

# Gate Gourmet Switzerland Pension Scheme (PGG)

## Pension Scheme Regulations Appendix – Pension Plan Company Group 1

Valid from 01/01/2024

This document is a translation of the original German text. In all matters of interpretation, the original German shall prevail.



This Appendix forms an integral part of the Pension Scheme Regulations  
(version of 1 January 2024)

Unless expressly indicated otherwise, the use of pronouns and adjectives to refer to persons or functions in these Regulations refers to both men and women even if only one form is used.

## **1. People insured**

Insureds are covered under this pension plan if they belong to company group 1. The following employees belong to company group 1:

- Gate Gourmet Switzerland GmbH
- Zurich Unit and
- Geneva Unit.

## **2. Allocation to the Main and Additional plan**

This pension plan for company group 1 is subdivided into a Main plan and an Additional plan. Where 'Main' and 'Additional' are used in this pension plan of company group 1, the contributions and benefits are always in reference to the relevant principles of the associated plan. Advance withdrawals will be debited from the Main and Additional plan on a pro-rata basis. Repayments will be credited to the Main or Additional plan in the same manner that withdrawal payments were debited from them.

## **3. Regulatory reference age and minimum age applicable to taking early retirement**

The regulatory reference age is reached on the first day of the month after reaching the age of 65. The minimum age for early retirement is reached on the 1st of the month following a person's 58th birthday.

## **4. Allocation of vested benefits transferred to the Foundation**

If there is a remainder from the vested benefits transferred by the insured upon fully financing the insured benefits (full purchase) based on pensionable salary 1 (Main), this remainder will be allocated to the retirement savings based on pensionable salary 2 (Additional), where the insured also qualifies for pensionable salary 2 (Additional).

Where the insured benefits are also fully financed there (full purchase), the remainder will be transferred to the pension scheme which operates the 1e pension plan, provided that the insured also qualifies for this plan.

If an insured does not qualify for the 1e pension plan and a remaining amount remains from the contributed vested benefits after financing the insured benefits (full purchase) based on the pensionable salaries 1 and 2 (Main and Additional), this is allocated to the retirement savings of the Main plan.

## **5. Pensionable salary**

### **Pensionable salary 1 (Main)**

Pensionable salary 1 is equal to the annual salary, less a coordination deduction.

The coordination deduction is equal to 73% of the maximum AHV retirement pension. For insureds whose annual salary exceeds CHF 97,500.00, the coordination deduction is equal to 75% of the current maximum AHV retirement pension. Which coordination deduction is applied depends on the annual salary for an FTE (full-time equivalent, level of employment = 100%).

For insureds who are disabled as defined by the IV, the coordination deduction is reduced in proportion to their pension entitlement.

Pensionable salary 1 is equal to a minimum of 12.5% of the maximum AHV retirement pension benefit.

For insureds whose annual salary exceeds the fixed amount of CHF 97,500.00, in calculating pensionable salary 1, the basic annual salary is limited to 300% of the maximum AHV retirement pension.

### **Pensionable salary 2 (Additional)**

Pensionable salary 2 is equal to the annual salary, less a coordination deduction.

The coordination deduction is equal to 300% of the maximum AHV retirement pension. For insureds who work part-time, the coordination deduction is reduced in proportion to their level of employment.

For insureds who are disabled as defined by the IV, the coordination deduction is reduced in proportion to their pension entitlement.

In calculating pensionable salary 2, the basic annual salary is limited to 450% of the maximum AHV retirement pension.

## **6. Retirement savings**

The savings plans are in reference to pensionable salary 1 (Main) or pensionable salary 2 (Additional).

Insureds have the option of the Standard or Plus savings plan. The choice of savings plan for pensionable salary 1 (Main) can be made independently of that for pensionable salary 2 (Additional). The choice of savings plan is made upon admission to the Foundation. Unless instructed otherwise by the insured, annual retirement credits are paid according to the Standard savings plan.

Savings plans can be changed on 1 January of the year, and will apply for that entire calendar year. Any change in savings plans must be notified by the insured by no

later than 30 November. If no notification is received from the insured, they remain in the savings plan they had previously selected.

The annual retirement credits are credited to the insured's individual retirement savings account on the basis of the relevant pensionable salary and according to the Standard or Plus savings plan.

If retirement benefits are deferred, contributions for retirement credits will no longer be paid and, accordingly, no retirement credits will be credited.

The accrued retirement savings of the two savings plans can be found by referring to the 'Retirement savings, contributions and purchasable amounts' tables in section 10.

## 7. Pension benefits

### 7.1. Retirement benefits

The amount of the insured's retirement pension is determined on the basis of the retirement savings available upon retirement applying an actuarial conversion rate set by the Board of Trustees.

The following table shows the conversion rates applicable to men and women:

Age	conversion rate
58	4.85%
59	5.00%
60	5.15%
61	5.30%
62	5.45%
63	5.60%
64	5.75%
<b>65</b>	<b>5.90%</b>
66	6.00%
67	6.10%
68	6.20%
69	6.30%
70	6.40%

The insured's age is deemed to be their age on the first of the month subsequent to their previous birthday. Interim values are interpolated linearly.

