



Annual Report 2023

Vita Plus Collective Foundation of
Zurich Life Insurance Company Ltd

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Statement from the President of the Foundation Board



Dear Reader,

I am pleased to present the annual financial statement of the Vita Plus Collective Foundation.

Although geopolitical tensions increased again in 2023 and another conflict escalated on Europe's doorstep with the war in Gaza, many stock markets performed satisfactorily. American tech companies in particular made strong gains thanks to the euphoria surrounding artificial intelligence. In addition, many central banks appear to have succeeded in holding back inflation, at least for the time being, with their rapid interest rate hikes in 2022 and the first half of 2023. This caused share prices to rise in many markets.

It remains to be seen how sustainable this positive development will be. It is still unclear to what extent the formation of political blocs around the world will cause the globalization of the economy to falter and production processes to be less frequently located in places where they can be provided most efficiently in the future. Although the coronavirus pandemic is hardly having any

direct impact now, China's economy continues to weaken. Due to the bursting of the real estate bubble, the long-standing global growth engine has largely come to a standstill.

In this environment of contradictory trends, the strength of occupational retirement provision is once again proven to lie in the fact that it is designed for the very long term and can absorb strong fluctuations in the short and medium term.

Despite the difficult market environment, the interest earned for the year 2023 thus amounts to 1.0 percent. The number of insured persons and affiliates declined slightly as the general trend for comprehensive solutions continues. However, many affiliations remain within the Vita family, which we see as a strong sign of trust. In 2023 the Vita Collective Foundations and Zurich showed once again that they can provide every firm with the right individual offer.

Our Vita Plus retirement provision model

The Vita Plus Collective Foundation provides what is known as full insurance. This means that our customers are insured against all risks. Zurich reinsures the risks of old age, disability and death, and the investment of the pension capital has also been delegated to Zurich. The cover ratio is therefore always 100 percent.

Guarantee products in vogue

In 2023, the Vita family launched Vita Relax, a new pension provision product for the BVG basic solution with extensive guarantees. A new conversion rate model and the new legal option of charging a premium for guarantees and retirement losses make this attractive again for corporate customers and insured persons. With Vita Plus, we offer a suitable complementary guarantee product in the management area.

Zurich and Vita offer fair play

As in previous years, the Vita Collective Foundations and Zurich once again commissioned a joint survey into the population's attitude to retirement provision. In the process, the renowned research institute Sotomo found that the statutory conversion rate in Switzerland has become the defining symbol for the annuity amount in the second pillar. This fixation on the conversion rate has meant that many contributors are less interested in building up their retirement savings capital than in converting this capital into an annuity. While 39 percent of the working population believe that the conversion rate is the main factor determining the amount of their future annuity, only 18 percent think that the amount of their savings is the most important factor here. For 43 percent, both factors are equally relevant.

Consistency in the supreme body

The entire Foundation Board was up for reelection in the reporting year 2023. To this end, we asked all affiliates to submit interested candidates in the fall of 2023. Both the two candidates

as employee representatives, Mr. Stephan Wenk and Mr. Andreas Furger, as well as the two candidates as employer representatives, Mr. Matthias A. Pfammatter and Mr. Etienne Petitpierre, were elected for a term of office of four years without a vote being required.

On behalf of the Foundation Board, I would like to take this opportunity to thank you for your trust.

Development of our online platform myVita

We are continuing to focus on costs and the further development of IT. On the myVita self-service portal, our beneficiaries have the option to obtain a pension certificate at any time, adjust any details and carry out purchase simulations, for example. The self-service portal is available on smartphones as an app, which has proved very popular, with most simulations relating to purchases and retirement. Additional functions are continually being added to the portal.

As a customer, you know that we are equally focused on the interests of employees and companies. You can rest assured that your retirement provision is in the right hands with the Vita Collective Foundations and Zurich.

We look forward to continuing our partnership and thank you for your trust.



