

GEMINI

GEMINI COLLECTIVE FOUNDATION

ANNUAL REPORT
2022



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45

years – GEMINI
has been providing tailor-made
pension solutions since 1977



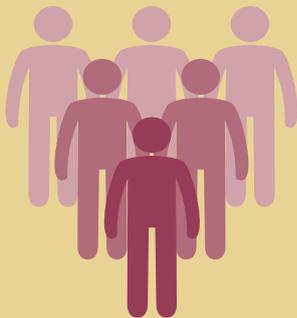
5.9

billion CHF in assets,
an 8.8% decline
from 2021



288

employee benefits units
trust GEMINI's pension and
investment solutions



33,016

beneficiaries,
a 3.2% increase compared to 2021

-4.20%
return Pool 0

-9.16%
return Pool 20



107.10%
is the average
coverage ratio of all
employee benefits units

101.45%
is the
coverage ratio of
employee benefits unit Pensions 1

4,735

pensioners,
including 477 recipients
of disability pensions

-9.59%
return Pool 35

-9.89%
return Pool 50

100.91%
is the
coverage ratio of
employee benefits unit Pensions 2

PROVIDING TAILOR-MADE PENSION SOLUTIONS SINCE 1977

The GEMINI Collective Foundation offers companies tailor-made occupational pension solutions. With GEMINI, you decide yourself what your employee benefits unit's key parameters should be, from funding to benefits and investments.

GEMINI manages your employee benefits unit like an autonomous pension fund – including its own balance sheet, income statement and coverage ratio. Your capital will be included in an investment pool, which reduces the cost of investment accordingly.

The GEMINI Collective Foundation offers members a supplementary or executive solution with the GEMINI Pools 20, 35, 50 or 0, starting from CHF 86,040 (as of 2023: CHF 88,200).

The new year was barely underway and the Covid 19 pandemic not yet over when Russia launched its attack on Ukraine. Energy prices (oil, gas and electricity) quickly shot up to unprecedented levels, causing a sharp rise in inflation. On top of this, soaring interest rates contributed to a massive drop in the value of both equities and bonds over the course of the year, resulting in a historically unfavourable investment year.

It is thus not surprising that the GEMINI Collective Foundation failed to generate positive returns. The GEMINI pools with equities and bonds closed the 2022 investment year slightly over 9% in the red. This is a disappointing result, even if it is slightly better than the market average.

However, the employee benefits units affiliated with GEMINI stand to benefit from the value fluctuation reserves built up in previous years. Thanks to the generally solid reserves, only 29 employee benefits units are underfunded. These units also took conservative interest rate decisions, which meant that restructuring measures were mostly avoided and only had to be implemented in isolated cases. These clients are involved in discussions and decisions on remedial measures.

The two employee benefits units Pensions also suffered negative returns. However, thanks to the accrued reserves and an adjustment of the actuarial interest rates by 0.25% in both employee benefits units Pensions, the coverage ratios remained above the crucial threshold of 100%. This shows that the previous years' measures taken by the Foundation Board in accordance with the principle of prudence were correct.

The claims history of the Foundation followed a very positive development. Thanks to declining numbers, both in disability cases and in cases of death, the year closed with a premium surplus.

Over the course of the financial year, on top of dealing with the day-to-day business, the staff of the administrative office were busy preparing the migration of the existing management application to a new, modern platform. Extensive project and trial work was carried out that placed high demands on the organisation.

With the aim of minimising the impact of the associated system lock and the temporary shutdown of online access in December 2022, the affiliated employee benefits units were also involved in the preparations for this important IT migration. The Foundation Board and the administrative office would like to take this opportunity to thank our clients for their patience and understanding. The migration project has been a success, given that only very few subsequent changes were required.

The topic of sustainability illustrates the importance of effective cooperation between the Foundation Board and the Investment Committee. It is only by working together that goals and values can be established and efforts towards sustainability advanced. The GEMINI Collective Foundation will continue to pursue this topic as a priority in the future. Details regarding our sustainability activities are provided on page 16.

The Foundation Board approved the 2022 annual accounts on 5 May 2023.

As per usual, the Annual Report is available for download in pdf format at www.gemini.ch in German, French and English.

The Board of Trustees would like to thank you for your loyalty and the trust you have placed in us. We are looking forward to another year of successful cooperation.

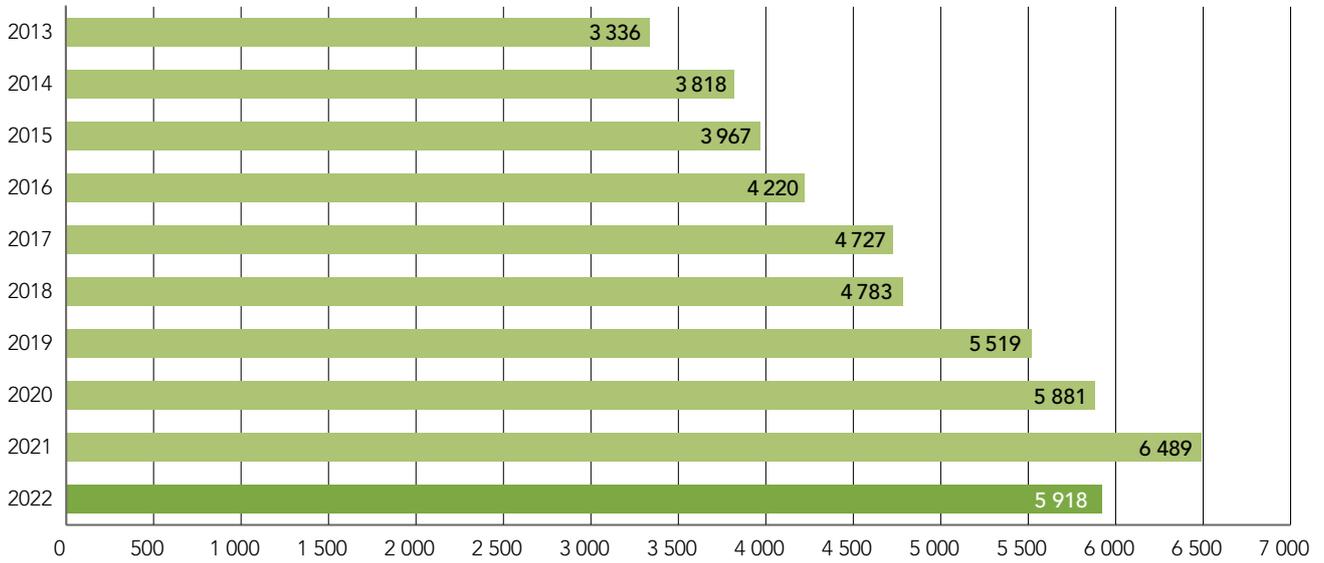


Vital G. Stutz
Chairman of the
Foundation Board

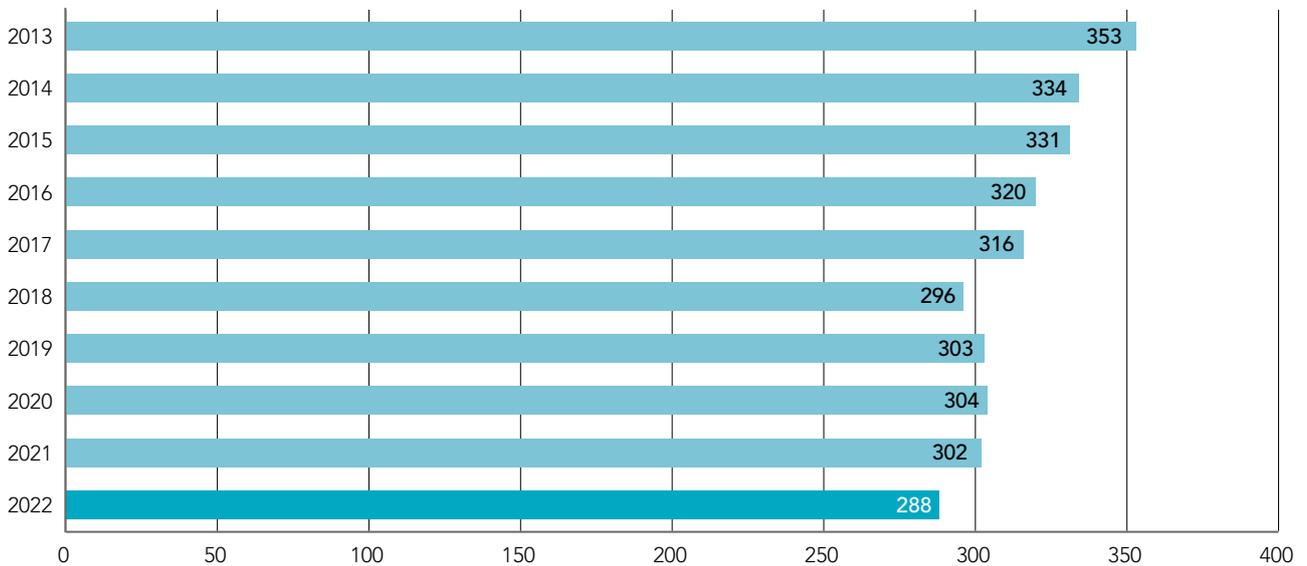


Christoph Oeschger
Managing Director

Assets in mCHF

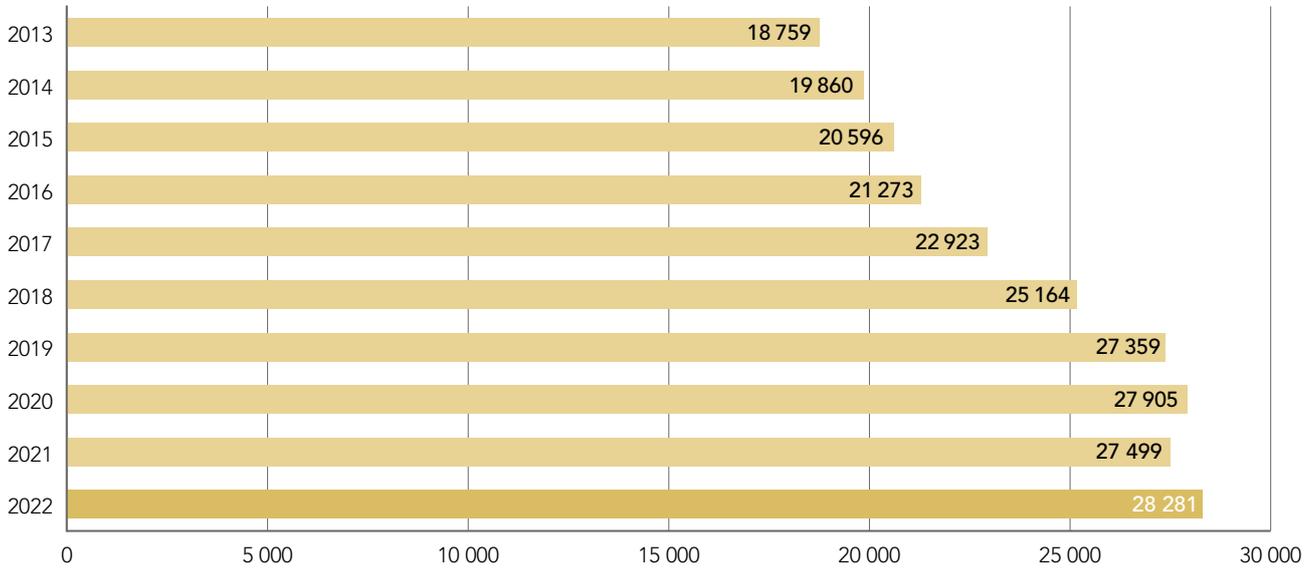


Employee benefits units

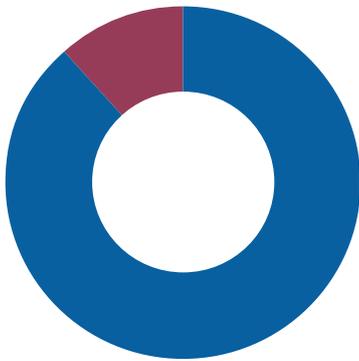


While the number of employee benefits units has declined over the last ten years, the average number of members per affiliated employee benefits unit has risen steadily. This is due to the fact that the GEMINI Collective Foundation is focusing on larger employee benefits units.

Active members



Number of pensioners in employee benefits units with active employers (employee benefits unit Pensions 1)



- 26,699 active members (88.6%)
- 3,452 pensioners (11.4%)

The graph shows the number of pensioners attributable to the active employee benefits units. For further information see page 26.

FOUNDATION BOARD

The Foundation Board, which has been newly constituted for the next three years, held five regular meetings throughout the year and attended a two-day strategic workshop. A large number and a diverse range of subjects were addressed.