The levels of the conversion rates are subject to a review by the Board of Trustees on a regular basis. It may decide to adjust this rate at any time.

The recipients of a retirement pension are entitled to a retired person's child's benefit per eligible child pursuant to BVG.

## 7.2. AHV bridging pension

When drawing retirement benefits before reaching the regulatory reference age, the insured may request a bridging pension up to a maximum of the amount of the maximum AHV retirement pension benefit. The bridging pension will be paid until the insured reaches the age of 65 or, in the event of death, 100% will be paid to the spouse until the deceased insured has reached the regulatory reference age. Funding is done by reducing the annual retirement pension benefit. This reduction can be compensated by purchasing additional benefits as described in Art. 48.1 of the Pension Scheme Regulations.

The reduction of the retirement benefit is calculated by taking the total of anticipated bridging pensions (not taking interest into account) and multiplying it by the conversion rate that is applied at the time of early retirement. The difference between the annual retirement benefit and the result of this calculation is equal to the reduced life-long retirement pension.

## 7.3. Disability benefits (Main)

The annual total disability pension is based on the retirement savings projected until the regulatory reference age.

The projected retirement savings consist of the retirement savings available at the onset of disability as stipulated by the IV ruling, plus the retirement credits calculated on the basis of the valid pensionable salary 1 and the Standard plan for the years missing up to the regulatory reference age, both including interest (at the projected interest rate established by the Board of Trustees) for the years missing up to the regulatory reference age. Regardless of which savings plan an insured has selected, the accrued retirement savings of the Standard plan are always used for calculating the amount of the disability pension benefit.

The projected retirement savings are converted into the disability pension using a conversion rate of 5.9%.

The annual disabled person's child's benefit amounts to 10% of pensionable salary 1. Disabled person's child's benefits paid in connection with partial disability pensions are reduced in line with the insured's degree of disability.

## 7.4. Disability benefits (Additional)

The annual full disability pension is 60% of the pensionable salary 2.

The annual disabled person's child's benefit amounts to 20% of the disability pension.

#### 7.5. Waiver of contributions

Entitlement to a waiver of contributions can exist no earlier than the onset of disability as defined by the IV and only if there is no further entitlement to salary or benefits in lieu of salary (where the employer has paid at least 50% of the premiums and the benefits in lieu of salary are at least equal to 80% of the latest salary previously paid). The retirement credits in the amount of the Standard savings plan are provided by the Foundation until the insured is able to work/is employable again, but no later than the regulatory reference age. Any difference compared to the voluntary Plus savings plan is not insured.

#### 7.6. Surviving spouse's benefit (Main)

Upon the death of an active insured, the annual surviving spouse's benefit amounts to 60% of the insured disability pension as set out in section 7.3.

Upon the death of a pension recipient, the annual spouse's benefit amounts to 60% of the current disability pension or retirement pension.

#### 7.7. Surviving spouse's benefit (Additional)

Upon the death of an active insured, the annual surviving spouse's benefit amounts to 70% of the insured disability pension as set out in section 7.4.

Upon the death of a pension recipient, the annual spouse's benefit amounts to 60% of the current disability pension or retirement pension.

#### 7.8. Orphan's benefit (Main)

The annual orphan's benefit for each eligible child amounts to:

- Upon the death of an active insured: 10% of pensionable salary 1;
- Upon the death of a pension recipient, the orphan's benefit is equal to the current disabled person's child's benefit or current child's benefit applicable to the dependent children of retirement benefit recipients.

#### 7.9. Orphan's benefit (Additional)

The annual orphan's benefit for each eligible child amounts to:

- Upon the death of an active insured: 20% of the insured disability pension as set out in section 7.4;
- Upon the death of a recipient of a disability benefit, the orphan's benefit is equal to the current disabled person's child's benefit.

#### 7.10. 'Full orphans' (Main and Additional)

An 'orphan' is defined as having one surviving parent, while a 'full orphan' is defined as having none. For 'full orphans', the orphan's benefit (Main and Additional) is increased by half.

#### 7.11. Lump-sum payable on death

For active insureds, the lump-sum death benefit is equal to the accrued retirement savings less the present value of the surviving dependents' benefits.

For pension recipients, the lump-sum death benefit is equal to three times the deceased's annual pension, less any pension payments already received.

### **8. Contributions**

For the contributions of the insured and the employer, please consult the 'Retirement savings, contributions and purchasable amounts' tables in section 10.

During deferred retirement, neither contributions for retirement credits (the savings contribution) nor for risk insurance (the risk contribution) will be paid by the employer or the insured. The retirement savings are only continued with interest.

### **9. Discontinuation of employment**

Contributions of the insured which are not required to fund savings credits (risk insurance) constitute expenses for the purposes of funding liabilities for death and disability benefits, pension scheme administration costs, contributing to the Pension Guarantee Scheme, and adjusting current pensions for inflation as set out in Art. 36 BVG. Insureds are not entitled to this portion of their and their employer's contributions on discontinuation of employment.