Matthias A. Pfammatter
Chairman of the Board of Trustees
of the Vita Plus Collective Foundation

Balance sheet and operating statement

Balance sheet

Assets

in CHF	Notes	12 / 31 / 2023	12 / 31 / 2022
Investments		30,008,493	30,286,781
Receivables from employer	6.3	3,515,939	8,526,398
Receivables from Zurich Life		26,492,554	21,760,383
from current account		2,467,530	42,995
from balance of the pension funds and insured persons		24,025,024	21,717,388
Accrued income	7.2	2,190,748	2,706,993
Total assets		32,199,241	32,993,773

Liabilities

in CHF	Notes	12 / 31 / 2023	12 / 31 / 2022
Liabilities		20,582,002	20,610,334
Vested benefits and pensions		12,493,144	9,395,679
Obligations to the insured		2,190,748	2,706,993
Other liabilities		5,898,110	8,507,662
Employers' contribution reserves	6.3	10,276,397	10,831,701
Unrestricted assets and savings assets / surplus – pension funds	5.3	1,243,233	1,454,130
Foundation capital, unrestricted assets of foundation		97,609	97,609
Foundation capital		97,609	97,609
Total liabilities		32,199,241	32,993,773

Operating statement

in CHF	2023	2022
Regular and other contributions and purchases	74,744,663	88,351,140
Employee contribution	15,409,638	18,102,633
Employer contribution	31,485,078	36,441,052
Third-party contribution (waiver of premiums)	810,639	922,585
Withdrawals from employer contribution reserves to finance contributions	– 646,995	– 811,312
Withdrawal from unrestricted assets of pension schemes	– 197,465	– 733
Single contributions and purchase amounts	27,444,723	32,158,407
Capital contributions to employers' contribution reserves	439,044	1,538,507
Benefits brought into scheme	2,396,469	1,157,742
Vested benefits	1,373,055	487,018
Deposits in the event of the acceptance of insured persons in unrestricted assets of pension schemes	0	539
Advance withdrawals for promotion of home ownership / divorce	1,023,415	670,185
Incoming contributions and benefits brought into scheme	77,141,132	89,508,881
Regulatory benefits	– 50,498,588	– 65,156,276
Retirement pensions	– 6,429,531	– 6,685,939
Survivors' pensions	– 1,102,886	– 1,132,924
Disability pensions	– 931,699	– 998,433
Lump-sum payments on retirement	– 38,041,905	– 50,149,573
Lump-sum payments for death and disability	– 3,992,568	– 6,189,408
Departure payments	– 128,640,504	– 113,711,221
Vested benefits paid to departing insured	– 126,034,088	– 109,792,006
Transfer of additional assets in the case of a collective departure	– 360,784	– 1,752,543
Advance withdrawals for promotion of home ownership / divorce	– 2,245,632	– 2,166,672
Outgoing benefits and advance withdrawals	– 179,139,092	– 178,867,496
Brought forward	– 101,997,960	– 89,358,615

in CHF	2023	2022
Brought forward	- 101,997,960	- 89,358,615
Formation / Reversal of uncommitted funds of pension schemes and employers' contribution reserves	766,200	1,025,542
(-) Formation / (+) Reversal of uncommitted funds of pension schemes	210,897	4,562
(-) Formation / (+) Reversal of employers' contribution reserves	555,304	1,020,980
Other income	30,300	50,173
Income from services rendered	30,300	50,173
Income from insurance benefits	184,397,480	183,636,664
Insurance benefits	179,588,947	178,037,538
Dividends from insurance company	4,808,534	5,599,125
Insurance costs	- 83,196,020	- 95,353,763
Premiums to insurance companies		
Savings premiums	- 40,530,283	- 47,195,330
Risk premium	- 5,130,006	- 5,913,855
Cost premium	- 2,048,735	- 2,344,015
Single contributions to insurance companies	- 30,666,213	- 34,265,560
Use of dividends from insurance	- 4,808,534	- 5,599,125
Contributions to security fund	- 12,250	- 35,878
Net result from insurance segment	0	0
Net investment result	0	0
Interest	- 106,548	- 80,768
Interest credit Vita Plus (-) / Zurich Life (+)	106,548	80,768
Result	0	0

