

Important Milestones in the Lifecycle of Your Occupational Benefits



New joiner? Welcome!

Pension:

- ✓ Access the online account(s)
- ✓ Discover how your pension plan works and get your statement
- ✓ Transfer your pension fund from previous Swiss employment («vested benefits»)

Accident cover: with Zurich insurance

Active member of the scheme

- Inform HR of any material changes to your personal circumstance. This includes address, civil status changes such as marriage and health changes such as an incapacity to work (illness / accident)
- Check options of cover during unpaid leave prior to your time off
- Access and file your pension statement regularly (go to the online portal(s))
- Access and find your coverages for accident and long-term illness
- Optional: saving choices 1.1., finance homeownership / mortgages, buybacks (additional lump sum contributions)
- Did you know? If you are not married, you need to notify the pension fund of your domestic partner in written

Leaving the scheme



- Decide on next steps regarding your accident / salary replacement cover? Learn more here: [Special agreement insurance Zurich](#)
- Pension: advise where to send your vested benefits within 6 months of leaving.
- It is your responsibility to ensure that your wishes are activated. Learn more here: [Unclaimed vested benefits \(admin.ch\)](#)
- Update the pension fund/insurances regularly in the case of an incapacity to work

Disclaimer and General Advice Warning

We have prepared this overview from the original documents to the best of our knowledge and belief. The information contained in this presentation is general in nature and should not be relied on as advice (personal or otherwise) because your personal needs, objectives and financial situation have not been considered.

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AON

Swiss hS&P team members

Employee information session

Nov 2024

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Agenda

1

Introduction
Swiss social security

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Pillar 1
State benefits
Retirement

3

Pillar 2
Occupational benefits
Personal lines

4

Pillar 2
Occupational benefits
Retirement

Three Pillar System Background information

1st pillar

Social security

OASI (AHV / AVS)
(Federal old-age and survivors Insurance)

FDI (IV / AI)
(Federal disability insurance)

ICS (EO / PC)
(Income Compensation Scheme)

UI (ALV / chômage)
(Unemployment insurance)

2nd pillar

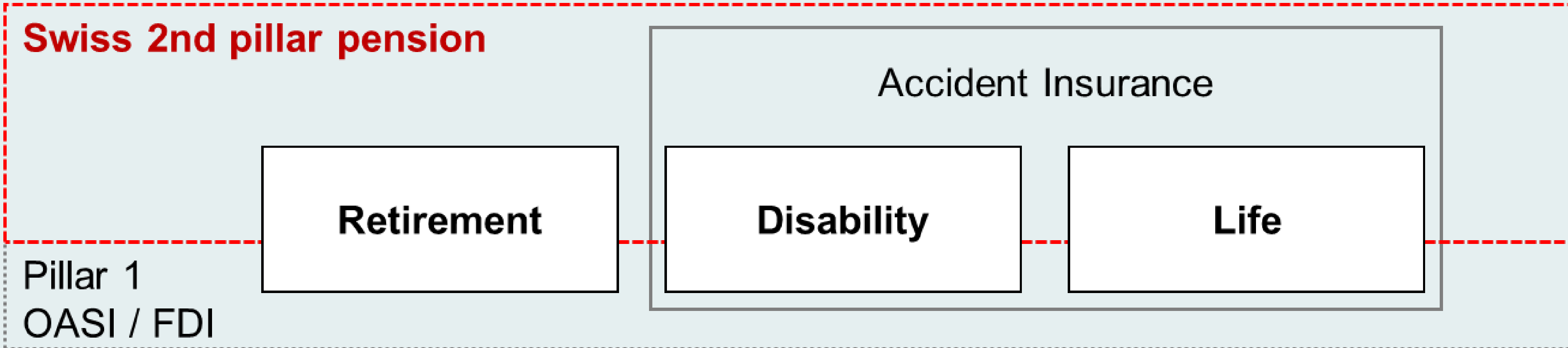
Employees benefit plans

| Mandatory | Additional |
|--|--|
| <p>LPP / BVG Company pension plan</p> | <p>Complementary Company pension plan</p> |
| <p>LAA / UVG Accident insurance</p> | <p>Accident compl.</p> |
| | <p>PGM / KTG Short term disability</p> |

3rd pillar

Individual provision

| 3a: bound | 3b: unbound |
|--|---|
| <p>Individual retirement benefits/ savings</p> | <p>Individual retirement and risk benefits /savings</p> |



At the age of retirement:

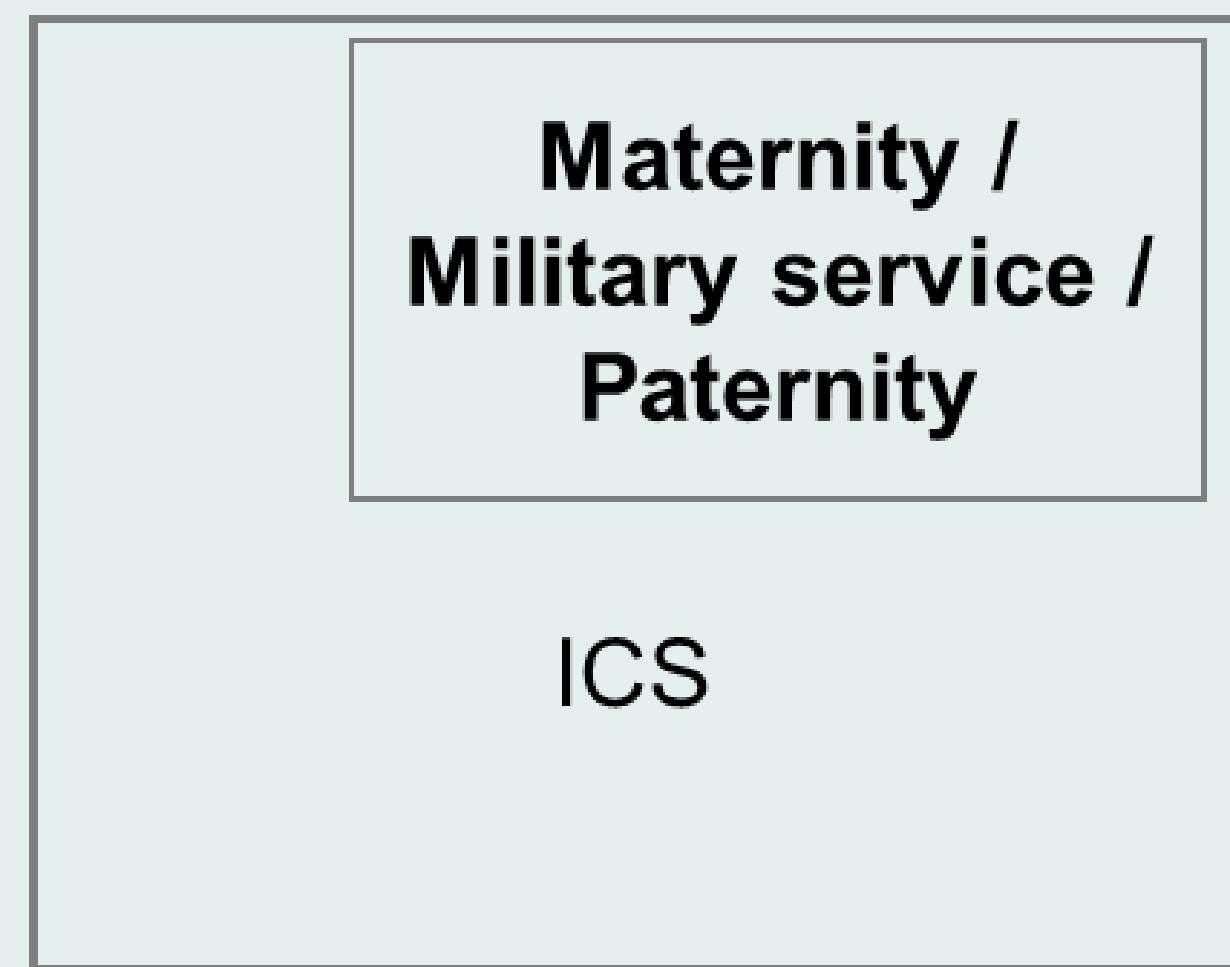
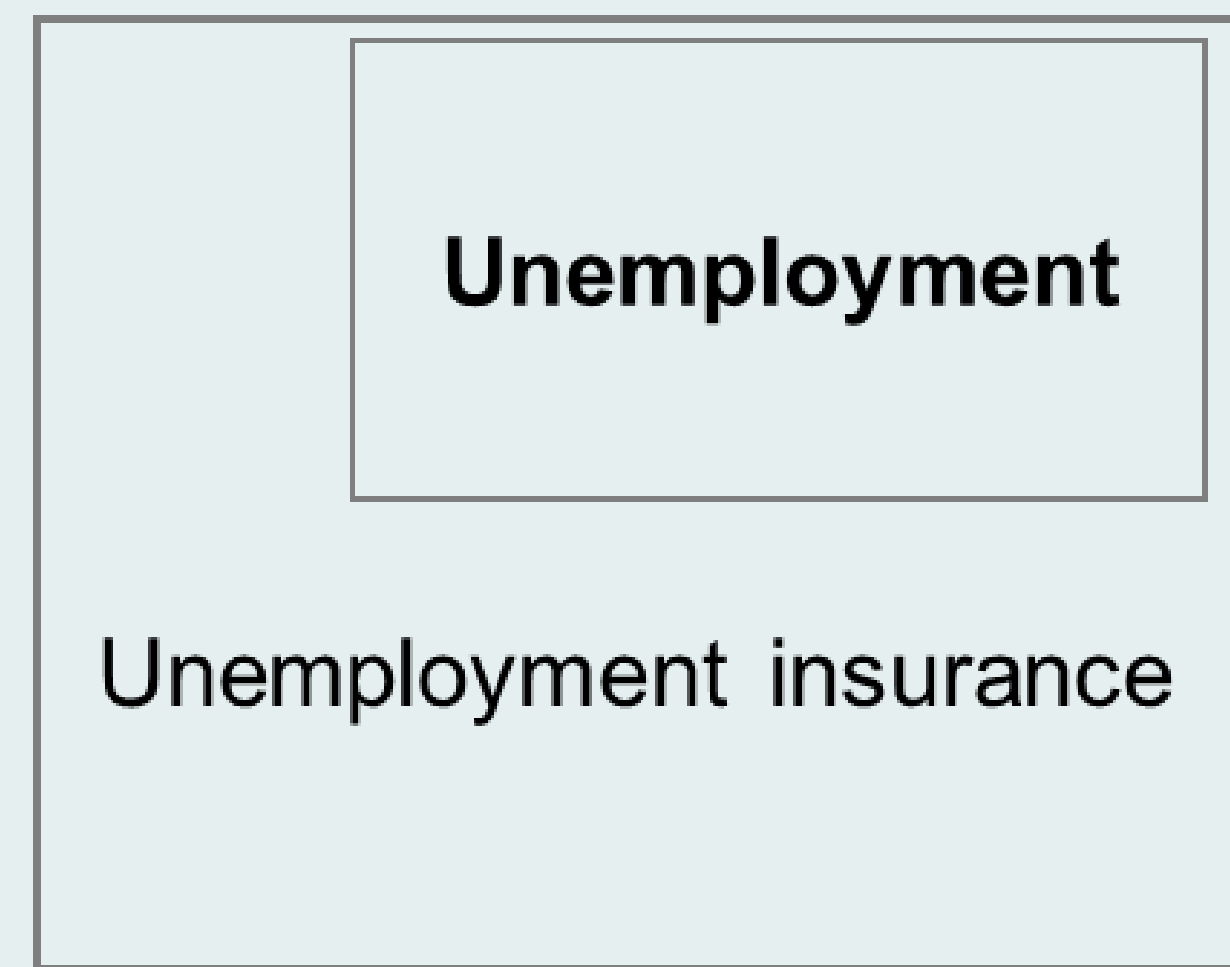
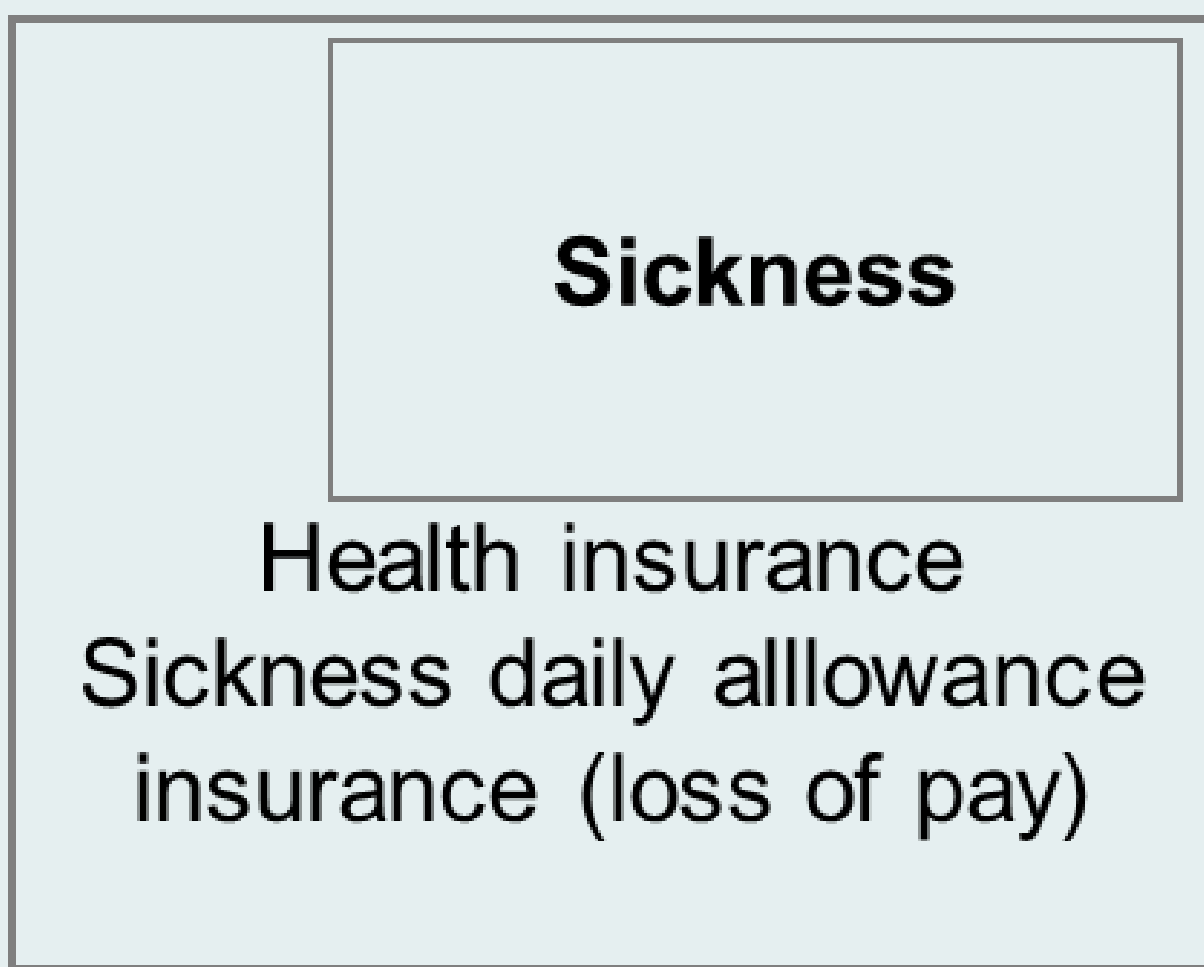
1st pillar OASI + 2nd pillar pension (LPP / BVG)