## 10. Tables – ‘Retirement savings, contributions and purchasable amounts’

### 10.1. Main: Pensionable salary 1 – Standard savings plan

in % of the insured salary 1							
Age	Retirements savings	Savings contribution	Risk contribution	Employee contribution	Employer contribution	Total contribution	Maximum purchasable amount
bis 24	0.0%	0.0%	4.2%	2.1%	2.1%	4.2%	0.0%
<b>25</b>	<b>10.0%</b>	<b>10.0%</b>	<b>4.2%</b>	<b>7.1%</b>	<b>7.1%</b>	<b>14.2%</b>	<b>10.0%</b>
26	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	20.2%
27	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	30.6%
28	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	41.2%
29	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	52.0%
<b>30</b>	<b>10.0%</b>	<b>10.0%</b>	<b>4.2%</b>	<b>7.1%</b>	<b>7.1%</b>	<b>14.2%</b>	<b>63.0%</b>
31	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	74.3%
32	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	85.8%
33	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	97.5%
34	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	109.5%
<b>35</b>	<b>13.0%</b>	<b>13.0%</b>	<b>4.2%</b>	<b>8.6%</b>	<b>8.6%</b>	<b>17.2%</b>	<b>124.7%</b>
36	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	140.2%
37	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	156.0%
38	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	172.1%
39	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	188.5%
<b>40</b>	<b>13.0%</b>	<b>13.0%</b>	<b>4.2%</b>	<b>8.6%</b>	<b>8.6%</b>	<b>17.2%</b>	<b>205.3%</b>
41	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	222.4%
42	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	239.8%
43	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	257.6%
44	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	275.8%
<b>45</b>	<b>16.0%</b>	<b>16.0%</b>	<b>4.2%</b>	<b>9.1%</b>	<b>11.1%</b>	<b>20.2%</b>	<b>297.3%</b>
46	16.0%	16.0%	4.2%	9.1%	11.1%	20.2%	319.2%
47	16.0%	16.0%	4.2%	9.1%	11.1%	20.2%	341.6%
48	16.0%	16.0%	4.2%	9.1%	11.1%	20.2%	364.4%
49	16.0%	16.0%	4.2%	9.1%	11.1%	20.2%	387.7%
<b>50</b>	<b>16.0%</b>	<b>16.0%</b>	<b>4.2%</b>	<b>9.1%</b>	<b>11.1%</b>	<b>20.2%</b>	<b>411.5%</b>
51	16.0%	16.0%	4.2%	9.1%	11.1%	20.2%	435.7%
52	16.0%	16.0%	4.2%	9.1%	11.1%	20.2%	460.4%
53	16.0%	16.0%	4.2%	9.1%	11.1%	20.2%	485.6%
54	16.0%	16.0%	4.2%	9.1%	11.1%	20.2%	511.3%
<b>55</b>	<b>19.0%</b>	<b>19.0%</b>	<b>4.2%</b>	<b>10.6%</b>	<b>12.6%</b>	<b>23.2%</b>	<b>540.5%</b>
56	19.0%	19.0%	4.2%	10.6%	12.6%	23.2%	570.3%
57	19.0%	19.0%	4.2%	10.6%	12.6%	23.2%	600.7%
58	19.0%	19.0%	4.2%	10.6%	12.6%	23.2%	631.7%
59	19.0%	19.0%	4.2%	10.6%	12.6%	23.2%	663.3%
<b>60</b>	<b>19.0%</b>	<b>19.0%</b>	<b>4.2%</b>	<b>10.6%</b>	<b>12.6%</b>	<b>23.2%</b>	<b>695.6%</b>
61	19.0%	19.0%	4.2%	10.6%	12.6%	23.2%	728.5%
62	19.0%	19.0%	4.2%	10.6%	12.6%	23.2%	762.1%
63	19.0%	19.0%	4.2%	10.6%	12.6%	23.2%	796.3%
64	19.0%	19.0%	4.2%	10.6%	12.6%	23.2%	831.2%
<b>65</b>	<b>19.0%</b>	<b>19.0%</b>	<b>4.2%</b>	<b>10.6%</b>	<b>12.6%</b>	<b>23.2%</b>	<b>866.8%</b>