Notes

1 Principles and organization

1.1 Legal form and purpose

Legal form	Foundation pursuant to Art. 80 et seq. Swiss Civil Code
Establishment of Foundation	November 3, 1961
Foundation deed (last amendment)	October 2014
Funding method	Defined contribution plan
Registration	Supplementary retirement provision
Security fund	Yes

The purpose of the Foundation pursuant to the terms of the Foundation deed, retirement provision regulations and the relevant statutory provisions is voluntary occupational retirement provision for employees and employers upon retirement and disability and/or death benefits for their surviving dependents. The foundation provides regulatory benefits.

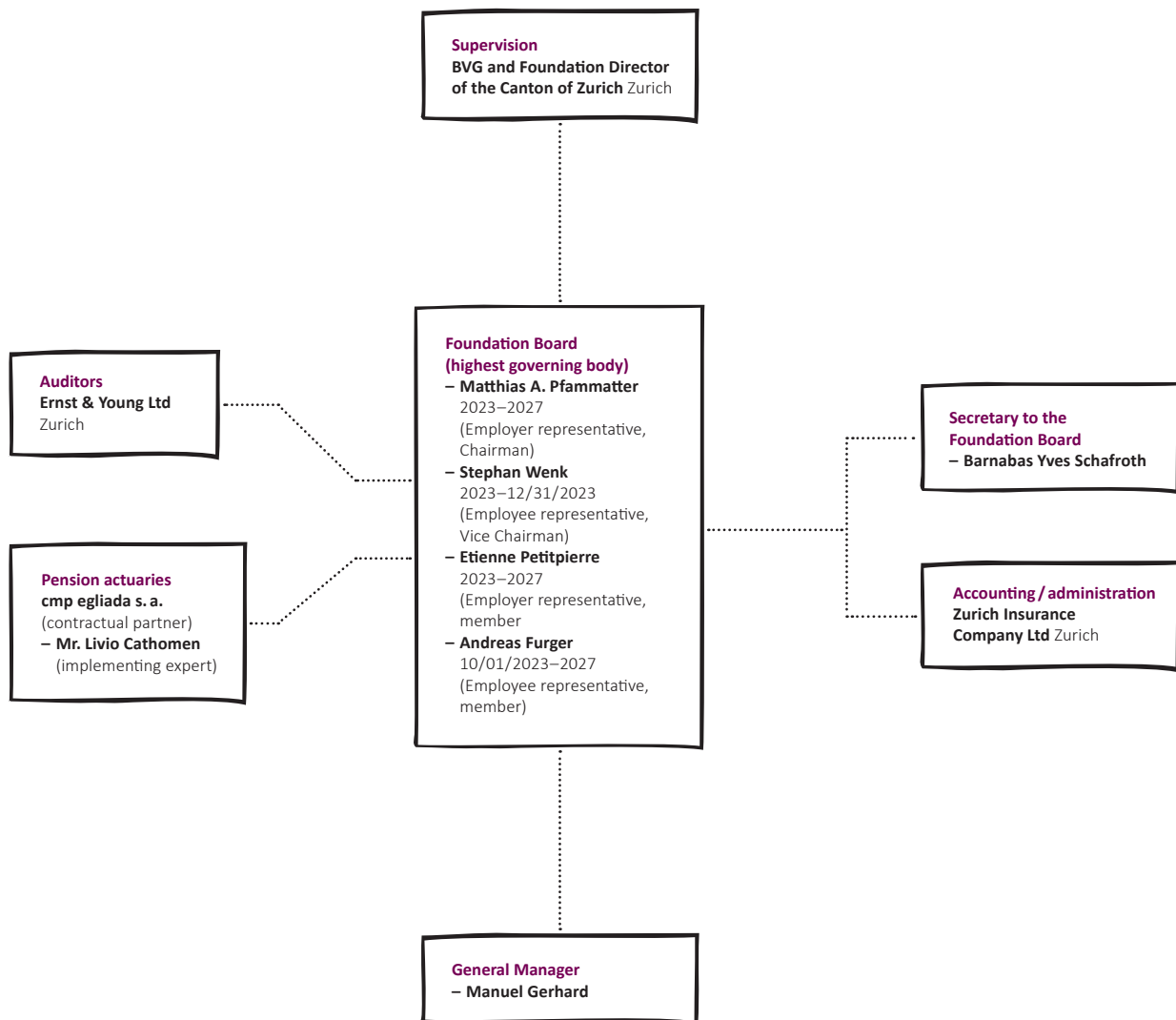
1.2 Indication of the regulations valid as of 12/31/2023