In case of definitive disability:

1st pillar FDI + 2nd pillar pension / accident cover

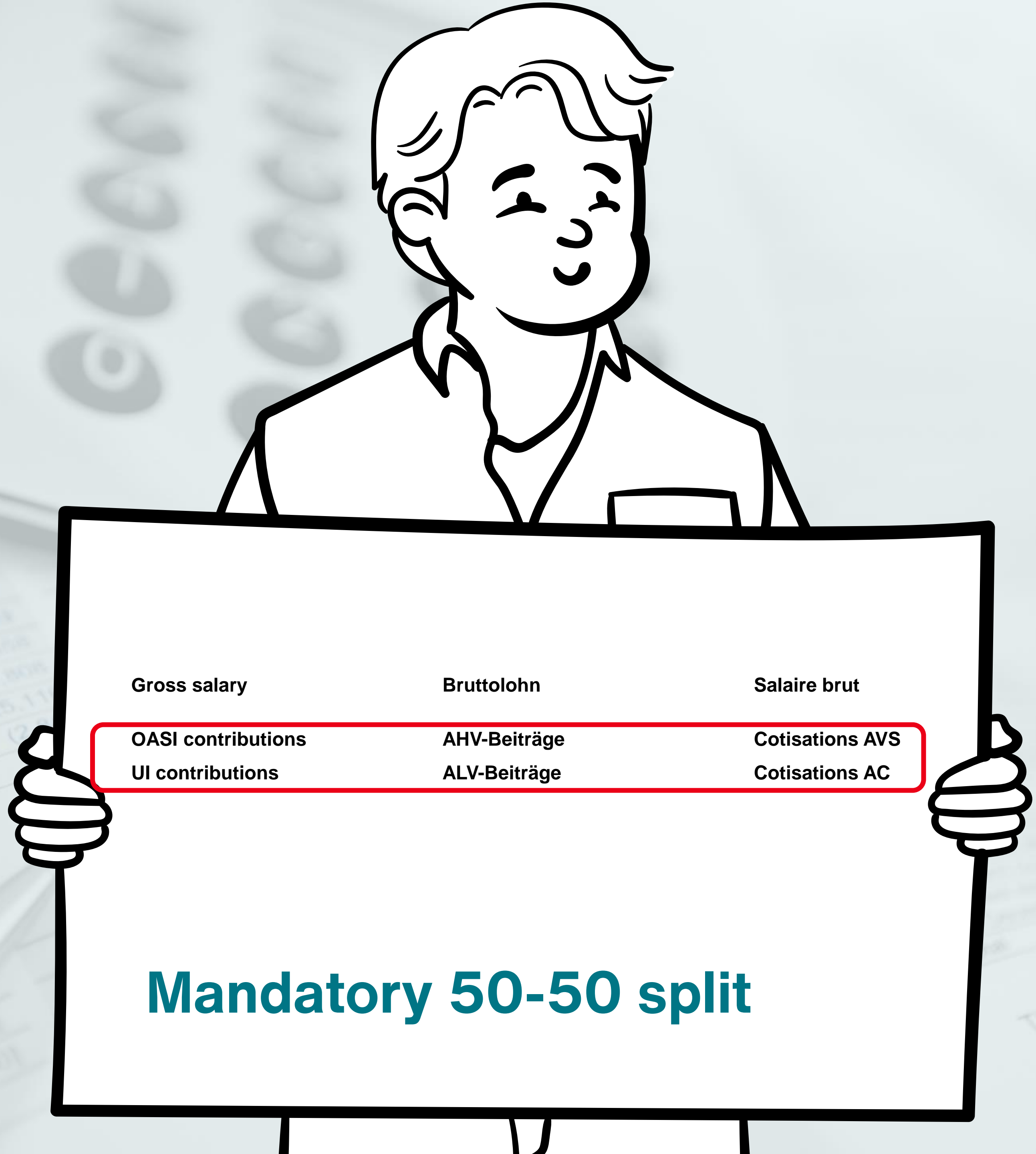
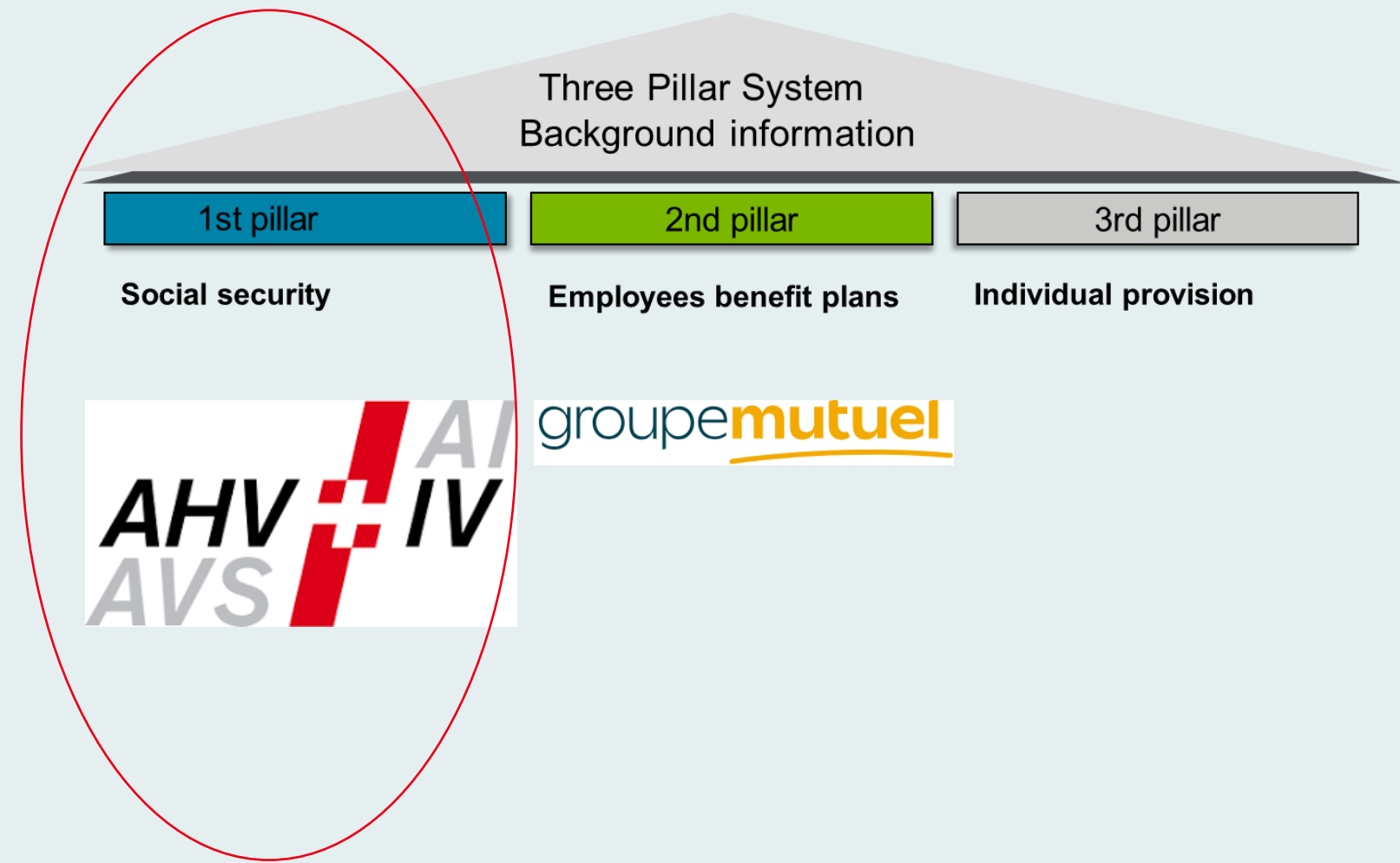
In case of death:

1st pillar OASI + 2nd pillar pension / accident cover



2

OASI pension



OASI- Contributions, Benefits



| | ER /EE (each) | Total |
|------------------|---------------|---------------|
| OASI | 4.35% | 8.70% |
| FDI | 0.70% | 1.40% |
| ICS | 0.25% | 0.50% |
| UI ¹⁾ | 1.10% | 2.20% |
| Total | 6.4% | 12.80% |

| Benefits | Max. per year | Min. per year | Requirements (not exhaustive) |
|--|---|---------------|--|
| OASI old age pension | CHF 30,240 Couple pension: CHF 45,360 | CHF 15,120 | 44 Years of contributions Max pension: average salary CHF 90,720, parenting credits are taken into account |
| Widow's-/Widower's pension | CHF 24,192 | CHF 12,096 | For max pension: Full contribution years + average salary 90K or above Widow: presence of children or at least 45 years old and married for 5 years Widower: presence of children under 18 |
| Long-term disability | CHF 30,240 | CHF 15,120 | For max pension: Full contribution years + average salary 90K or above Degree of disability: Minimum 70%, Partial pension starting from degree of disability of 40% |
| Children pension (old age / disability / orphan) | CHF 12,096 | CHF 6,048 | Until age 18, in education until age 25 |

Individual account / pension calculation



| Famille No | 10.05.1985 | Hematelnet / Etat d'origine / Status d'origine: 100 | Adressé(e) ou Entité | | | |
|--------------|----------------|---|----------------------|----|--------|----------------------------------|
| No cases | 1 | 2 | 3 | 4 | 5 | 6 |
| 8 | 36 299 980 098 | 1 | 01-12 | 08 | 29'000 | Indemnite de chômage |
| 8 | 123 456 | 1 | 01-12 | 10 | 98'000 | ABCODEFO SA |
| 8 | 456 123 | 1 | 06-12 | 11 | 29'780 | ABCODEFO SA |
| 8 | 456 123 | 1 | 01-10 | 12 | 35'000 | XYZZ SARL |
| 9 | 121 589 | 3 | 02-12 | 13 | 80'000 | Indépendant |
| 9 | 121 589 | 3 | 01-12 | 14 | 80'000 | Indépendant |
| 9 | 456 321 | 4 | 01-12 | 15 | 4'000 | Personne sans activité lucrative |
| 9 | 111 111 111 11 | 0 | 01 | 15 | 0 | Bénéficiaire pour tâches d' |
| Revenu total | | | | | | 318'530 |