10.2. Main: Pensionable salary 2 – Standard savings plan

in % of the insured salary 2							
Age	Retirements savings	Savings contribution	Risk contribution	Employee contribution	Employer contribution	Total contribution	Maximum purchasable amount
bis 24	0.0%	0.0%	2.75%	0.0%	2.75%	2.75%	0.0%
<b>25</b>	<b>21.0%</b>	<b>21.0%</b>	<b>2.75%</b>	<b>5.0%</b>	<b>18.75%</b>	<b>23.75%</b>	<b>21.0%</b>
26	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	42.4%
27	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	64.2%
28	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	86.5%
29	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	109.2%
<b>30</b>	<b>21.0%</b>	<b>21.0%</b>	<b>2.75%</b>	<b>5.0%</b>	<b>18.75%</b>	<b>23.75%</b>	<b>132.4%</b>
31	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	156.0%
32	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	180.1%
33	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	204.7%
34	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	229.8%
<b>35</b>	<b>21.0%</b>	<b>21.0%</b>	<b>2.75%</b>	<b>5.0%</b>	<b>18.75%</b>	<b>23.75%</b>	<b>255.4%</b>
36	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	281.5%
37	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	308.1%
38	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	335.3%
39	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	363.0%
<b>40</b>	<b>21.0%</b>	<b>21.0%</b>	<b>2.75%</b>	<b>5.0%</b>	<b>18.75%</b>	<b>23.75%</b>	<b>391.3%</b>
41	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	420.1%
42	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	449.5%
43	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	479.5%
44	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	510.1%
<b>45</b>	<b>21.0%</b>	<b>21.0%</b>	<b>2.75%</b>	<b>5.0%</b>	<b>18.75%</b>	<b>23.75%</b>	<b>541.3%</b>
46	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	573.1%
47	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	605.6%
48	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	638.7%
49	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	672.5%
<b>50</b>	<b>21.0%</b>	<b>21.0%</b>	<b>2.75%</b>	<b>5.0%</b>	<b>18.75%</b>	<b>23.75%</b>	<b>707.0%</b>
51	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	742.1%
52	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	777.9%
53	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	814.5%
54	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	851.8%
<b>55</b>	<b>21.0%</b>	<b>21.0%</b>	<b>2.75%</b>	<b>5.0%</b>	<b>18.75%</b>	<b>23.75%</b>	<b>889.8%</b>
56	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	928.6%
57	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	968.2%
58	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	1008.6%
59	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	1049.8%
<b>60</b>	<b>21.0%</b>	<b>21.0%</b>	<b>2.75%</b>	<b>5.0%</b>	<b>18.75%</b>	<b>23.75%</b>	<b>1091.8%</b>
61	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	1134.6%
62	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	1178.3%
63	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	1222.9%
64	21.0%	21.0%	2.75%	5.0%	18.75%	23.75%	1268.4%
<b>65</b>	<b>21.0%</b>	<b>21.0%</b>	<b>2.75%</b>	<b>5.0%</b>	<b>18.75%</b>	<b>23.75%</b>	<b>1314.8%</b>

## 10.3. Main: Pensionable salary 1 – Plus savings plan

in % of the insured salary 1							
Age	Retirements savings	Savings contribution	Risk contribution	Employee contribution	Employer contribution	Total contribution	Maximum purchasable amount
bis 24	0.0%	0.0%	4.2%	2.1%	2.1%	4.2%	0.0%
<b>25</b>	<b>10.0%</b>	<b>10.0%</b>	<b>4.2%</b>	<b>7.1%</b>	<b>7.1%</b>	<b>14.2%</b>	<b>10.0%</b>
26	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	20.2%
27	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	30.6%
28	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	41.2%
29	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	52.0%
<b>30</b>	<b>10.0%</b>	<b>10.0%</b>	<b>4.2%</b>	<b>7.1%</b>	<b>7.1%</b>	<b>14.2%</b>	<b>63.0%</b>
31	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	74.3%
32	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	85.8%
33	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	97.5%
34	10.0%	10.0%	4.2%	7.1%	7.1%	14.2%	109.5%
<b>35</b>	<b>13.0%</b>	<b>13.0%</b>	<b>4.2%</b>	<b>8.6%</b>	<b>8.6%</b>	<b>17.2%</b>	<b>124.7%</b>
36	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	140.2%
37	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	156.0%
38	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	172.1%
39	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	188.5%
<b>40</b>	<b>13.0%</b>	<b>13.0%</b>	<b>4.2%</b>	<b>8.6%</b>	<b>8.6%</b>	<b>17.2%</b>	<b>205.3%</b>
41	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	222.4%
42	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	239.8%
43	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	257.6%
44	13.0%	13.0%	4.2%	8.6%	8.6%	17.2%	275.8%
<b>45</b>	<b>18.0%</b>	<b>18.0%</b>	<b>4.2%</b>	<b>11.1%</b>	<b>11.1%</b>	<b>22.2%</b>	<b>299.3%</b>
46	18.0%	18.0%	4.2%	11.1%	11.1%	22.2%	323.3%
47	18.0%	18.0%	4.2%	11.1%	11.1%	22.2%	347.8%
48	18.0%	18.0%	4.2%	11.1%	11.1%	22.2%	372.8%
49	18.0%	18.0%	4.2%	11.1%	11.1%	22.2%	398.3%
<b>50</b>	<b>18.0%</b>	<b>18.0%</b>	<b>4.2%</b>	<b>11.1%</b>	<b>11.1%</b>	<b>22.2%</b>	<b>424.3%</b>
51	18.0%	18.0%	4.2%	11.1%	11.1%	22.2%	450.8%
52	18.0%	18.0%	4.2%	11.1%	11.1%	22.2%	477.8%
53	18.0%	18.0%	4.2%	11.1%	11.1%	22.2%	505.4%
54	18.0%	18.0%	4.2%	11.1%	11.1%	22.2%	533.5%
<b>55</b>	<b>21.0%</b>	<b>21.0%</b>	<b>4.2%</b>	<b>12.6%</b>	<b>12.6%</b>	<b>25.2%</b>	<b>565.2%</b>
56	21.0%	21.0%	4.2%	12.6%	12.6%	25.2%	597.5%
57	21.0%	21.0%	4.2%	12.6%	12.6%	25.2%	630.5%
58	21.0%	21.0%	4.2%	12.6%	12.6%	25.2%	664.1%
59	21.0%	21.0%	4.2%	12.6%	12.6%	25.2%	698.4%
<b>60</b>	<b>21.0%</b>	<b>21.0%</b>	<b>4.2%</b>	<b>12.6%</b>	<b>12.6%</b>	<b>25.2%</b>	<b>733.4%</b>
61	21.0%	21.0%	4.2%	12.6%	12.6%	25.2%	769.1%
62	21.0%	21.0%	4.2%	12.6%	12.6%	25.2%	805.5%
63	21.0%	21.0%	4.2%	12.6%	12.6%	25.2%	842.6%
64	21.0%	21.0%	4.2%	12.6%	12.6%	25.2%	880.5%
<b>65</b>	<b>21.0%</b>	<b>21.0%</b>	<b>4.2%</b>	<b>12.6%</b>	<b>12.6%</b>	<b>25.2%</b>	<b>919.1%</b>