Regulations valid as of 12/31/2023	Version	Date of decision	Entry into force
Pension regulations "Retirement pensions"	1/2023	November 18, 2022	January 1, 2023
Pension regulations "Retirement savings capital"	1/2023	November 18, 2022	January 1, 2023
Pension regulations "Risk benefits"	1/2023	November 18, 2022	January 1, 2023
Organizational regulations for the Administration Committee	1/2022	November 26, 2021	January 1, 2022
Organizational regulations for the Foundation Board	1/2022	November 18, 2022	December 31, 2022
ICS Rules	1/2022	November 18, 2022	December 31, 2022
Administrative cost regulation	1/2023	November 18, 2022	January 1, 2023
Terms and conditions for partial liquidation	1/2014	June 3, 2014	July 1, 2014
Compensation regulations for the Foundation Board	1/2023	November 18, 2022	January 1, 2023
Election Policy for Foundation Board	1/2015	September 10, 2014	January 1, 2015

1.3 Affiliated employers

	12/31/2023	12/31/2022
Number of affiliated employers	969	1,013
Balance at the beginning of the period	1,013	1,093
Additions	67	25
Departures	- 111	- 105

1.4 Highest governing and executive bodies, management and signatory powers



The Foundation Board appoints authorized signatories and determines the manner in which they shall sign. Only joint signatures, with a minimum of two signatures, are allowed.

2 Active insured and pensioners

	12 / 31 / 2023	12 / 31 / 2022
Active insured ¹⁾	3,698	4,396
Balance at the beginning of the period	4,396	4,714
Entries	494	593
Withdrawals	- 1,107	- 809
Retirements	- 85	- 102
Pensioners	307	313
Balance at the beginning of the period	313	336
New pensioners	37	37
Withdrawals	- 31	- 43
Deaths	- 12	- 17
Retirement pensions	183	186
Survivors' pensions	55	55
Temporary survivorship annuities	1	1
Disability pensions	61	65
Children's pensions		
Retired persons' children's pensions	5	5
Orphans' pensions	1	0
Disability-linked children's pensions	1	1

1) Active insured including contributions-exempted insured

3 Type of implementation

The purpose of the Foundation is fulfilled when employers willing to affiliate with the Foundation join the Foundation under affiliation contracts. With the conclusion of an affiliation contract, a pension fund is established.

The pension plans are drawn up individually with the affiliated pension fund. These are defined contribution plans. Both defined contribution and defined benefit plans exist for the risks of death and disability. These are purely voluntary solutions.

Benefits and contributions are based on the pension regulations. The fund manager also adopts a pension plan that sets out the type and scope of the pension benefits, the contributions of the insured and the employer, and the provisions specific to the pension fund. The pension plan is an integral part of the regulations.

The division of premiums between employees and employers can be regulated within a pension fund, whereby the employer must bear at least 50 percent of the costs.

