

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:	60% of the insured salary 1
Disabled person's child benefits:	12% 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:	36% of the insured salary 1
Partner's pension, death after retirement:	60% of the retirement pension
Orphan's pension, death before retirement:	12% of the insured salary 1
Orphan's pension, death after retirement:	20% of the retirement pension
Death capital (Art. 37):	200% of the insured salary 1

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 insured salary 1	Age	Employee	Employer	Total	Employee's share
	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 insured salary 1	Age	Employee	Employer	Total	Employee's share
	18 - 24	0.189%	0.189%	0.378%	50.000%
	25 - 34	0.412%	0.412%	0.824%	50.000%
	35 - 44	0.756%	0.756%	1.512%	50.000%
	45 - 54	1.080%	1.080%	2.160%	50.000%
	55 - 65	1.488%	1.489%	2.977%	50.000%

Administration fees in % of insured 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 fees 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%

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