## 10.4. Main: Pensionable salary 2 – Plus savings plan

in % of the insured salary 2							
Age	Retirements savings	Savings contribution	Risk contribution	Employee contribution	Employer contribution	Total contribution	Maximum purchasable amount
bis 24	0.0%	0.0%	2.75%	0.0%	2.75%	2.75%	0.0%
<b>25</b>	<b>25.0%</b>	<b>25.0%</b>	<b>2.75%</b>	<b>9.0%</b>	<b>18.75%</b>	<b>27.75%</b>	<b>25.0%</b>
26	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	50.5%
27	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	76.5%
28	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	103.0%
29	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	130.1%
<b>30</b>	<b>25.0%</b>	<b>25.0%</b>	<b>2.75%</b>	<b>9.0%</b>	<b>18.75%</b>	<b>27.75%</b>	<b>157.7%</b>
31	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	185.9%
32	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	214.6%
33	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	243.9%
34	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	273.8%
<b>35</b>	<b>25.0%</b>	<b>25.0%</b>	<b>2.75%</b>	<b>9.0%</b>	<b>18.75%</b>	<b>27.75%</b>	<b>304.3%</b>
36	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	335.4%
37	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	367.1%
38	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	399.4%
39	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	432.4%
<b>40</b>	<b>25.0%</b>	<b>25.0%</b>	<b>2.75%</b>	<b>9.0%</b>	<b>18.75%</b>	<b>27.75%</b>	<b>466.0%</b>
41	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	500.3%
42	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	535.3%
43	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	571.0%
44	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	607.4%
<b>45</b>	<b>25.0%</b>	<b>25.0%</b>	<b>2.75%</b>	<b>9.0%</b>	<b>18.75%</b>	<b>27.75%</b>	<b>644.5%</b>
46	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	682.4%
47	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	721.0%
48	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	760.4%
49	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	800.6%
<b>50</b>	<b>25.0%</b>	<b>25.0%</b>	<b>2.75%</b>	<b>9.0%</b>	<b>18.75%</b>	<b>27.75%</b>	<b>841.6%</b>
51	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	883.4%
52	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	926.1%
53	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	969.6%
54	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	1014.0%
<b>55</b>	<b>25.0%</b>	<b>25.0%</b>	<b>2.75%</b>	<b>9.0%</b>	<b>18.75%</b>	<b>27.75%</b>	<b>1059.3%</b>
56	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	1105.5%
57	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	1152.6%
58	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	1200.7%
59	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	1249.7%
<b>60</b>	<b>25.0%</b>	<b>25.0%</b>	<b>2.75%</b>	<b>9.0%</b>	<b>18.75%</b>	<b>27.75%</b>	<b>1299.7%</b>
61	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	1350.7%
62	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	1402.7%
63	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	1455.8%
64	25.0%	25.0%	2.75%	9.0%	18.75%	27.75%	1509.9%
<b>65</b>	<b>25.0%</b>	<b>25.0%</b>	<b>2.75%</b>	<b>9.0%</b>	<b>18.75%</b>	<b>27.75%</b>	<b>1565.1%</b>

