Pension Fund Info Session Autumn 2022

Hewlett Packard Enterprise

MICRO FOCUS

hemmersbach

...before we start...purpose of this session:

- ✓ *Awareness and importance of pension plan savings*
- ✓ *Training and information of key principles; a Refresher...*
- ✓ *Time for questions and answers*

Agenda for the information session to members of our Pension Plan

- Welcome - Agenda - Purpose
- Our Website
- A few general notes to the Swiss Social Security System, International Comparison
- Stakeholders of a Pension Plan – different interests
- Financial Statements December 31, 2021 and Estimated FS per July 31, 2022
- Salary – Insured Salary - Contributions and Savings Capital
- Conversion Factor – Fairness between members
- Purchase of additional Benefits (Pre-retirement, AHV Bridging)
- Partner Benefits
- Risk Benefits
- Retirement – Pension II – Pension III Capital - Capital Option
- The Insurance Certificate – How do I read it?
- Possibility of an “External Membership” in case of WFR
- Contacts: email addresses and telephone numbers
- Simulation Tool which allows you to simulate many different situations

Website of Pension Fund

- **Public website**
  www.Pensionplus.ch

- **Focus on essential information**

- **3 languages**

The 3 Pillar System and a Principle in the "Swiss Pension Fund System"

- **1st Pillar:** AHV/AVS – "Umlageverfahren"/"Système de repartition": Old Age and Invalidity/"Survivors" Insurance;
  - Contributions: each, employer and employee
    - 4.350 % AHV/AVS; Old Age
    - 0.700 % IV/AI; Invalidity
    - 0.250 % EO/APG; Erwerbsersatzordnung; assurance perte de gain; military, civil service, maternity,
    - 1.100 % ALV/AC; Unemployment insurance (up to CHF 148'200, above that 0.6%)
      6.400% Total

Vote next weekend for financial safety of the AVS:
women's regular retirement age to go from 64 to 65 and additional financing through VAT of + 0.4%

- **2nd Pillar:** Pension Funds – Occupational Retirement Insurance
  - -> As the 1st pillar, this is "not only an old age insurance / 'SAVINGS PLAN', but includes also a RISK insurance"
  - Objective to cover with 1st pillar at regulatory retirement 60% of your last salary (calculated on an annual salary of
  - Financed by employer and employee through the active professional career

- **3rd Pillar:** split in
  - 3a) tax free savings at the time of building-up savings, for CY 2022: CHF 6'883;
  - 3b) other savings
  - Objective: to cover for additional needs during retirement

Global Mercer Ranking of Pension Schemes – Switzerland's position?

Table 6: Summary of the 2021 results

Grade	Index Value	Systems		Description
A	>80	Denmark Netherlands Iceland		A first class and robust retirement income system that delivers good benefits, is sustainable and has a high level of integrity.
B+	75–80	Australia Israel Norway		
B	65–75	Canada Chile Finland Germany Ireland	New Zealand Singapore Sweden Switzerland UK	A system that has a sound structure, with many good features, but has some areas for improvement that differentiates it from an A-grade system.
C+	60–65	Belgium France Hong Kong SAR	Uruguay USA	A system that has some good features, but also has major risks and/or shortcomings that should be addressed. Without these improvements, its efficacy and/or long-term sustainability can be questioned.
C	50–60	Austria Brazil China Colombia Indonesia Italy Malaysia	Peru Poland Saudi Arabia South Africa Spain Taiwan UAE	
D	35–50	Argentina India Japan Korea (South)	Mexico Philippines Thailand Turkey	A system that has some desirable features, but also has major weaknesses and/or omissions that need to be addressed. Without these improvements, its efficacy and sustainability are in doubt.
E	<35	Nil		A poor system that may be in the early stages of development or non-existent.

Refers to the Legal Minimum Plan

Switzerland

Switzerland's retirement income system comprises an earnings-related public pension with a minimum pension; a mandatory occupational pension system where the contribution rates increase with age; and voluntary pension plans offered by insurance companies and authorised banking foundations.

The overall index value for the Swiss system could be increased by:

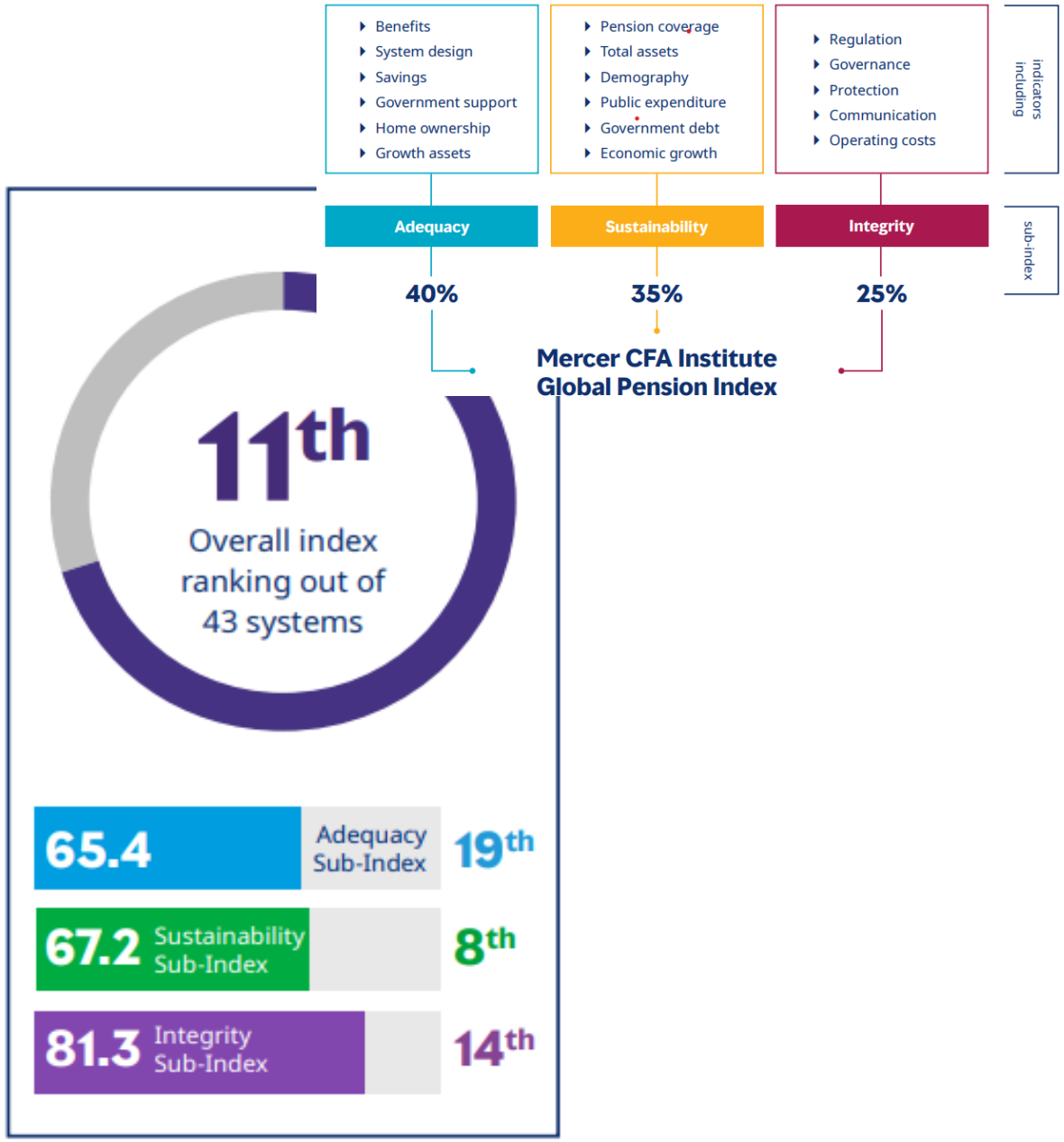
- introducing a requirement that part of the retirement benefit must be taken as an income stream
- increasing the state pension age over time
- reducing the level of household debt
- increasing the rate of home ownership

The Swiss index value increased from 67.0 in 2020 to 70.0 in 2021 primarily due to an increase in the net replacement rates.