In addition to the strategic development of the Foundation and the detailed discussion of numerous other topics, various contracts with service providers were renegotiated and concluded, as required by the Foundation's Code of Conduct.

Once again, numerous regulations were revised in the reporting year. The Framework Regulations, the Regulations on Partial Liquidation, the Investment Regulations, the Reserve Regulations and the Organisational Regulations were revised and put into effect. Since some of the regulations were approved late in the year, the respective decision of the responsible supervisory authority was not yet available at the end of the financial year.

Due to the ongoing rise in interest rates, the Foundation Board has decided to increase the actuarial interest rates for the two employee benefits units Pensions by 0.25% each.

The Foundation Board also thoroughly discussed the various regulatory requirements affecting the 2nd pillar at its meetings. In addition to the directive of the Occupational

Pension Supervisory Commission (OAK) on Requirements for transparency and internal control for competing employee benefits institutions, further requirements were discussed.

Once again, the Investment Committee proposed numerous items for discussion in the year under review. The topics of sustainability and climate policy were addressed further and a new course was set. At the request of the Investment Committee, the Foundation Board resolved to join the Swiss and International Engagement Pools of Ethos, the Swiss Foundation for Sustainable Development. In addition, mandates were re-tendered and a change of provider was resolved in individual cases.

INVESTMENT COMMITTEE

In 2022, the investment committee, which has been headed by Markus Hübscher since 1 January 2022, held five regular meetings and attended a workshop dedicated solely to the topic of ESG. The ordinary meetings mainly focused on the following topics:

- Greater inclusion of ESG criteria in the strategies of the GEMINI pools
- Analysis of further investment opportunities in the Swiss real estate sector
- Review and adjustment of the bandwidth concept
- Further development of the infrastructure asset class
- Manager search for the emerging markets debt asset class
- Review of the investment structure of the GEMINI pools

In the field of ESG, the Investment Committee spent some time defining guidelines for the coming years. A decision was taken against placing more companies on the exclusion list and instead engaging in direct and constructive dialogue with companies through membership in engagement pools, for example in regard of the question of future reductions of CO₂ emissions. In 2022, the GEMINI Collective Foundation joined the Swiss and International Engagement Pools of Ethos, the Swiss Foundation for Sustainable Development.

ADMINISTRATIVE OFFICE

Avadis Vorsorge AG manages the administrative office of the GEMINI Collective Foundation. Its tasks include management, administration, consulting, accounts, communication, distribution and coordination of the operational implementation of the investment of assets.

Due to the high degree of complexity and diversity of the Foundation and the affiliated employee benefits units, the core team of the administrative office now consists of more than 40 pension specialists. It receives support from other Avadis specialists for various tasks concerning the day-to-day running of the Collective Foundation. Avadis has a further office in Lausanne which is responsible for client and broker support in French-speaking Switzerland.

During the financial year, the administrative office was once again certified according to ISAE 3402 Type 2. The objective of this certification is the audit of the internal controls system (ICS) at the administrative office including the auditor's reporting. Avadis is responsible for providing the description of the relevant processes, which also involves the service-related and accounting-relevant elements of the internal control system.

The most important and time-consuming project in 2022 was the process analysis in preparation for the migration of the management application. The previous application, which was becoming outdated, is being replaced with new, up-to-date software that gives both employers and employees access to their data via portals. Data and electronic archives were migrated in the last month of last year and in the first month of the new year. As a next step, documents such as insurance certificates and pension plans are tested and prepared for dispatch. Due to the complexity of the GEMINI Collective Foundation, this work will keep the organisation very busy throughout the new year.

As always, Avadis was also working closely with the Foundation Board and the Investment Committee.

EMPLOYEE BENEFITS UNITS

The employee benefits units of the clients affiliated with the Foundation are managed separately. They have their own coverage ratio and are responsible for determining the interest on their members' savings capital in consideration of their respective reserve situation.

COVERAGE RATIO

Owing to the negative return on investment, the active employee benefits units are underfunded in 29 cases, or around 10% of the employee benefits units. Two small employee benefits units have coverage ratios of between 90% and 95%, while the others range from 95% to just under 100%.

INTEREST

In line with the returns generated during the year, the employee benefits units applied very cautious interest rates, in most cases the BVG minimum rate of 1%. A number of units did not pay any interest on the savings capital or only paid interest on the BVG retirement assets.

INVESTMENT RESULTS OF THE GEMINI POOLS

In 2022, GEMINI's four investment pools achieved returns in line with the industry average. The most popular pool, Pool 20, achieved a result of -9.16% in December 2022. Pool 35 achieved a result of -9.59% and Pool 50 of -9.89%. The returns of the GEMINI pools are remarkably similar despite the different equity ratios. At -4.2%, the return generated by GEMINI Pool 0 (no equities) diverges, which is due to the high real estate exposure. All figures refer to the time-weighted rates of return in the GEMINI pools. The capital gains of the respective employee benefits units are calculated individually according to their money-weighted rate of return.

EMPLOYEE BENEFITS UNIT PENSIONS 1

Employee benefits unit Pensions 1 manages the recipients of retirement and survivors' pensions and the coverage capital of the disability pensioners of the GEMINI Collective Foundation. On retirement, members' capital from the affiliated employee benefits units is transferred to employee benefits unit Pensions 1 together with their share in the value fluctuation reserve. Subsequently, all benefits will be provided by this employee benefits unit. The financial situation of employee benefits unit Pensions 1 is subject to ongoing monitoring by the administrative office and the Foundation Board. In the annual financial

statements, 0.1% of the average savings capital was charged to each active employee benefits unit and credited to the value fluctuation reserve of employee benefits unit Pensions 1. Thanks to this credit and the 0.25% raise of the actuarial interest rate, the coverage ratio at the end of 2022 stood at 101.45%. A solidarity bonus pursuant to the cost sharing mechanism under the "Regulations on the Stabilisation of employee benefits unit Pensions 1" will not be applied. This would only become due if the coverage ratio dropped to 98.5% or lower.

EMPLOYEE BENEFITS UNIT PENSIONS 2

Pensioners without employer are managed in a separate employee benefits unit Pensions 2. This unit manages all recipients of retirement and survivors' pensions and the coverage capital of the disability pensioners of the GEMINI Collective Foundation that are no longer linked with an active affiliation. Employee benefits unit Pensions 2 is calculated according to the same actuarial parameters, albeit at a lower actuarial interest rate. As at 31 December 2022, the coverage ratio amounted to 100.91% (previous year: 110.15%).

Coverage ratio of employee benefits units

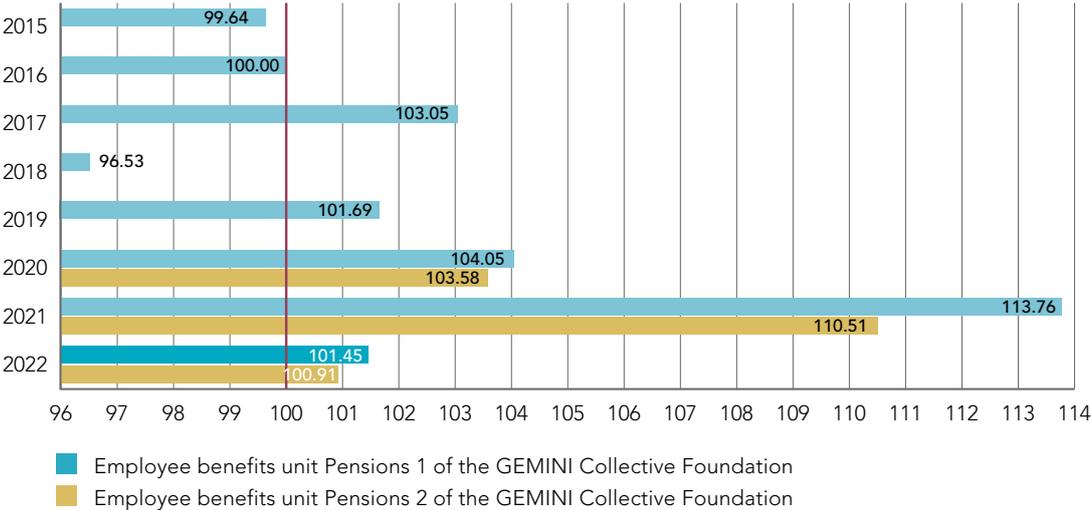
%	2022	2021	2020	2019	2018
<90	–	–	–	–	4
90	2	–	–	–	1
95	27	–	–	–	8
100	88	6	9	23	43
105	91	24	29	43	95
110	43	59	65	80	74
115	14	82	86	69	37
>120	23	131	115	88	34

Selection of investment strategy in % ¹⁾

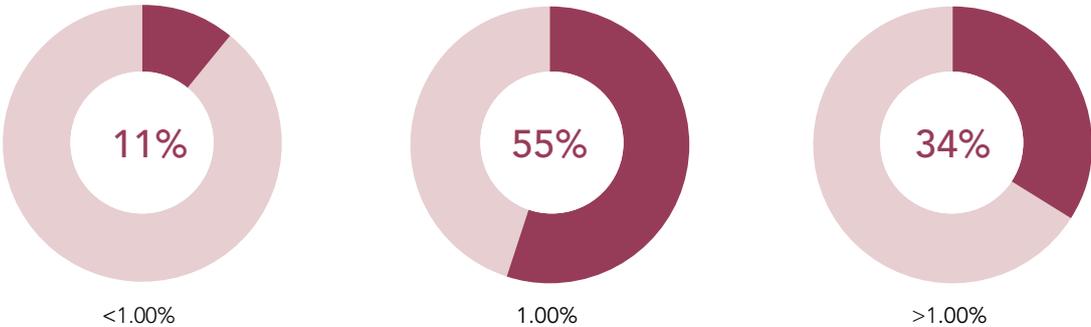
	2022	2021	2020	2019	2018
GEMINI Pool 0	2	3	3	3	4
GEMINI Pool 20	57	60	64	69	66
GEMINI Pool 35	25	22	19	15	17
GEMINI Pool 50	4	3	2	1	2
Individual	12	12	12	12	11

¹⁾ For further information, see para. 6.4

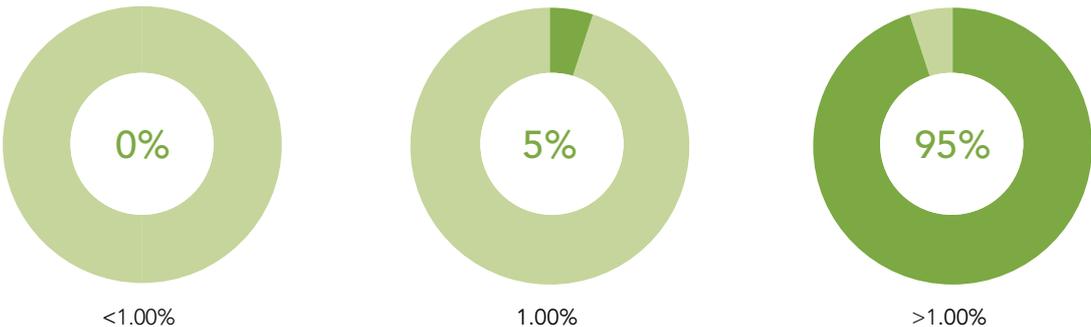
Coverage ratio of the employee benefits unit Pensions in %



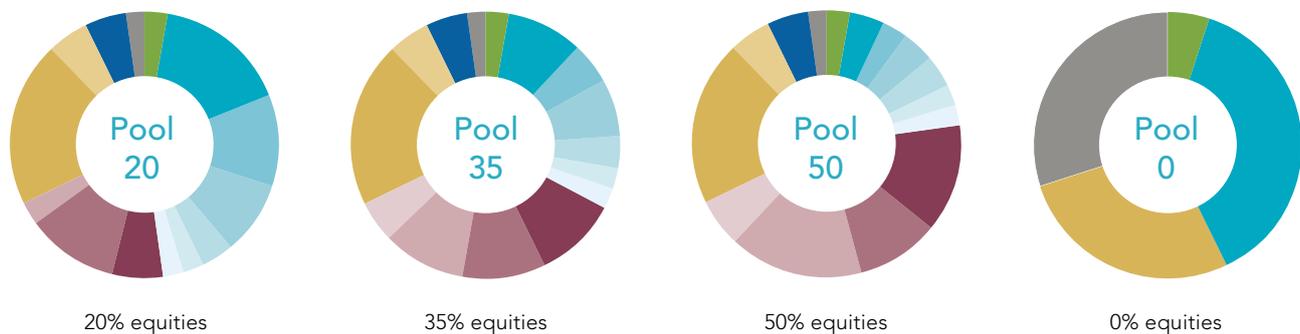
Interest rate decisions in 2022



Interest rate decisions in 2021



GEMINI'S FOUR INVESTMENT STRATEGIES



GEMINI strategies in %	Pool 20	Pool 35	Pool 50	Pool 0
Liquidity	3	3	3	5
Bonds CHF	16	9	4	38
Foreign currency government bonds hedged	11	5	3	–
Foreign currency corporate bonds hedged	9	7	4	–
Convertible bonds	4	4	4	–
Global high yield hedged	2.5	2.5	2.5	–
Emerging markets debt hard currency hedged	2.5	2.5	2.5	–
Swiss equities	6	10	13	–
Foreign equities	11	10	10	–
Foreign equities hedged	–	10	16	–
Emerging markets equities	3	5	6	–
Swiss real estate	20	20	20	27
Foreign real estate	5	5	5	–
Infrastructure	5	5	5	–
Mortgages Switzerland	2	2	2	30

Investment result in %

	Pool 0	Pool 20	Pool 35	Pool 50
GEMINI ¹⁾	-4.2	-9.16	-9.59	-9.89
Benchmark ¹⁾	-4.19	-8.28	-8.89	-8.97
Pictet BVG 25/40/60	–	-14.16	-14.8	-15.69

Return of investment categories in %

Investment category	GEMINI ¹⁾	Benchmark ¹⁾
Bonds CHF	-12.36	-12.31
Foreign currency bonds	-14.85	-15.30
Convertible bonds	-17.49	-13.28
Swiss equities	-16.65	-16.48
Foreign equities	-17.59	-17.34
Swiss real estate	4.6	4.6
Foreign real estate	5.92	5.92
Alternative investments ²⁾	-0.26	-0.26
Infrastructure	0.99	0.99
Mortgages Switzerland	-5.41	-5.41

¹⁾ GEMINI including asset management costs, benchmark excluding costs.
For the lowest five categories, the benchmark reflects market valuations due to a lack of comparability.

