

## Pension regulations of the Pension Fund of the C&A Group

The pension plan rules valid from 1 January 2025 replace the 2024 version of the pension plan rules. These are not material changes, but mainly clarifications.

Article	Text of the rules – additions marked in bold	Comments
3.2	<p><u>Health check</u></p> <p>If the information provided in the health questionnaire or to the independent examining doctor is untrue or if information is omitted, <b>or as a result of a breach of the duty to cooperate when joining the Pension Fund, the Pension Fund may withdraw from the extra-mandatory contract if a risk event should occur.</b> As a result, the benefits in the event of risk are restricted to the minimum benefits pursuant to OPA for the entire term (including reversional survivors' benefits). The Pension Fund will notify the insured person <b>of the cancellation of the extra-mandatory pension contract</b> within 6 months of becoming aware of the breach of duty of disclosure.</p>	Clarifications, particularly in connection with breach of duty to cooperate when joining the pension fund.
10.4	<p><u>Contributions</u></p> <p>In the event of accident, illness, maternity leave, <b>leave of the other parent, care leave, adoption leave</b> or military service, the obligation to pay contributions continues as long as the salary or a substitute salary payment (e.g. daily allowances of health or accident insurance) is being paid. The contributions are either deducted from the salary that continues to be paid or from a substitute salary payment.</p>	Contribution obligation as long as the salary is paid. Additional provisions for leave taken by the other parent, child-care leave and adoption leave.
30.1	<p><u>Continuation of insurance after age 58</u></p> <p>Insured persons who leave the compulsory insurance after reaching the age of 58 because the employer has terminated the employment relationship may request continuation of the insurance to the previous extent and at their own expense. The corresponding request for continuation of the insurance must be submitted to the Pension Fund in writing before the date of departure and with proof of the termination of the employment relationship being initiated by the employer. <b>If the notice period is less than one month, the request must</b></p>	Addition: 'If the notice period is less than one month, the request must be submitted no later than one month after the date of departure.' This applies, for example, to terminations without notice or terminations during the probationary period.

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	<b>be submitted no later than one month after the date of termination.</b>	
39.1	<p><u>Early withdrawal, pledging, duty to provide information</u></p> <p><i>Up to three years before reaching normal retirement age, the insured person may claim a sum for home ownership for their own use (purchase and construction of residential property, shares in residential property or repayment of mortgages). <b>The minimum amount for early withdrawal is CHF 20,000; this does not apply to the purchase of shares in housing cooperatives and similar participations.</b> Own use is deemed to be use by the insured person at his or her place of residence or habitual abode. However, he or she may pledge this amount or his or her entitlement to occupational benefits for the same purpose.</i></p>	<p>Addition that the minimum amount for early withdrawal of CHF 20,000 does not apply to the purchase of shares in housing cooperatives and similar investments.</p>
39.8	<p><u>Early withdrawal, pledging, duty to provide information</u></p> <p><i>An early withdrawal reduces the retirement assets by the amount withdrawn early. The insured old age and survivors' benefits are reduced in proportion with the amount withdrawn early. Any (partial) repayment of the amount withdrawn early <b>is permitted until full retirement, but no later</b> until reaching normal retirement age, the amount repaid is handled the same way as an extra contribution pursuant to Art. 12. The amount which is repaid is allocated in the same proportion as upon early withdrawal to the OPA retirement capital and the other retirement capital sums.</i></p>	<p>Addition that any (partial) repayment of the amount withdrawn early is permitted until full retirement, at the latest until normal retirement age is reached.</p>
47	<p><u>Transitional provisions</u></p> <p><del><i>Insured persons who were already insured in the Pension Fund as at 31 December 2014 and were less than 10 years before the standard retirement age at this date are entitled to a vested pension (vested pension 2015) under the following conditions.</i></del></p>	<p>Deletion of the transitional provisions for insured persons who were already insured in the pension fund on 31 December 2014 and were less than 10 years away from the target age at that time. This provision can be removed as the persons concerned are no longer insured as active insured persons in the pension fund.</p>