In order to reform and secure the Swiss Social Security System, we are asked to ..vote on Sept 25, 2022 Main decisions:

- Increasing retirement age for women to 65 (with a transition period)
- Increase VAT to secure by 0.4% to 8.1%
- More flexible retirement age (63 to 70), with increases/decreases

Figure 1: Calculating the Mercer CFA Institute Global Pension Index

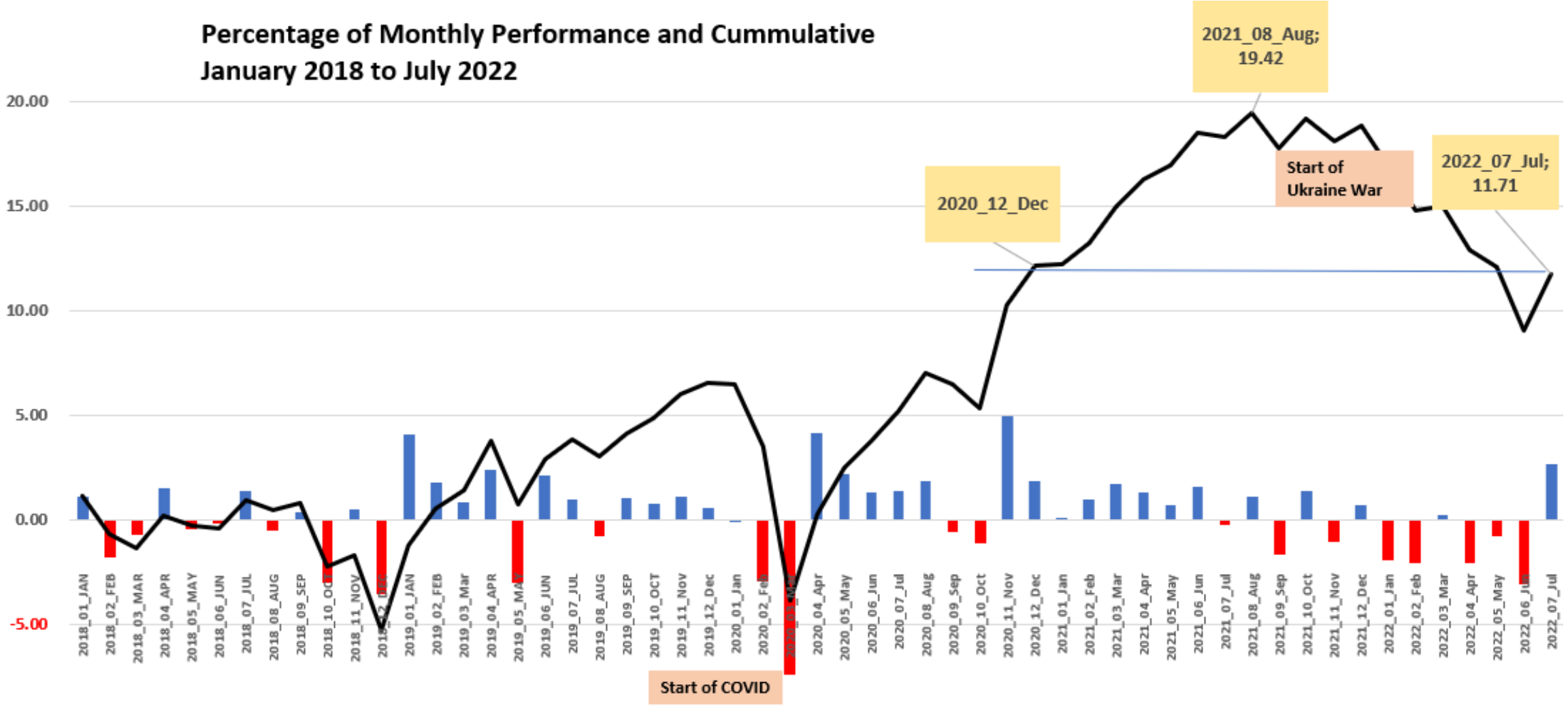


Financial Results – 31.12.2021

Balance Sheet per Affiliation at 31.12.2021 in Million CHF	HPE	Hemmers-bach	Entco Microfocus	Total 31.12.2021 (excl DXC)	Entserv DXC	Total 31.12.2021 (incl DXC)
Total Assets incl Company Contrib. Res	1'309.4	21.7	16.6	1'347.6	361.7	1'709.3
Shortterm Debt and Accounts Payable	-7.4	-0.3	-0.8	-8.4	-11.1	-19.5
Employer Contribution Reserve	-0.6	0.0	-0.1	-0.8	-0.9	-1.7
Total Assets – net	1'301.4	21.4	15.7	1'338.4	349.8	1'688.2
Net Assets by Affiliation as a % of Total	77%	1%	1%	79%	21%	100%
Savings capital of active members	177.8	10.3	8.8	196.9	152.0	348.9
Pensioners' retirement savings capital	734.0	5.4	3.2	742.6	80.5	823.1
Actuarial provisions	137.6	1.7	1.8	141.1	47.9	189.0
Liabilities	1'049.4	17.4	13.9	1'080.6	280.3	1'361.0
Investment Fluctuation Reserve (IFR)	252.0	4.0	1.8	257.8	69.4	327.2
Coverage ratio art 44 BVV2	124.0%	123.1%	112.6%	123.9%	124.8%	124.0%
Technical interest of pension capital	1.00%	1.20%	1.00%	1.00%	1.30%	1.13%

- 124% Coverage ratio = 24% Reserves for Fluctuations of adverse financial markets; .....which occurred/occurs in 2022, we have lost until July 31,2022 MCHF 90 (basically the profit of 2021) which brings our Fluctuation Reserves down to MCHF 162 for HPEE....
- the goal is to have 22.3% IFR (Investment Fluctuation Reserve, calculated on our current Investment Strategy); i.e. that HPEE has "Free Reserves" of MCHF 18.0 (31.12.2021).

Investment Results impact the Coverage Ratio and Interest decision



Many positive months, but some loss months as well. A pension fund has to be «funded a 100%» at all times – otherwise, a strategy has to be developed to get back to 100%; this is controlled by the Supervisory Authorities

Estimated Financial Results – 31.8.2022

Balance Sheet August 31, 2022	HPE	HEM	MFC	TOTAL
Assets				
Total assets eSTAR	**1'165'760'355**	**19'204'796**	**14'505'207**	**1'199'470'358**
./. Short-term debt	-8'850'633	-396'687	-1'276'343	-10'523'663
./. ECR without renounciation	-1'166'959	-30'871	-242'456	-1'440'286
Available assets	**1'155'742'764**	**18'777'237**	**12'986'407**	**1'187'506'408**
Liabilities				
Active participants savings capital	176'905'380	8'287'771	6'094'835	191'287'985
Pensioners capital	704'298'945	6'857'695	4'357'713	715'514'353
Total liabilities	**881'204'324**	**15'145'466**	**10'452'548**	**906'802'338**
Technical provisions	137'333'000	1'722'000	1'792'000	**140'847'000**
Total liabilities	**1'018'537'324**	**16'867'466**	**12'244'548**	**1'047'649'338**
Technical surplus / (deficit)	**137'205'439**	**1'909'772**	**741'859**	**139'857'070**
Tech.Discount applied (included in provision)	**1.000%**	**1.200%**	**1.000%**	**1.00%**
Coverage ratio according to art. 44 para 1 OPP2; TGT 118%	**113.5%**	**111.3%**	**106.1%**	**113.3%**

- **Change in first 8 months 2022:**
  - **Negative Performance of -8.3%**
  - **Coverage Ratio dropped from 124% to 113.3 %; we have considerable technical reserves**
  - **MFC close to 106% because of former more conservative investment strategy**

Stakeholders = interested parties..and their agendas

Pension Fund

- Grant the best benefits we can afford
- Safety of the fund (stay always above 100% coverage ratio)
- Fair treatment of member groups

Employer

- Cost and funding considerations

Active insured

(employees several years away from retirement)

..... would like increased interest for best possible growth of savings capital

Active insured

(employees close to retirement)

.....would like to get best conversion rate from their capital to a pension

Pensioners

..... 1st priority is security that pensions are paid life long

.....2nd, pension increase, if financials allow it

Base Salary versus Insured Salary

Principle:

Our plan is a "**Defined Contribution Plan**" (meaning, we define the contributions = how much deducted from the salary and how much is paid by the employer.
The pension at retirement is a result of the **amount of the savings capital**)

For members on commission, the **OTE is insured** (i.e. the company and you pay contributions on "100%" disregarding of your annual performance! A real benefit!