²⁾ Phase-out, no strategic component since 2010

MARKET REVIEW AND OUTLOOK

Economy and financial markets

In the last year, the financial markets were affected by a series of global events: The Corona pandemic led to some severe restrictions on economic activity, especially in China. Moreover, the Russian invasion of Ukraine, soaring energy prices due to Russian blockades, ongoing supply chain issues, spiralling global inflation and higher key interest rates all contributed to a loss of purchasing power and a slowdown in global demand and economic growth.

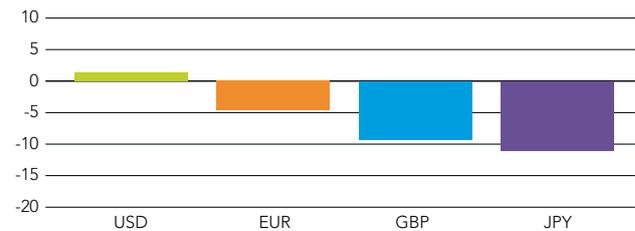
Money market and currencies

The Swiss National Bank (SNB) has abandoned its expansionary monetary policy involving key interest rate hikes in order to counteract rising inflationary pressure. Despite its significant appreciation, the SNB no longer believes that the Swiss franc has a high value, due in part to lower inflation.

The Swiss franc once again confirmed its status as a safe haven in the past financial year. Mainly due to the tax cuts first announced and then retracted by Prime Minister Liz Truss, the British pound lost up to 14.7% against the Swiss franc. The markets regained confidence under the new prime minister, Rishi Sunak, and the loss of the British pound has narrowed to -9.3%.

The euro lost -4.6% against the Swiss franc last year. In Japan, the Bank of Japan (BoJ) decided to buy all government bonds with yields above 0.25% in order to keep interest rates down. This helped to hold inflation, which stood at 3.0% (September year-over-year), low compared to other economies, but the lower interest rates meant that investors switched to currencies offering higher yields. As a result, the yen lost 11.0% against the Swiss franc in the past financial year. In order to curb high price increases in the USA, the Federal Reserve System (FED) raised key interest rates to 4.5%, which made the US dollar more attractive against the Swiss franc.

Currency trend against the Swiss franc in the reporting year (in %)



Source: Bloomberg

Bonds CHF

Capital market interest rates rose to a level not seen for a decade. During the financial year, the yield to maturity on ten-year Swiss government bonds fluctuated between -0.32% (mid-December 2021) and a peak of 1.46% on 20 June 2022, closing the year 2022 at 1.55%, which corresponds to an interest rate increase of around +1.9 percentage points. Asset classes with a high duration or high interest rate change risk suffered the most.

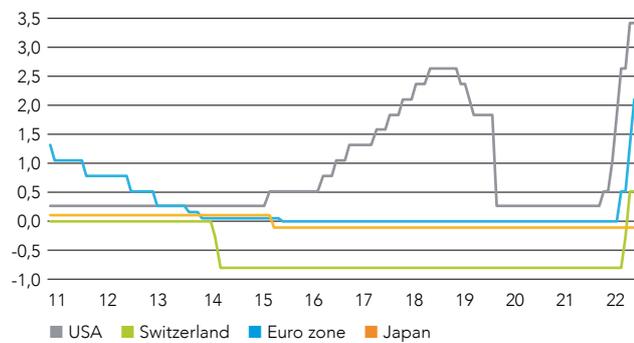
Due to the exclusion of foreign market participants from trade in Russian securities, the agencies stopped rating these securities. As a result, Russian bonds were removed from the AAA-BBB Swiss Bond Index as of the end of March 2022.

Last year, yields on bonds denominated in Swiss francs remained negative due to interest rate hikes. In addition to the global rise in interest rates, the widening of credit spreads also had a negative impact on bonds denominated in Swiss francs. The interest rate risk, calculated on the basis of the modified duration, was the most important factor affecting the performance differences in the past year.

Foreign currency bonds

High inflation figures have prompted central banks around the world to take restrictive measures on the interest rate front. The ECB stopped buying bonds in July 2022 and hiked interest rates to +2.5%. The FED raised interest rates from +0.25% to +4.5% last year and announced that it would raise rates further if necessary. Market participants still expect interest rates to rise further, with some hikes already priced in.

International development of key interest rates (in %)



Source: Bloomberg

Due to the trading restrictions on Russian securities in the Emerging Markets Debt investment group, these securities will be held with a zero valuation until further notice.

As of 31 December 2022, the picture for foreign currency bonds was uniformly negative, mainly due to the interest rate hikes. The performance figures as of 31 December 2022 are as follows:

- Foreign currency government bonds hedged: -14.40%
- Foreign currency corporate bonds hedged: -14,86%
- Emerging markets debt hedged: -18.63%
- Global high yield bonds hedged: -13.32%

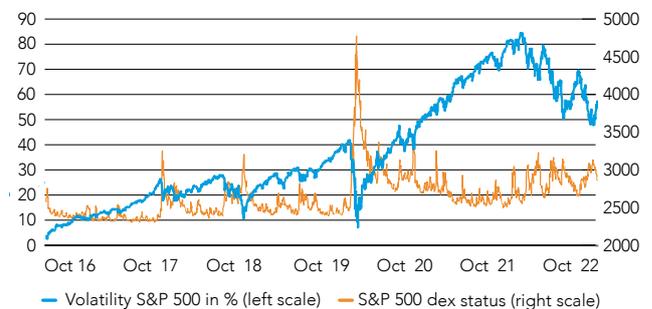
Foreign equities

Production costs increased for many companies last year. Some businesses were unable to pass these costs on to their customers through higher prices, putting pressure on their margins. Rising interest rates also led to a reassessment of future cash flows, which resulted in price losses, especially for growth-oriented technology stocks. Companies in the utilities and commodities sectors in particular benefited from the high commodity and energy prices.

Calculated in Swiss francs, the foreign equities asset classes performed as follows in the past year:

- Foreign equities: -17.12
- Foreign equities hedged: -17.99%
- Emerging markets equities hedged: -19,18%

Stock market and volatility as a fear barometer



Source: Bloomberg

Emerging markets equities

The war in Ukraine and the associated sanctions have pushed down Russian equities by more than 50% in some cases. However, as these stocks are subject to trade restrictions, they inevitably remain in the asset class portfolios.

Emerging markets are generally considered to be particularly sensitive to economic cycles and are predominantly export-oriented. Problems with global supply and transport chains, high inflation and high key interest rates, price caps with tax cuts, elections in Brazil and a weak economy in China caused by zero-covid policies unsettled investors who reacted by withdrawing funds from the local stock markets. Share valuations were affected as a result.

Swiss real estate

Following more than a decade of positive performances with declining yields and rising prices, a fundamental change in market conditions has been apparent since the summer of 2022. Rising interest rates, higher-than-average inflation and a flagging economic outlook mean that it has become quite challenging to successfully manage directly held real estate investments. In the residential sector, investors are benefiting from declining vacancy rates due to high demand and low construction activity. Nevertheless, it is becoming increasingly difficult to successfully rent out properties. Topics such as energy efficiency and CO₂ reductions, along with the associated effects on tenants' incidental costs, are now among the priority issues relating to new rentals. Letting of commercial space has picked up considerably compared to the previous year. However, the picture is very heterogeneous. Vacancies are declining in good locations and in prime locations, while locations with deficits must offer above-average building quality to avoid longer re-letting periods when tenants change. Active asset management is increasingly turning into a critical success factor. In this context, the operation of investment properties must be regarded as the discipline of providing products on the market that offer both the user and the owner the optimum cost-benefit ratio. This requires managers to be increasingly dynamic and flexible.

In the case of real estate investments, it is also true that each individual property requires a business plan which must be continuously reviewed and adjusted if necessary. The Swiss real estate asset class generated a positive performance of +4.6% in 2022.

Foreign real estate

After the excellent performance of the last financial year (foreign real estate +8.45%), the markets have not continued the positive development due to the imponderables mentioned above. The foreign real estate asset category did not escape this global trend. Nevertheless, it achieved a positive performance of +5.92% in the last year.

Outlook

The geopolitical situation remains uncertain, partly due to the war in Ukraine and its repercussions. Although gas storage facilities are still well stocked, future electricity shortages cannot be ruled out. Due to the slowdown in inflation, central banks are likely to tighten monetary policy less severely than expected a few weeks ago. Nevertheless, financing costs for companies will remain high, which will weigh on the economy, lead to rating downgrades and increase the risk of stagflation. Higher interest rates and the associated higher yields on maturities make corporate and government bonds attractive again. As a result of the strong corrections on the stock markets, many potential adversities have already been removed, which also makes valuations appear more attractive due to the improvement in quarterly results.

SUSTAINABILITY OF THE PORTFOLIO OF THE GEMINI COLLECTIVE FOUNDATION

The GEMINI Collective Foundation perceives sustainable investment as an ongoing long-term process. Internationally recognised environmental, social and governance (ESG) criteria are integrated into the Foundation's investment and decision-making processes. Sustainability efforts are regularly reviewed and optimised. The principles are set out below:

Our principles

- Sustainability is an important criterion in the selection of our asset managers, provided this does not impair the achievement of our investment goals
- The sustainability activities carried out by the GEMINI Collective Foundation are based on generally recognised standards. Key to this is the alignment with the applicable laws, international conventions and the recommendations of the SVVK-ASIR.
- Sustainability activities are implemented after a thorough examination of their impact on the classic factors that determine the attainment of the objectives of occupational benefits provision such as returns, risks, diversification and impact on the eligible investment universe.

Steps taken so far

- Whenever possible, GEMINI avoids investing in companies that are on the exclusion list issued by the Swiss Association for Responsible Investments (SVVK). The SVVK exclusion list has been fully implemented in all equities investments and for the most part in the bond segment.
- With the exception of a few real estate asset managers, all asset managers have signed the United Nations' Principles for Responsible Investment (UN PRI) and have committed to compliance with the responsible investment guidelines.
- Swiss real estate investment foundations often place emphasis on eco-friendly construction and ecological building refurbishment.
- As an additional tool, GEMINI uses ESG scores in the implementation of certain asset classes. GRESB sustainability scores (Global Real Estate Sustainability Benchmark) are applied in the case of foreign real estate and infrastructure investments. The majority of

the products used by GEMINI in these two asset classes have above-average GRESB scores.

- Foreign equities are managed on the basis of sustainable indices (MSCI World ESG Universal). These indices give companies with a robust ESG profile and positive ESG trend a higher weighting than the parent index. In addition, various exclusions are applied.
- The ESG strategies and processes applied in the implementation of convertible bonds, bonds, emerging markets debt and high yield are constantly evolving. In particular, there has been a greater focus on decarbonising portfolios over the last two years with the aim of promoting alignment with the Paris climate targets.
- In the Swiss equities category, GEMINI has been following Ethos' recommendations on voting rights for some time. In this context, the ESG approach goes beyond the exclusion of securities and also considers engagement as an element of the ESG concept in the context of the exercise of voting rights.
- In October 2022, GEMINI joined the Ethos Swiss and International Engagement Pools to promote dialogue with companies on sustainability issues. This also aligns GEMINI with the ESG reporting standard recently published by ASIP, which also focuses on the area of engagement.