### 11. Tables – ‘Purchases of benefits for early retirement’

#### 11.1. Main: Pensionable salary 1 – Standard and Plus savings plan (as a % of pensionable salary 1)

Alter	58		59		60		61		62		63		64	
	S	P	S	P	S	P	S	P	S	P	S	P	S	P
25	219.6%	236.4%	183.5%	197.0%	148.7%	159.8%	115.8%	124.5%	84.8%	91.0%	55.2%	59.3%	26.9%	28.9%
26	224.0%	241.1%	187.2%	200.9%	151.7%	163.0%	118.1%	127.0%	86.5%	92.8%	56.3%	60.5%	27.4%	29.5%
27	228.5%	245.9%	190.9%	204.9%	154.7%	166.3%	120.5%	129.5%	88.2%	94.7%	57.4%	61.7%	27.9%	30.1%
28	233.1%	250.8%	194.7%	209.0%	157.8%	169.6%	122.9%	132.1%	90.0%	96.6%	58.5%	62.9%	28.5%	30.7%
29	237.8%	255.8%	198.6%	213.2%	161.0%	173.0%	125.4%	134.7%	91.8%	98.5%	59.7%	64.2%	29.1%	31.3%
30	242.6%	260.9%	202.6%	217.5%	164.2%	176.5%	127.9%	137.4%	93.6%	100.5%	60.9%	65.5%	29.7%	31.9%
31	247.5%	266.1%	206.7%	221.9%	167.5%	180.0%	130.5%	140.1%	95.5%	102.5%	62.1%	66.8%	30.3%	32.5%
32	252.5%	271.4%	210.8%	226.3%	170.8%	183.6%	133.1%	142.9%	97.4%	104.5%	63.3%	68.1%	30.9%	33.2%
33	257.5%	276.8%	215.0%	230.8%	174.2%	187.3%	135.8%	145.8%	99.3%	106.6%	64.6%	69.5%	31.5%	33.9%
34	262.7%	282.3%	219.3%	235.4%	177.7%	191.0%	138.5%	148.7%	101.3%	108.7%	65.9%	70.9%	32.1%	34.6%
35	268.0%	287.9%	223.7%	240.1%	181.3%	194.8%	141.3%	151.7%	103.3%	110.9%	67.2%	72.3%	32.7%	35.3%
36	273.4%	293.7%	228.2%	244.9%	184.9%	198.7%	144.1%	154.7%	105.4%	113.1%	68.5%	73.7%	33.4%	36.0%
37	278.9%	299.6%	232.8%	249.8%	188.6%	202.7%	147.0%	157.8%	107.5%	115.4%	69.9%	75.2%	34.1%	36.7%
38	284.5%	305.6%	237.5%	254.8%	192.4%	206.8%	149.9%	161.0%	109.6%	117.7%	71.3%	76.7%	34.8%	37.4%
39	290.2%	311.7%	242.2%	259.9%	196.2%	210.9%	152.9%	164.2%	111.8%	120.1%	72.7%	78.2%	35.5%	38.1%
40	296.0%	317.9%	247.0%	265.1%	200.1%	215.1%	156.0%	167.5%	114.0%	122.5%	74.2%	79.8%	36.2%	38.9%
41	301.9%	324.3%	251.9%	270.4%	204.1%	219.4%	159.1%	170.9%	116.3%	125.0%	75.7%	81.4%	36.9%	39.7%
42	307.9%	330.8%	256.9%	275.8%	208.2%	223.8%	162.3%	174.3%	118.6%	127.5%	77.2%	83.0%	37.6%	40.5%
43	314.1%	337.4%	262.0%	281.3%	212.4%	228.3%	165.5%	177.8%	121.0%	130.1%	78.7%	84.7%	38.4%	41.3%
44	320.4%	344.1%	267.2%	286.9%	216.6%	232.9%	168.8%	181.4%	123.4%	132.7%	80.3%	86.4%	39.2%	42.1%
45	326.8%	351.0%	272.5%	292.6%	220.9%	237.6%	172.2%	185.0%	125.9%	135.4%	81.9%	88.1%	40.0%	42.9%
46	333.3%	358.0%	277.9%	298.5%	225.3%	242.4%	175.6%	188.7%	128.4%	138.1%	83.5%	89.9%	40.8%	43.8%
47	340.0%	365.2%	283.5%	304.5%	229.8%	247.2%	179.1%	192.5%	131.0%	140.9%	85.2%	91.7%	41.6%	44.7%
48	346.8%	372.5%	289.2%	310.6%	234.4%	252.1%	182.7%	196.4%	133.6%	143.7%	86.9%	93.5%	42.4%	45.6%
49	353.7%	379.9%	295.0%	316.8%	239.1%	257.1%	186.4%	200.3%	136.3%	146.6%	88.6%	95.4%	43.2%	46.5%
50	360.8%	387.5%	300.9%	323.1%	243.9%	262.2%	190.1%	204.3%	139.0%	149.5%	90.4%	97.3%	44.1%	47.4%
51	368.0%	395.2%	306.9%	329.6%	248.8%	267.4%	193.9%	208.4%	141.8%	152.5%	92.2%	99.2%	45.0%	48.3%
52	375.4%	403.1%	313.0%	336.2%	253.8%	272.7%	197.8%	212.6%	144.6%	155.5%	94.0%	101.2%	45.9%	49.3%
53	382.9%	411.2%	319.3%	342.9%	258.9%	278.2%	201.8%	216.9%	147.5%	158.6%	95.9%	103.2%	46.8%	50.3%
54	390.6%	419.4%	325.7%	349.8%	264.1%	283.8%	205.8%	221.2%	150.4%	161.8%	97.8%	105.3%	47.7%	51.3%
55	398.4%	427.8%	332.2%	356.8%	269.4%	289.5%	209.9%	225.6%	153.4%	165.0%	99.8%	107.4%	48.7%	52.3%
56	406.4%	436.4%	338.8%	363.9%	274.8%	295.3%	214.1%	230.1%	156.5%	168.3%	101.8%	109.5%	49.7%	53.3%
57	414.5%	445.1%	345.6%	371.2%	280.3%	301.2%	218.4%	234.7%	159.6%	171.7%	103.8%	111.7%	50.7%	54.4%
58	422.8%	454.0%	352.5%	378.6%	285.9%	307.2%	222.8%	239.4%	162.8%	175.1%	105.9%	113.9%	51.7%	55.5%
59			359.5%	386.1%	291.6%	313.3%	227.3%	244.2%	166.1%	178.6%	108.0%	116.2%	52.7%	56.6%
60					297.4%	319.5%	231.8%	249.1%	169.4%	182.2%	110.2%	118.5%	53.8%	57.7%
61							236.4%	254.0%	172.8%	185.8%	112.4%	120.9%	54.9%	58.9%
62									176.3%	189.5%	114.6%	123.3%	56.0%	60.1%
63											116.9%	125.7%	57.1%	61.3%
64													58.2%	62.6%