To avoid an over-insurance with the AVS (1st pillar), the **Base Salary** is reduced with a so called **Coordination Amount** to get to an **«Insured Salary»:**

- The **coordination deduction** amounts to 20% of the Base Salary, maximum 7/8th of a singly max. AVS (=CHF 28'200 / 8 *7= CHF 25'095)
  - **New a/o January 1, 2021: CHF 28'680/8 *7 = CHF 25'095**
  - E.g. the insured salary of a person with 100KCHF Base, is CHF 80'000
  - E.g. the insured salary of a person with 150KCHF Base, is CHF 124,905

Contributions from Salary Deductions

OPEN Plan: 52% of HPE insurd salaries

Age Categorie	SAVINGS CONTRIBUTION in % of the insured annual salary "Age-Savings"						Additional Contribution for "Risk" in % of the insured annual salary "risk"	
	Savings Contribution "Standard"			Savings Contribution "Minus"				
	Employee	Employer	Total	Employee	Employer	Total	Employee	Employer
18 - 24	-	-	-	-	-	-	1.0%	2.0%
25 - 34	8.0%	8.0%	16.0%	4.0%	8.0%	12.0%	1.0%	2.0%
35 - 44	8.5%	8.5%	17.0%	6.0%	8.5%	14.5%	1.0%	2.0%
45 - 54	9.0%	9.0%	18.0%	8.0%	9.0%	17.0%	1.0%	2.0%
55 - 65	9.0%	9.0%	18.0%	8.0%	9.0%	17.0%	1.0%	2.0%
66 - 70	9.0%	9.0%	18.0%	8.0%	9.0%	17.0%	1.0%	2.0%
25 - 65			690.0%					

- Flat scheme, with high contributions starting age 25
- Total % of annual contributions during a full career is 690% of insured salary
- Possibility to select a "Minus" scheme, with lower contributions for employee.

Grandfathered Old 2007 Contribution Plans - valid for employees who joined HP before April 1, 2011

CLOSED Plan: 48% of HPE insurd salaries

	Savings			Additional for Risk	Total Employee incl Risk			Employer Contribution		
	Minimum	Standard	Maximum		Minimum	Standard	Maximum	Savings	Additional for Risk	Total
25-34	3.0%	5.5%	8.0%	1.0%	4.0%	6.5%	9.0%	8.0%	2.0%	10.0%
35-44	3.5%	6.5%	9.5%	1.0%	4.5%	7.5%	10.5%	9.5%	2.0%	11.5%
45-54	5.0%	8.0%	11.0%	1.0%	6.0%	9.0%	12.0%	11.0%	2.0%	13.0%
55-65	6.5%	9.5%	12.5%	1.0%	7.5%	10.5%	13.5%	12.5%	2.0%	14.5%
66-70	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
25 – 65	590.0%	705.0%	820.0%							

- Higher contributions at end of career
- Total % of annual contributions during a full career is 720% of insured salary
- Possibility to select a "Minimum" and "Maximum" scheme

Savings Capital = Portable Benefits

- All your **savings contributions**, deducted from your salary, plus HPE's contributions are **credited to your savings account** at the HPE Pension Fund
- Up to a certain degree, you **can make additional contributions** into your savings account
  - To finance early retirement
  - To finance an AVS bridge
- Your contributions through payroll are **tax-free** (or tax-deductible for additional contributions; tax reclaimable if taxed at source for addl.contr.)
- Your savings account is interest bearing, for 2021 a minimum of 1.00% (LPP minimum). The pension fund granted, due to excellent results, an interest of 6% (in 2020, 3.0%, in 2019 also 4.0%)

Portable Benefits "out"…

LEAVING HPEE, ACQUISITION OF PROPERTY, DIVORCE, OWN BUSINESS

- **Leaving to another employer in Switzerland:**
  - transfer of your savings capital to the new pension fund
- **Leaving Switzerland:**
  - legal minimum must stay in Switzerland on a 2nd pillar account for transfers to an EU or EFTA state, else, 100% can be retrieved/paid as a 2nd pillar capital payment
- **Acquisition of Property / House-Ownership:**
  - You retrieve your capital, all or part, to acquire House-Ownership up to age 62, maximum capital that was available at age 50
  - Alternative: Pledging your Savings Capital (can be a good idea in times of low mortgage rates)
  - Pay-back possible until age 62, min. CHF 20'000.
  - If property is sold, withdrawal must be repaid if insured person is younger than age 62
- **Divorce:**
  - in case of divorce, your capital is reduced according to the court's decision (often half of the savings capital if all was acquired during the marriage)

What is the «Conversion Factor» ?

- Conversion Factor **ONLY RELEVANT at the time you take retirement**

- The conversion factor is the % with which an amount (savings capital) is converted into an annuity (annual pension).

- If there is a savings capital at 65 of e.g. **CHF 1'000'000** and the conversion factor is 5.0, then the annual pension, lifelong, is **CHF 50'000 per year**. The spouse pension after the death of the insured member is 60% thereof.

- The conversion factor is a result of the **statistical longevity and the long-term expected return on the investments** (ideally a low risk strategy).

How does our current Conversion Table look like?

Conversion Factors valid as of July 1, 2018

Mth	70	69	68	67	66	65	64	63	62	61	60	59	58	57	56	55
New Plan	5.750%	5.580%	5.420%	5.270%	5.130%	5.000%	4.880%	4.760%	4.660%	4.550%	4.450%	4.360%	4.260%	4.170%	4.090%	4.000%
12	5.750%	5.580%	5.420%	5.270%	5.130%	5.000%	4.880%	4.760%	4.660%	4.550%	4.450%	4.360%	4.260%	4.170%	4.0900%	4.000%
11	5.736%	5.567%	5.408%	5.258%	5.119%	4.990%	4.870%	4.752%	4.651%	4.542%	4.443%	4.352%	4.253%	4.163%	4.0825%	
10	5.722%	5.553%	5.395%	5.247%	5.108%	4.980%	4.860%	4.743%	4.642%	4.533%	4.435%	4.343%	4.245%	4.157%	4.0750%	
9	5.708%	5.540%	5.383%	5.235%	5.098%							4.335%	4.238%	4.150%	4.0675%	
8	5.693%	5.527%	5.370%	5.223%	5.087%							4.327%	4.230%	4.143%	4.0600%	
7	5.679%	5.513%	5.358%	5.212%	5.076%	4.950%	4.830%	4.718%	4.614%	4.508%	4.413%	4.318%	4.223%	4.137%	4.0525%	
6	5.665%	5.500%	5.345%	5.200%	5.065%	4.940%	4.820%	4.710%	4.605%	4.500%	4.405%	4.310%	4.215%	4.130%	4.0450%	
5	5.651%	5.487%	5.333%	5.188%	5.054%	4.930%	4.810%	4.702%	4.596%	4.492%	4.398%	4.302%	4.208%	4.123%	4.0375%	
4	5.637%	5.473%	5.320%	5.177%	5.043%	4.920%	4.800%	4.693%	4.587%	4.483%	4.390%	4.293%	4.200%	4.117%	4.0300%	
3	5.623%	5.460%	5.308%	5.165%	5.033%	4.910%	4.790%	4.685%	4.578%	4.475%	4.383%	4.285%	4.193%	4.110%	4.0225%	
2	5.608%	5.447%	5.295%	5.153%	5.022%	4.900%	4.780%	4.677%	4.568%	4.467%	4.375%	4.277%	4.185%	4.103%	4.0150%	
1	5.594%	5.433%	5.283%	5.142%	5.011%	4.890%	4.770%	4.668%	4.559%	4.458%	4.368%	4.268%	4.178%	4.097%	4.0075%	
0	5.580%	5.420%	5.270%	5.130%	5.000%	4.880%	4.760%	4.660%	4.550%	4.450%	4.360%	4.260%	4.170%	4.090%	4.0000%	0.000%