Next steps

On top of this, we are currently in the process of introducing a sustainability reporting system focussing on the environment, especially climate (e.g. carbon footprint, carbon trend). This focus on the environment, and specifically on decarbonisation, is also in line with the ASIP's ESG reporting standard. In this context, an alignment of sustainability reporting is currently being developed. Furthermore, we are analysing the product alternatives that are currently available. The affiliated companies can trust the GEMINI Collective Foundation to implement sustainability in its investments in a rational, considered manner and in the interests of its members.

		31.12.2022	31.12.2021	
		CHF	CHF	Notes
Assets				
A	Capital investments	5 917 570 887	6 487 599 651	
	Cash and cash equivalents and money market investments	112 348 236	72 923 410	
	Current account with the employer	18 735 738	22 362 084	6.9
	Premium accounts with insurance companies	173 086	240 853	7.1
	Other receivables	15 735 152	31 834 534	7.1
	Assets of individual pools	5 770 578 676	6 360 238 770	6.4
	Assets Pool 0	55 576 740	111 064 644	
	Assets Pool 20	1 604 907 640	2 010 098 547	
	Assets Pool 35	1 192 671 440	1 061 862 415	
	Assets Pool 50	118 606 657	85 131 568	
	Assets Pool Pensions 1	1 043 664 862	1 121 541 946	
	Assets Pool Pensions 2	274 744 177	318 811 551	
	Individual strategies	1 439 406 501	1 604 305 185	
	thereof assets Pool 20	1 839 396	1 621 280	
	Pool Employer contribution reserves Pool 0 to 50	39 528 695	45 224 145	
	thereof assets Pool 20	21 593 283	29 364 950	
	thereof assets Pool 35	17 425 739	15 859 194	
	thereof assets Pool 50	509 403	-	
	Pool Employer contribution reserves money market fund	1 471 964	2 198 769	
B	Prepaid expenses	149 564	1 539 101	7.2
	Total assets	5 917 720 451	6 489 138 751	

		31.12.2022	31.12.2021	
		CHF	CHF	Notes
Liabilities and equity				
D	Liabilities	85 414 676	124 272 907	7.3
	Vested benefits and pensions	77 608 500	114 847 420	
	Current account with the employers	3 077 756	3 158 521	
	Other liabilities	4 728 424	6 266 966	
E	Passive accruals and deferrals	4 207 465	4 863 688	7.4
F	Employer contribution reserve	46 599 132	52 710 264	6.9
	Employer contribution reserve with right of usage	46 290 132	52 710 264	
	Employer contribution reserve without right of usage	309 000	-	9.2
H	Pension plan capital and actuarial reserves	5 428 333 506	5 279 186 057	
	Pension plan capital of active members	3 986 763 848	3 880 988 895	5.2
	Pension plan capital of pensioners	1 377 769 214	1 373 722 073	5.4
	Actuarial reserves	52 902 337	24 466 057	5.5
	Surplus funds	10 898 108	9 031	
I	Value fluctuation reserve of employee benefits units	298 691 022	540 130 686	
	Value fluctuation reserve of employee benefits units	281 012 470	447 993 546	
	Value fluctuation reserve of employee benefits unit Pensions 1	15 210 406	77 272 070	
	Value fluctuation reserve of employee benefits unit Pensions 2	2 468 146	14 865 070	
J	Disposable assets of employee benefits units	31 971 130	468 452 171	
	Surplus of employee benefits units	37 685 645	388 153 741	
	Surplus of employee benefits unit Pensions 1	-	64 544 175	
	Surplus of employee benefits unit Pensions 2	-	15 754 255	
	Underfunding of employee benefits units	-5 714 515	-	9.1
	Underfunding with guarantee through employer contribution reserve without right of usage	-309 000	-	9.2
J2	Disposable assets of the Foundation (compensation fund)	22 503 515	19 522 978	
	Figures at beginning of period	19 522 978	19 522 978	
Z	Expenditure (-) / income surplus (+)	2 980 537	-	
	Total liabilities and equity	5 917 720 451	6 489 138 751	

INCOME STATEMENT

		2022	2021	
		CHF	CHF	Notes
Insurance activities				
K	Ordinary and other contributions and deposits	354 049 272	381 896 411	
	Employee contributions	137 400 505	131 012 482	
	Employer contributions	176 585 137	164 504 547	
	Financial restructuring contributions employees	30 859	26 826	
	Financial restructuring contributions employers	30 647	26 809	
	Withdrawal from employer contribution reserve for contribution funding	-3 262 405	-5 622 906	
	Withdrawal from disposable assets	-1 889 949		
	Single premiums and buy-in sums	37 680 912	40 419 267	
	Deposits to pension plan capital of pensioners	5 001 805	48 629 236	
	Deposits to employer contribution reserve	2 073 124	2 429 782	
	Guarantee fund subsidies	398 637	470 369	
L	Entry benefit deposits	357 275 289	634 735 770	
	Vested benefit deposits	331 395 247	556 355 172	
	Deposit upon takeover of member portfolios in value fluctuation reserves	22 511 352	73 098 391	
	Deposits for advance withdrawals for home ownership / divorces	3 368 690	5 282 207	
(K-L)	Inflow from contributions and entry benefits	711 324 561	1 016 632 181	
M	Benefits under pension plan regulations	-189 135 977	-207 570 430	
	Retirement pensions	-82 715 371	-84 367 038	
	Survivors' pensions	-8 198 881	-8 540 417	
	Disability pensions	-9 759 978	-11 041 834	
	Other benefits under pension plan regulations	-9 790 769	-19 507 881	
	Lump-sum benefits on retirement	-73 768 872	-71 671 289	
	Lump-sum benefits on death/disability	-4 902 106	-12 441 971	
N	Supplementary benefits	-946 600	-2 152 266	
O	Termination benefits	-459 193 519	-567 523 035	
	Vested benefits on departure	-391 690 757	-470 127 324	
	Transfer of additional funds on collective departure	-55 201 845	-82 214 426	
	Advance withdrawals for home ownership / divorces	-12 300 917	-15 181 284	
(M-O)	Outflow for benefits and advance withdrawals	-649 276 096	-777 245 731	
P/Q	Release (+) / Formation (-) of pension plan capital active members, actuarial reserves and contribution reserves	-164 983 996	-384 301 720	
	Release (+) / formation (-) of pension plan capital active members	-78 186 988	-194 137 834	
	Release (+) / formation (-) of pension plan capital pensioners	-7 231 070	-54 392 520	5.4
	Release (+) / formation (-) actuarial reserves	-28 436 279	20 685 956	5.6
	Release (+) / formation (-) of surplus fund	-10 889 077	123 257	5.1
	Interest on savings capital	-41 695 326	-179 257 436	
	Release (+) / formation (-) of contribution reserves	1 454 744	22 676 858	6.9
R	Income from insurance benefits	21 081 037	16 057 610	
	Insurance benefits	21 060 050	16 057 610	
	Bonus shares from insurance policies	20 986	-	
S	Insurance expenses	-2 275 983	-1 958 760	
	Insurance premiums	-660 845	-389 456	
	Guarantee Fund contributions	-1 615 138	-1 569 304	
K-S	Net result from insurance activities	-84 130 477	-130 816 421	

		2022	2021	
		CHF	CHF	Notes
Investment result and other income				
T	Net result from investment of assets	-597 714 969	386 539 111	6.7
	Loss/income from cash and cash equivalents and money market investments	19 972	15 921	
	Asset income of individual pools	-570 629 236	418 261 622	
	Pool 0	-2 229 438	1 463 740	
	Pool 20	-154 711 554	101 206 391	
	Pool 35	-115 549 612	76 226 977	
	Pool 50	-10 787 727	6 890 220	
	Pool Pensions 1	-108 104 334	84 958 820	
	Pool Pensions 2	-30 281 524	6 815 849.99	
	Individual strategies	-144 790 248	138 170 907	
	Pool Employer contribution reserves Pool 0 to 50	-4 173 470	2 542 707	
	Pool Employer contribution reserves money market fund	-1 330	-13 991	
	Income from securities lending	-	-	6.6
	Interest income on other capital transfers	-536 060	-1 133 847	
	Asset management expenses	-31 226 032	-28 078 418	6.8
	Interest on employer contribution reserves	4 656 388	-2 526 167	6.7
V	Other income	17 504 414	22 673 584	
	Appropriated subsidies from employers and third parties	9 266 371	14 268 802	
	Other receivables	8 238 043	8 404 782	
W	Other expenses	-561 694	-235 181	
X	Administrative expenses	-10 037 438	-10 055 532	
	General administrative expenses	-4 361 465	-4 349 351	
	Marketing and advertising expenses	-895 528	-901 360	
	Brokerage activities	-4 461 727	-4 505 190	
	Auditor and occupational benefits expert	-293 434	-276 976	
	Supervisory authorities	-25 283	-22 655	
K-X	Expenditure/income surplus prior to the release of value fluctuation reserve	-674 940 164	268 105 561	
Y	Release (+) / formation (-) of value fluctuation reserves of the employee benefits units	241 439 661	-108 450 494	5.8
	Release (+) / formation (-) of disposable assets of the employee benefits units	436 481 040	-159 655 067	5.8
Z	Income (+) / expenditure surplus (-) for disposable assets of the Foundation	2 980 537	-	

1. PRINCIPLES AND ORGANISATION

1.1 Legal form and purpose

The GEMINI Collective Foundation is a foundation governed by private law. It is intended for the employees of the affiliated companies and their dependents and survivors. The Foundation offers protection against the economic consequences of old age, death and disability.

1.2 BVG registration and Guarantee Fund

The GEMINI Collective Foundation covers the BVG mandatory pension requirements and is registered in the Cantonal Register of Supervised Institutions of the Canton of Schwyz under the number SZ-0072. It pays the Guarantee Fund the individual contributions of the affiliated employee benefits units after offsetting against the individually calculated subsidies.

1.3 Foundation Charter and regulations

Document	created	valid from
Framework Regulations ¹⁾	15.10.2020	01.01.2021
Regulations on Partial Liquidation	27.11.2019	31.12.2019
Investment Regulations ¹⁾	28.04.2021	01.01.2021
Voting Regulations	02.11.2015	02.11.2015
Reserve Regulations	15.10.2020	15.10.2020
Organisational Regulations	26.11.2013	01.01.2014
Foundation Charter	27.06.2012	23.08.2012
Regulations on the stabilisation of employee benefits unit Pensions 1	23.11.2021	31.12.2021

¹⁾ Decision of the supervisory authority still pending

1.4 Joint management body / signing authority

Any two of the members of the Foundation Board, general management and other authorised signatories have joint signatory power.

Foundation Board (Term of office 2022–2024)

Employer representatives

Vital G. Stutz, Advozug GmbH (Chairman)
 Marianne Fassbind, Dynamics Group AG
 Jaap van Dam, HSP Consulting AG

Employee representatives

Anita Auf der Maur, Independent (Vice Chairwoman)
 Markus Burri, Arbenz RVT AG
 Emanouil Varouxis, Institut Straumann AG

Administrative office

Avadis Vorsorge AG, Zurich
 Christoph Oeschger, Managing Director
 Stefan Sadler, Deputy Managing Director

Other authorised signatories of the administrative office

Jacky Baula, Client Management, Western Switzerland
 Theo Bissig, Customer Advisor
 Marc Brändli, Head of Benefits Service
 Cruz Carreira, Customer Advisor
 Jeannette D'Souza, Head of Customer Service
 Alain Grand, Head of Sales
 Fabian Hauenstein, Sales Advisor
 Elvira Hauser, Customer Advisor
 Helga Hentsch, Head of Customer Service
 Gottfried Herger, Quality Manager
 Christoph Hilti, Investment Specialist
 Collective Foundation
 Benjamin Hürzeler, Head of Foundation Accounting
 André Lehmann, Head of Western Switzerland
 Avadis Vorsorge AG
 Roger Rüfenacht, Foundation Accounts
 Adina Weber, Benefits Service Advisor

1.5 Expert, auditor, consultant, supervisory authority

Occupational benefits expert

Allvisa AG, Zurich, contractual partner
 René Zehnder, executive expert

Auditor

Stefan Weuste, Ernst & Young AG, Basel

Investment Controlling

UBS Fund Management (Switzerland) AG, Basel

Consultant

Complementa AG, St. Gallen

Supervisory authority

Zentralschweizer BVG- und Stiftungsaufsicht (ZBSA),
 Lucerne

Affiliated employee benefits units

As at 31 December 2022, 288 employee benefits units of independent companies were affiliated, which represents a decline of 14 employee benefits units. The number of members per employee benefits unit has risen to 98 (previous year: 91).