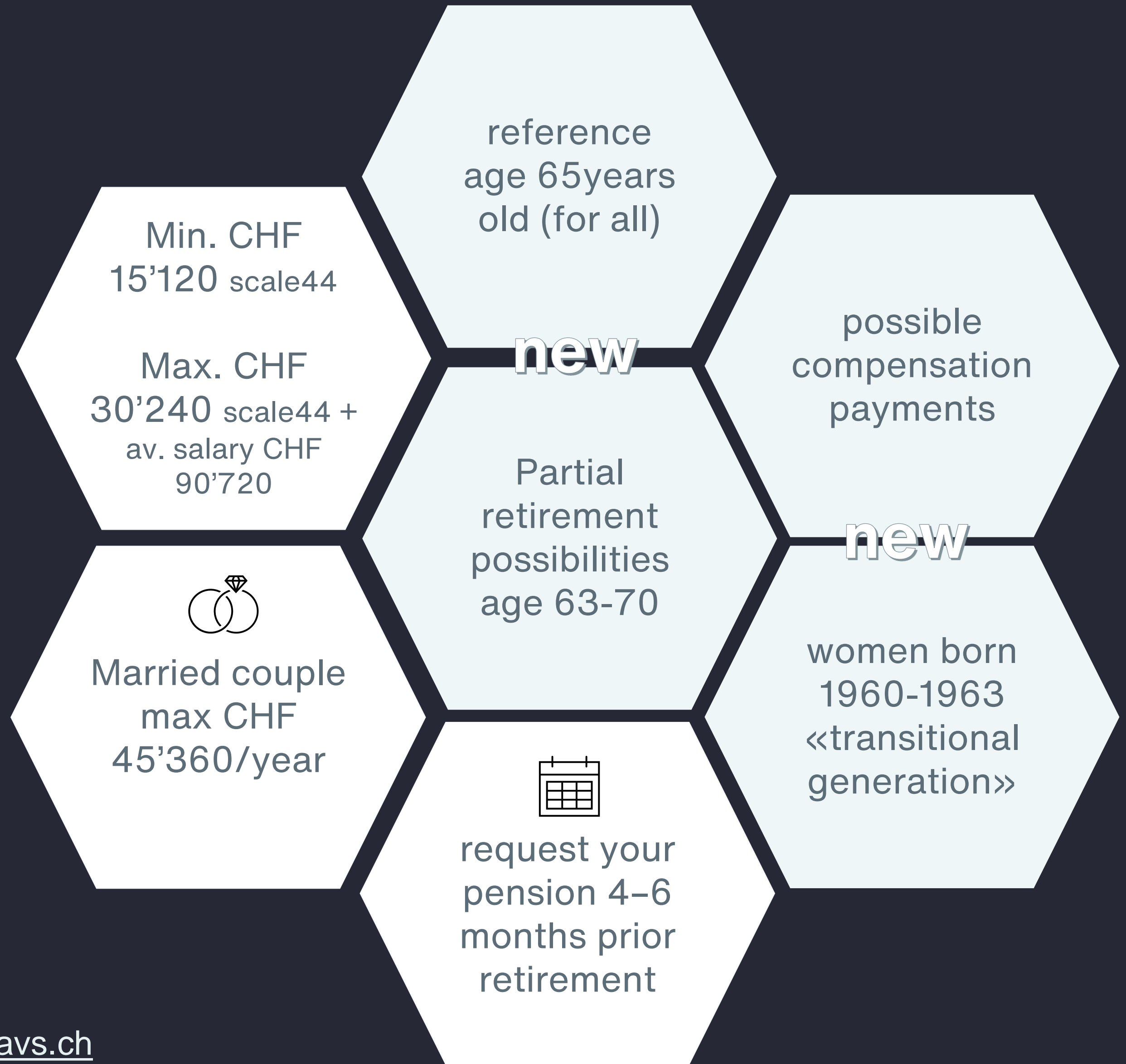
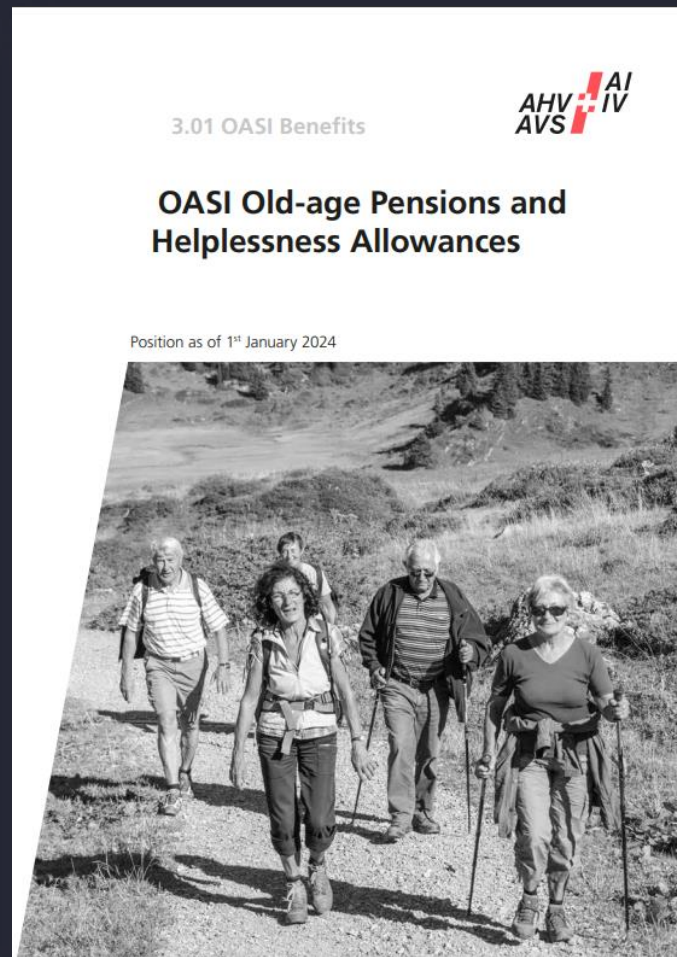
Individual account. More information: <https://www.ahv-iv.ch/p/1.01.f> (French) <https://www.ahv-iv.ch/p/1.01.d> (German)

- An overview of all entries to your pillar 1 pension (salaries / contribution period / care credits)
- Can be requested from any OASI compensation office, but preferably your current employer's one
- If there is an error, corrections must be notified to the compensation office within 30 days
- The statement is issued free of charge every five years

Pension projection / Pension estimation more information: <https://www.ahv-iv.ch/p/3.06.e>

- Information on the expected OASI-old age pension
- Calculation informative, i.e. not binding
- Order via the Internet or from the responsible OASI compensation office
- For married couples, it is advisable to submit the application jointly

OASI retirement: in a nutshell



Information / simulation:

- www.ahv-iv.ch
- Your compensation office: HR request
- [ESCAL - Retirement OASI pensions calculation \(acor-avs.ch](http://ESCAL - Retirement OASI pensions calculation (acor-avs.ch)

1st pillar

2nd pillar

3rd pillar

Social security

Employees benefit plans

Individual provision

OASI (AHV / AVS)

(Federal old-age and survivors Insurance)

FDI (IV / AI)

(Federal disability insurance)

ICS (EO / PC)

(Income Compensation Scheme)

UI (ALV / chômage)

(Unemployment insurance)

Mandatory

LPP / BVG

Company pension plan

LAA / UVG

Accident insurance

Additional

Complementary
Company pension plan

Accident compl.

PGM / KTG

Short term disability

3a: bound

Individual retirement benefits/ savings

3b: unbound

Individual retirement and risk benefits /savings

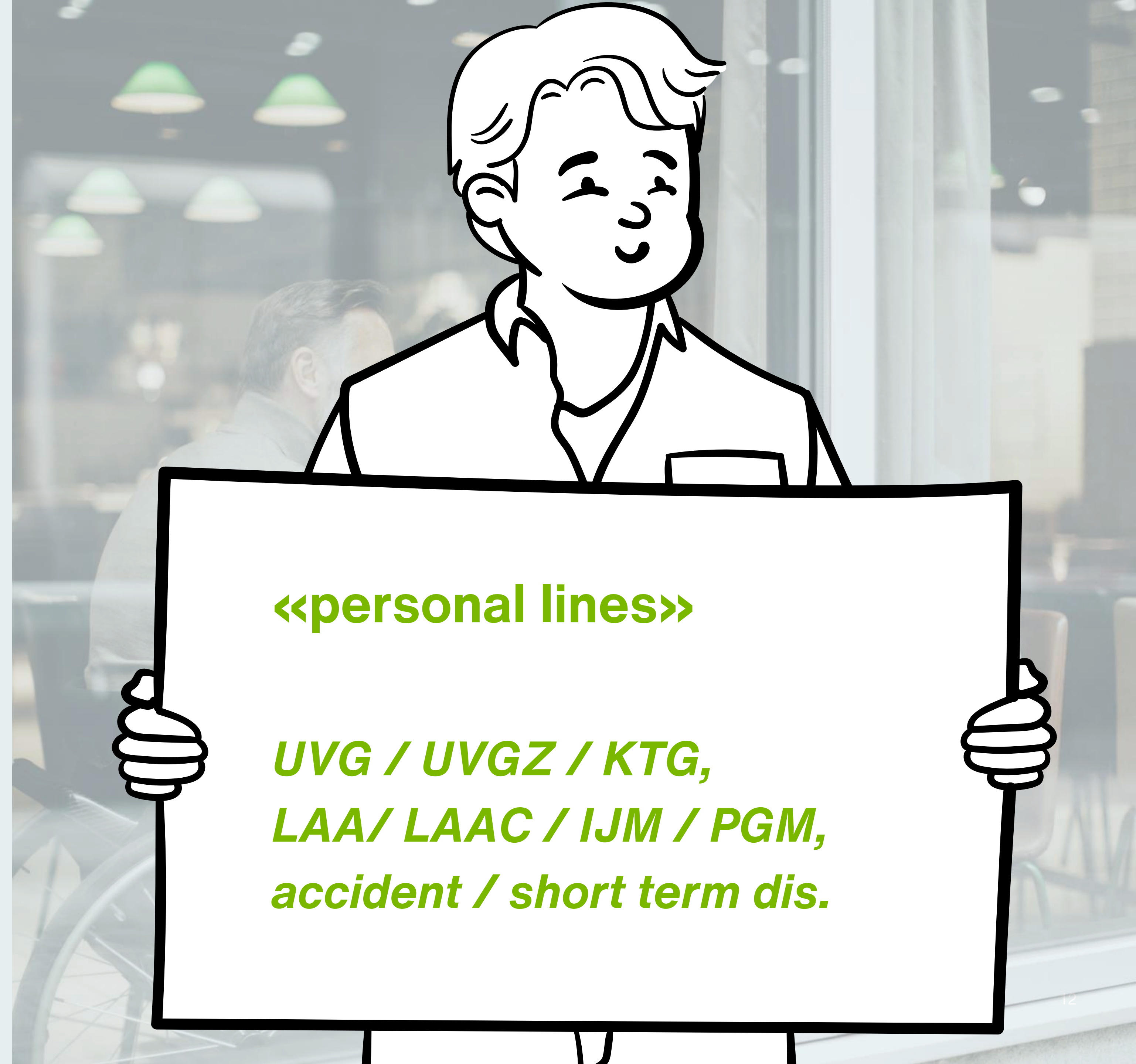
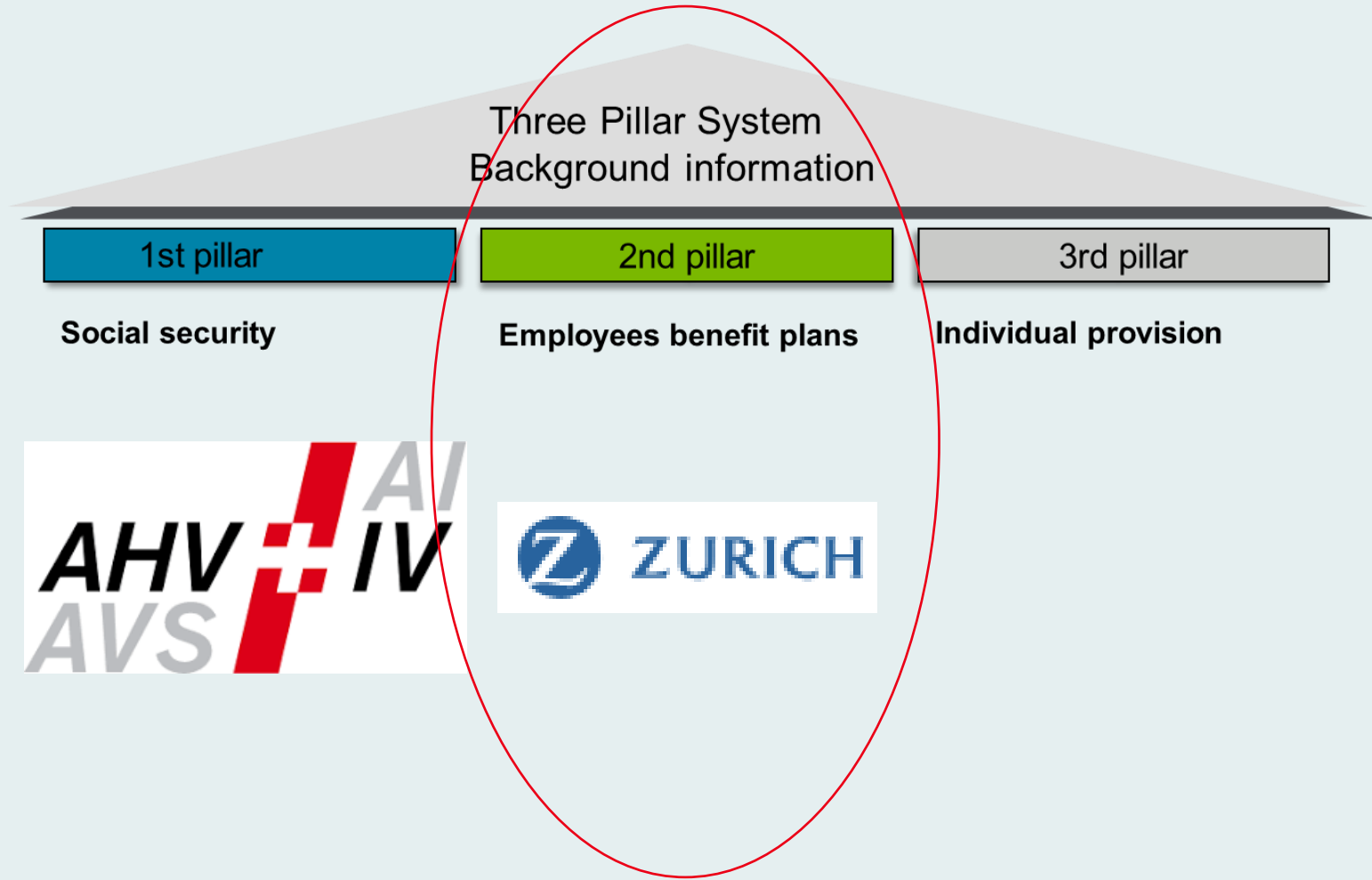
Mandatory. Legal minimum.