S: Standard

P: Plus

11.2. Main: Pensionable salary 2 – Standard and Plus savings plan  
(as a % of pensionable salary 2)

Alter	58		59		60		61		62		63		64	
	S	P	S	P	S	P	S	P	S	P	S	P	S	P
<b>25</b>	<b>307.4%</b>	<b>365.9%</b>	<b>255.9%</b>	<b>304.5%</b>	<b>207.0%</b>	<b>246.9%</b>	<b>161.3%</b>	<b>191.7%</b>	<b>117.7%</b>	<b>140.1%</b>	<b>76.4%</b>	<b>91.0%</b>	<b>37.3%</b>	<b>44.5%</b>
26	313.5%	373.2%	261.0%	310.6%	211.1%	251.8%	164.5%	195.5%	120.1%	142.9%	77.9%	92.8%	38.0%	45.4%
27	319.8%	380.7%	266.2%	316.8%	215.3%	256.8%	167.8%	199.4%	122.5%	145.8%	79.5%	94.7%	38.8%	46.3%
28	326.2%	388.3%	271.5%	323.1%	219.6%	261.9%	171.2%	203.4%	125.0%	148.7%	81.1%	96.6%	39.6%	47.2%
29	332.7%	396.1%	276.9%	329.6%	224.0%	267.1%	174.6%	207.5%	127.5%	151.7%	82.7%	98.5%	40.4%	48.1%
<b>30</b>	<b>339.4%</b>	<b>404.0%</b>	<b>282.4%</b>	<b>336.2%</b>	<b>228.5%</b>	<b>272.4%</b>	<b>178.1%</b>	<b>211.7%</b>	<b>130.1%</b>	<b>154.7%</b>	<b>84.4%</b>	<b>100.5%</b>	<b>41.2%</b>	<b>49.1%</b>
31	346.2%	412.1%	288.0%	342.9%	233.1%	277.8%	181.7%	215.9%	132.7%	157.8%	86.1%	102.5%	42.0%	50.1%
32	353.1%	420.3%	293.8%	349.8%	237.8%	283.4%	185.3%	220.2%	135.4%	161.0%	87.8%	104.5%	42.8%	51.1%
33	360.2%	428.7%	299.7%	356.8%	242.6%	289.1%	189.0%	224.6%	138.1%	164.2%	89.6%	106.6%	43.7%	52.1%
34	367.4%	437.3%	305.7%	363.9%	247.5%	294.9%	192.8%	229.1%	140.9%	167.5%	91.4%	108.7%	44.6%	53.1%
<b>35</b>	<b>374.7%</b>	<b>446.0%</b>	<b>311.8%</b>	<b>371.2%</b>	<b>252.5%</b>	<b>300.8%</b>	<b>196.7%</b>	<b>233.7%</b>	<b>143.7%</b>	<b>170.8%</b>	<b>93.2%</b>	<b>110.9%</b>	<b>45.5%</b>	<b>54.2%</b>
36	382.2%	454.9%	318.0%	378.6%	257.5%	306.8%	200.6%	238.4%	146.6%	174.2%	95.1%	113.1%	46.4%	55.3%
37	389.8%	464.0%	324.4%	386.2%	262.6%	312.9%	204.6%	243.2%	149.5%	177.7%	97.0%	115.4%	47.3%	56.4%
38	397.6%	473.3%	330.9%	393.9%	267.9%	319.2%	208.7%	248.1%	152.5%	181.3%	98.9%	117.7%	48.2%	57.5%
39	405.6%	482.8%	337.5%	401.8%	273.3%	325.6%	212.9%	253.1%	155.5%	184.9%	100.9%	120.1%	49.2%	58.6%
<b>40</b>	<b>413.7%</b>	<b>492.5%</b>	<b>344.2%</b>	<b>409.8%</b>	<b>278.8%</b>	<b>332.1%</b>	<b>217.2%</b>	<b>258.2%</b>	<b>158.6%</b>	<b>188.6%</b>	<b>102.9%</b>	<b>122.5%</b>	<b>50.2%</b>	<b>59.8%</b>
41	422.0%	502.3%	351.1%	418.0%	284.4%	338.7%	221.5%	263.4%	161.8%	192.4%	105.0%	125.0%	51.2%	61.0%
42	430.4%	512.3%	358.1%	426.4%	290.1%	345.5%	225.9%	268.7%	165.0%	196.2%	107.1%	127.5%	52.2%	62.2%
43	439.0%	522.5%	365.3%	434.9%	295.9%	352.4%	230.4%	274.1%	168.3%	200.1%	109.2%	130.0%	53.2%	63.4%
44	447.8%	532.9%	372.6%	443.6%	301.8%	359.4%	235.0%	279.6%	171.7%	204.1%	111.4%	132.6%	54.3%	64.7%
<b>45</b>	<b>456.8%</b>	<b>543.6%</b>	<b>380.1%</b>	<b>452.5%</b>	<b>307.8%</b>	<b>366.6%</b>	<b>239.7%</b>	<b>285.2%</b>	<b>175.1%</b>	<b>208.2%</b>	<b>113.6%</b>	<b>135.3%</b>	<b>55.4%</b>	<b>66.0%</b>