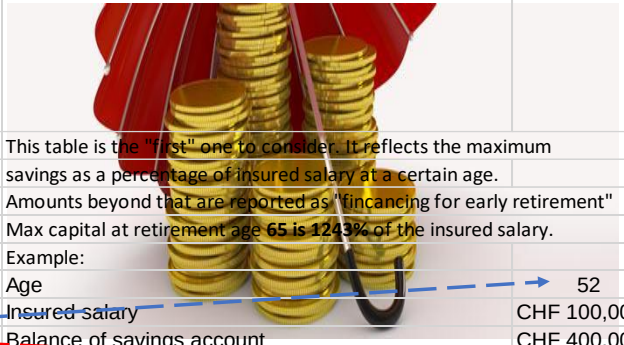
It does not matter at which month you take retirement, the factors are calculated month per month, from age 55 to age 70

Purchase of additional benefits

Purchasing of additional benefits (saving capital)

Age lors du rachat	Solde maximum possible du compte d'épargne (en % du salaire assuré) hommes et femmes	Age lors du rachat	Solde maximum possible du compte d'épargne (en % du salaire assuré) hommes et femmes
25	16%	45	452%
26	32%	46	483%
27	49%	47	515%
28	66%	48	547%
29	83%	49	580%
30	101%	50	614%
31	119%	51	648%
32	137%	52	683%
33	156%	53	718%
34	175%	54	755%
35	198%	55	795%
36	221%	56	836%
37	244%	57	878%
38	268%	58	920%
39	292%	59	963%
40	317%	60	1008%
41	342%	61	1053%
42	368%	62	1099%
43	395%	63	1146%
44	422%	64	1194%
		65	1243%

Rachat de prestations supplémentaires



This table is the "first" one to consider. It reflects the maximum savings as a percentage of insured salary at a certain age.
Amounts beyond that are reported as "fincancing for early retirement"
Max capital at retirement age **65 is 1243%** of the insured salary.

Example:

Age	52
Insured salary	CHF 100,000
Balance of savings account	CHF 400,000
Maximum possible balance (683% of CHF 100,000)	CHF 683,000
Possible purchase (CHF 683,000 - 400,000)	**CHF 283,000**

The active insured person must personally verify with the relevant authorities whether the purchase may be tax-

- A long way to build your Savings Capital, and suddenly it's on your agenda's «watch-list»....
- Early awareness may allow a smart planning during your career.

Result of Survey published a couple of years ago:

- Between 33% and 50% of the working population wants to retire early
- Only 33% take early action
- 20% are undecided at 40, no plans, not on the agenda...

There is normally considerable «room» to increase your pension capital for:

- *Missing years or gaps due to salary increases or less than a "full career" starting at age 25*
- *Pre-financing an early retirement*
- *Pre-financing an «AVS Bridge»*
- *Additional so called «purchases» are tax deductible*
- *If you intend to make additional purchases, spreading them over several years is likely the most efficient method*

Example of Tax Impact with a Pension Fund "Purchase"

Married, 2 Children	Taxable Income		
Living in ZHR 8001	Canton	150'000	
Religion: none	Federal	150'000	
Fortune 350'000			
	without pension fund purchase	**WITH pension fund purchase**	**Impact**
Assumed purchase amount		15'000	15'000
Federal Tax	5'560	3'876	
Cantonal Tax	9'255	7'905	
Communal Tax	11'013	9'407	
Personal Tax	48	48	
Total	25'876	21'236	4'640
Tax Rate	**17.3%**	**14.2%**	
Marginal Tax Rate			30.9%
i.e. with a purchase of CHF 15'000, it "costs" you net of Tax			**10'360**

Steuerrechner: Steuern berechnen für jede Gemeinde | homegate.ch

Purchase of additional benefits: Early retirement

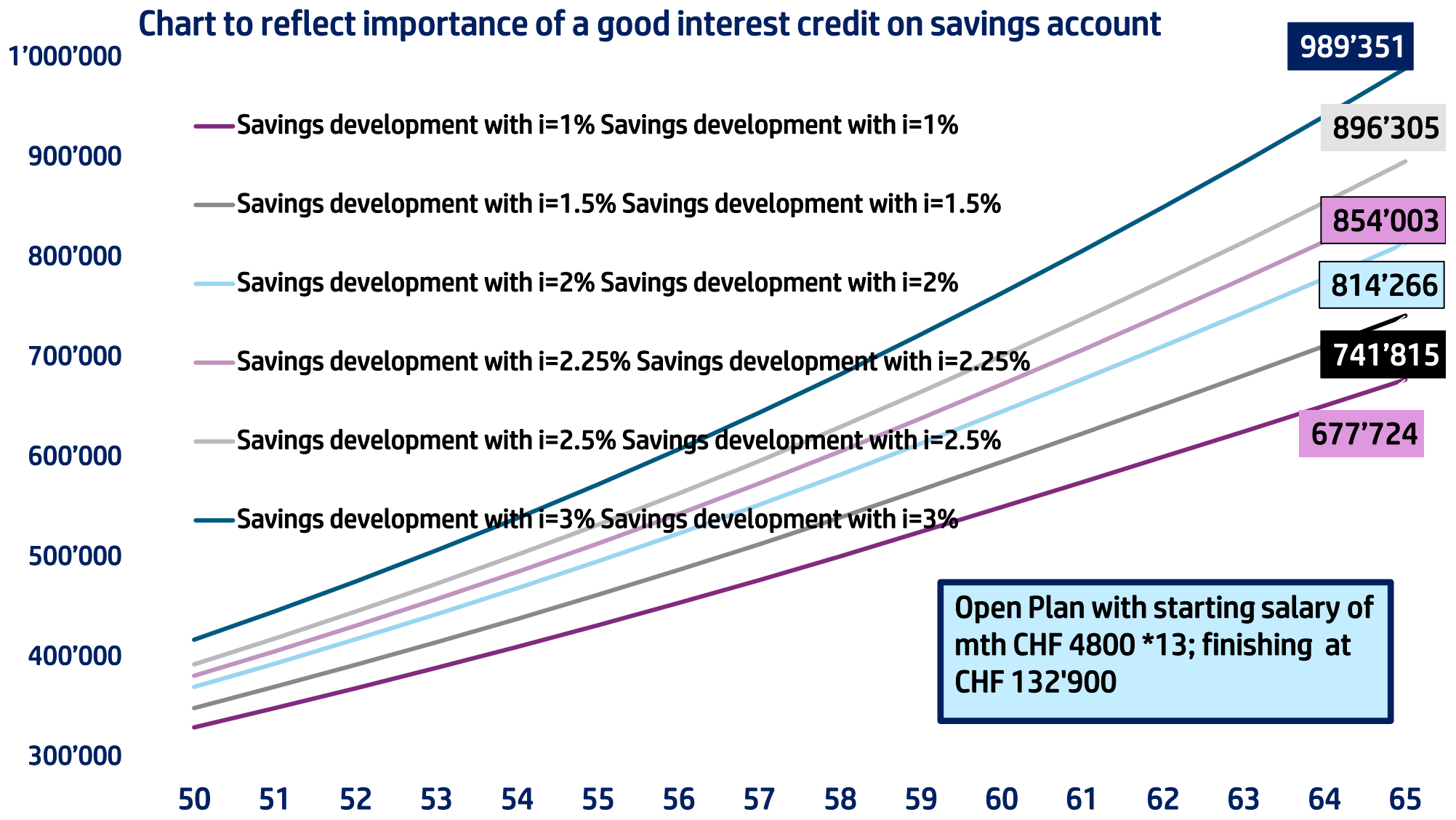
Rachat pour la retraite anticipée

Age lors du rachat	Rachat nécesssaire pour compenser la réduction de la rente en % du salaire assuré						
	Age de la retraite anticipée (hommes et femmes)						
	64	63	62	61	60	59	58
44	54%	111%	165%	224%	283%	344%	409%
45	55%	113%	169%	229%	289%	351%	417%
46	56%	116%	172%	234%	295%	358%	426%
47	57%	118%	175%	238%	301%	365%	434%
48	58%	120%	179%	243%	307%	373%	443%
49	59%	123%	182%	248%	313%	380%	452%
50	61%	125%	186%	253%	319%	388%	461%
51	62%	128%	190%	258%	325%	395%	470%
52	63%	130%	194%	263%	332%	403%	479%
53	64%	133%	198%	268%	338%	411%	489%
54	66%	135%	201%	274%	345%	420%	499%
55	67%	138%	205%	279%	352%	428%	509%
56	68%	141%	210%	285%	359%	437%	519%
57	70%	144%	214%	290%	366%	445%	529%
58	71%	147%	218%	296%	374%	454%	**540%**
59	72%	149%	222%	302%	381%	**463%**	
60	74%	152%	227%	308%	**389%**		
61	75%	155%	231%	**314%**			
62	77%	159%	**236%**				
63	78%	**162%**					
64	**80%**						
65							