2. EMPLOYEE BENEFITS UNITS, ACTIVE MEMBERS AND PENSIONERS

Portfolio of employee benefit units

Portfolio	31.12.2021	Additions	Departures	31.12.2022	Change
Active employee benefits units	302	3	-17	288	-14

Portfolio of active members and pensioners ¹⁾

Portfolio	31.12.2021	Additions	Departures	31.12.2022	Change
Active members	27 499	6 034	-5 252	28 281	782
Recipients of a retirement pension	3 323	317	-114	3 526	203
Disability pensioners ²⁾	493	40	-56	477	-16
Partner's pensions	442	51	-5	488	46
Childrens'/orphan's pensions	242	35	-33	244	2
Total	31 999	6 477	-5 460	33 016	1 017

¹⁾ Of the total number of 4,735 pensioners, 4,393 are managed by the employee benefits units Pensions and 342 directly by several employee benefits units.

²⁾ This figure includes 28 (previous year 28) disability pensioners for whom GEMINI is not currently required to pay benefits due to coordination with an accident insurance company or due to overinsurance.

By providing the salary reports as at 1 January, each affiliated company confirms to the GEMINI Collective Foundation that all members, their effective annual AHV salaries and all changes have been properly reported and that the employees are paying no more than 50% of the contributions to the respective employee benefits unit. This guarantees the completeness of the member data base and the accurate recording of contributions.

3. IMPLEMENTATION OF PURPOSE

3.1 Pension plan

The Collective Foundation operates one mandatory and one supplementary savings scheme for each employee benefits unit with supplementary risk insurance. One or several pension plans are defined for each employee benefits unit by the responsible pension fund committee. The benefits and their financing are freely definable within the scope of the BVG. The retirement and termination benefits comprise defined contribution plans and a universal conversion rate is applied to the entire savings capital. The risk benefits in the event of death and disability normally comprise defined benefit plans on the basis of the insured salary. Individual employee benefits units define the amount of the benefits according to the BVG regulations. The risk benefits as per the regulations are autonomously borne by the GEMINI Collective Foundation. A reinsurance policy is held with Zürich Lebensversicherungsgesellschaft AG, Zurich, to cover the peak risks in individual cases.

3.2 Financing, financing method

The GEMINI Collective Foundation is financed by contributions from employers and employees. The average share of employer companies is 56% and that of employees 44%. Financing is governed in such a way as to ensure that the Collective Foundation is able to meet its regulatory obligations at all times.

3.3 Further information about pension fund activities

The pension fund committees of the affiliated employee benefits units can decide to provide discretionary benefits. Corresponding actuarial reserves for these are formed. Insured members and employers can purchase benefits for early retirement; these are paid to the beneficiaries via the GEMINI Collective Foundation.

3.4 Pension adjustments

The Foundation Board has resolved to refrain from raising pensions as of 1 January 2023 on a voluntary basis.

4. VALUATION AND ACCOUNTING PRINCIPLES, CONSISTENCY

4.1 Confirmation of accounting in accordance with Swiss GAAP FER 26

The provisions of Swiss GAAP FER 26 were applied to the annual financial statements as at 31 December 2022 (main items with letters A–Z).

4.2 Accounting and valuation principles

The accounting and valuation principles comply with the provisions of Art. 47, 48 and 48a–c BVV 2 as well as Swiss GAAP FER 26. The current and actual values as at the reporting date are posted as follows:

- Currency conversion: exchange rate on reporting date
- Cash and cash equivalents, receivables, liabilities: nominal value
- Securities (including units of investment funds and investment foundations): market value
- Deferrals, pension plan capital and non-actuarial reserves: nominal value
- Actuarial reserves: calculation by occupational benefits expert
- Target value of value fluctuation reserves: financial economic approach

Due to the transition to a new management software, departures and retirements as at 31 December 2022 and 1 January 2023, respectively, will be recorded in the financial statements as at 1 January 2023. This represents a deviation from previous practice that will continue to apply in the future.

5. ACTUARIAL RISKS / RISK COVERAGE / COVERAGE RATIO

5.1 Risk coverage, reinsurance

GEMINI has autonomously borne the risks of disability and death since 1 January 2011. A reinsurance policy is held with Zürich Lebensversicherungsgesellschaft AG, Zurich, to cover the peak risks in individual cases (excess of loss). Current retirement pensions and survivors' pensions resulting therefrom that were incurred before 1 January 2005 are reinsured with Swiss Life, Zurich.

The redemption values of the pensions purchased from Swiss life insurance companies amount to CHF 76,753,016 (previous year CHF 67,068,686).

Since 1 January 2005, the GEMINI Collective Foundation has autonomously managed newly incurred retirement pensions in the employee benefits unit Pensions. The necessary actuarial reserves for the longevity and interest rate risk are calculated by the occupational benefits expert and managed separately in the employee benefits unit Pensions.

The Foundation's pension recipients without employer are managed in a separate employee benefits unit Pensions 2. The latter is reported at a more conservative actuarial interest rate than employee benefits unit Pensions 1 in which the pensioners of the affiliated pension funds are managed.

The Foundation holds a surplus fund. The surplus corresponds to the income surplus of the Foundation's income statement following the formation of actuarial reserves and reserves in accordance with the Reserve Regulations as well as the formation of value fluctuation reserves and disposable assets of the employee benefits units.

5.2 Performance and interest on savings assets in defined contribution plan

	2022 CHF	2021 CHF
Balance of savings assets on 1 January	3 880 988 895	3 499 905 831
Less termination of internal transfers at end of previous year on 1 January	-14 108 412	-6 420 619
Employee savings contributions	121 192 643	115 055 002
Employer savings contributions	150 167 244	143 230 741
Other contributions and deposits ¹⁾	38 079 590	40 890 142
Vested benefit deposits	277 003 189	304 692 883
Vested benefit deposits from new contracts	54 392 058	251 662 290
Repayments of advance withdrawals for home ownership / divorces	3 368 690	5 282 207
Vested benefits on departure	-299 339 396	-316 484 444
Vested benefits on contract termination	-89 254 636	-151 657 565
Advance withdrawals for home ownership / divorces	-12 300 917	-15 181 284
Lump-sum benefit due to retirement, death ²⁾ and disability	-78 884 625	-75 643 560
Termination due to retirement, death: transfer to employee benefits unit Pensions of GEMINI Collective Foundation	-85 227 268	-106 098 984
Termination due to retirement, death: transfer to Foundation (autonomous)	-1 009 587	-1 609 593
Internal transfers at year-end	-	14 108 412
Interest on savings capital	41 696 380	179 257 436
Total savings assets on 31 December	3 986 763 848	3 880 988 895

¹⁾ Includes CHF 42 (previous year CHF 507) for increase to BVG minimum benefit on departure and security fund subsidies of CHF 398,637 (previous year CHF 470,369).

²⁾ The additional autonomously borne lump-sum death benefit of CHF 4,625,467 (previous year CHF 8,839,282) is not included here.

As an exception, the interest rate paid on the savings capital is determined following the disclosure of the net income generated by an employee benefits unit as at the end of September (previous year: end of October) by the pension fund committees of the employee benefits units comprising equal numbers of employer and employee representatives. The statutory BVG minimum interest rate, Art. 46 BVV 2 on benefit increases for collective and communal institutions when value fluctuation reserves are not fully accrued and the guidelines on the formation of value fluctuation reserves are taken into account. The BVG minimum interest rate has also been applied to mid-year departures, provided no other resolution has been passed by the employee benefits unit.

5.3 Total BVG retirement assets

The BVG retirement assets of all insured members as at 31 December 2022 totalled CHF 1,780,379,271 (previous year: CHF 1,727,888,545).

5.4 Trend in pension capital of pensioners

The coverage capital of the autonomously managed pensions is recalculated annually by the occupational benefits expert on the basis of the prevailing portfolio of pensioners. The BVG 2020 actuarial principles have come into effect (2021 period life table). An actuarial interest rate of 2.25% applies to the employee benefits unit Pensions 1 (previous year: 2.0%). An actuarial interest rate of 0.25% applies to the employee benefits unit Pensions 2 for the Foundation's pensioners without employer (previous year 0.0%).

Coverage capital of employee benefits unit Pension 1	31.12.2022	31.12.2021
Retirement pensions	887 281 923	870 627 780
Retired person's child benefits	1 459 152	1 603 289
Total coverage capital of retirement benefits	888 741 075	872 231 069
Partner's pensions of insured members	26 238 789	26 516 165
Partner's pensions of pensioners	30 805 111	26 166 280
Total coverage capital of partner's pensions	57 043 900	52 682 445
Orphan's pensions of insured members	2 403 982	2 631 170
Orphan's pensions of pensioners	619 226	454 640
Total coverage capital of orphan's pensions	3 023 208	3 085 810
Coverage capital of disability pensions	68 873 306	73 123 852
Coverage capital of disabled person's child benefits	3 191 559	3 358 140
Coverage capital of savings contribution exemptions	19 019 119	19 894 080
Total coverage capital of disability benefits	91 083 984	96 376 072
Total coverage capital of AHV bridging pensions	589 494	791 314
Total coverage capital of employee benefits unit Pensions 1	1 040 481 661	1 025 166 710
Coverage capital of employee benefits unit Pension 2	31.12.2022	31.12.2021
Retirement pensions	230 467 735	250 302 362
Retired person's child benefits	406 406	494 985
Total coverage capital of retirement benefits	230 874 141	250 797 347
Partner's pensions of insured members	11 360 259	12 208 842
Partner's pensions of pensioners	12 813 560	12 744 288
Total coverage capital of partner's pensions	24 173 819	24 953 130
Orphan's pensions of insured members	1 111 645	1 387 504
Orphan's pensions of pensioners	-	76 380
Total coverage capital of orphan's pensions	1 111 645	1 463 884
Coverage capital of disability pensions	7 440 018	6 317 791
Coverage capital of disabled person's child benefits	533 573	608 589
Coverage capital of savings contribution exemptions	1 227 237	1 364 521
Total coverage capital of disability benefits	9 200 828	8 290 901
Total coverage capital of AHV bridging pensions	77 353	193 890
Total coverage capital of employee benefits unit Pensions 2	265 437 786	285 699 152
Coverage capital of the employee benefits units	31.12.2022	31.12.2021
Retirement pensions	55 323 321	47 490 288
Retired person's child benefits	14 806	19 696
Total coverage capital of retirement benefits	55 338 127	47 509 984
Partner's pensions of insured members	11 061 753	10 628 143.2
Total coverage capital of partner's pensions	11 061 753	10 628 143.2
Orphan's pensions of insured members	45 133	36 725.99
Total coverage capital of orphan's pensions	45 133	36 725.99
Coverage capital of disability pensions	4 021 857	3 483 249
Coverage capital of disabled person's child benefits	162 205	138 916
Coverage capital of savings contribution exemptions	1 030 086	844 801
Total coverage capital of disability benefits	5 214 148	4 466 966
Total coverage capital of AHV bridging pensions	190 606	214 392
Total coverage capital of employee benefits units	71 849 767	62 856 211
Total pension plan capital	1 377 769 214	1 373 722 073

Portfolio development of pensioners

Number of pensioners managed in employee benefits unit Pensions 1

Portfolio	31.12.2021	Additions	Departures	31.12.2022	Change
Recipients of a retirement pension	2 444	247	-86	2 605	161
Partner's pensions	200	26	-1	225	25
Disability pensioners	445	12	-39	418	-27
Children's/orphan's pensions	203	25	-24	204	1
Total	3 292	310	-150	3 452	160

Number of pensioners managed in employee benefits unit Pensions 2

Portfolio	31.12.2021	Additions	Departures	31.12.2022	Change
Recipients of a retirement pension	491	1	-9	483	-8
Partner's pensions	66	5	-2	69	3
Disability pensioners	26	1	-2	25	-1
Children's/orphan's pensions	25	0	-6	19	-6
Total	608	7	-19	596	-12

Total pensions reinsured with insurance company

Portfolio	31.12.2021	Additions	Departures	31.12.2022	Change
Recipients of a retirement pension	184	43	-13	214	30
Partner's pensions	105	17	-2	120	15
Disability pensioners	0	12	-11	1	1
Children's/orphan's pensions	4	6	0	10	6
Total	293	78	-26	345	52

Number of pensioners managed in individual employee benefits units

Portfolio	31.12.2021	Zugänge	Abgänge	31.12.2022	Veränderung
Recipients of a retirement pension	204	26	-6	224	20
Partner's pensions	71	3	0	74	3
Disability pensioners	22	15	-4	33	11
Children's/orphan's pensions	10	4	-3	11	1
Total	307	48	-13	342	35

Total pensioners	4 500	443	-208	4 735	235
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The pension plan capital of pensioners corresponds to the coverage capital calculated with the applicable principles and is comprised as follows:

The portfolio of retirement and partner's pensions remains in the development phase, which is reflected in the growth of coverage capital. The so-called group method is applied to the coverage capital of prospective partner's pensions.

