

Pension plan*

Effective from:

01.01.2024

1. Insurance obligation

| | |
|--|-----------|
| Entry threshold: | 22'050.00 |
| Adjusted according to the rate of activity | yes |

2. Insured annual salary

| | |
|--|------------|
| | 1 |
| Maximum considered OASI annual salary: | 882'000.00 |
| Coordination deduction: | 25'725.00 |
| Consideration of part-time employment | no |
| Minimum insured annual salary: | 3'675.00 |
| Maximum insured annual salary: | 856'275.00 |

3. Retirement credits

| Age | Credit as a % of insured salary 1 |
|---------|-----------------------------------|
| 25 - 34 | 8.00% |
| 35 - 44 | 11.00% |
| 45 - 54 | 16.00% |
| 55 - 65 | 19.00% |
| 66 - 70 | 19.00% |

4. Buy-in to full regulatory benefits

The maximum buy-in amount corresponds to the difference between the existing retirement assets and the maximum achievable retirement assets. The latter represents the retirement assets the insured person would have accumulated if they had been insured under the current pension plan and salary level from the beginning of the savings process. The assumed interest rate is 2.00%.

5. Benefits

Retirement

| | |
|----------------------------------|--|
| Normal retirement age: | Women: 65 years; Men: 65 years |
| Retirement pension: | 5.3% of the projected retirement assets (including interest) |
| Retired person's child benefits: | in the amount of the minimum BVG orphan's pension |

In case of disability

| | |
|--|------------------------------------|
| Disability pension: | 40% of the insured annual salary 1 |
| Disability child's pension: | 8% of the insured annual salary 1 |
| Waiting period for the disability pension: | 720 days |
| Waiting period for contribution waiver: | 90 days |

In the event of death

| | |
|---|------------------------------------|
| Partner's pension upon death before retirement: | 24% of the insured annual salary 1 |
| Partner's pension upon death after retirement: | 60% of the retirement pension |
| Orphan's pension upon death before retirement: | 8% of the insured annual salary 1 |
| Orphan's pension upon death after retirement: | 20% of the retirement pension |

6. Particularities

Accident coverage above the UVG maximum:

The risk benefits of the pension plan resulting from the part of the salary above the maximum according to the UVG are also paid in case of accident (coordination of benefits, but no reduction to the legal minimum BVG according to the applicable pension regulations).

Retirement assets:

Entry benefit plus retirement credits and additional contributions (e.g., buy-ins) minus early withdrawals (e.g., for home ownership) including interest.

Projected retirement capital without interest:

Retirement assets as of the reference date plus retirement credits until retirement, without interest (for risk benefits).

Projected retirement capital with interest:

Retirement assets as of the reference date plus retirement credits until retirement, with interest (for the retirement pension).

Appendix 1: Contributions

| Savings premium in % of insured annual salary 1 | Age | Employee | Employer | Total | Employee's share |
|--|---------|----------|----------|--------|------------------|
| | 25 - 34 | 4.00% | 4.00% | 8.00% | 50.00% |
| | 35 - 44 | 5.50% | 5.50% | 11.00% | 50.00% |
| | 45 - 54 | 8.00% | 8.00% | 16.00% | 50.00% |
| | 55 - 65 | 9.50% | 9.50% | 19.00% | 50.00% |
| | 66 - 70 | 9.50% | 9.50% | 19.00% | 50.00% |

| Risk premium in % of insured annual salary 1 | Age | Employee | Employer | Total | Employee's share |
|---|---------|----------|----------|--------|------------------|
| | 18 - 24 | 0.125% | 0.125% | 0.250% | 50.000% |
| | 25 - 34 | 0.277% | 0.277% | 0.554% | 50.000% |
| | 35 - 44 | 0.516% | 0.517% | 1.033% | 50.000% |
| | 45 - 54 | 0.722% | 0.723% | 1.445% | 50.000% |
| | 55 - 65 | 0.898% | 0.898% | 1.796% | 50.000% |

| Administration costs in % of insured annual salary 1 | Age | Employee | Employer | Total | Employee's share |
|---|---------|----------|----------|--------|------------------|
| | 18 - 24 | 0.075% | 0.075% | 0.150% | 50.000% |
| | 25 - 70 | 0.150% | 0.150% | 0.300% | 50.000% |

| Administration costs in CHF Maximum amount | Age | Employee | Employer | Total | Employee's share |
|---|---------|----------|----------|--------|------------------|
| | 18 - 24 | 67.20 | 67.80 | 135.00 | 50.00% |
| | 25 - 70 | 135.00 | 135.00 | 270.00 | 50.00% |