Example		
Planed retirement at		**62**
Todays age		**52**
Insured Salary		**100'000**
Maximum amount allowed	194%	194000
Already financed, e.g.		50000
Max additional contribution		**144000**

- You can finance an early retirement through additional contributions, on top of the salary deductions
- There are limitations. See indication on insurance certificate (at age 65 and age 62). Ask Avadis.
- If you like to make additional contributions, plan to spread it over a longer period : «tax planning»
- In case you plan to retrieve capital at retirement, you are not allowed to make additional contributions 3 years before retirement – else they are not tax-deductible
- If you have e.g. "filled-up" for early retirement at 62, you need to leave at 62 – else, the additional contributions remain in the pension fund.
- You can also pre-finance an AVS Bridge, i.e. an annual amount of CHF 28'680 (single AVS), which you receive from the pension fund until the age of 65.

Importance of a high interest credit



Difference between a BVG minimum interest (current value is 1%) and an interest of 3% is for a full career over **KCHF 220 or, +46%** of savings capital at retirement 65

Purchase of additional benefits – How much can I pay?

Restrictions are mainly tax related as additional contributions are tax deductible

MAXIMUM SCENARIOS
Regular Retirement

		Retirement at 65	
		single	maried
Annual salary		120’000	120’000
Insured salary		96’000	96’000
Max % allowed pension capital		**1243%**	**1243%**
Savings base example with 3% interest		989’351	989’351
Additional personal purchases (contrib)		203’694	203’694
to reach maximum, if desired			
Max CHF allowed pension capital		**1’193’045**	**1’193’045**
Conversion Factor (per todays tab)		5%	5%
Pension Fund	max	59’652	59’652
AHV / AVS	max	28’680	43’020
Total 1st and 2nd pillar	**max**	**88’332**	**102’672**
MONTHLY		**7’361**	**8’556**
Replacement Ratio vs Annual Sala	120’000	74%	86%
but no AVS, no 2nd Pillar contributions needed anymore!			
Savings without addl purchases		989’351	989’351
Total 1st and 2nd pillar		**78’148**	**92’488**
MONTHLY		**6’512**	**7’707**
Replacement Ratio vs Annual Salary		65%	77%

MAXIMUM SCENARIOS
Early Retirement

		Early Retirement at 62	
	age today	**50**	**62**
Annual salary		120000	120000
Insured salary		96000	96000
Max % allowed pension capital		614%	1099%
Max CHF allowed pension capital		**589’440**	**1’055’040**
Financing pre-retirement - Table 2		186%	236%
Early Retirement financing max.		**178’560**	**226’560**
AVS Bridge fin - allowed %		230%	292%
AVS Bridge financing -- max	**28680**	**65’964**	**83’746**
Max Savings Capital allowed at age xx		**833’964**	**1’365’346**
Conversion Factor (per todays tab)			4.660%
Pension Fund	max		59’723
AHV / AVS Bridge pefinanced	max		28’680
Total 1st and 2nd pillar	**max**		**88’403**
MONTHLY			**7’367**
Replacement Ratio vs Annual Salary	120’000		**74%**

Art. 18 Partner Pension

- Partner Pensions are aligned to a Spouse‘s Pension under the following conditions:
  - the insured and the benefitting person fulfil the condition of a partnership
  - the insured person has communicated to the pension fund the partnership and has signed a partner support contract, legalized at a notary.
  - the benefitting person does not receive a pension of another pillar II benefit plan and
    - lived in a common household for at least 3 years before the member‘s death and
    - has fulfilled it‘s 40th year of age or
    - has to support himself/herself children of the deceased member

Risk Benefits

- What happens if .....
- This is an insurance and it costs an insurance premium
  - Employees pay 1% of the insured salary
  - HPEE (and Microfocus) pays 2% of insured salary

...covering for the risk benefit costs and part of the administration cost.

Management summary - Risk Insurance Benefits

in % of the insured salary

financed with 1% of your salary contribution. Reinsured as of 1.1.2019

Risk Benefits	How much ?
Disability Pension; Art 14	65% of insured salary
Disabled person's children's pension; Art 15	13% of insured salary
Spouse's pension, partner pension; Art 16 & 17	40%, life long
Orphan's pension; Art 19	15% till retirement age, 20% of old age pension (CHF 7200 max) after retirement
Death Capital; Art 20	200% of insured salary
Maximum of insured salary for risk benefits; Art 6	10 x OASI (AHV/AVS) = annual salary of CHF 309'285 before the coordination deduction
At death of a pensioner: spouse or partner pension; Art 16	60% of old age pension

The "WAHT IF…." question

What if I become 100% disabled?

Maximum that would be paid

			Salary level		
Annual Base Salary			125’000	175’000	250’000
Insured Salary			100’000	149’905	224’905
90 % ceiling of the Annual Base Salary		90%	112’500	157’500	225’000
a) married, no children					
Pillar I	IV Insurance		28’680	28’680	28’680
Pillar II	Pension Fund	65%	65’000	97’438	146’188
	Replacement Income under invalidity		93’680	126’118	174’868
	Ceiling: if negative, pension shortend	90%	18’820	31’382	50’132
	% of replacement income vs former annual base		75%	72%	70%
b) married, 1 child					
Pillar I	Child pension		11’472	11’472	11’472
Pension Fund	Child pension	13%	13’000	19’488	29’238
	Replacement Income under invalidity		118’152	157’078	215’578
	Ceiling: if negative, pension shortend	90%	-5’652	422	9’422
	% of replacement income vs former annual base		95%	90%	86%
c) married, 2 children					
Pillar I	Child pension		22’944	22’944	22’944
Pension Fund	Child pension	13%	26’000	38’975	58’475
	Replacement Income under invalidity		142’624	188’038	256’288
	Ceiling: if negative, pension shortend	90%	-30’124	-30’538	-31’288
	% of replacement income vs former annual base		114%	107%	103%

The "WAHT IF…." question

How is my family protected if I die?

Maximum that would be paid

			Salary level		
Annual Base Salary			125’000	175’000	250’000
Insured Salary			100’000	154’924	229’924
90 % ceiling of the Annual Base Salary		90%	112’500	157’500	225’000
a) married, no children					
Pillar I	Widows pension (>45, married >= 5 yrs)		22’944	22’944	22’944
Pillar II	Pension Fund (children or >=40; married >= 3 yrs)	40%	40’000	61’970	91’970
	Replacement Income for the widow		62’944	84’914	114’914
	Ceiling: if negative, pension shortend	90%	49’556	72’586	110’086
	% of replacement income vs former annual base		50%	49%	46%
b) married, 1 child					
Pillar I	Child pension		11’376	11’376	11’376
Pension Fund	Child pension (until max 25)	15%	15’000	23’239	34’489
	Replacement Income for the widow with 1 child		89’320	119’528	160’778
	Ceiling: if negative, pension shortend	90%	23’180	37’972	64’222
	% of replacement income vs former annual base		71%	68%	64%
c) married, 2 children					
Pillar I	Child pension		22’752	22’752	22’752
Pension Fund	Child pension (until max 25)	15%	30’000	46’477	68’977
	Replacement Income with the widow with 2 children		115’696	154’143	206’643
	Ceiling: if negative, pension shortend	90%	-3’196	3’357	18’357
	% of replacement income vs former annual base		93%	88%	83%

Retirement

- Regular retirement age is 65, men and women (for 2nd pillar)
- Early retirement is (still) possible at 58
- In cases of restructuring, the earliest possible date for retirement is 55

The calculation of the annual pension is always a function of:

Savings capital at retirement
("libre passage/Freizügigkeitsleistung")
x
Conversion factor
(the lower, the earlier you start taking a pension)

Pension versus Capital Option (1)

- Art 11of our Benefit Regulations
- All or part of the Savings Capital can be withdrawn as lump sum payment
  - It is a very individual decision, impacted by your personal situation. From a tax point of view, it is more advantages than the longterm assured pension annuity which gets taxed as income. Banks / consultants will push you to at least a partial lump sum solutions.
  - Needs a written application from the insured member 3 months before retirement date
  - Needs spouse or partner consent (with notary or other verification)
- Any amount of capital lump sum payment reduces the capital available for an annual pension annuity.
- Timing: Capital option is only available at the date of retirement. It cannot be deferred unlike the pension payment, which can be deferred.
- Caution: You (or your bank) take the responsibility (of investment) of the cash you take as lump sum.