The savings capital of the disability benefit pensioners continues to be managed by the employee benefits units in accordance with the applicable pension plan and is included in the pension plan capital of active members.

Pensioners are managed at employee benefits unit level at a total of six employee benefits units. Their coverage capital is reported separately but allocated to the pension capital of pensioners in the consolidated analysis.

5.5 Result of the last actuarial report

An actuarial audit of the GEMINI Collective Foundation was carried out at the end of 2022 in accordance with Art. 52e BVG. The result of the audit is as follows:

- The financial position of the Collective Foundation is sufficient (average of affiliated employee benefits units) and the Foundation has an average structural risk tolerance.
- All actuarial reserves at the Collective Foundation level are sufficient.
- Based on past experience, the contributions are sufficient to finance the anticipated occupational benefits.
- With an average coverage ratio of all affiliated employee benefits units of 107,10%, the Collective Foundation was attested the security to meet its benefit obligations.
- The actuarial principles of BVG 2020 reflect updated empirical data on the life expectancy of pensioners. The actuarial interest rate is 2.25% (previous year 2.0%) for employee benefits unit Pensions 1 and 0.25% (previous year 0.0%) for employee benefits unit Pensions 2 (low risk). At 1.88%, the average weighted actuarial interest rate for the two employee benefits units is substantially below the upper threshold published by the Swiss Chamber of Pension Actuaries in its professional guideline DTA 4.

	31.12.2022	31.12.2021
Employee benefits unit Pensions 1	CHF	CHF
Provision increase of life expectancy	10 404 817	5 121 877
Total managed in the employee benefits unit Pensions 1	10 404 817	5 121 877
Employee benefits unit Pensions 2	CHF	CHF
Provision increase of life expectancy	2 654 378	1 427 526
Total managed in the employee benefits unit Pensions 2	2 654 378	1 427 526
Individual employee benefits units	CHF	CHF
Provision conversion rate	9 585 143	8 195 184
Provision retirement losses	27 405 845	6 554 831
Provision early retirement	495 684	724 081
Provision development members	-	3 946
Provision solidarity contribution	-	-
Other actuarial reserves	2 356 469	2 438 612
Total managed in individual employee benefits units	39 843 142	17 916 654
Foundation	CHF	CHF
Total managed in the Foundation	-	-
Overall total	52 902 337	24 466 057

5.6 Composition of actuarial reserves

The actuarial reserves are formed in accordance with the regulations on the formation of reserves and provisions valid as of 31 December 2022. The following breakdown is based on the envisaged regulatory structure. The reserves are composed as follows:

Provisions in employee benefits unit Pensions 1 (at Foundation level)

The provision for the increase in life expectancy has been formed annually at a rate of 0.5% of the pension plan capital of pensioners since 2021.

Provisions in employee benefits unit Pensions 2 (at Foundation level)

The provision for the increase in life expectancy has been formed annually at a rate of 0.5% of the pension plan capital of pensioners since 2021.

Provisions at employee benefits unit level

Some employee benefits units make use of the possibility of setting up actuarial reserves in accordance with the Reserve Regulations. A total of six employee benefits units manage their pensioners themselves, which is why in this case the provisions are formed and reported at employee benefits unit level. As at the end of 2022, all provisions of these employee benefits units were in line with the target.

5.7 Actuarial principles

For the annual financial statements 2022, the actuarial principles of BVG 2020, period life table (PT) were applied as of the base year 2020 (previous year: BVG 2020, PT). The 2022 actuarial interest rate for employee benefits unit Pensions 1 is 2.25% (previous year 2.0%). At similar conditions, an actuarial interest rate of 0.25% (previous year 0.0%) applies to employee benefits unit Pensions 2.

Coverage ratio including employer contribution reserve without usage restrictions in %	No. of employee benefits units	Employee benefits units %	Savings/coverage capital ¹⁾ CHF	Value fluctuation reserve target CHF	Underfunding/overfunding CHF	U
90–94,99	2	0.69	2 710 654	244 386	-283 002	
95–99,99	27	9.38	382 496 583	35 461 645	-5 430 578	
100–104,99	88	30.56	2 333 603 013	266 174 643	49 208 053	
105–109,99	91	31.60	1 693 460 181	188 017 589	123 653 603	
110–114,99	43	14.93	591 412 292	73 769 178	71 452 617	
115–119,99	14	4.86	135 168 278	17 720 089	23 034 661	
120 and above	23	7.99	247 940 673	43 543 390	69 026 801	
Total	288	100,00	5 386 791 672	624 930 920	330 662 155	
Terminated contracts from previous years ²⁾			721 887			
Grand total ³⁾			5 387 513 559			

¹⁾ Including actuarial reserves

²⁾ Several contracts that were terminated before 31/12/2022, which still report savings capital.

³⁾ The overall total excludes reserves at the Foundation level in the amount of CHF 19,522,978.

5.8 Coverage ratio in accordance with Art. 44 BVV 2

The value fluctuation reserves and disposable assets are managed separately for each affiliated employee benefits unit. An individual coverage ratio is therefore calculated for each employee benefits unit.

Vested benefits and deposits for the following year in the amount of CHF 29,921,839 as well as pending payments amounting to CHF 842,898 have been reported as liabilities.

As at 31 December 2022, the coverage ratio in employee benefits unit Pensions 1, which manages the pensioners of the employee benefits units affiliated with the Foundation, amounted to 101.45% (previous year: 113.76%).

As at 31 December 2022, the coverage ratio in employee benefits unit Pensions 2, which manages the Foundation's pensioners without employer, amounted to 100.91% (previous year: 110.51%).

As at 31 December 2022, 29 employee benefits units are underfunded. In 22 cases, the amount of the underfunding is less than CHF 5,000 per person.

Underfunding/overfunding %	Reserve deficit CHF	Balance sheet total CHF	Balance sheet total %	Number of active members	Number of disability pensioners	Number of members Total
-0.09	-	2 427 652	0.04	16	-	16
-1.64	-	377 066 006	6.59	2 839	25	2 864
14.88	42 350	2 382 811 065	41.68	6 933	133	7 066
37.40	2 391 711	1 817 113 783	31.78	11 153	175	11 328
21.61	4 133 673.351	662 864 908	11.59	3 920	84	4 004
6.97	6 268 010	158 202 939	2.77	847	19	866
20.88	24 849 900.8	316 967 474	5.54	2 573	41	2 614
100,00	37 685 645	5 717 453 827	100,00	28 281	477	28 758
		721 887				
		5 718 175 714				

6. NOTES ON THE INVESTMENT OF ASSETS AND THE NET RESULT FROM THE INVESTMENT OF ASSETS

6.1 Organisation of investment activities, investment regulations

Investment committee

The Investment Committee elected by the Foundation Board monitors the asset managers in collaboration with the independent investment controller UBS Fund Management (Switzerland) AG, Basel. Complementa AG, St. Gallen, advises the Investment Committee in its capacity as consultant. The Foundation Board is kept up to date about the overall performance of asset investments, the achievement of objectives and investment-specific aspects.

Members

Markus Hübscher (Chairman), MoreB AG
 Felix Kottmann, Kottmann Advisory AG
 Ueli Mettler, c-alm AG
 Beatrice Wyssmann Jenni, Patrimonium Asset Management AG

Investment pools

In 2022, the assets of the GEMINI Collective Foundation were invested in the six investment strategies GEMINI Pool 0, GEMINI Pool 20, GEMINI Pool 35, GEMINI Pool 50, GEMINI Pool Pensions 1 and GEMINI Pool Pensions 2 in accordance with the Investment Regulations in force since 1 January 2022.

Asset managers

The Foundation Board has delegated the asset management of each investment class to specialised asset managers (see table below). All asset managers are banks and investment firms licensed by FINMA (Swiss Financial Market Supervisory Authority).

The assets of the following investment classes are managed by the Foundation itself: Swiss real estate unlisted, foreign real estate and alternative investments. In these investment classes, the Foundation invests exclusively in various professionally managed funds and investment foundations. The operational funds were managed by the administrative office of the GEMINI Collective Foundation.

Investment class	Asset managers
Liquidity	Pictet Asset Management SA, Geneva Syz Asset Management SA, Geneva
Bonds CHF	Syz Asset Management SA, Geneva UBS AG, UBS Asset Management, Zurich
Foreign currency government bonds hedged	Credit Suisse Asset Management (Schweiz) AG, Zurich
Foreign currency corporate bonds hedged	Credit Suisse Asset Management (Schweiz) AG, Zurich
Convertible bonds hedged	RWC Asset Management LLP, London Lombard Odier Asset Management (Switzerland) SA, Petit Lancy Lazard Frères Gestion, Paris
Global high yield hedged	Principal Global Investors (Switzerland) GmbH, Zurich Schroders Investment Management (Switzerland) AG, Zurich
Emerging markets debt hard currency hedged	Global Evolution, Kolding (DEN) Pictet Asset Management, London
Swiss equities	Credit Suisse Asset Management (Schweiz) AG, Zurich
Foreign equities	Credit Suisse Asset Management (Schweiz) AG, Zurich
Foreign equities hedged	Credit Suisse Asset Management (Schweiz) AG, Zurich
Emerging markets equities	Credit Suisse Asset Management (Schweiz) AG, Zurich
Infrastructure	Brookfield Infrastructure Partners, Canada IFM Investors, Australia J.P. Morgan, USA
Mortgages Switzerland	Swisscanto Investment Foundations, Zurich UBS Anlagestiftung, Zurich VZ Vermögenszentrum, Zurich

Custody

Global custody is assumed by UBS Switzerland AG, Zurich, which manages the individual client accounts and custody accounts.

Disclosure of voting rights behaviour

The Regulation against Excessive Compensation for Listed Corporations (VegüV) determines the exercise of voting rights of Swiss corporations listed in Switzerland or abroad. The GEMINI Collective Foundation has been following the voting recommendation of Ethos for a number of years and has exercised its voting rights accordingly. The Foundation Board is basing the exercise of its voting rights on the long-term interest of the Foundation’s members. As regards the individual votes, the Board may alter the recommendations made by Ethos if it holds a different opinion. Details regarding the voting behaviour are published every quarter on the website of the GEMINI Collective Foundation.

6.2 Utilisation of expansions with conclusive statement of compliance with security and risk diversification

Art. 50 BVV 2 governs the security and risk diversification of investments. It requires the asset investments to be carefully selected, administered and monitored. The Foundation Board regularly reviews the investment strategy.

The same statement likewise applies to the 27 investment strategies separately managed per individual client as to the assets of the GEMINI Collective Foundation. These investment strategies partially contain higher contingents of non-traditional investments and real estate than the GEMINI pools, thereby exerting an impact on the consolidated figures of the Foundation. UBS Switzerland AG prepares a separate monthly report for each of these strategies, Complementa AG monitors compliance with the strategies and reports to the Foundation Board.

6.3 Target size and calculation of value fluctuation reserves

The value fluctuation reserves are formed for each employee benefits unit from the revenue surplus. The amount of reserves required depends on the investment strategy selected by the pension fund committee of the affiliated employee benefits unit. The required target size of the value fluctuation reserve and the value of the recommended higher value fluctuation reserve (= disposable assets) are calculated with the help of the concept of Complementa AG that has been commissioned by the Foundation Board to carry out this calculation.

Both values are recalculated annually for each client as a percentage of the committed funds. Together with the six GEMINI investment pools, investment assets as at 31 December 2022 came to CHF 5,770,578,680 previous year: CHF 6,360,238,770.

Target value fluctuation reserve

	Mandatory	Supplementary (executive and supplementary funds)
	%	%
GEMINI Pool 0	4,4	3,4
GEMINI Pool 20	9,1	8,0
GEMINI Pool 35	12,8	11,7
GEMINI Pool 50	15,6	14,4

In accordance with the principle of prudence, it has been recommended that the employee benefits units establish further reserves to place them in a position where they can compensate for several years of market setbacks.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

6.4 Presentation of investment of assets by investment category per investment pool

The market value presented in the following tables deviates from the values in the securities accounting of the balance sheet. This is due to different data sources, which are referred to at different times on operational grounds.

