

Example guide to the occupational benefit statement



Pensionskasse der C&A Gruppe

Confidential

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Occupational benefit statement as at 01.04.2024

1 Particulars

Date of birth	21.09.1965	Personnel no.	1002647
Civil status	married	Social security no.	756.0000.0000.02
Joining date	01.01.2020	Employer	C&A Mode AG
Regulatory retirement age	65		
Retirement date	30.09.2030		
Age at reporting date (years / months)	58 / 06		

2 Basis data

Reported annual salary	93'314.00
Coordination deduction	-25'725.00
Annual insured salary	
	basic plan 62'475.00
	extended plan 1 5'114.00

3 Financing / contributions

	Contribution rate	per month	per annum
Employee's savings contribution	14.10% / 6.69%	762.60	9'151.20
Employee's risk contribution	1.23% / 0.93%	68.00	816.00
Employer's savings contribution	16.88% / 12.71%	933.00	11'196.00
Employer's risk contribution	1.47% / 1.77%	84.10	1'009.20

4 Development of pension savings and leaving benefits

Pension savings as at 01.01.2024	518'770.80
Deposits and withdrawals	0.00
Interest income 1.25%	1'621.15
Pension credit	5'032.90
Pension savings as at 01.04.2024 (1)	525'424.85
Minimum amount according to Art. 17 FZG as at 01.04.2024 (2)	461'307.10
BVG pension savings as at 01.04.2024 (3)	283'745.80
Leaving benefits as at 01.04.2024 (Maximum of (1), (2) or (3))	525'424.85

	Pension savings	Conversion rate	Annual Retirement
<u>Estimated pension benefits</u>			
	727'837.85	4.60 %	33'492.00
	667'867.60	4.60 %	30'732.00
5	695'035.80	4.45 %	30'936.00
	662'708.40	4.35 %	28'836.00
	630'848.75	4.20 %	26'496.00
	599'449.85	4.10 %	24'588.00
	568'504.90	4.00 %	22'752.00
a) Interest rate 2024: 1.25%; b) Interest rate from 2025: 1.50%			
Up to 100% of the retirement pension can be withdrawn as a lump sum if regulatory requirements and notification period are respected.			
<u>Disability benefits</u>			
6			47'316.00
			9'468.00
<u>Death benefits before retirement</u>			
			28'392.00
			9'468.00
7			93'314.00
			525'424.85
The additional death benefit is reduced by the equivalent value of all other benefits from the Pensionskasse. The equivalent value of the pensions is calculated according to the current actuarial principles of the Pensionskasse.			
<u>Voluntary additional contribution</u>			
8			28'514.05
The voluntary additional contribution stated is based on a provisional calculation and is given for guidance only. Before making a payment, please consult the office responsible for occupational benefits, as detailed information is needed to calculate the actual voluntary additional contribution potential.			
<u>Further information</u>			
9			88'252.95
			311'779.90
			311'779.90

You can also find this information online [www.pkca.ch/en/Pension benefits](http://www.pkca.ch/en/Pension%20benefits)

All amounts are presented in CHF.

Pension fund regulations are reserved. This statement replaces all earlier editions.

Issued by Kessler Benefits Inc. on behalf of the pension fund.

Information sheet — current pension statement

General notice

The pension statement is based on the valid pension regulations and the pensions plans.

Below are explanations of your pension statement with references to the relevant articles in the pension regulations.

Explanations of the pension statement 2024

- 1 **Personal details** Please notify the Personnel Department of any changes as soon as possible. Notification of the current marital status is particularly important, as the Pension Fund must, among other things, determine the termination benefit at the time of marriage. For new admissions from 2024 onwards, we require confirmation of full capacity to work. As long as this confirmation is not available, the pension certificate is considered provisional.
- 2 **Basis data** Employee pension contributions and benefits are based on the **insured annual salary**. This generally corresponds to the AVS annual salary declared by your employer, less the coordination amount. With the coordination deduction, the insured salary is coordinated between the AVS and the Pension Fund. The amount of the coordination deduction corresponds to the simple AVS retirement pension allocated to the determining annual salary, but may not exceed seven-eighths of the maximum simple AVS retirement pension. The details are set out in the pension plan. The insured salary is at least equal to the LPP insured salary, taking into account the target bonus. If the LPP salary is higher than the insured salary, a comparison will be shown on the certificate. It is also shown if the insured person is part of an extended plan and what salary is insured under this plan. If you are not employed by C&A Mode Inc., please find out about the detailed calculation of the insured salary in the pension plan.
- 3 **Financing / contributions** Savings contributions (employees and employers) are calculated as a percentage of insured salary and are used to finance the retirement provision. The percentage **depends on age** and is the same for men and women. The annual pension credit is made up of savings contributions from employees and employers. A risk contribution, also calculated as a percentage of insured salary, is deducted to finance benefits paid in the event of incapacity for work, disability and death. If the insured person is part of an extended plan, there will be two contribution rates shown on the form. The first is the contribution for the basic plan and the second is the contribution for the extended plan.
- 4 **Development of pension savings and leaving benefits**
 - 1) By using the detailed information, it is possible to set out the development of the retirement savings capital compared with the previous year. The amount of the retirement savings capital at 01.01.2024 corresponds to the value at 31.12.2023, including 4% interest. This value has been communicated by Libera.
 - 2) On leaving the Pension Fund, the insured person is entitled to receive at least the entry benefits, including interest, and the personal contributions paid during the contribution period, plus a supplement of 4% per year from the age of 20 (maximum supplement of 100%).
 - 3) Minimum retirement savings capital, which must be accumulated under the compulsory BVG scheme and paid out at the time of withdrawal.

