IMI ex CH	2'330.2	81	26	1'015	1'122	1'127
<b>Emerging-market equities</b> MSCI Emerging Markets	328.2	283	76	924	1'283	1'265
		<b>Energy intensity</b>				
		kWH per m <sup>2</sup> / Scope 1 & 2				
		Portfolio			BM	
<b>Swiss real estate</b> 50% KGAST 50% SXI Swiss Real Estate Fund	1'673.6	99.8				95.4
<b>Global real estate</b> n.a.	107.5	127.7				-/-

Portfolio	Carbon footprint				Fossil energy			Transparency	
	tCO <sub>2</sub> e per CHF million investment				Share in %			Share in %	
	Portfolio		BM		Portfolio		Portfolio		BM
	Scope 1	Scope 2	Scope 3	Total	Total	Coal	Other		
<b>Liquidity / short duration</b> FTSE CHF 3 Month EUR Deposit	5	2	394	401	-/-	0.9%	8.4%	64%	-/-
<b>Swiss bonds</b> SBI Domestic AAA – AA	1	0	124	125	113	0.0%	0.0%	36%	40%
<b>Global bonds</b> Bloomberg Global Government AAA – AA Capped Bond Index	-/-	-/-	-/-	-/-	-/-	-/-	-/-	97%	99%
<b>Global corporate bonds</b> 50% Bloomberg US Corporate 50% Bloomberg Euro Aggregate Corporate	60	10	596	666	720	8.2%	23.9%	89%	93%
<b>Global high-yield bonds</b> ICE BofA BB-B Rated Developed Markets High Yield Constrained	109	18	464	591	574	-/-	-/-	100%	69%
<b>Global infrastructure bonds</b> Bloomberg Global Aggregate Corporate	169	10	92	271	720	-/-	-/-	74%	92%
<b>Swiss equities</b> Swiss Performance Index (SPI)	37	4	490	531	527	1.1%	12.9%	98%	98%
<b>Global equities</b> MSCI World IMI ex CH	30	8	466	504	500	4.5%	31.3%	99%	99%
<b>Emerging-market equities</b> MSCI Emerging Markets	107	30	538	675	673	3.5%	20.1%	94%	99%
	Carbon intensity				Energy mix			Transparency	
	kg CO <sub>2</sub> per m <sup>2</sup> / Scope 1 & 2				Share in % of non-fossil energy			Share in %	
	Portfolio		BM		Portfolio		Portfolio		BM
<b>Swiss real estate</b> 50% KGAST 50% SXI Swiss Real Estate Fund	13.9		13.5		32%	27%	93%		88%
<b>Global real estate</b> n.a.	34.0		-/-		15%	-/-	87%		-/-

## Glossary

**Benchmark (BM):** A benchmark (index) is a collection of investments that are representative of a particular market. The benchmark is used to reflect the general development of this market and, if necessary, to compare it with the company's own investments in this area.

**CO<sub>2</sub> equivalent:** CO<sub>2</sub> equivalents can be used, for example, to compare greenhouse gas emissions from different production processes or energy generation processes. In addition to carbon dioxide, this unit of measurement (CO<sub>2</sub>e) also includes emissions of the other greenhouse gases referred to in the Kyoto Protocol.

**Carbon footprint:** Provides information on the level of greenhouse gas risk of an installation and can be compared to other installations. The footprint is expressed in tonnes of CO<sub>2</sub> equivalent per million Swiss francs invested (tCO<sub>2</sub>e per CHF million investment) and indicates the greenhouse gases that the investor "co-owns".

**Intensity:** Provides information on the level of greenhouse gas-related market and regulatory risk of an installation. Emissions are aggregated based on their share of the installation and stated in tonnes of CO<sub>2</sub> equivalent per million Swiss francs of sales (tCO<sub>2</sub>e per CHF million of sales) for companies or per million Swiss francs of gross domestic product (tCO<sub>2</sub>e per CHF million of GDP) for countries.

**Scope 1:** Direct emissions from activities that can be attributed to a company or property. These include emissions from combustion processes in own or controlled facilities (e.g. heating, vehicles) or production facilities.

**Scope 2:** Indirect emissions from the consumption of purchased energy that can be attributed to a company or property. These include emissions from the generation of electricity or district heating.

**Scope 3:** Indirect emissions from sources that are not under the control of a company or property management company. This includes emissions from upstream and downstream value chains, i.e. from customers and suppliers.

**Transparency:** The ASIP ESG Reporting Standard defines Transparency Ratio I as the proportion of total assets for which ESG metrics are disclosed. The Substitute Occupational Benefit Institution has ESG metrics for all investment categories, i.e. Transparency Ratio I is 100%. Transparency Ratio II indicates the capital-weighted proportion of each individual investment category for which ESG metrics are available. Transparency Ratio II varies according to investment category. The Transparency Ratios II for each investment category are shown in Section 4 Climate indicators.

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