Investment category	Strategy in %	Fluctuation margins in % min.	Fluctuation margins in % max.	Market value CHF	Effective share ¹⁾ %
GEMINI Pool 0 (7 employee benefits units)					
Liquidity	5.0			2 492 012	4.48
Bonds CHF	38.0			20 180 556	36.31
Mortgages Switzerland	30.0			15 944 925	28.69
Swiss real estate	27.0			16 959 247	30.52
Total	100.0			55 576 740	100.0
GEMINI Pool 20 (180 employee benefits units)					
Liquidity	3.0	0	15.0	58 611 300	3.60
Bonds CHF	16.0	13.5	18.5	252 865 519	15.53
Foreign currency bonds	25.0	21.0	29.0	398 534 992	24.47
of which foreign currency government bonds hedged	(11,0)	(9,0)	(13,0)	175 526 698	10.78
of which foreign currency corporate bonds hedged	(9,0)	(7,5)	(10,5)	142 636 894	8.76
of which emerging markets debt bonds	(2,5)	(0,0)	(3,0)	41 427 952	2.54
of which global high yield bonds	(2,5)	(0,0)	(3,0)	38 943 448	2.39
Convertible bonds	4.0	3.0	5.0	64 468 405	3.96
Swiss equities	6.0	5.0	7.0	96 191 828	5.91
Foreign equities	11.0	9.0	13.0	173 221 502	10.64
Emerging markets equities	3.0	2.5	3.5	47 367 297	2.91
Alternative investments	0.0	0.0	2.0	115 456	0.01
Infrastructure	5.0	0.0	7.0	52 254 886	3.21
Swiss real estate	20.0	15.0	25.0	355 332 618	21.82
Foreign real estate	5.0	1.5	7.0	96 856 494	5.95
Mortgages Switzerland	2.0	0.0	4.0	32 520 023	2.00
Total	100.0			1 628 340 320	100.0
GEMINI Pool 35 (67 employee benefits units)					
Liquidity	3.0	0	13.5	93 049 281	7.69
Bonds CHF	9.0	7.5	10.5	98 471 294	8.14
Foreign currency bonds	17.0	14.0	20.0	186 539 164	15.42
of which foreign currency government bonds hedged	(5,0)	(4,0)	(6,0)	53 808 270	4.45
of which foreign currency corporate bonds hedged	(7,0)	(5,5)	(8,5)	76 458 485	6.32
of which emerging markets debt bonds	(2,5)	(0,0)	(3,0)	30 693 988	2.54
of which global high yield bonds	(2,5)	(0,0)	(3,0)	25 578 421	2.11
Convertible bonds	4.0	3.0	5.0	45 663 993	3.77
Swiss equities	10.0	8.5	11.5	112 106 208	9.26
Foreign equities	10.0	8.5	11.5	111 314 205	9.20
Foreign equities hedged	10.0	8.5	11.5	112 733 455	9.32
Emerging markets equities	5.0	4.0	6.0	54 459 713	4.50
Alternative investments	0.0	0	2.0	56 528	0.00
Infrastructure	5.0	0	7.0	37 605 802	3.11
Swiss real estate	20.0	15.0	25.0	263 385 732	21.77
Foreign real estate	5.0	1.5	7.0	70 801 494	5.85
Mortgages Switzerland	2.0	0	4.0	23 910 310	1.98
Total	100.0			1 210 097 179	100.0

Investment category	Strategy in %	Fluctuation margins in % min.	Fluctuation margins in % max.	Market value CHF	Effective share ¹⁾ %
GEMINI Pool 50 (10 employee benefits units)					
Liquidity	3.0	0	12.5	2 693 277	2.26
Bonds CHF	4.0	3.0	5.0	4 846 735	4.07
Foreign currency bonds	12.0	10.0	14.0	14 412 379	12.10
of which foreign currency government bonds hedged	(3,0)	(2,5)	(3,5)	3 593 304	3.02
of which foreign currency corporate bonds hedged	(4,0)	(3,0)	(5,0)	4 716 186	3.96
of which emerging markets debt bonds	(2,5)	(0,0)	(3,0)	3 045 589	2.56
of which global high yield bonds	(2,5)	(0,0)	(3,0)	3 057 300	2.57
Convertible bonds	4.0	3,5	4,5	4 602 485	3.86
Swiss equities	13.0	11.0	15.0	15 576 310	13.08
Foreign equities	10.0	8.5	11.5	11 521 198	9.67
Foreign equities hedged	16.0	14.0	18.0	19 107 498	16.04
Emerging markets equities	6.0	5.0	7.0	7 076 002	5.94
Alternative investments	0.0	0	2.0	24 626	0.02
Infrastructure	5.0	0.0	7.0	3 860 970	3.24
Swiss real estate	20.0	15.0	25.0	25 976 302	21.81
Foreign real estate	5.0	1.5	7.0	7 035 932	5.91
Mortgages Switzerland	2.0	0.0	4.0	2 382 346	2.00
Total	100.0			119 116 060	100.0

¹⁾ Including liquidity on the managed account (not included in the fact sheet)

32 employee benefits units with a total of 27 investment strategies individually define and monitor their investment strategies. Together they manage overall assets amounting to CHF 1,439,406,501 (previous year: CHF 1,604,305,185). CHF 1,471,964 (previous year: CHF 2,198,769) are invested in the Pool Employer contribution reserves money market fund.

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BVV 2 Report 2022	31.12.2022 CHF		31.12.2021 CHF		Change CHF	
Money market	190 249 695	3.31%	318 558 361	5.03%	-128 303 206	-40.28%
Account CHF	54 220 804		119 742 106		-65 515 842	
Money market fund CHF	2 809 164		4 538 739		-1 729 574	
Short duration bond fund	30 382 143		30 586 120		-203 976	
MAC liquidity management	100 635 164		160 225 609		-59 590 445	
Foreign currency accounts	2 202 419		3 465 788		-1 263 369	
Currency hedges	-	0.00%	-	0.00%	-	0.00%
Total bonds	1 878 611 494	32.69%	2 142 622 100	33.82%	-264 010 606	-12.32%
Bonds CHF	738 965 856		878 646 509		-139 680 653	
Foreign currency bonds hedged	90 232 512		103 431 768		-13 199 256	
Foreign currency bonds	25 956 358		21 789 732		4 166 626	
Foreign currency government bonds hedged	370 190 421		444 298 625		-74 108 204	
Foreign currency corporate bonds hedged	458 438 875		439 677 698		18 761 177	
Global high yield bonds hedged	107 844 361		131 979 709		-24 135 349	
Emerging markets debt bonds hedged	82 273 751		117 459 759		-35 186 008	
Emerging markets debt	4 709 360		5 338 300		-628 939	
Total convertible bonds	186 342 700	3.24%	225 426 064	3.56%	-39 083 364	-17.34%
Foreign currency convertible bonds hedged	184 634 365		223 535 468		-38 901 103	
Foreign currency convertible bonds	1 708 334		1 890 595		-182 261	
Mortgages Switzerland	125 849 087	2.19%	157 777 193	2.49%	-31 928 106	-20.24%
Real estate	1 503 874 147	26.17%	1 409 223 288	22.24%	94 650 859	6.72%
Swiss real estate listed	42 163 308		98 165 648		-56 002 340	
Swiss real estate unlisted	1 195 467 245		1 102 169 757		93 297 488	
Foreign real estate listed	4 358 655		5 397 528		-1 038 873	
Foreign real estate unlisted	139 600 083		-		139 600 083	
Foreign real estate unlisted hedged	122 284 857		203 490 355		-81 205 498	
Total equities	1 541 734 577	26.83%	1 860 931 788	29.38%	256 788 074	16.01%
Swiss equities	519 551 112		613 191 093		107 073 736	
Foreign equities	594 294 765		730 076 831		25 509 027	
Foreign equities hedged	284 386 349		323 492 638		118 953 404	
Emerging markets equities	143 502 351		194 171 226		5 251 908	
Alternative investments	320 363 668	5.57%	220 473 806	3.48%	99 889 863	45.31%
Foreign currency money market investments ¹⁾	125 358		121 873		3 485	
Structured products	122 418		1 530 943		-1 408 525	
Senior loans hedged	11 060 356		11 541 742		-481 386	
Senior loans	664 028		1 012 075		-348 047	
Microfinance	652 715		1 238 191		-585 476	
Commodities	2 056 984		3 261 787		-1 204 802	
Commodities hedged	425 701		702 586		-276 886	
Insurance-linked securities	13 743 110		15 426 835		-1 683 725	
Hedge funds	31 856 647		39 168 269		-7 311 623	
Private equity	92 359 723		95 768 145		-3 408 422	
Infrastructure	145 876 740		-		145 876 740	
Infrastructure hedged	21 419 888		50 701 359		-29 281 471	
Total	5 747 025 367	100.00%	6 335 012 600	100.00%	-587 981 772	-9.28%

¹⁾ Only includes funds managed in connection with callable private equity in the money market.

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Limitation in accordance with Art. 55 BVV 2	31.12.2022 %	Maximum BVV 2 %	31.12.2021 %
Mortgage securities	2,19	50	2,49
Equities	26,83	50	29,38
Real estate	26,17	30	22,24
Alternative investments	5,57	15	3,48
Foreign currencies without currency hedging	20,39	30	22,35
Infrastructure	2,91	10	0,00

6.5 Pending capital commitments

The following various capital commitments were pending at the end of the 2022: USD 72 million had not yet been called in for the scheduled infrastructure investments at the Foundation level.

The pending capital commitments of four employee benefits units with individual investment in assets amounted to CHF 31.6 million, USD 2.9 million and EUR 0.4 million at the end of 2022.

6.6 Securities lending

Securities lending is generally permitted for improving the investment return and is carried out exclusively via the global custodian. As in the previous year and in accordance with a resolution of the Foundation Board, securities lending was not carried out in the 2022 financial year.

6.7 Net result from investment of assets

Return on overall assets

	2022 CHF	2021 CHF
Sum of all assets at the start of the financial year	6 489 138 751	5 880 278 691
Sum of all assets at the end of the financial year	5 917 720 451	6 489 138 751
Average portfolio of assets (unweighted)	6 203 429 601	6 184 708 721
Net result from investment of assets prior to interest payment on employer contribution reserves	-602 362 344	389 065 278
Less/plus interest on employer contribution reserves ¹⁾	4 656 388	-2 526 167
Effective net result	-597 705 957	386 539 111
Unweighted return generated on overall assets in %	-9.64	6.25

¹⁾ As GEMINI credits/debits the capital gains in Swiss francs to the employer contribution reserves, they are included here following deduction in the income statement from the net result in accordance with Swiss GAAP FER 26.

The capital gains are calculated individually per employee benefits unit. The employee benefits units base the interest paid on the savings capital of their members on this. When it comes to the employer contribution reserve accounts, the employer has the choice of investing these assets in the same way as the pension plan capital or placing them in a money market fund held with Bank Pictet & Cie, which generated a return of -0.32% in 2022.

Return generated

	2022 %	2021 %
GEMINI Pool 0	-4.20	0.82
GEMINI Pool 20	-9.16	4.66
GEMINI Pool 35	-9.59	8.05
GEMINI Pool 50	-9.89	10.54

These figures refer to the time-weighted rates of return in the GEMINI pools. The capital gains of the respective employee benefits units are calculated individually according to their money-weighted rate of return.

For the unpaid costs of the Foundation, 0.15% of the average savings capital, CHF 5,630,579 (previous year CHF 5,469,420), was debited in the reporting year.

As in the previous year, a deduction of 0.10%, or CHF 3,584,282 (previous year: CHF 3,503,175), was debited in favour of employee benefits unit Pensions 1 at the end of 2022.

The administrative office manages the cash accounts and the money market investments on the basis of the anticipated cash flows. The bank accounts held with UBS Switzerland AG had a balance of CHF 111,653,351 as at 31 December 2022 (previous year: CHF 72,930,611).