Current employer

Personal choices

3

Occupational Benefits



«personal lines»

**UVG / UVGZ / KTG,
LAA / LAAC / IJM / PGM,
accident / short term dis.**

Second Pillar – Accident insurances

Accident means any unexpected and involuntary injury to the human body resulting from an extraordinary external cause which is harmful to physical, mental or psychological health or which leads to death.

Occupational accidents include accidents which occur to insured persons while they are carrying out their occupational duties. Accidents that occur during breaks or before or after work are also included under this heading insofar as the injured party was legitimately at his or her work place or in a danger zone related to his or her employment.

Non-occupational accidents include all accidents which cannot be defined as occupational accidents, in particular accidents which occur between the home and the work place and during leisure time, such as while playing sport, road accidents or accidents in the home.

HR should be contacted if employees perform any high risks sports such as Base-Jumping, Speedflying, Fullcontact contests, car races etc.



Salary continuation in case of accident and sickness

Wage continuation according to your employment terms.
During the wage continuation, the employer is entitled to all insurance payments

After the wage continuation stops, the employee is entitled to the insurance payments.

Employer obligation:

100% of the salary for a certain period according to the service years according to Swiss Law (art. 324aCO)

Insurance cover:

80% until the recovery of the full capacity of work or recognized disability by IV, max. 730 days

Leaving the company

Accident insurances

- Coverage ends with the 31st day after the last wage entitlement
- Further extension is possible by special agreement with the provider. More information here [Zurich / insurance by special agreement](#)

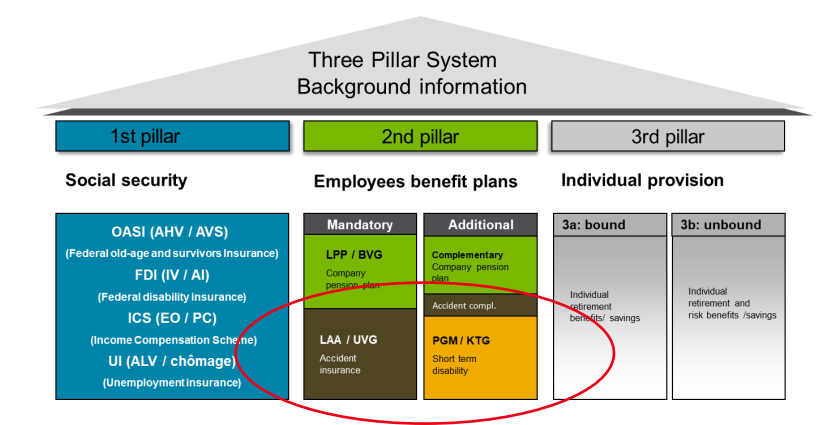
Sickness daily allowance insurance

- Coverage ends with the last wage entitlement
- Insureds residing in Switzerland have the right to transfer to individual insurance with the provider

| | | |
|----------------------------------|--------|--|
| Mandatory Accident Insurance | Zurich | <ul style="list-style-type: none"> • Insured maximum salary: Up to 148,200 CHF • Pension in case of disablement: 80% of the 148,200 CHF salary • Pension in case of death: Maximum 70% of the 148,200 CHF salary • Daily allowances: As of day 3 of disability: 80% of the 148,200 CHF salary |
| Supplementary Accident Insurance | Zurich | <ul style="list-style-type: none"> • Insured salary: Up to 400,000 CHF • Accidental death: 2x annual salary • Total Permanent Disability (TPD): 2x annual salary <ul style="list-style-type: none"> ◦ Hospital stay in private ward (needs to be approved by Zurich, the medical vendor, before the team member's planned operation) • As of day 3: 80% of insured salary exceeding 148,200 CHF • Benefit: <ul style="list-style-type: none"> ◦ From the first day of absence: S&P Global pays the team member 100% of base salary (declared to the Assurance-vieillesse et survivants / German Alters- und Hinterlassenenversicherung [AVS/AHV]) |
| Short-term Disability | Zurich | <ul style="list-style-type: none"> • Insured salary: OASI (Swiss Social Security also known as AHV/AVS) salary up to 400,000 CHF • Waiting period: 30 days • Duration: 730 days • As of day 31: 80% of insured salary up to 400,000 CHF • Benefit: <ul style="list-style-type: none"> ◦ From the first day of absence: S&P Global pays the team member 100% of base salary (declared to the AVS/AHV) |

2024 –
unchanged
2025
insurance
cover at a
glance

Good to know about occupational benefits ≠ pension



ACCIDENT ZURICH

Your medical expenses are insured worldwide

- Medical treatment and hospitalisations in a private ward
- Travel and transport to the place of treatment
- Search and rescue operations

Insurance coverage according to policy

– Helpline 24-hour :

In Switzerland : 0800 80 80 80

From abroad : +41 44 628 98 98

– Report accident : [Report accident / illness of employees | Zurich](#)

| Accident insurance | S&P Global |
|----------------------|------------|
| Mandatory (LAA) | 14.518.300 |
| Complementary (LAAC) | 14.518.302 |

Claims should be announced online asap by your employer. Please help them by providing the necessary information.

In case of illness

Day 1-3

medical certificate to employer ¹⁾

In case of justified doubt³⁾ on the medical certificate, a detailed document or visit the medical service might be requested by the employer

Day 1-30

The employer announces the case to the sickness daily allowance insurance

In case of a longer incapacity of work: provide monthly medical certificates to your employer

Sign the authorization letter of the sickness daily allowance insurer and return it within 7 days ²⁾

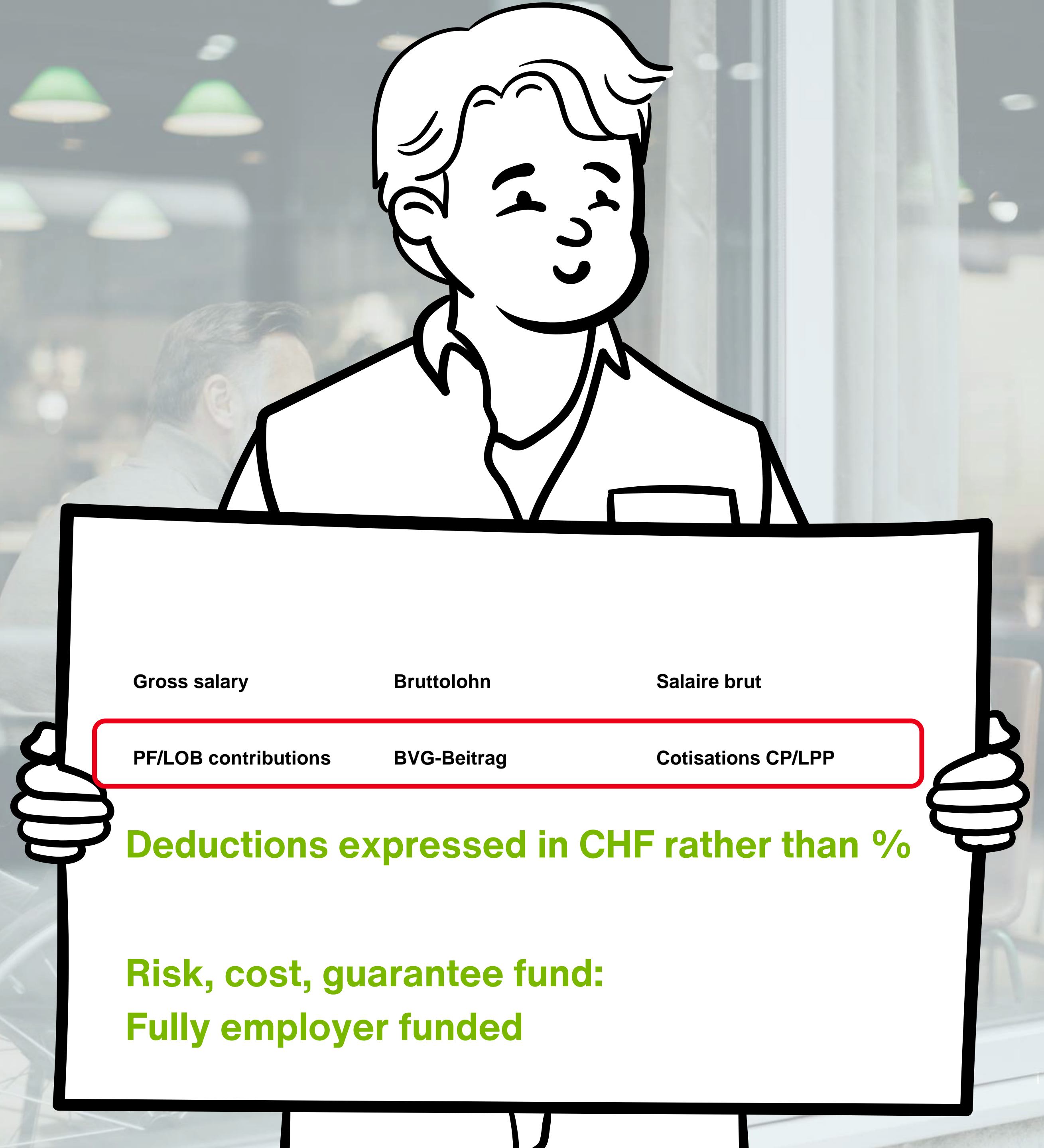
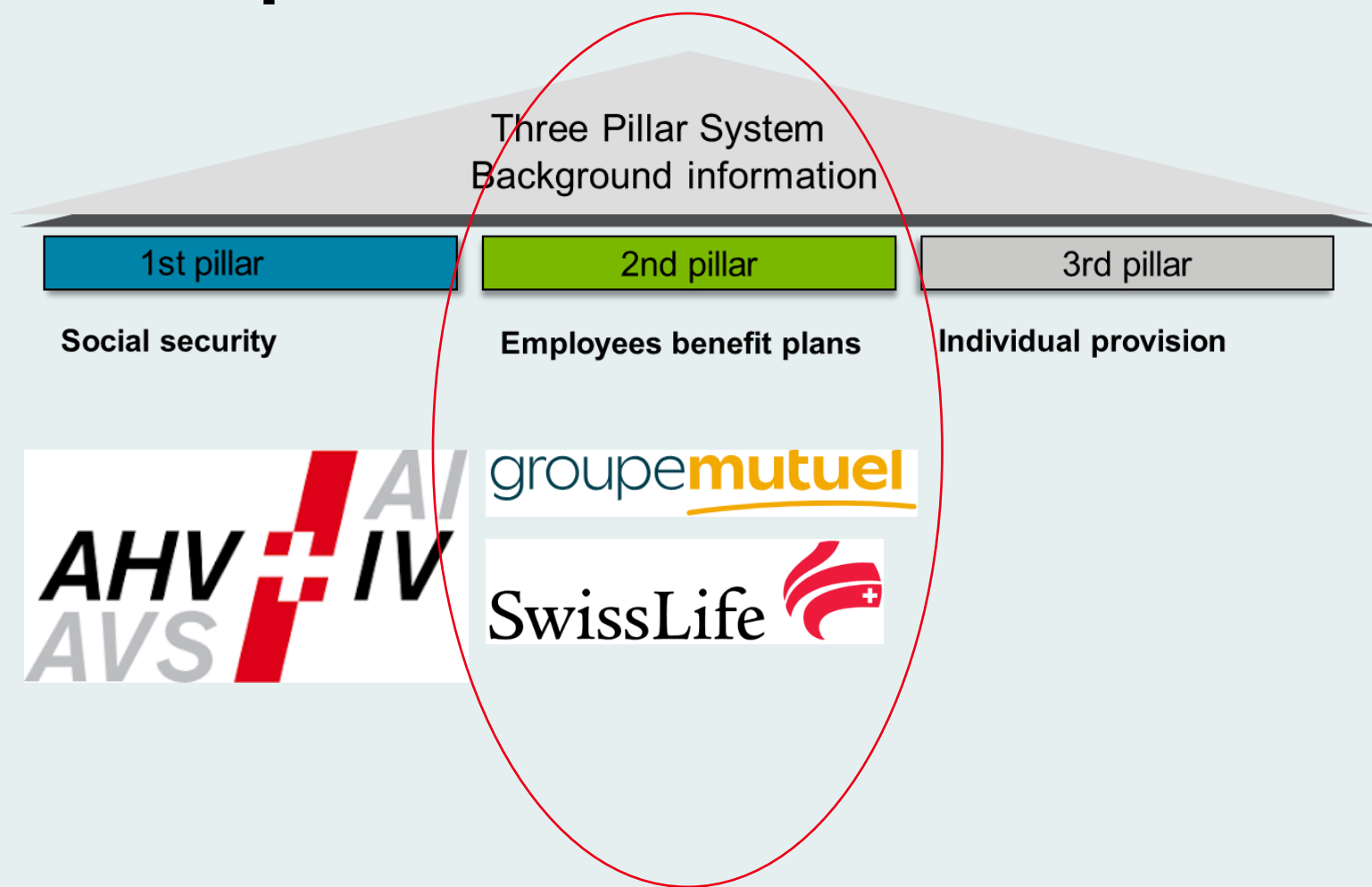
A stay in a foreign country during the sickness needs to be confirmed to the loss of income insurer 14 days in advance for a confirmation of coverage

Day 120

declaration to the state provided disability institution (AI / IV)

4

Occupational Benefits



LOB

Federal law on
Occupational Retirement,
Survivors' and Disability
Pension Plans

Loi fédérale sur la
prévoyance professionnelle
vieillesse,
survivants et invalidité