4 Valuation and accounting principles, consistency

4.1 Confirmation that accounts are drawn up in accordance with Swiss GAAP ARR 26

Accounting, reporting and valuation practices comply with the provisions of the Swiss Code of Obligations (OR) and BVG (Swiss Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans). The annual financial statements comprising the balance sheet, operating statement and notes portray the actual financial position of the Foundation as defined in the occupational benefits legislation and comply with the provisions of Swiss GAAP ARR 26 (amended version from January 1, 2014).

4.2 Accounting and valuation principles

All the Collective Foundation's assets and liabilities are accounts receivable and liabilities in Swiss francs recorded on the balance sheet at nominal value. All franc amounts are shown in the annual financial statement and notes as rounded francs. The sums may exhibit minor differences due to these rounded figures.

4.3 Change of principles for assessment, bookkeeping and accounting

There are no changes with respect to assessment, bookkeeping and accounting.

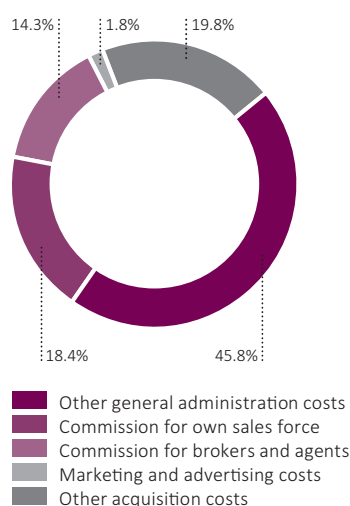
5 Actuarial risk / risk coverage / coverage ratio

5.1 Type of risk coverage / reinsurance

For the insurance-related risks of retirement, death and disability, as well as for investment risks, the Foundation has concluded a collective life insurance agreement with Zurich Life Insurance Company Ltd (Zurich), structured on the basis of the full insurance model.

Apart from the foundation capital, the Foundation has no assets of its own. Zurich Life Insurance Company Ltd books the cost items jointly for all its collective insurance agreements. The Foundation Board therefore considers the breakdown of the reinsurer's administrative costs by foundation in accordance with art. 48a BVV 2 as not directly applicable and instead uses the breakdown pursuant to the occupational pension provision income statement submitted to the Swiss Financial Market Supervisory Authority (FINMA) as the basis.

The percentage split of the gross costs in the collective life business, pursuant to the occupational pension provision income statement drawn up in accordance with the requirements of the Swiss Financial Market Supervisory Authority FINMA, can be seen in the chart on the right.



(Source: Income statement 2023 – occupational pensions, accessible on the internet at www.zurich.ch)

The expenses for the auditors, the pension actuary and the supervisory authorities are booked jointly by Zurich Life Insurance Company Ltd as well, but can be allocated to an individual foundation. For Vita Plus Collective Foundation, the following was booked in 2023:

	in CHF
Expenses for the auditors	15,752
Expenses for the pension actuary	16,061
Costs for the supervisory authorities (BVS and OAK)	26,811

5.2 Explanations for assets and liabilities under insurance agreements

The insured persons' savings capital and the retirees' actuarial reserves from the collective life insurance agreement concluded with Zurich Life Insurance Company Ltd are not recorded on the balance sheet. They have developed as follows:

Development of savings capital / retirement assets

in CHF	2023	2022
Pension capital of active insured as at 01 / 01	639,979,898	725,575,847
Formation (+) / reversal (-) of pension capital of active insured	-98,405,353	-85,595,190
Formation / retirement credits for active insured	39,811,003	46,377,791
Contribution-free retirement credit	719,280	817,539
Single contributions and purchase amounts	27,444,723	32,158,407
Vested benefits	1,373,055	487,018
Vested benefits paid to departing insured	-74,320,938	-72,913,870
of which difference pursuant to FZG Art. 17	235,370	4,775
Vested termination benefits for contract terminations	-51,713,150	-36,878,136
of which insurance company benefit (disability claim reserves)	-9,808	482,610
Advance withdrawals for home ownership promotion / divorce	-2,245,632	-2,166,672
Incoming advance withdrawals for home ownership promotion / divorce	1,023,415	670,185
Lump-sum payments on retirement	-38,041,905	-50,149,573
Single premiums to insurance companies (pension buy-ins)	-1,058,326	-163,995
Single premium to insurance companies for death and disability benefits	-1,622,440	-4,321,269
Interest on pension capital	-2,934	-759
Pension capital of active insured as at 12 / 31	541,571,612	639,979,898
of which BVG retirement assets	0	0