6.8 Asset management costs

	31.12.2022	31.12.2021
	CHF	CHF
Pools of the Foundation		
Pool 0	55 576 740	111 064 644
Pool 20	1 604 907 640	2 010 098 547
Pool 35	1 192 671 440	1 061 862 415
Pool 50	118 606 657	85 131 568
Pool Pensions 1	1 043 664 862	1 121 541 946
Pool Pensions 2	274 744 177	318 811 551
Pool Employer contribution reserves Pool 0 to 50	39 528 695	45 224 145
Pool Employer contribution reserves money market fund	1 471 964	2 198 769
Total transparent investments of assets	4 331 172 175	4 755 933 585
Non-transparent investments of assets in accordance with Art. 48a para. 3 BVV 2	–	–
Total investments of assets of pools of the Foundation	4 331 172 175	4 755 933 585
Share of transparent investments (cost transparency ratio)	100%	100%
Clients with individual asset investments		
Total transparent investments of assets	1 345 515 625	1 503 758 685
Non-transparent investments of assets in accordance with Art. 48a para. 3 BVV 2	93 890 876	100 546 500
Total investments of assets of clients with individual investments of assets	1 439 406 501	1 604 305 185
Share of transparent investments (cost transparency ratio)	93.48%	93.73%
Overall total investments of assets	5 770 578 676	6 360 238 770
Share of transparent investments (cost transparency ratio)	98.37%	98.42%
Directly recognised asset management costs		
Fees investment committee	110 258	110 799
Complementa AG (consultant)	140 010	166 461
General asset consulting and management	9 012	48 718
Bank fees	343 188	684 188
Total directly recognised asset management costs	602 468	1 010 166
Sum of all key cost figures for collective investments	30 623 564	27 068 253
TER Pool 0	0,54%	0,53%
TER Pool 20	0,50%	0,45%
TER Pool 35	0,50%	0,45%
TER Pool 50	0,51%	0,44%
TER Pool Pensions 1	0,42%	0,37%
TER Pool Pensions 2	0,41%	0,13%
TER employer contribution reserves money market fund	0,09%	0,09%
Average TER of all pools directly managed by GEMINI	0,42%	0,36%
Average TER of all clients with individual investments of assets	0,46%	0,42%
Total asset management costs recognised in the income statement	31 226 032	28 078 418
Total asset management costs as % of transparent investments of assets	0.55%	0.44%

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List of non-transparent investments as at the balance sheet date (clients with individual asset investments) ¹⁾

ISIN/Valor ²⁾	Provider	Product name	Portfolio units	Market value in CHF	Market value as at balance sheet date in CHF	as % of non-transparent collective investments
ZZ302_617163 ³⁾	Hermes World USD	HERMES WORLD USD	271.563	0.00	0	0.000%
ZZ302_MIGS II - COM	MIRA Infrastructure Gl. Sol. II LP - COM	MIRA Infrastructure Gl. Sol. II LP - COM	6 000 000.000	1.00	5 988 851	6.379%
ZZ302_MIGS II - UCO	MIRA Infrastructure Gl. Sol. II LP - UCO	MIRA Infrastructure Gl. Sol. II LP - UCO	-730 851.450	0.93	-676 184	-0.720%
ZZ302_210000CUC	Partners Gr Pr	PG SEC.2004 L.P. ZEICHNUNG: EUR UNFUNDED	-24 250.000	0.99	-23 945	-0.026%
ZZ302_210000C	Partners Gr Pr	PG SECONDARY 2004 L.P. ZEICHNUNG: EUR	400 000.000	0.06	23 945	0.026%
ZZ302_PG_PK_2020 C	PARTNERS GROUP PK L.P. INC.	PARTNERS GROUP PK L.P. INC.	64 564 270.430	1.53	98 715 218	105.138%
ZZ302_PG_PK_2020 CUC	PARTNERS GROUP PK L.P. INC./UNF	PARTNERS GROUP PK L.P. INC./UNF	-11 803 909.950	1.00	-11 803 910	-12.572%
27 288 652	PG3 Trd Fin Fd	PG3 SPCLT USD PNV-A	1 457.976	1 143.30	1 666 900	1.775%

¹⁾ The listed products are new investments for which a revised TER was not yet available on the balance sheet date.

²⁾ ISIN no. partially unknown

³⁾ Product from a bankruptcy for which a bankruptcy dividend can be expected at the most.

6.9 Investments in the employer and employer contribution reserves

The receivables from employers comprise short-term current account balances (accounts receivable accounts) totalling CHF 18,735,738 that are balanced in the first quarter of the following year. The limit of 20% of the total assets of the employee benefits unit is not exceeded in each case. The employer companies make monthly contribution payments, which prevents any major arrears. The employer contribution reserves total CHF 46,599,132 and are divided into those with right of usage (CHF 46,290,132) and those without right of usage (CHF 309,000).

	2022 CHF	2021 CHF
Employer contribution reserves on 1 January	52 710 264	72 860 955
Allocation ¹⁾	2 832 791	3 249 424
Usage ¹⁾	-4 287 535	-25 926 281
Interest	-4 656 388	2 526 167
Total employer contribution reserve on 31 December	46 599 132	52 710 264

¹⁾ Also includes various internal transfers of capital as well as transfers to the value fluctuation reserve..

7. NOTE ON FURTHER ITEMS IN THE BALANCE SHEET AND INCOME STATEMENT

7.1 Receivables

	31.12.2022	31.12.2021
	CHF	CHF
Premium balance with Swiss Life	55 427	109 796
Premium balance with Zurich	117 660	131 057
Total	173 086	240 853
Balance with Swiss Life from special contract of an employee benefits unit	7 429 944	6 352 665
Balance of new affiliations from their former employee benefits institution	8 099 632	8 479 819
Reclaim of pension benefits	137 103	73 616
Accounts payable (short-term liabilities)	53 036	0
Receivables from contributions and benefits that can only be settled in the following year	-	16 912 999
Receivable from a client	15 300	15 300
Other short-term receivables	136	136
Total	15 735 152	31 834 534

7.2 Prepaid expenses

All prepaid expenses were liquidated again as of 1 January 2022. The following items resulted in deferrals/accruals:

	31.12.2022	31.12.2021
	CHF	CHF
Contributions and benefits that cannot be settled until the following year	149 564	214 839
Expenses for the following year and income in the following year for the closing year already booked at Foundation and employee benefits unit level	-	1 324 262
Total	149 564	1 539 101

7.3 Liabilities

	31.12.2022	31.12.2021
	CHF	CHF
Assets transferred from new contracts as at 1.1. of the following year	3 122 674	4 874 399
Pending payments of termination benefits	68 630 744	67 270 323
Pending payments of lump-sum benefits on retirement or death	128 971	31 146 969
Current account balances of affiliated employers held at the Foundation	3 077 757	3 158 521
Vested benefits and deposits in previous year that cannot be booked to savings capital until following year	0	2 479 000
Balance of BVG Guarantee Fund	1 216 501	1 098 935
Liabilities to brokers	0	2 153 358
Liabilities to the administrative office	0	–
Liabilities arising from partial liquidations	0	–
Other liabilities	9 238 028	12 091 402
Total	85 414 676	124 272 908

7.4 Passive accruals and deferrals

All passive accruals and deferrals were liquidated again as of 1 January 2022. The following items resulted in deferrals/accruals:

	31.12.2022	31.12.2021
	CHF	CHF
Foundation level: insurance benefits of the following quarter already received	1 745 502	1 780 781
Employee benefits unit level: occupational benefits not yet settled	2 392 591	3 035 975
Foundation level: various short-term liabilities	47 231	33 000
Foundation level: securities transactions booked from securities accounting	22 141	13 931
Total	4 207 465	4 863 688

8. REQUIREMENTS OF THE SUPERVISORY AUTHORITY

None

9. FURTHER INFORMATION CONCERNING THE FINANCIAL SITUATION

9.1 Underfunding/note concerning measures taken (Art. 44 BVV 2)

As at 31 December 2022, 29 employee benefits units reported an underfunding. Two employee benefits units have coverage ratios of between 90% and 95%, while the others range between 95% and just under 100%. Some of these clients are involved in discussions and decisions on restructuring and other measures to improve the coverage ratio.

9.2 Employer waiver of right of usage of employer contribution reserves

As at 31 December 2022, employer contribution reserves with a waiver of right of usage amounted to CHF 309,000.

9.3 Partial liquidations/contract terminations

Partial liquidations were pending at four employee benefits units as at 31 December 2022.

Due to contract terminations in 2021, pension plan capital totalling CHF 73,087,811 was transferred in early 2022.

9.4 Fees of the Foundation Board and Investment Committee

	31.12.2022	31.12.2021
	CHF	CHF
Foundation Board	215 527	213 270
Investment Committee	110 258	110 799

9.5 Ongoing legal proceedings

Proceedings are ongoing against employers of three employee benefits units.

9.6 Retrocessions

The asset managers undertake in the agreements with the GEMINI Collective Foundation to report of their own accord all retrocessions received for the past year no later than by the end of February of the new year and to remunerate the GEMINI Collective Foundation accordingly. The review carried out among all asset managers (including clients with individual investment strategies) has revealed that retrocessions totalling CHF 620,669 were directly credited to the individual investment categories within the GEMINI Collective Foundation in the form of cost discounts, distribution remunerations and portfolio commissions in 2022.

10. EVENTS AFTER THE BALANCE SHEET DATE

None



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To the Foundation Board of
GEMINI Collective Foundation, Schwyz

Basle, 5. Mai 2023

Report of the statutory auditor

Report on the audit of the financial statements



Opinion

We have audited the financial statements of GEMINI Collective Foundation (the Occupational pension scheme), which comprise the balance sheet as at 31 December 2022, the operating accounts for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements (page 17 to 42) comply with Swiss law, the foundation deed and the scheme regulations.



Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report. We are independent of the Occupational pension scheme in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Other information

The Foundation Board is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Foundation Board's responsibilities for the financial statements

The Foundation Board is responsible for the preparation of the financial statements in accordance with the provisions of Swiss law, the foundation deed and the scheme regulations, and for such internal control as the Foundation Board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.



Responsibilities of the expert in occupational benefits for the audit of the financial statements

The Foundation Board appoints a statutory auditor as well as an expert in occupational benefits for the audit. The expert in occupational benefits is responsible for evaluating the necessary reserves for underwriting insurance-related risk, consisting of pension liabilities and actuarial reserves. Assessing the evaluation of the pension liabilities and actuarial reserves is not a task of the statutory auditor pursuant to Art. 52c para. 1 let. a of the Swiss Occupational Pensions Act (OPA). In accordance with Art. 52e para. 1 OPA, the expert in occupational benefits also evaluates whether the occupational pension scheme provides assurance that it can meet its obligations and whether all insurance-related provisions regarding benefits and funding in the scheme regulations comply with the legal requirements.



Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on EXPERTSuisse's website at: <https://www.expertsuisse.ch/en/audit-report-of-an-occupational-pension-scheme>. This description forms an integral part of our report.

Report on other legal and regulatory requirements



The Foundation Board is responsible for ensuring that the legal requirements are met and that the statutory and regulatory provisions on organization, management and investments are applied. In accordance with Art. 52c para. 1 OPA and Art. 35 of the Occupational Pensions Ordinance 2 (OPO 2) we have performed the prescribed procedures.

We have assessed whether:

- ▶ the organization and management comply with the legal and regulatory requirements and whether an internal control exists that is appropriate to the size and complexity of the Occupational pension scheme;
- ▶ the investment of assets complies with legal and regulatory requirements;
- ▶ the occupational pension accounts OPA comply with legal requirements;
- ▶ measures have been taken to ensure loyalty in fund management and whether the governing body has ensured to a sufficient degree that duties of loyalty are fulfilled and interests are disclosed;
- ▶ the non-committed funds or discretionary dividends from insurance contracts have been used in compliance with the legal and regulatory provisions;



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- ▶ in the event of an underfunding, the Occupational pension scheme has taken the necessary measures to restore full coverage;
- ▶ the legally required information and reports have been issued to the supervisory authority;
- ▶ the Occupational pension scheme's interests are safeguarded in disclosed transactions with related parties.

We confirm that the applicable legal, statutory and regulatory requirements have been met.

The coverage of GEMINI Collective Foundation as of 31 December 2022 amounts to 107.1%. GEMINI Collective Foundation comprises 288 affiliated occupational pension schemes, of which 29 show an underfunding. Reference is made to the information in the notes to the financial statements for an overview of the coverage of the respective affiliated occupational pension schemes.

For those affiliated occupational pension schemes with a coverage of less than 100% it is examined on the basis of Art. 35a para. 2 OPO 2 whether the investments are in line with the risk capacity for each affiliated occupational pension scheme.

In our opinion,

- ▶ the Foundation Board in consultation with the respective pension commission fulfills its management role in a clear and comprehensible manner in its choice of an investment strategy appropriate to the given risk capacity, as described in the notes to the financial statements under;
- ▶ the Foundation Board in consultation with the respective pension commission complies with the legal requirements when making investments and in particular has determined the risk capacity by assessing all assets and liabilities in accordance with the actual financial situation, as well as the scheme's structure and expected development in the insured population;
- ▶ the investments with employers are legally compliant;
- ▶ taking the above into consideration, the investments of assets are in compliance with the provisions of Art. 49a and Art. 50 OPO 2;
- ▶ the measures to remedy the underfunding were approved by the Foundation Board in consultation with the respective pension commission and the expert in occupational benefits, implemented within the framework of the legal provisions and the action plan and the disclosure requirements were complied with;
- ▶ The Foundation Board has confirmed to us that it will monitor the effectiveness of the measures taken to remedy the underfunding and adapt the measures as required.

We note that the possibility of remedying the underfunding and the risk capacity regarding investments may also be subject to unpredictable events, e.g., developments in the investment markets and with employers.

We recommend that the financial statements submitted to you be approved.

Ernst & Young Ltd
Stefan Weuste
 (Qualified
Signature)
Licensed audit expert
(Auditor in charge)

 Pascal Nikles
(Qualified
Signature)
Licensed audit expert