LPP

BVG

Bundesgesetz
über die berufliche Alters-,
Hinterlassenen-
und Invalidenvorsorge

AON



Risk benefits

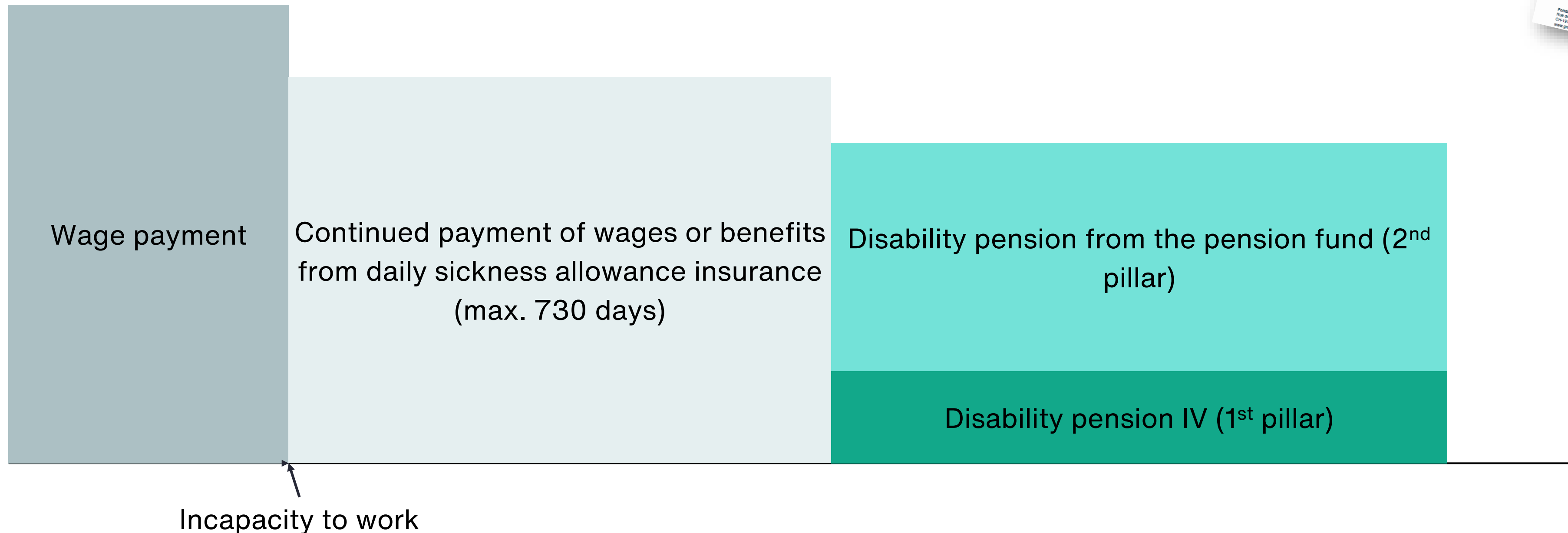
Benefits covered (illness):

- Disability pension *60% of insured salary* + children's pension *6% of ins. salary*
- Spouse's/partner's pension *40% of ins. salary* + orphan's pension *6% of ins. salary*

Coordination in case of disability / death due to an accident

Waiver of premium (waiting period 3 months illness&accident)

«Waiting period» for disability pensions:



[Unmarried partners are to be announced \(send the completed form to gjacolet@groupemutuel.ch\)](mailto:gjacolet@groupemutuel.ch)

Compulsory pension plan(s): no “opting-out”

Benefits:

- **At retirement** (regular age 65, earliest 58, latest 70)
Retirement pension or lump sum payment
- **(Long-term) Disability:** Disability pension + children’s pension + waiver of premium
- **Death:** Spouse’s / partner’s pension + orphan’s pension

Financing of home ownership during employment possible.

Increased retirement capital possible:

- Chose a higher saving choice option (if still possible)
- Voluntary additional contributions (buybacks / purchases of missing years of contributions) if individual calculations show a potential

When leaving the pension plan: Vested benefits to be transferred out

Since 2020: Art. 47a – add. options for leavers age 58+ (check conditions)

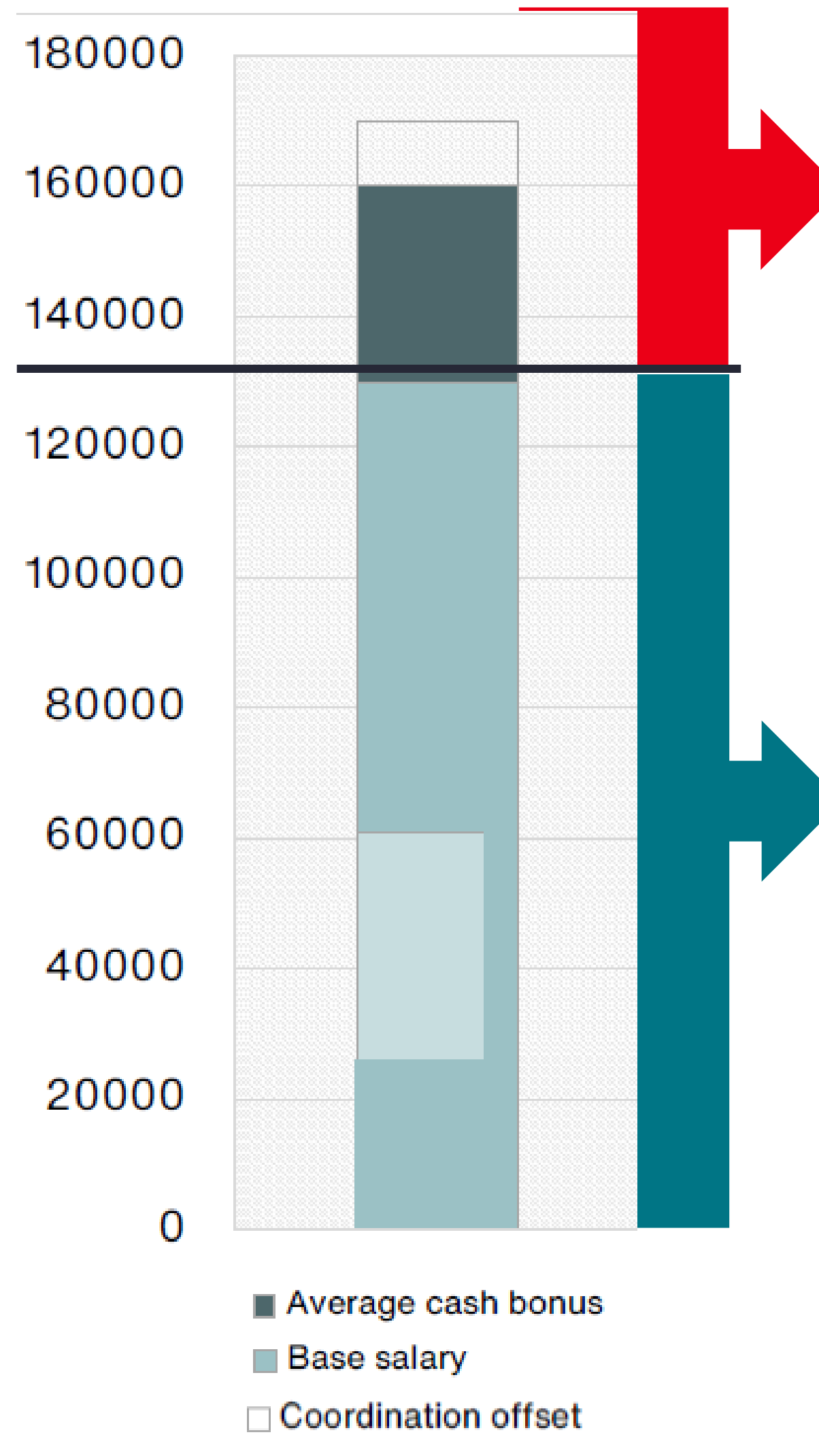


Provider: Groupe Mutuel & SwissLife

136'080 CHF
 4.5x max. pillar 1 pension
 = 30'240/year 2025

Both provide:

- 3 saving plan choices for team members each 1.1.
- an 11% employer contribution
- Buybacks if potential remaining
- Financing of home ownership possible
- Regular statements in English / French / German



Swiss Life Investment Foundation

Investment strategies to be chosen by eligible team members based on their risk profile

- Low risk solution = saving insurance
- Max. 75% equities option
- More exposure to market: potential of return – risk of loss
- Default retirement benefit: capital (pension possible)
- Leaving before retirement age: investments are cashed in and become vested benefits

More information: www.swisslife.ch/premium

Groupe Mutuel Prévoyance-GMP

Investment managed by Groupe Mutuel. Interest paid decided by the foundation at the end of year based on their coverage ratio

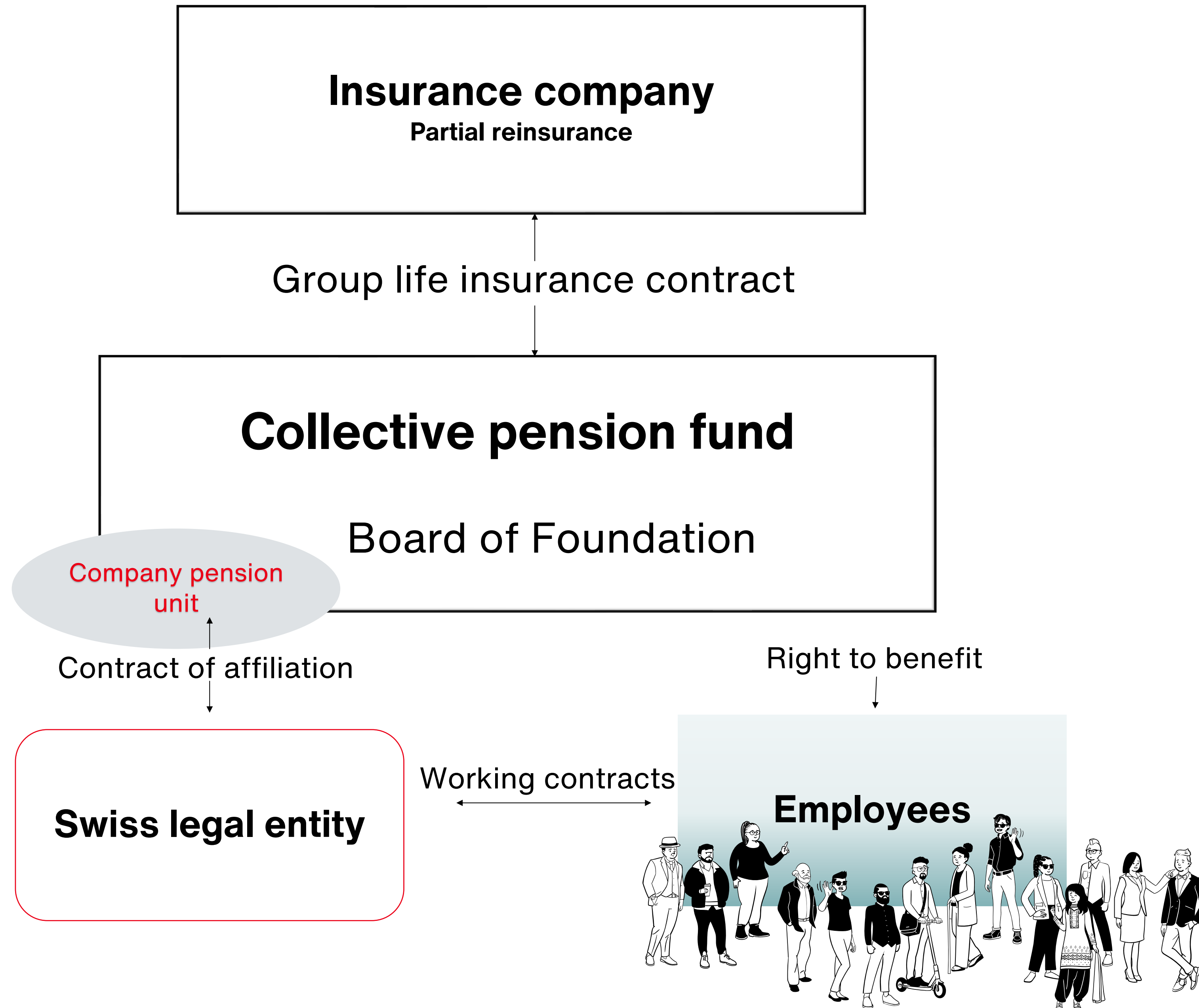
- Collective risk exposure
 - Default retirement benefit: Retirement (lump sum / mix possible)
 - Leaving before retirement age: Vested benefits

More information: about the foundation:

<https://www.groupemutuel.ch/en/companies/retirement-savings/fondation-collective-Groupe-Mutuel/fondation.html>

For employees (forms,...):

<https://www.groupemutuel.ch/en/companies/retirement-savings/fondation-collective-Groupe-Mutuel/documents-assure.html>



Members of the pension committee:

- Employee's representative
- Employer's representative



Eligibility to the pension fund

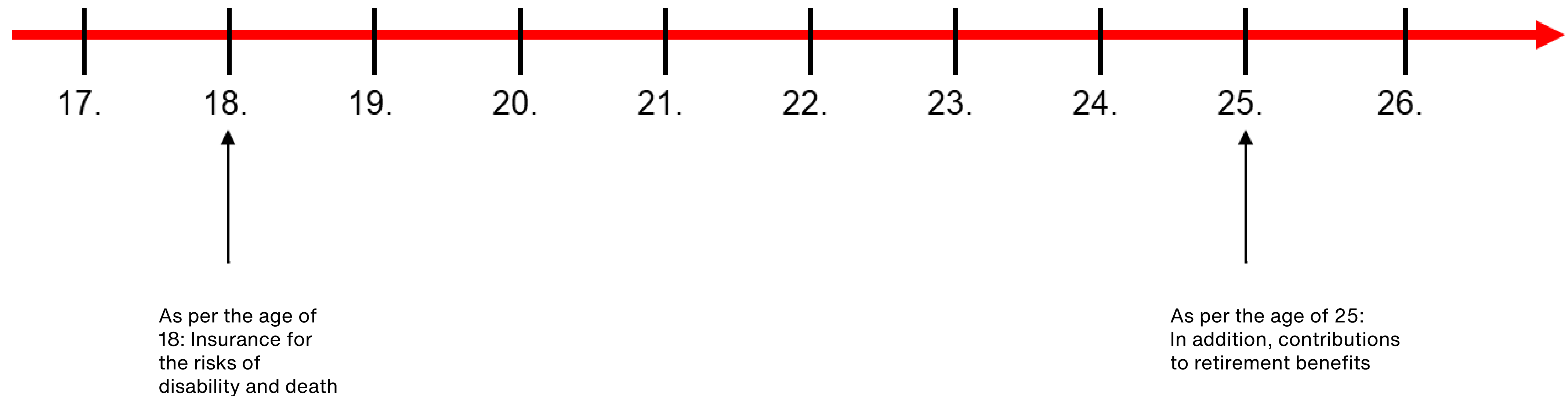
Enrollment in the occupational benefits plan takes place if:

You are insured under OASI

A work contract for at least three months and

An annual salary of at least CHF 22'680 (2025)

The regular Swiss retirement age has not been reached



Good to know: a risk assessment may be necessary when joining the pension fund or in the event of a subsequent salary increase

Your pension statement: send to you by postal mail

Confidential
Mrs/Mr
XY
Rue des Cèdres 5
1919 Martigny

Employer: 620XXXX / 0
Contract N°/ Category: LPP - Prévoyance professionnelle
Branch: XXXX
Pension plan: XXXX

Personal certificate as per 01.01.2024

Personal data

AVS/AHV number / Date of birth: 756.XXXX.XXXX.XX / 01.01.1970
Marital status: single
Affiliation date: 01.01.2000
Due date: 31.01.2035

Salary data

Activity rate: 100.00%
Annual AVS/AHV salary: 65'000.00
Annual insured salary: 65'000.00

| Financing | Employee monthly | Employer monthly | Total annual |
|-----------------------------|------------------|------------------|------------------|
| Savings contribution | 433.35 | 650.00 | 13'000.20 |
| Risk and cost contribution | 27.10 | 46.30 | 880.80 |
| Cost of living contribution | 0.00 | 1.00 | 12.00 |
| Garantee fund contribution | 0.00 | 4.90 | 58.80 |
| Total contribution | 460.45 | 702.20 | 13'951.80 |

Projected retirement benefits

| Retirement age | Retirement savings with interest of 2.50% | Old-age pension annual (2.50%) with interest of 1.25% | Retirement savings with interest of 1.25% | Old-age pension annual (1.25%) |
|----------------|---|---|---|--------------------------------|
| 65 years | 645'018.40 | 36'121.05 | 540'069.70 | 30'243.90 |
| 64 years | 614'066.70 | 33'528.05 | 517'994.80 | 28'282.50 |
| 63 years | 583'869.95 | 31'061.90 | 496'192.40 | 26'397.45 |
| 62 years | 554'409.70 | 28'718.40 | 474'659.15 | 24'587.30 |
| 61 years | 525'667.95 | 26'493.65 | 453'391.75 | 22'850.95 |
| 60 years | 497'627.30 | 24'383.75 | 432'386.90 | 21'186.95 |
| 59 years | 470'270.50 | 22'384.85 | 411'641.40 | 19'594.10 |
| 58 years | 443'581.00 | 20'493.45 | 391'151.95 | 18'071.20 |

Any request for a lump-sum payment must be made at least one month before retirement.
The old-age children's pension amounts to 20% of the old-age pension.

Annual risk insured benefits CHF

Disability pension (illness): 26'000.00
Disabled person's child's pension (illness): 3'250.00
Waiting period for payment of disability pension: 24 months
Waiting period for release of contribution payments: 6 months
Spouse / partner's pension (illness): 15'600.00
Orphan's pension (illness): 3'250.00
Lump-sum death benefit: 97'500.00

A cohabiting partner may be entitled to death benefits in accordance with the regulatory conditions, provided that he or she has notified the pension fund in advance.

Vested termination benefits

| | LPP in CHF | Total in CHF |
|---|------------|--------------|
| Accumulated savings | 33'626.35 | 95'626.75 |
| Of which purchases made within the Foundation | | 0.00 |
| Contributions in 2024 | | 0.00 |
| Withdrawals in 2024 | | 0.00 |

General information CHF

Maximum possible repurchase (subject to the statutory provisions): 12'500.00
Amount available for home ownership: 95'626.75
Withdrawal according to WEGF (01.10.2005): 80'000.00
Maximum possible repayment divorce: 0.00

Members of the administrative committee

Employer representative(s): AB
Employee representative(s): CD

Comments

Please notify us immediately of any changes to your marital status (marriage, cohabitation, divorce) or address.

This insurance certificate is for information purposes only; only the contractual and regulatory provisions are binding.

Any health provisos or exclusions, notified separately, take precedence.

If a purchase was made during the last three years, no cash payment is authorised.

The report on the exercise of shareholders' voting rights and the Privacy Notice relating to data protection are available on the Groupe Mutuel website.

This certificate cancels and replaces the previous ones.

Martigny, 1st January 2024

← salary

← cost split

← retirement

→ risk benefits

→ savings

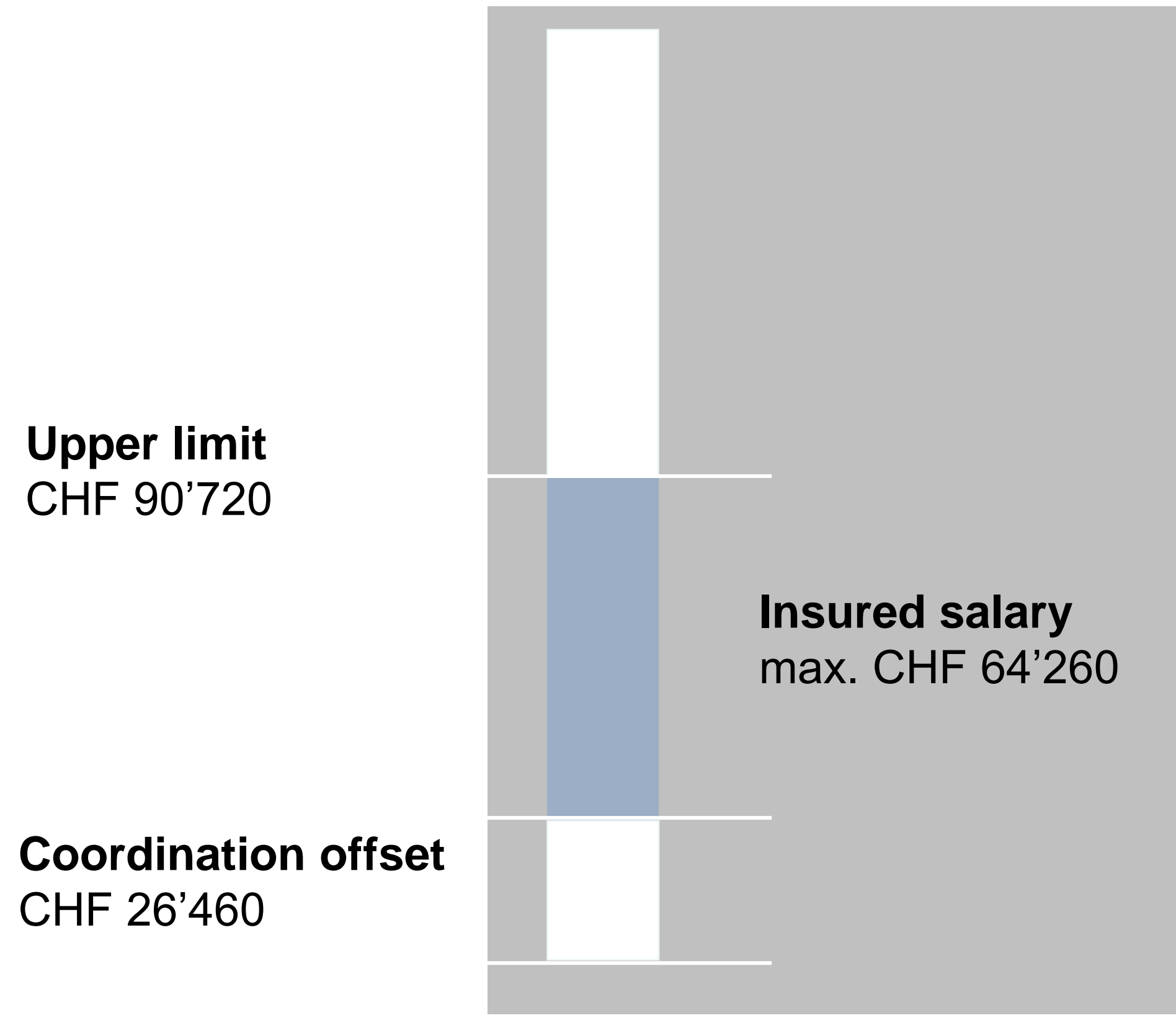
→ buy backs

→ home ownership

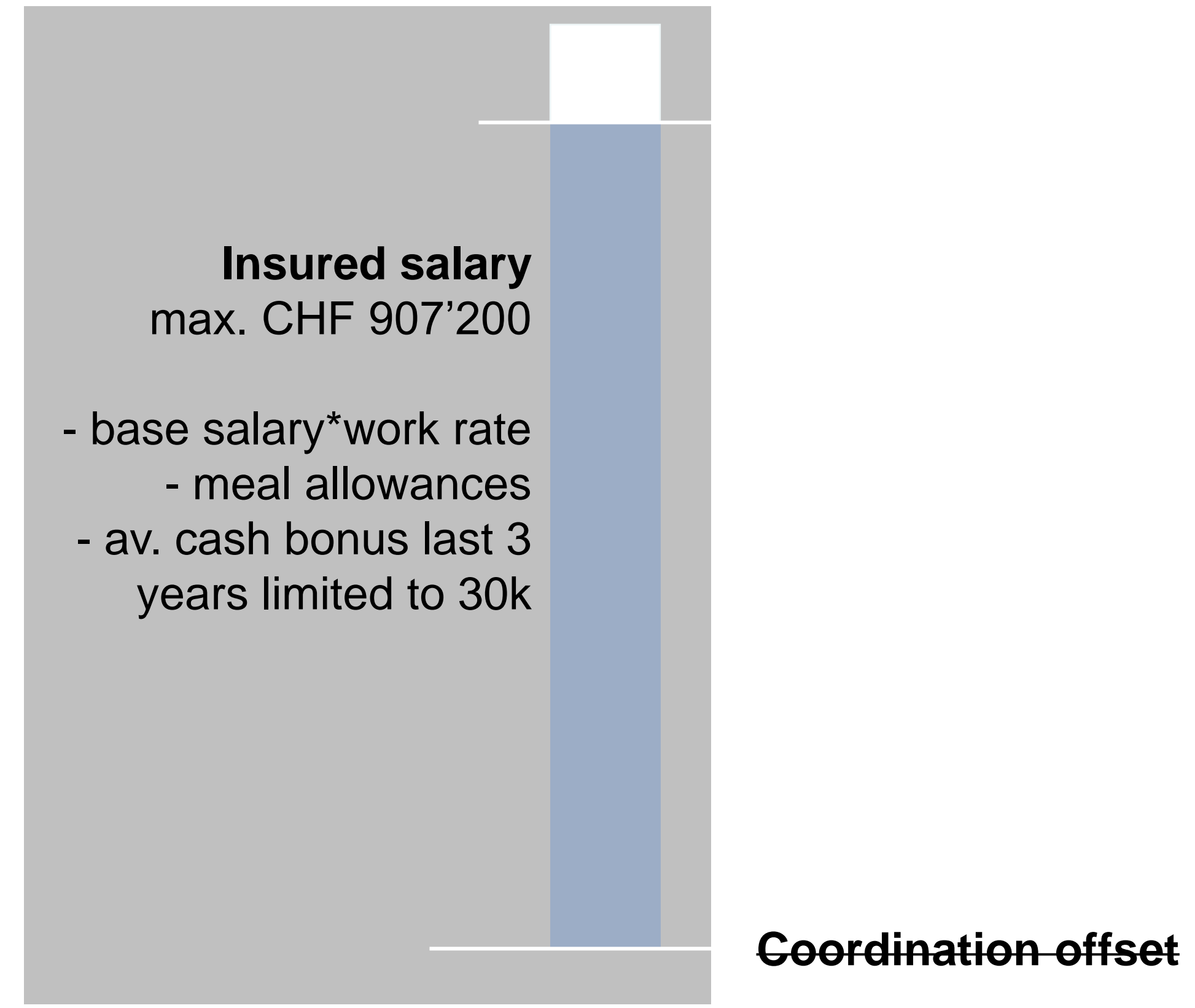
AON In addition, you're onboarded to the SwissLife portal if eligible.