Capital Option (2): Tax Consequences

- Lump sum will be taxed based on domicile with a reduced tax rate
- IF, up to 3 years before retirement, ADDITIONAL amounts (additional to the contributions from salary deductions) are paid in (e.g., additional "purchases" for early retirement, AVS bridging) THEN we CANNOT pay that amount as Capital lump sum
- The Tax Authorities will have to be contacted and, likely, the previous tax deductibility will be reversed.

Capital Option (3a) : Tables Geneva

- **Geneva: https://https://**[L'impôt sur les prestations en capital | ge.ch]
- [calculette-ipc-2022.xlsx (live.com)]

Prestation(s) en capital reçue(s): CHF 100’000

Situation familiale : Époux ou personne seule avec enfant(s)

Commune : Meyrin

Impôt cantonal et communal

Revenu pour le calcul du taux (Art. 41 LIPP)	50’000
Revenu imposable	100’000

		Base de calcul	Taux		Total
Impôt	1	100’000	7.9255%	7’925.50	
1/5ème de l'impôt	2	7’925.50	20.00%	1’585.10	
Centimes additionnels cantonaux	3	1’585.10	47.50%	752.90	
Réduction sur l'impôt cantonal	4	2’338.00	12.00%	-280.55	
Centime d'aide à domicile	5	1’585.10	1.00%	15.85	
Centimes additionnels communaux	6	1’585.10	44.00%	697.45	2’770.75
IMPÔT CANTONAL ET COMMUNAL					**2’770.75**

Impôt fédéral direct

		Base de calcul	Taux		Total
Impôt	1	100’000	1.9680%	1’968.00	
1/5ème de l'impôt	2	1’968.00	20.00%	393.60	393.60
IMPÔT FÉDÉRAL DIRECT					**393.60**

TOTAL DES IMPÔTS	**3’164.35**

Calcul de l'impôt cantonal et communal et de l'impôt fédéral direct 2022 sur les prestations en capital - IPC

Prestation(s) en capital reçue(s): CHF 200’000

Situation familiale : Époux ou personne seule avec enfant(s)

Commune : Meyrin

Impôt cantonal et communal

Revenu pour le calcul du taux (Art. 41 LIPP)	100’000
Revenu imposable	200’000

		Base de calcul	Taux		Total
Impôt	1	200’000	11.5949%	23’189.90	
1/5ème de l'impôt	2	23’189.90	20.00%	4’638.00	
Centimes additionnels cantonaux	3	4’638.00	47.50%	2’203.05	
Réduction sur l'impôt cantonal	4	6’841.05	12.00%	-820.95	
Centime d'aide à domicile	5	4’638.00	1.00%	46.40	
Centimes additionnels communaux	6	4’638.00	44.00%	2’040.70	8’107.20
IMPÔT CANTONAL ET COMMUNAL					**8’107.20**

Impôt fédéral direct

		Base de calcul	Taux		Total
Impôt	1	200’000	6.2815%	12’562.90	
1/5ème de l'impôt	2	12’562.90	20.00%	2’512.60	2’512.60
IMPÔT FÉDÉRAL DIRECT					**2’512.60**

TOTAL DES IMPÔTS	**10’619.80**

Example, married, taxable in Meyrin:
Capital Option of CHF 100’000 = CHF 3’164.- = 3.16%

for CHF 200’000.- = CHF 10’620 = 5.32%

Capital Option (3 b) : Tables Vaud

- Vaud: https://https://Calculer mes impôts - VD.CHcalculette-ipc-2022.xlsx (live.com)

vd.ch > Etat, Droit, Finances > Impôts > Impôts pour les individus

Calculer mes impôts

Avis important

Le calcul de l'impôt à l'aide de cette calculette n'a qu'une valeur indicative (écarts d'arrondis, etc.). Le montant d'impôt définitivement dû est fixé par l'administration cantonale des impôts sur la base de l'ensemble du revenu et de la fortune du contribuable. L'autorité de taxation fixe, dans la décision de taxation, les éléments imposables, le taux et le montant de l'impôt.

En outre, pour le calcul d'impôt des prestations en capital provenant de la prévoyance, il est précisé que la déduction d'un rachat d'années d'assurance effectué dans les trois années précédant la perception d'une prestation en capital du 2ème pilier pourra être remise en cause (article 79b al. 3 LPP)

Le calcul de l'impôt ne tient pas compte du résultat de la votation de février 2009, relatif au bouclier fiscal (art. 8, al.3, de la loi du 5 décembre 1956 sur les impôts communaux (LICom))

Calculer vos impôts communal, cantonal et fédéral

Données de base

Cocher ce qui convient

- ☐ Je désire effectuer une simulation de l'impôt cantonal, communal sur le revenu et la fortune
- ☐ Je désire effectuer une simulation de l'impôt fédéral direct
- ☑ Je désire effectuer une simulation de l'impôt distinct sur les prestations en capital provenant de la prévoyance

Année fiscale	2022
Commune	Nyon
Etat civil	Couple marié / Partenariat enregistré

Données financières

Revenu imposable ICC	100000

Calcul des impôts cantonaux, communaux et de l'impôt fédéral direct (Estimation)

Calcul des impôts cantonaux et communaux (ICC)

Part résultant de la situation de famille	1.80
Revenu déterminant pour le taux	55'500

	Montants imposables	Impôt de base
Revenu	100'000	1'432.05
Fortune		

		Coefficient	Charge fiscale
Impôt cantonal sur le revenu		155.0	2'219.70
Impôt communal sur le revenu	Nyon	61.0	873.55
Impôt cantonal sur la fortune			
Impôt communal sur la fortune			
Total des impôts cantonaux et communaux (ICC)			3'093.25

Calcul de l'impôt fédéral direct (IFD)

Revenu	100'000
Impôt de base	393.60
Rabais d'impôt	0.00
Impôt fédéral direct (IFD)	393.60

Total dû (ICC/IFD)

Total dû (ICC/IFD)(sous toutes réserves d'une modification effectuée par l'autorité fiscale)	3'486.85

Example, married, taxable in Nyon:
Capital Option of CHF 100'000 = CHF 3'486.- = 3.49% **for CHF 200'000.- = CHF 10'477 = 5.24%**

Some Grandfathering with “Pension II” and “Pension III”

- Pension II and III were implemented as a “help” (grandfathering) to soften the impact of the decrease of the conversion rate from 6.8% to 5.8% and with a second step from 5.8% to 5.0% at age 65.
- Who: everyone in the plan, age 45 or older, at 31.12.2012 (II), and 31.7.2018 (III)
- The closer someone was at these dates to retirement, the higher the grandfathering amount, calculated in % of the savings capital at that moment
- Why: the pension promise could not be drastically reduced if there was no time left for the insured member to offset the loss through savings or additional contributions
- For younger members, there is enough time left to plan the financial impact of retirement and the pension fund can act with high interest rates to increase the savings capital
- We are gladly consulting regarding P II and P III for those concerned

Possibility to DEFER PENSION PAYMENTS until 65

(currently still tolerated by Gva Supervisory Authority, no new regulations accepted…..)

- In case of early retirement the active insured person can defer pension payments only until retirement age 65.
- A deferral period does not need to be defined upfront.
  During the deferral period there is a 3-month notice period to start the pension payments.
- During the deferral period, the pension fund continues to pay interest on the savings capital.
- The conversion rate to be applied corresponds to the age at which pension payments start (see Appendix 2).
- A lump sum payment (capital option) cannot be deferred and is paid at the time of early retirement.
- A deferral of pension payments may financially not be advantageous – the "break-even point" is often over 30 years: we are happy to consult the insured members

Early retirement, deferred payments… and a new job… or unemployment compensation?