On termination, there is a statutory obligation to make a comparison calculation. The termination benefit equals the maximum of 1), 2) or 3).

- 5 **Estimated pension benefits** The **projected retirement savings capital at retirement age** is based on the current retirement savings capital and its extrapolation. It is assumed that the insured salary will remain unchanged until retirement. The projected interest rate used for the extrapolation depends on the Foundation's technical interest rate. For the current insurance year, extrapolation is determined according to the current interest rate set by the Foundation Board; the Foundation Board determines the definitive interest rate in force for the current year on the basis of the performance and financial situation of the Pension Fund at the end of each year.

To calculate the projected **retirement pension**, the retirement savings capital extrapolated after the capital withdrawal is multiplied by the conversion rate (example: for retirement savings of CHF 727,837.85, the conversion rate of 4.60% gives an annual retirement pension of CHF 33,492). The retirement pension is paid for life by the Pension Fund. Retirement assets existing at the time of retirement may be fully or partially withdrawn in the form of lump-sum capital -> article 17.1. Withdrawal of lump-sum capital must be notified in writing at least four months in advance and co-signed by the spouse or registered partner.

The extrapolated retirement benefits at the legal retirement age (65) are detailed, as well as for comparison purposes at age 60. All the projected retirement benefits shown on the pension certificate may differ significantly from the values shown up to retirement due to changing factors such as insured salary, interest and changes in regulations. To illustrate the influence of interest rates in particular, a projection of retirement at age 65 with an interest rate of 0% is shown for comparison purposes.

The calculations are for information purposes only and do not constitute a basis for **any** rights.

- 6 Disability benefits** The entitlement to a disability pension is deferred for as long as the Company continues to pay the salary or as long as a substitute salary payment (e.g. daily allowances of health or accident insurance) that amounts to at least 80% of the lost salary and that the Company finances at least half of it being paid -> Art. 21.5.

In the event of **disability** (due to illness or accident), the right to a **disability pension** and exemption from contributions exists until retirement age. Exemption from contributions means that neither the employee nor the employer has to pay any further contributions. In principle, the disability pension amounts to 70% of the insured salary. A **disabled child's pension** is payable for each child up to the age of 18 (in education up to the age of 25). In principle, this pension amounts to 14% of the insured salary.

On retirement, the disability pension is replaced by the **retirement pension**. The retirement pension is calculated on the basis of the retirement assets available at retirement age, which are continued with the savings contributions in accordance with the contribution exemption and on the basis of the conversion rate applicable at retirement age.

- 7 Death benefits before retirement** In the event of death, a pension is payable to the spouse or registered partner. In principle, this pension amounts to 42% of the insured salary. An insured person who is not married or living in a registered partnership may, during his or her lifetime, claim a **partner's pension** for the surviving partner. A lump-sum death benefit equal to 100% of the declared annual salary is also payable.

The additional lump-sum death benefit is reduced by the equivalent value of any other benefits provided by the pension fund. For this purpose, the equivalent value of the pensions is calculated in accordance with the pension fund's actuarial basis in force. **Eligibility** is independent of inheritance law. The insured person may, by written communication to the pension fund, freely define the rights of the various beneficiaries of the same group and their respective shares of the death benefit. The declaration must be in the possession of the pension fund during the member's lifetime -> Art. 26.4. The relevant forms for declaring the partner can be obtained from the Pension Fund administration department

An **orphan's pension** is payable for each child up to the age of 18 (in education up to the age of 25). In principle, this pension amounts to 14% of the insured salary.

Benefits in the event of death after retirement: The pension for the spouse or registered partner is 60% of the retirement pension. The pension for the pensioner's child and the orphan's pension amount to 20% of the retirement pension.

- 8 Voluntary additional contribution** The purchase amount shown is a provisional calculation and is intended as a guide only. The calculation of the actual purchase potential requires detailed information. In all cases, an offer to purchase is required before you can buy into the pension fund. The purchase amount is credited to the retirement account, and the insured person is responsible for claiming a tax deduction for voluntary purchase amounts. In order to claim a tax deduction, the Pension Fund will issue the insured with a certificate for the tax authorities -> Art. 12.

- 9 Further information** Identification of the amount of pension contributions and withdrawals - the insured person can use this to check whether all assets paid in are taken into account. The insured person may claim a sum for home ownership for their own use. Additional restrictions apply to such early withdrawals up to the age of 50 -> Art. 39.3.