Development of interest earned on savings capital / retirement assets

Year	Guaranteed interest	Excess interest	Total interest earned
2019	0.50 %	0.25 %	0.75 %
2020	0.50 %	0.25 %	0.75 %
2021	0.00 %	0.75 %	0.75 %
2022	0.00 %	0.75 %	0.75 %
2023	0.00 %	1.00 %	1.00 %

Changes to pensioners' actuarial reserves

in CHF	12 / 31 / 2023	12 / 31 / 2022
Pensioners' actuarial reserves	100,876,449	102,749,956
Retirement pensions	78,715,698	80,567,562
Retired persons' children's pensions	211,571	281,981
Survivors' pensions	10,177,403	10,285,993
Orphans' pensions	7,617	0
Temporary survivorship annuities	18,159	35,790
Disability pensions	4,478,065	4,410,593
Disabled persons' children's pensions	979	1,161
Premium waivers	7,266,956	7,166,876

5.3 Changes to and interest on uncommitted funds of the pension schemes

in CHF	2023	2022
Interest on uncommitted funds	0.00 %	0.00 %
Uncommitted funds	1,243,233	1,454,130
Balance at the beginning of the period	1,454,130	1,458,692
Capital contributions to uncommitted funds		
from contracts taken over	0	539
Withdrawals from uncommitted funds		
from contract terminations	- 13,431	- 4,368
for capital contributions to savings capital	- 197,465	- 733

5.4 Result of the last actuarial report

In his actuarial report from 12/31/2022, the pension actuary stated that all actuarial risks are fully covered by Zurich Life Insurance Company Ltd and that the Vita Plus Collective Foundation of Zurich Life Insurance Company Ltd is able to meet its obligations.

5.5 Actuarial reserves pursuant to Art. 44 para. 2 BVV 2

All regulatory benefits are assured via the collective life insurance agreement with Zurich Life Insurance Company Ltd. Therefore, neither surplus cover nor coverage deficiency is possible; the cover ratio is always 100 percent.

6 Investments and net investment result

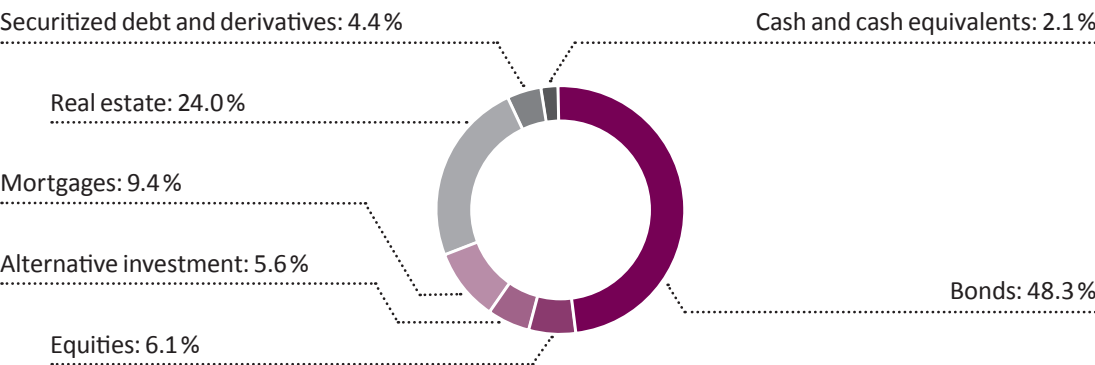
6.1 Investments by asset class

The assets are generally invested by Zurich Life Insurance Company Ltd by way of the collective life insurance agreement. As the assets are invested with Zurich Life Insurance Company Ltd as tied assets, the investment regulations pursuant to BVV 2 are complied with or surpassed because the investment regulations for tied assets in

accordance with art. 79 AVO and FINMA Circular 2016/5 – Investment Guidelines for Insurers – are stricter than the investment regulations in accordance with art. 49 et seq. BVV 2.