- Early retirement does not necessarily mean that you stop actually working
- It is possible to start working with a new employer
  - Start saving in the new pension fund
- It is possible to search for a new job and to get unemployment compensation
  - External Membership may be a temporary solution (starting age 58 or 55 if due to restructuring)
  - Pension/lump sum payments (and even potential pension payments due to early retirement) are likely taken into account for unemployment compensation

Example of the Benefits statement with explanations (1)

Pension fund of the Hewlett-Packard Companies

c/o Avadis Vorsorge AG
Zollstrasse 42, Postfach 1077, 8005 Zürich
+41 58 585 33 99
+41 58 585 29 00
E-Mail hp@avadis.ch

Postfach 1077, 8005 Zürich, SCHWEIZ

Jim Muster
Musterweg 123
9999 Nirgendwo

Zürich, 31.03.2017

Insurance Certificate 2017

Company	Hewlett-Packard (Schweiz) GmbH	Date of birth	01.01.1968
Member number	12345	Marital status	single
Personnel number	12345678	Admittance	01.04.2015
Social security number	756.1234.5678.99	Date of retirement	31.01.2033

		Valid as of	01.01.2017
Relevant salary		CHF	114'000.00
Relevant variable salary payment (Standby shift)		CHF	6'000.00
Insured salary "old age"		CHF	96'000.00
Insured salary "risk"		CHF	96'000.00
Degree of employment		%	100.00

Contributions / savings credits (Plan Standard)	%	per month	per year
Member's savings contribution	9.00	720.00	8'640.00
Company's savings contribution	9.00	720.00	8'640.00
Additional member's contribution	1.00	80.00	960.00
Additional employer contribution	2.00	160.00	1'920.00

	Savings capital CHF
Savings capital on 01.01.2017	262'111.45
Growth in current year	
Member's savings credits	2'160.00
Company's savings credits	2'160.00
Vested benefits transferred	0.00
Personal payments	0.00
Interest credits	655.30
Savings capital at 31.03.2017	**267'086.75**
Of which LOB balance	66'487.45

Example of the Benefits statement with explanations (2)

Benefits on early retirement projection based on 1.00 % interest	Savings capital one-time max.	Savings capital one-time min.	Annual pension	Monthly pension
Retirement pension at 60	494'155.00	0.00	25'260.00	2'105.00
Retirement pension at 61	516'377.00	0.00	27'012.00	2'251.00
Retirement pension at 62	538'820.00	0.00	28'884.00	2'407.00
Retirement pension at 63	561'489.00	0.00	30'888.00	2'574.00
Retirement pension at 64	584'384.00	0.00	32'964.00	2'747.00

Benefits at retirement age 65 / 00 projection based on 1.00 % interest	Savings capital one-time max.	Savings capital one-time min.	Annual pension	Monthly pension
Retirement pension	607'507.00	0.00	35'244.00	2'937.00

Disability benefits	Annual pension	Monthly pension
Full disability pension 65 % of insured salary risk	62'400.00	5'200.00
Disabled person's child benefit, per child 13 % of insured salary risk	12'480.00	1'040.00
Death benefits		
Spouse's pension / Partner's pension 40 % of insured salary risk	38'400.00	3'200.00
Orphan's pension, per child 15 % of insured salary risk	14'400.00	1'200.00
Minimum death benefit as per the Rules	192'000.00	one-time min.

Buying-in limit*

to increase retirement benefits as per 31.03.2017 258'993.25

* Purchase only possible by written application. This forms the basis of the calculation of the legally permitted buy-in amount. Voluntary buy-ins can only be made once PHO withdrawals have been repaid.

Additional information

Vested benefits at age 50	0.00
Amount available for PHO withdrawal (promotion of home ownership)	267'086.75
PHO pledging existing	No
PHO withdrawals	0.00

For legally binding effect, due dates, entitlements and any reductions, please refer to the Rules. This statement replaces all previous versions.

For further information please contact:
Catherine Meyer Phone 058 585 32 83

Example of the Benefits statement with explanations (3)

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Benefits on early retirement projection based on 1.00 % interest	Savings capital one-time max.	Savings capital one-time min.	Annual pension	Annual pension Add. Pension
Retirement pension at 58	445'282.00	0.00	18'972.00	1'920.00
Retirement pension at 59	464'999.00	0.00	20'280.00	1'956.00
Retirement pension at 60	484'913.00	0.00	21'588.00	2'004.00
Retirement pension at 61	505'026.00	0.00	22'980.00	2'040.00
Retirement pension at 62	525'341.00	0.00	24'492.00	2'088.00
Retirement pension at 63	545'858.00	0.00	25'992.00	2'136.00
Retirement pension at 64	566'580.00	0.00	27'660.00	2'196.00

6

Benefits at retirement age 65 / 00 projection based on 1.00 % interest	Savings capital one-time max.	Savings capital one-time min.	Annual pension	Annual pension Add. Pension
Retirement pension	587'510.00	0.00	29'376.00	2'244.00
(Add. Pension: Pension III CHF 2'244.00)				

APLE

Add. Pension III reflects the July 2018 grandfathering. The capital «grand-fathered»:Pension III, e.g. 2’244 / 5% = CHF 44’880.- capital value

5

Old-age benefits for early retirement: This shows the projected annual pension or the value of your cash-option at the time of early retirement. As the future interest credits are not known, we use the current LOB minimum interest of 1% for the projection. If applicable, the “pension 2 and 3” are shown as “Add. Pension” at the right-hand side due to the grandfathering of the conversion rate reductions 2013/2015/2018. The total pension is the sum of the annual pension and the additional pension.

6

Old-age benefits at retirement age 65: This shows the projected annual pension or the value of your cash-option at 65. As the future interest credits are not known, we use the current LOB minimum interest of 1% for the projection.
In case you benefit from an additional pension to soften the impact of the lower conversion rate (i.e. Pension 2 & 3) you find this amount in the last column on the right-hand side, labelled as “Annual pension/Add. Pension”. The sum of both “Annual Pension” and “Annual Pension/Add. Pension” equals to your projected Total Pension at the age of 65.

External Membership

- Condition: employment contract is terminated due to restructuring or reached age 58
- Insured salary: max. old salary with ceiling at 9*AVS (CHF 258’120), “internal” minimum external membership “salary” is CHF 15’000 p.a. (insured CHF 12’000), but savings amount can be zero as per new Art 47 of LPP.
- Period: up to maximum 65, but capital option only allowed within first 24 months, thereafter only pension annuity possible
- Contributions: both, employee and employer contributions to be paid by external member for savings and risk.
- Voluntary purchases: possible

Contacts

- For individual advice, simulation and administration Avadis: hp@avadis.ch
  - Tel No for German and English speaking: 058 585 33 99
  - Tel No for French speaking: 058 585 34 40
  - For all Pensioners, any language: 058 585 33 99
- For general information, forms, rules, simulation tools
  Internet: www.pensionplus.ch
- For general information, you may consult:
  Rolf Wehrli (pension fund manager) and
  Kurt Brütsch (president) and
  for questions per email at info@pensionplus.ch

Simulation Tool available on Internet

- Worksheet, that allows you to simulate:
  - Annual and monthly pensions at a certain date of retirement
  - Changes in salaries
  - External membership with cost calculations
  - Capital lump sum payments at date of retirement
  - What happens if I make additional contributions (purchases)
  - What is the impact of deferring pension payments
  - What is my approximate potential for additional payments (purchases)
- Input all personal data from the last insurance certificate (yellow fields) or request actual data from PF manager or president

09.08.2022 4.1.22

Mandatory Inputs

All yellow fields to be completed first - then go to tab "Projection Input"