Insured salary and saving scales

Legal minimum

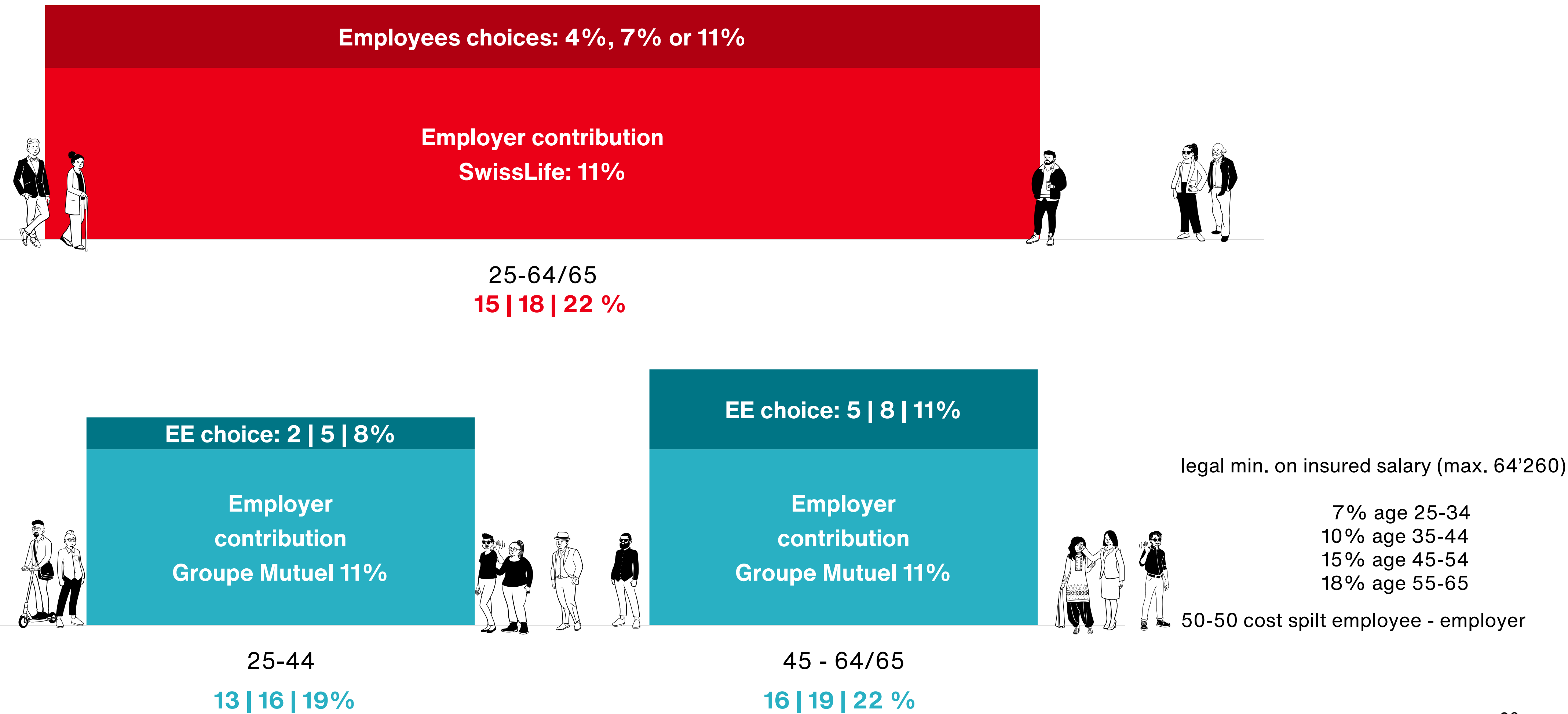


Your employer

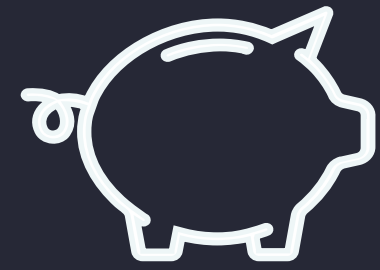


Retirement credits and saving contributions split

Annual savings contributions / retirement credits (in % of insured salary)



Your pension statement: cost split



Saving contributions

11% employer

Your contribution = your choice

(lowest if new joiner)

Risk . Cost . Guarantee fund fees
100% employer funded

Cost split

| Confidential | | Employer | Employer |
|------------------|---------------|------------------------|----------------------------------|
| Mrs/Mr | XY | Contract N° / Category | 620XXXX / 0 |
| Rue des Cèdres 5 | 1919 Martigny | Branch | LPP - Prévoyance professionnelle |
| | | Pension plan | XXXX |

Personal certificate as per 01.01.2024

| Personal data | |
|--------------------------------|-------------------------------|
| AVS/AHV number / Date of birth | 756.XXXX.XXXX.XX / 01.01.1970 |
| Marital status | single |
| Affiliation date | 01.01.2000 |
| Due date | 31.01.2035 |

| Salary data | | CHF |
|-----------------------|--|-----------|
| Activity rate | | 100.00% |
| Annual AVS/AHV salary | | 65'000.00 |
| Annual insured salary | | 65'000.00 |

| Financing | Employee monthly | Employer monthly | Total annual |
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| Savings contribution | 433.35 | 650.00 | 13'000.20 |
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| Projected retirement benefits | | | | |
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| 58 years | 443'581.00 | 20'493.45 | 391'151.95 | 18'071.20 |

Any request for a lump-sum payment must be made at least one month before retirement.
The old-age children's pension amounts to 20% of the old-age pension.

Building retirement assets

Retirement assets / savings capital

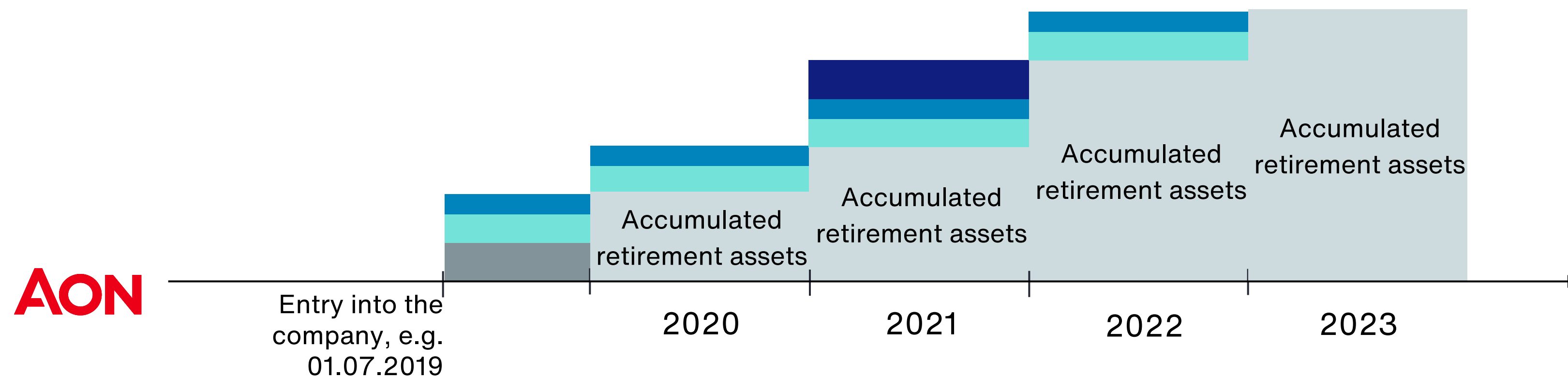
- Savings capital is built up for each insured person
- When leaving the company, the retirement assets are transferred to your new employer's pension fund
- Upon retirement, the retirement assets are converted into an old-age pension

| Vested termination benefits | LPP in CHF | Total in CHF |
|--|------------|--------------|
| Accumulated savings | 33'626.35 | 95'626.75 |
| <i>Of which purchases made within the Foundation</i> | | 0.00 |

Components of retirement assets

- Annual savings contributions (= retirement credits)
- Interest on the accumulated retirement assets
- "Purchases" / "buy-ins" / "voluntary contributions" of the insured
- Transfers of retirement assets from a previous pension fund

Note: Funds from foreign pension funds cannot be transferred to Swiss pension funds



2nd Pillar – Pension plan

Retirement benefits

“Voluntary contribution” / “buy-in” / “purchase”

- Members of a pension plan can make voluntary payments into the pension fund, called "purchases"
- The amount paid in is **deductible from income taxes in Switzerland**
- The additional capital in the pension fund leads to **higher retirement benefits**

Specifics

- Voluntary contributions **for missing contribution years** and **for early retirement** are possible
- If retirement assets have been withdrawn in advance for the promotion of home ownership, they must first be repaid.
- **In the first five years after moving to Switzerland**, the annual amount is limited to 20% of the insured salary
- **In the three years following a "purchase"**, a "capital freeze" applies, i.e. benefits from the pension fund can only be drawn in the form of a pension
- A **confirmation** is provided for your tax declarations



best way to proceed? Contract gjacolet@groupe-mutuel.ch for a buyback with Groupe Mutuel or if eligible – check the SwissLife portal

Pledging / withdrawal for property


Possibilities according to pension fund regulations

- Pledging => Security for bank / mortgage (triggers no tax)
- Withdrawal of old age capital for financing property (triggers tax)
- Use retirement assets to repay mortgages (triggers capital tax)
- Withdrawal possible every five years

minimum amount is equal to CHF 20'000.-

Repayment min. CHF 10'000.-

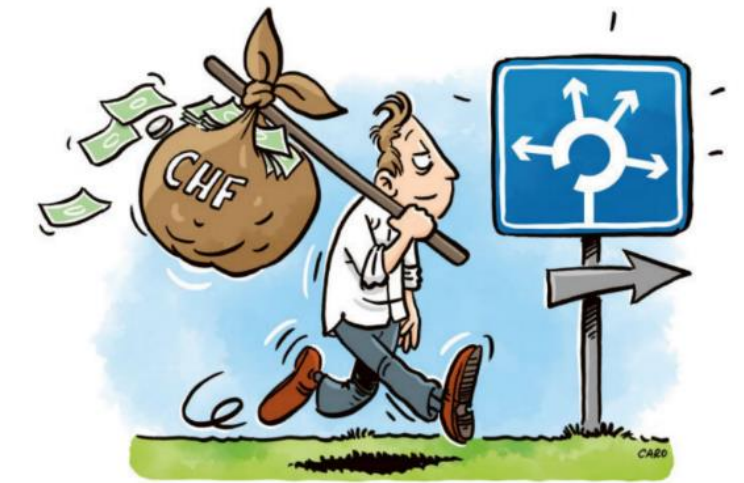
maximum amount is equal to the vested benefits (restrictions when your > 50 years old)

Use of corresponding form  & provide relevant information so the pension fund can analyze your request



2nd Pillar – Pension plan

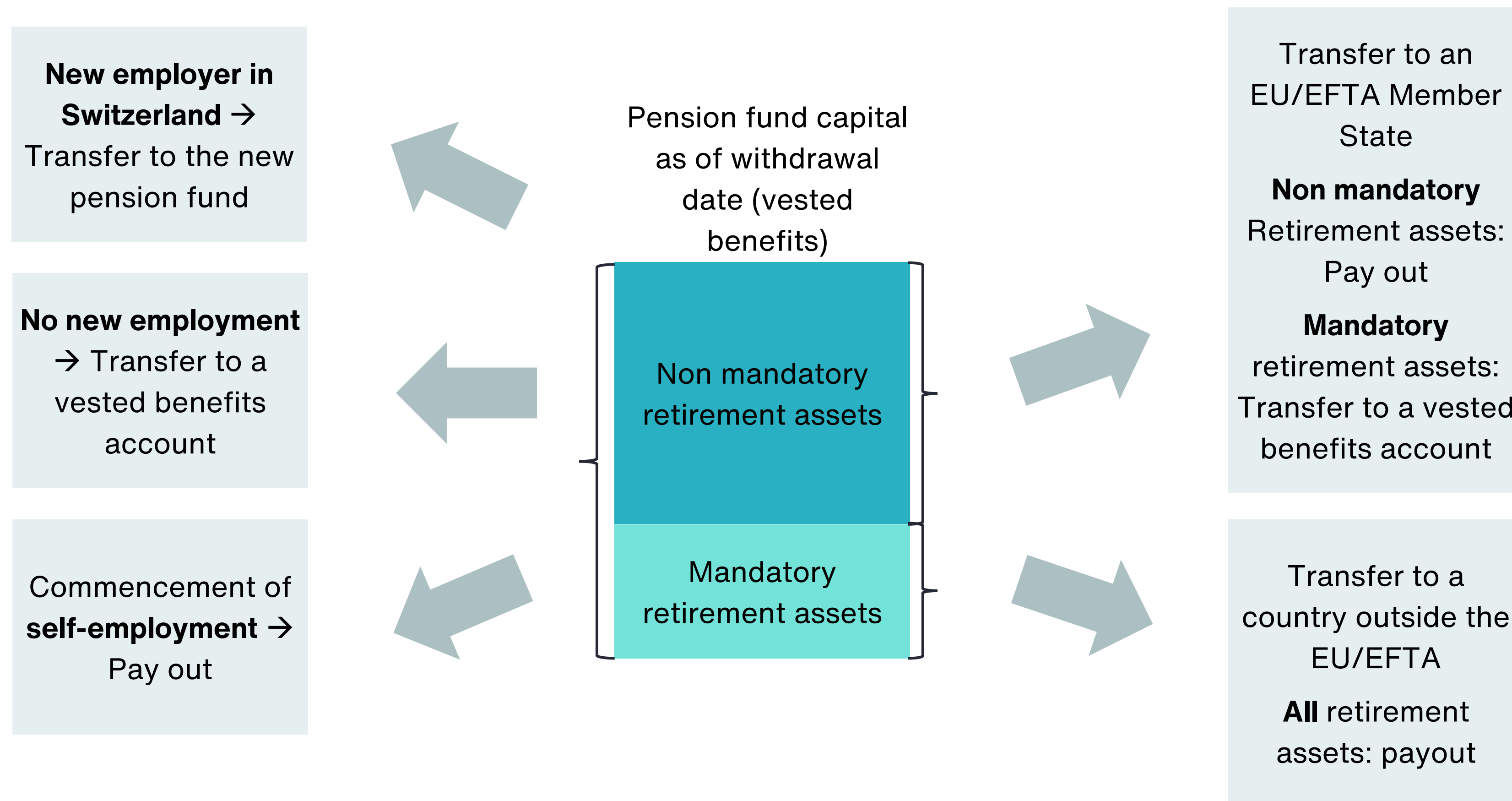
Retirement benefits



More information in more languages:
[Unclaimed vested benefits \(admin.ch\)](http://admin.ch)