46	465.9%	554.5%	387.7%	461.6%	314.0%	373.9%	244.5%	290.9%	178.6%	212.4%	115.9%	138.0%	56.5%	67.3%
47	475.2%	565.6%	395.5%	470.8%	320.3%	381.4%	249.4%	296.7%	182.2%	216.6%	118.2%	140.8%	57.6%	68.6%
48	484.7%	576.9%	403.4%	480.2%	326.7%	389.0%	254.4%	302.6%	185.8%	220.9%	120.6%	143.6%	58.8%	70.0%
49	494.4%	588.4%	411.5%	489.8%	333.2%	396.8%	259.5%	308.7%	189.5%	225.3%	123.0%	146.5%	60.0%	71.4%
<b>50</b>	<b>504.3%</b>	<b>600.2%</b>	<b>419.7%</b>	<b>499.6%</b>	<b>339.9%</b>	<b>404.7%</b>	<b>264.7%</b>	<b>314.9%</b>	<b>193.3%</b>	<b>229.8%</b>	<b>125.5%</b>	<b>149.4%</b>	<b>61.2%</b>	<b>72.8%</b>
51	514.4%	612.2%	428.1%	509.6%	346.7%	412.8%	270.0%	321.2%	197.2%	234.4%	128.0%	152.4%	62.4%	74.3%
52	524.7%	624.4%	436.7%	519.8%	353.6%	421.1%	275.4%	327.6%	201.1%	239.1%	130.6%	155.4%	63.6%	75.8%
53	535.2%	636.9%	445.4%	530.2%	360.7%	429.5%	280.9%	334.2%	205.1%	243.9%	133.2%	158.5%	64.9%	77.3%
54	545.9%	649.6%	454.3%	540.8%	367.9%	438.1%	286.5%	340.9%	209.2%	248.8%	135.9%	161.7%	66.2%	78.8%
<b>55</b>	<b>556.8%</b>	<b>662.6%</b>	<b>463.4%</b>	<b>551.6%</b>	<b>375.3%</b>	<b>446.9%</b>	<b>292.2%</b>	<b>347.7%</b>	<b>213.4%</b>	<b>253.8%</b>	<b>138.6%</b>	<b>164.9%</b>	<b>67.5%</b>	<b>80.4%</b>
56	567.9%	675.9%	472.7%	562.6%	382.8%	455.8%	298.0%	354.7%	217.7%	258.9%	141.4%	168.2%	68.8%	82.0%
57	579.3%	689.4%	482.2%	573.9%	390.5%	464.9%	304.0%	361.8%	222.1%	264.1%	144.2%	171.6%	70.2%	83.6%
58	590.8%	703.2%	491.8%	585.4%	398.3%	474.2%	310.1%	369.0%	226.5%	269.4%	147.1%	175.0%	71.6%	85.3%
59			501.7%	597.1%	406.3%	483.7%	316.3%	376.4%	231.0%	274.8%	150.0%	178.5%	73.0%	87.0%
<b>60</b>					<b>414.5%</b>	<b>493.3%</b>	<b>322.6%</b>	<b>383.9%</b>	<b>235.6%</b>	<b>280.3%</b>	<b>153.0%</b>	<b>182.1%</b>	<b>74.5%</b>	<b>88.7%</b>
61							329.0%	391.6%	240.3%	285.9%	156.1%	185.7%	76.0%	90.5%
62									245.1%	291.6%	159.2%	189.4%	77.5%	92.3%
63											162.3%	193.1%	79.1%	94.1%
64													80.7%	96.0%

S: Standard

P: Plus

## **12. Transitional provisions**

These transitional provisions apply only to insureds who were actively insured on 31 December 2018, but not to insureds who were newly admitted after 1 January 2019. For insureds who are 57 or older on 31/12/2018 (i.e. were born before 01/01/1962), in calculating pensionable salary the basic annual salary is limited to ten times the upper limit as set out in Art. 8 (1) BVG, as opposed to 450% of the maximum AHV retirement pension.

## **13. Entry into force**

This Appendix (Pension plan – Company Group 1) was adopted by the Board of Trustees on 15 December 2023 and is valid from 01 January 2024. It replaces the Appendix (Pension Plan – Group 1) which was approved by the Board of Trustees on 14 December 2021 and entered into force on 1 January 2022.