Name		
Birth Date; Geburtsdatum; Date de naissance		01.02.1960
Did you join HP in Switzerland your pension fund BEFORE or AFTER March 31, 2011?		BEFORE
Date of the benefit statement; Datum des Vorsorgeausweises; Date du certificat de prévoyance		30.06.2022
Base salary; Grundlohn; Salaire de base, OTE; incl. Shift allow. if applicable	If not 100% unterschedels, what%? Else 100% must be in E14! 100%	131'095
Coordination deduction; Koordinationsabzug; Déduction de coordination		25'095
Insured Salary - Versicherter Lohn - Salaire assuré		106'000
Plan - Contribution schema; Beitragsschema; Barème de cotisation: entry before 1.4.2011		Plan 2013 - max
Plan - Contribution schema; Beitragsschema; Barème de cotisation: entry after 31.3.2011		Plan 2011 - std
Termination benefit; Freizugigkeitsleistung; Prestation de libre passage (per Insurance Certifiate)		1'085'592
Pension II ; Rente II ; Rente II per Benefit Statement 1.1.2013 or later	Line 21 and 22 see expl. Cell AC21 and 22	2'040
Grandfather Pension III Capital: input in E22 Pension III at age 65 from Ins.certificate or, if available, in cell F22, the Pension III Capital	5'600	112'000
Planned lump-sum capital option at time of retirement Geplannter Kapitalbezug zum Zeitpunkt der Pensionierung Retrait capital prévu à la date de la retraite		
Is there an external Membership ? If Yes: input assumed base salary in F24 and Start Date in G24	No	
Planned retiremend date & pension payments or def. period starting following r		28.02.2025
Expected age of retirement (not >65)	age , full years plus number of months	65
Planned retiremend date & pension payments or def. period starting following mth:		28.02.2025
65th birthday	31.01.2025	
Do you wish to defer the pension payment (to max 65 years old)		No
Deferral ends which date ?		
Pension Payments start month after this date:	65	28.02.2025

Results

Berechnung der Renten – Calculation des Rentes

Note 1: Extrapolated Savings Capital at mth of retirement or, in case of pension deferral, end of deferral period and net of capial lump sum, but incl. 1.1.2016 amount// Kapital für Rentenberechnung: wenn Deferral, netto des Kapitalbezuges, aber inkl. 1.1.2016 Betrag// Capital à disposition pour les rentes, s'il y a une rente différée, net du retrait capital, mais incl. montant 1.1.2016		65.00 1'186'019
Planned "lump sum payment; Kapitalbezug; Retrait capital: see Note 1 above		-
As of 1.1.2016, obligation to retrieve as capital lump-sum, in addition to planned (row		-
PENSION III CAPITAL GRANDFATHERING		112'000
Do you wish to take an AVS Bridging	NO	-
Remaining Capital for Pension (annuities) ; Kapital für Rentenberechnung; Capital à disposition pour la rente		1'298'019
Deferral of pension - Aufschiebung der Rente - rente différée (Y/N)		
Conversion Factor - Umwandlungssatz - Taux de conversion	No Deferral	5.0000%
START OF PENSION PAYMENT DATE:	01.03.2025	
Annual projected Pension - Jährliche projezierte Rente - Rente projetée annuelle		64'908
Pension II	2'040	
Pension II and III adjusted for partial capital option		
Pension II payment	-	2'040
Total Annual Pension		66'948
Monthly Pension		5'579

Note 1: in case of a capital option AND a subsequent deferred pension, the extrapolated Savings Capital above is NET of the capital option - im Falle eines Kapitalbezuges UND darauffolgender Aufschiebung der Rente ist der Betrag des obenerwähnten Kapitals für die Rentenberechnung nach Abzug des Kapitalbezuges. En cas d'un retrait de capital selon G22, ET une rente différée, le capital à disposition pour les rentes est net du retrait du

Conversion Factor (including Pension II, if applicable - for info only)	5.645%
This includes additional payments projected by you (addl purchases):	
Pensionable savings capital ceiling for pension annuities(for info only)	2'294'400
Conversion Factor at Retirement (before any potential deferral)	5.000%

Simulation Tool (Projection Input) (5)

				2022	2023	2024	2025	2026	2027
Name:									
			EDS Coordination Offset						
Input for salary changes, expected interest, addl. purchases,				Capital Option: info only			–	LPP min interest:	1.00%
				Monthly Pension: info from tab mandatory inputs & results CHF			CHF 5'579	as of:	28.02.2025
Birthdate	01.02.1960			*Situation as per last annual insurance certificate*					30.06.2022
Age at date of applied Benefit Statement	62.41			Portable Benef / FZL / Libre Passage (at date Benefit Statem)					1'085'592
Current Year-End Date:	31.12.2022			Contrib Schemes input in line 28			min	std	max
Planned retirement date	28.02.2025	65	–						
			Beginning of year	01.01.2022	01.01.2023	01.01.2024	01.01.2025		
Age beginning of year				*61.92*	*62.92*	*63.92*	*64.92*	–	–
Number of months to work				*6.0*	*12.0*	*12.0*	*2.0*		
Deferral months				–	–	–	–		
			End of year	31.12.2022	31.12.2023	31.12.2024	31.12.2025		
Assumed Interest rate	**to input your choice**			1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Expect./assumed salary incr(decr) in %	**to input your choice**								
Or Expect./assumed salary incr(decr) in CHF	**to input your choice**								
Extern Membship: Yes/No; Start Date;Salary	No			–	–	–	–	–	–
Annual Salary Base		**CHF amount**	**Start Date Ext-M**	131'095	131'095	131'095	131'095	–	–
Insured Salary				106'000	106'000	106'000	106'000	–	–
Starting Capital				**1'085'592**	**1'104'177**	**1'141'719**	**1'179'636**	–	–
Capital option (excludes 1.1.2016 rule)				–	–	–	–		
Capital option (1.1.2016 rule)				–	–	–	–	–	–
Contribution	**if ext.Memb:**			13'250	26'500	26'500	4'417	–	–
Interest				5'335	11'042	11'417	1'966	–	–
Capital End of Year incl Interest				**1'104'177**	**1'141'719**	**1'179'636**	**1'186'019**	–	–
Plan				**Plan 2013**	**Plan 2013**	**Plan 2013**	**Plan 2013**		
Min / Std / Max Scheme				**max**	**max**	**max**	**max**		
% total savings contribution Company and employee				25.0%	25.0%	25.0%	25.0%		
Company and employee savings contribution (FULL YEAR amount)				26'500	26'500	26'500	26'500	–	–
Total add. contribution payments after	30.06.2022		incl.interest	–	–	–	–	–	–
Last 3 years cummulative contribution payments				–	–	–	–	–	–
Planned addit. Contribution in Year/Mth...	11	1	**Jan**						
or NEGATIVE SIGNS for Retrieval for	10	2	**Feb**						
home ownership	9	3	**Mar**						
	8	4	**Apr**						
	7	5	**May**						
	6	6	**Jun**						
	5	7	**Jul**						
	4	8	**Aug**						
	3	9	**Sep**						
	2	10	**Oct**						
	1	11	**Nov**						
		12	**Dec**						

Thank you for your interest in the Pension Fund

What is the Pension II ?

- Pension II was implemented as a “help” (grandfathering) to soften the impact of the decrease of the conversion rate to 5.8% at age 65.
- Who: everyone in the plan at 31.12.2013, age 45 or older
- Pension II was determined based on individual savings and can be found on individual benefits statement (grant is higher, the closer someone was for retirement)
- Pension II is a fixed amount and comes only in effect if an active member becomes pensioner , in our pension fund with an annual pension payment
- Pension II is granted 100% if all the savings capital is converted into a pension, and 0% if there is 100% lump sum payment (amounts in between are applied pro-rata).

What is the Pension III "Capital" or "Pension Right"?

- Pension III was introduced in July 2018 as "help" (grandfathering) to soften the impact of the decrease of the conversion rate from 5.8% at age 65 to 5.0% at 65.

- Pension III Capital granted to active insured members aged 45 and older, on payroll at 30.6.2018. The older the insured member, the higher the "grandfathering".

- Pension III was determined based on individual savings at 1.1.2018 and can be found on individual benefits statement (second page), as part of a pension at 65 calculation; convert this amount to capital by: CHF amount * 20.

- Pension III is a fixed capital amount and comes only in effect if an active member becomes pensioner in our pension fund with an annual pension payment.
  The capital III is added to the savings capital when the pension is calculated.

- Pension III is granted 100% if all the savings capital is converted into a pension, and 0% if there is 100% lump sum payment (amounts in between are applied pro-rata).