Leaving the pension fund (“Vested benefits”)

- «Full vesting»: 100% of the existing retirement assets will be paid out / transferred
- Disability and death benefits remain insured for one month (free of contribution)



The following always applies:

- All retirement assets can be transferred to a vested benefits account
- In the event of **pay out** as a result of departure, a **withholding tax** is due
- **Pay out** is subject to the **consent of the spouse**

2nd Pillar – Pension plan

Retirement benefits

Retirement benefits

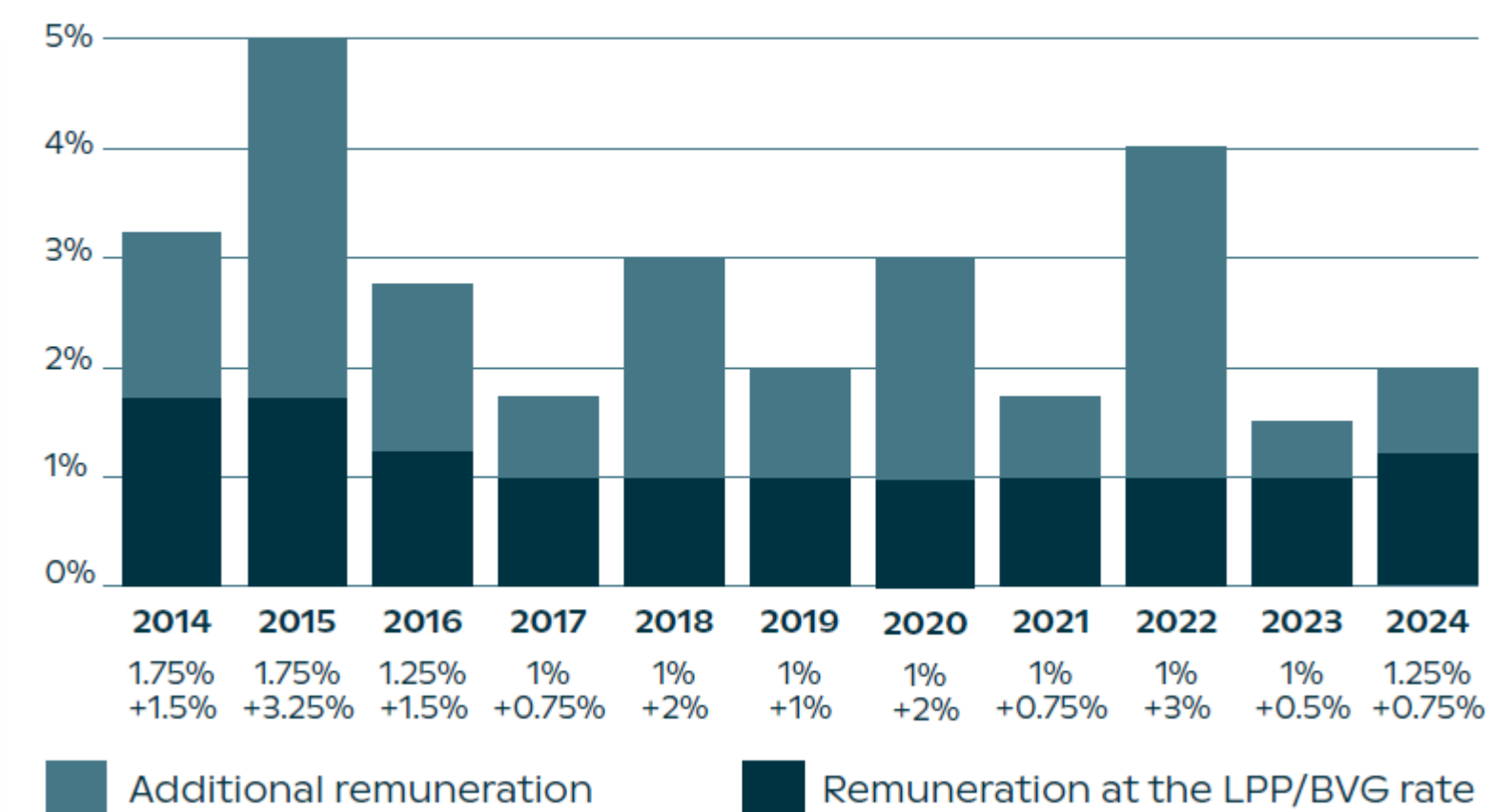
- Choice between **pension and lump sum or a combination**
- The amount of retirement benefits depends on the amount of retirement assets
- **Early retirement** possible from the age of 58 / Retirement can be **postponed** until age 70

Old-age pension

- Old-age **pensions** are paid out **life-long**, but won't be adjusted to inflation
- The conversion rate is used to convert retirement assets into an old-age pension
- Conversion rates can be changed, but this does not affect existing old-age pensions

| Retirement age | Retirement savings with interest of 2.50% | Old-age pension annual (2.50%) with interest of 1.25% | Retirement savings with interest of 1.25% | Old-age pension annual (1.25%) |
|----------------|---|---|---|--------------------------------|
| 65 years | 645'018.40 | 36'121.05 | 540'069.70 | 30'243.90 |
| 64 years | 614'066.70 | 33'528.05 | 517'994.80 | 28'282.50 |
| 63 years | 583'869.95 | 31'061.90 | 496'192.40 | 26'397.45 |
| 62 years | 554'409.70 | 28'718.40 | 474'659.15 | 24'587.30 |
| 61 years | 525'667.95 | 26'493.65 | 453'391.75 | 22'850.95 |
| 60 years | 497'627.30 | 24'383.75 | 432'386.90 | 21'186.95 |
| 59 years | 470'270.50 | 22'384.85 | 411'641.40 | 19'594.10 |
| 58 years | 443'581.00 | 20'493.45 | 391'151.95 | 18'071.20 |

Interest rate allocated on the total savings of insured persons



AON Groupe Mutuel: 2.68% average interest over 10 years

1st pillar

Social security

Your employer and you (+ other sources) contribute for current pensioners

At retirement: lifelong annuity

2nd pillar

Employees benefit plans

Your employer and you contribute to build additional retirement assets for you

At retirement:

- If working normally choice: lifelong annuity or a lump sum or a mix
- If money on a vested benefits account: normally lump sum only

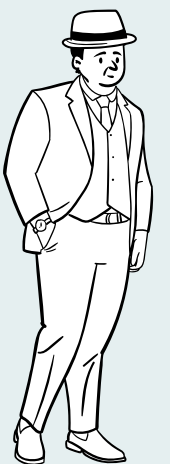
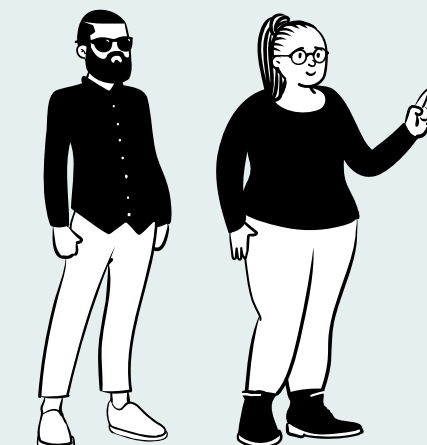
3rd pillar

Individual provision

Private old age provisions without employer participations.

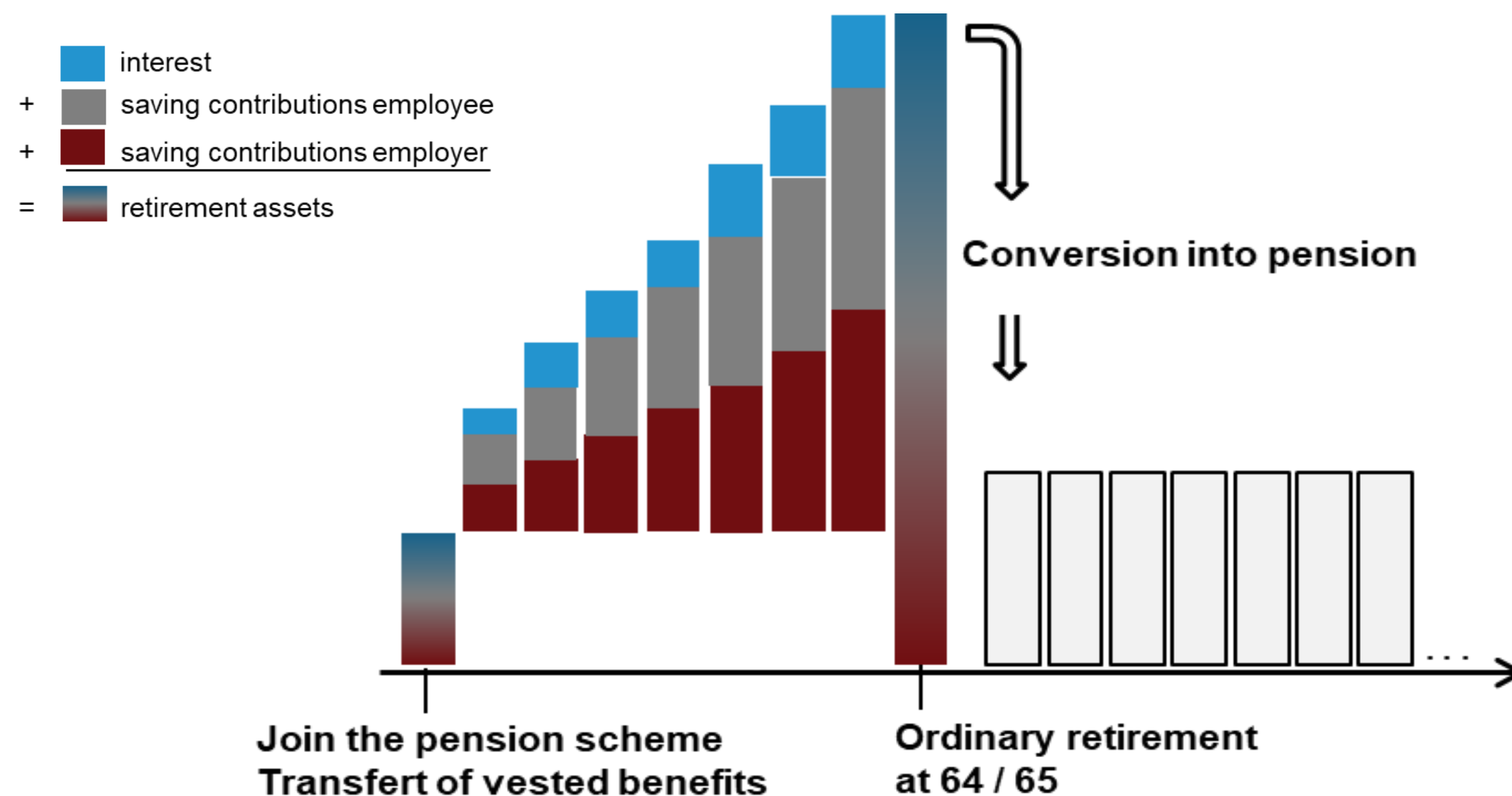
- Providers of pillar 3a include banks, insurers, independent providers
- Multiple accounts are permitted
- Maximum amount in 2025: 7'258 Swiss Francs

At retirement: normally lump sum



Pension annuity retirement

| | | 2024 | | | 2025 | | | |
|-----------------------|-------|--------------------------------|--|---|--------------------------------|---|---------------------------|-----------------------|
| | Age | Conversion rates Groupe Mutuel | Conversion rates SL 1 ^e with survivors' benefits «standard» | Conversion rates SL 1 ^e without survivors' benefits «single» | Conversion rates groupe Mutuel | Conversion rates SL 1 ^e | Futur rates Groupe Mutuel | Futur rates SwissLife |
| Men mandatory | 65 | 6.0% | | | 5.60% | | | |
| Men extra-mandatory | 65 | 5.0% | 3.8209% | 4.7102% | 5.60% | standard: 4.1469% single: 5.0166% | ? | ? |
| Women mandatory | 65-64 | 6.0% | | | 5.60% | | | |
| Women extra-mandatory | 65-64 | 5.0% | 3.8519% | 4.1429% | 5.60% | standard 65: 4.3536% single at 65: 4.7400% | | |



Kind reminder - currently effective rates are not guaranteed.

Thanks

Contact:
EBBNyon@aon.com

AON



Important Milestones in the Lifecycle of Your Occupational Benefits



New joiner? Welcome!

Pension:

- ✓ Access the online account(s)
- ✓ Discover how your pension plan works and get your statement
- ✓ Transfer your pension fund from previous Swiss employment («vested benefits»)

Accident cover: with Zurich insurance

Active member of the scheme

- Inform HR of any material changes to your personal circumstance. This includes address, civil status changes such as marriage and health changes such as an incapacity to work (illness / accident)
- Check options of cover during unpaid leave prior to your time off
- Access and file your pension statement regularly (go to the online portal(s))
- Access and find your coverages for accident and long-term illness
- Optional: saving choices 1.1., finance homeownership / mortgages, buybacks (additional lump sum contributions)
- Did you know? If you are not married, you need to notify the pension fund of your domestic partner in written

Leaving the scheme



- Decide on next steps regarding your accident / salary replacement cover? Learn more here: [Special agreement insurance Zurich](#)
- Pension: advise where to send your vested benefits within 6 months of leaving.
- It is your responsibility to ensure that your wishes are activated. Learn more here: [Unclaimed vested benefits \(admin.ch\)](#)
- Update the pension fund/insurances regularly in the case of an incapacity to work