

## Pension plan\*

Effective from

01.01.2024

### 1. Insurance obligation

Entry threshold:	3'675.00
Adjusted according to the rate of activity	no

### 2. Insured annual salary

	1
Considered OASI salary up to:	882'000.00
Coordination deduction:	25'725.00
Adjusted according to the rate of activity	yes
Minimum insured salary:	3'675.00
Maximum insured salary:	856'275.00

### 3. Retirement credits

Age	Credit as a % of insured salary 1
25 - 34	10.00%
35 - 44	13.00%
45 - 54	18.00%
55 - 65	21.00%
66 - 70	21.00%

### 4. Buy-ins of full regulatory benefits

The maximum buy-in amount corresponds to the difference between the existing retirement assets and the maximum retirement assets that can be reached. The latter corresponds to the retirement assets the insured person would have reached if they had been insured from the start of the savings process according to their pension plan and current salary. The interest rate considered is 2.00%.

## 5. Benefits

### Retirement

Normal retirement age:	Women: 65 years; Men: 65 years
Retirement pension:	5.3% of the retirement capital with interest
Retired person's child benefits:	amount of the orphan's pension according to minimum BVG

### In the event of disability

Disability pension:	50% of the insured salary 1
Disabled person's child benefits:	10% of the insured salary 1
Waiting period for benefits:	720 days
Premium release period:	90 days

### In the event of death

Partner's pension, death before retirement:	30% of the insured salary 1
Partner's pension, death after retirement:	60% of the retirement pension
Orphan's pension, death before retirement:	10% of the insured salary 1
Orphan's pension, 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:

Free transfer benefit which includes retirement credits and other contributions (e.g., buy-ins) minus withdrawals (e.g., residential property) including interest.

### Retirement capital without interest (projected):

Retirement capital at the indicated date, with retirement credits planned until retirement, without interest (for risks).

### Retirement capital with interest (projected):

Retirement capital at the indicated date, with retirement credits planned until retirement, and with interest (for the retirement pension).

**Appendix 1: Contributions**

Savings premium in % of	Age	Employee	Employer	Total	Employee's share
insured salary 1	25 - 34	5.00%	5.00%	10.00%	50.00%
	35 - 44	6.50%	6.50%	13.00%	50.00%
	45 - 54	9.00%	9.00%	18.00%	50.00%
	55 - 65	10.50%	10.50%	21.00%	50.00%
	66 - 70	10.50%	10.50%	21.00%	50.00%

Risk premium in % of	Age	Employee	Employer	Total	Employee's share
insured salary 1	18 - 24	0.152%	0.152%	0.304%	50.000%
	25 - 34	0.341%	0.341%	0.682%	50.000%
	35 - 44	0.631%	0.631%	1.262%	50.000%
	45 - 54	0.881%	0.881%	1.762%	50.000%
	55 - 65	1.103%	1.104%	2.207%	50.000%

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

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

Potentially higher conversion rates according to Nest regulations, transitional until 2026.