The asset management costs are shown in the occupational pension provision income statement of Zurich Life Insurance Ltd (www.zurich.ch).

6.2 Capital investments via the tied assets of Zurich Life Insurance Company Ltd as at December 31, 2023



(Source: Zurich Investment Management Switzerland)

6.3 Investments with employers and employers' contribution reserves

in CHF	2023	2022
Interest on arrears on employers' current accounts	2.50 %	2.50 %
Employers' current accounts	3,515,939	8,526,398
Interest on employers' contribution reserves	0.00 %	0.00 %
Employers' contribution reserves	10,276,397	10,831,701
Balance at the beginning of the period	10,831,701	11,852,681
Capital contributions to employers' contribution reserves		
by employers	439,044	1,538,507
Withdrawals from employers' contribution reserves		
from contract terminations	-347,353	-1,748,175
by employers	-646,995	-811,312

7 Explanation of other items on the balance sheet and operating statement

7.2 Allocation to the surplus fund / dividends of the insured

Zurich Life Insurance Company Ltd determines the allocation to the surplus fund generally for agreements subject to the minimum quota on an annual basis, taking account the federal government's statutory supervisory regulations (notably art. 37 et seq. VAG, art. 139 et seq. AVO and the FINMA Circular 2008/36 – Occupational Pension Provision Income Statement).

In business that is subject to the minimum quota, a positive operating result was achieved in the year 2023. Included within this is an allocation to the surplus fund in favor of policyholders.

The distribution ratio was 90.5 percent. Zurich Life Insurance Company Ltd thus meets the legal requirements in full.

The dividends allocated to the pension funds are used to increase the retirement assets of the insured, unless the administration committee of the pension fund passes a resolution that is explicitly contrary to this and communicates this to the Foundation. There was no adjustment of the pensions (Art. 36 para. 2 BVG).

The details of the surplus calculation can be found in the occupational pension provision income statement of Zurich Life Insurance Company Ltd.

7.2 Accrued income

in CHF	12/31/2023	12/31/2022
Accrued income	2,190,748	2,706,993
Prepaid pensions	2,014,302	2,034,811
Prepaid benefits	176,446	672,182

8 Requirements of the supervisory authority

Audit result of October 31, 2023, of the BVG and foundation director of the Canton of Zurich on 2022 reporting: The director's comment was addressed in this annual financial statement.

9 Additional information on the financial position

Report on partial liquidations of affiliated pension funds

The Foundation's regulations on partial liquidation require employers to inform the Foundation without delay of any workforce reduction or restructuring that could lead to a partial liquidation. If the conditions for a partial liquidation are met, the fund manager of the relevant pension fund must pass a declaratory resolution to trigger the partial liquidation process.

In the 2023 financial year, the affiliated employers did not inform the Foundation of any decisions that led to a partial liquidation of an affiliated pension fund. As a result, no partial liquidations of affiliated pension funds were carried out in 2022.

At the foundation level, the circumstances of a partial liquidation are also not present.

Additional information on the financial position

No further significant events have occurred with regard to the financial position. All benefits of the Foundation vis-à-vis its beneficiaries are covered via the collective life insurance agreement with Zurich Life Insurance Company Ltd.

10 Events after reporting date

No events after the reporting date have come to light that could have a material impact on the assessment of the annual financial statements.

**Vita Plus Collective Foundation
of Zurich Life Insurance Company Ltd**

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