



Foundation board elections

Vita Collective Foundation

In the spring of 2025, elections will be held for the foundation board of the Vita Collective Foundation.

Do you want to have a say in occupational retirement provision and play an active role in shaping the future? Then make sure interested parties from your company have a starting point. Register and make nominations now at www.vita.ch/election!

Foundation board elections

In the spring of 2025, elections for the foundation board of the Vita Collective Foundation will take place.

Responsibility of the foundation board

In recent years, there have been many changes in occupational retirement provision. Rising life expectancy, volatile financial markets and increasingly complex regulation are placing high demands on the people managing the Vita Collective Foundation.

The foundation board, as the supreme body of the Vita Collective Foundation, carries a great deal of responsibility. Interested candidates need to be aware of this. The willingness to help carry this responsibility is a prerequisite for membership of the foundation board.

Composition of the foundation board

The foundation board is composed on the basis of parity. This means that from among the actively insured, four employee representatives and four employers' representatives are elected to sit on the foundation board.

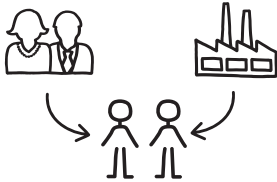
As soon as members of the foundation board retire, substitute candidates automatically take their place.

Electoral endorsement

The foundation board would like to continue along the successful path it has followed to date. Thus, it suggests that foundation board members who are running again be reelected.

Procedure for the foundation board elections

1



The administration committees of the employees and employers' representatives from the affiliated companies each nominate one foundation board candidate from among the insured persons with the online election tool.

The personal access code for the online election tool will be sent to you by post by the Vita Collective Foundation.

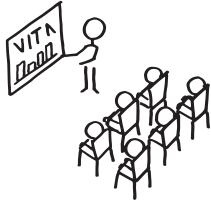
The candidates may be members of the administration committees, but this is not a prerequisite. However, it is important that only persons who do not occupy a management position stand as employee candidates and that their job constitutes their main occupation with at least a 40% degree of employment.

2



The candidates for the foundation board must be registered online by no later than April 6, 2025. No candidates may be registered after this date.

3



An information event will be held for interested parties on March 25, 2025. We highly recommend attending the event, but it is not mandatory.

After the candidacy phase, the candidate registrations entered in the online election tool will be activated.

4



The administration committees of the affiliated companies elect the members of the foundation board from among the registered candidates.

5



The votes will be counted electronically under the supervision of our expert for occupational retirement provision.

The candidates with the most votes will be elected.

Brief guide to the online election tool

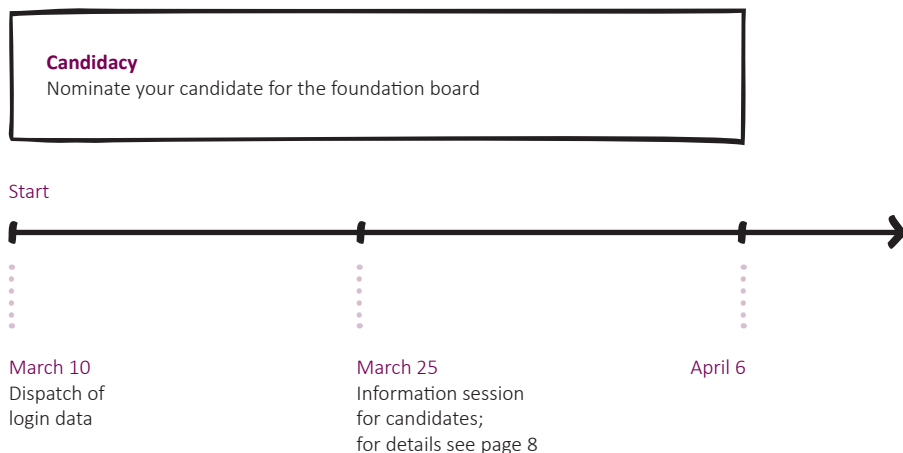
Your user data is valid during the entire election process. Further information about this can be found at www.vita.ch/election.

Registration of candidates (candidacy phase)

If you would like to be a candidate or nominate a candidate for the foundation board, simply enter the code you received in the accompanying letter and the contract number at www.vita.ch/election.

You can enter the name of your proposed candidate up until April 6, 2025.

Schedule



Casting your vote (voting phase)

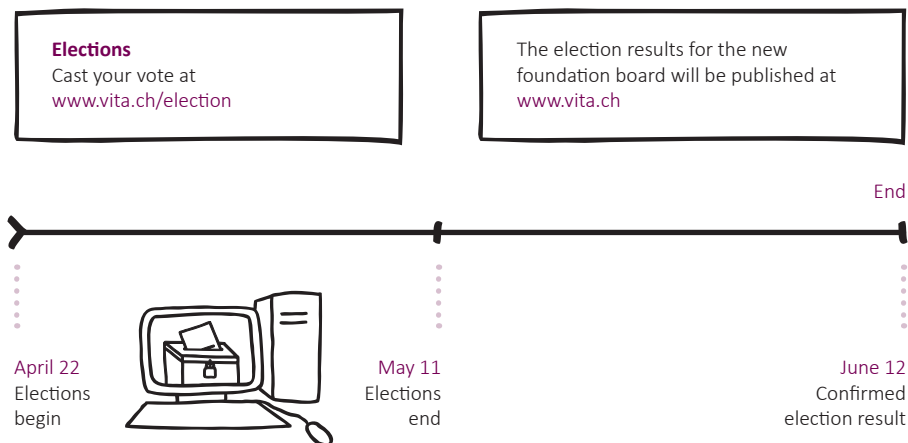
You can cast your vote from April 22 to May 11, 2025. Votes that are cast late cannot be considered.

To cast your vote, go to www.vita.ch/election and enter the same access code. On the voting platform you will find the candidates' profiles to help you select the candidates of your choice. After you have selected the candidates, you will be shown an overview of the candidates you have selected. Carefully check the list and complete your vote

with "vote". The entire voting process will be monitored by our expert for occupational retirement provision.

Election result (publication phase)

After the election results have been tallied, elected candidates and substitute candidates will be informed personally via email or by telephone about the election results. The names of the new and reelected members of the foundation board will be published on www.vita.ch.



Information session for candidates

In order for interested parties to obtain an overview of the many different tasks of a member of the foundation board, we will be organizing an information session on March 25, 2025. The event is highly recommended for candidates – interested parties can register at www.vita.ch/election.

Requirements for candidacy:

- an interest in occupational retirement provision and a willingness to learn more about the subject
- good methodological knowledge (e.g. management and strategy knowledge, process knowledge) or basic subject and industry knowledge, preferably in the area of occupational retirement provision
- an ongoing employment relationship which has not been terminated with an affiliated employer
- the job must be the candidate's main occupation, with at least a 40% degree of employment
- good German skills; the meetings are held in German
- the candidate must have been proposed by an acting administration committee

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