

**Occupational benefits plan of the occupational
benefits regulations of
the Pension Fund of the C&A Group**

Basic Plan
for employees of
associated businesses
joining from 1 January 2015

effective from 1 January 2026

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Art. 1 Occupational benefits regulations

- 1 The occupational benefits regulations include the principles and the general rules on staff occupational benefits.

Art. 2 Occupational benefits plan

- 1 The occupational benefits plan is a constituent of the occupational benefits regulations. It includes detailed rules on the benefits of this staff occupational benefits scheme and their financing.

Art. 3 Admission to the Pension Fund

- 1 Insured persons
 - a) who are employed at an **associated business** and
 - b) who have joined the Pension Fund from 1 January 2015 onwards are admitted to the "**Basic Plan**" occupational benefits plan of the Pension Fund.

Art. 4 Relevant annual salary

- 1 The relevant annual salary is the annual fixed basic salary.
- 2 Any additional pay, such as bonuses, gratuities or expenses, does not count as part of the basic salary and thus the relevant annual salary.
- 3 The maximum relevant annual salary is three times the maximum basic state pension.

Art. 5 Pensionable salary

- 1 Pensionable salary is equal to the relevant annual salary less the co-ordination amount specified in paragraph 2.
- 2 The co-ordination amount is equal to the basic state pension for the relevant annual salary. The co-ordination deduction is limited to seven eighths of the maximum basic state pension.
- 3 In the case of partially disabled insured persons, the co-ordination amount, which is calculated on the basis of 100% employment, and the maximum relevant annual salary are adjusted in line with the disability entitlement.
- 4 The pensionable salary is determined for the first time on joining, and later generally monthly.
- 5 If the relevant annual salary temporarily falls due to illness, accident, unemployment, maternity leave or similar reasons, then the previous pensionable salary fundamentally continues to apply as long as the Company's obligation to continue paying the salary continues. The insured person can, however, ask for the pensionable salary to be reduced.

Art. 6 Retirement age

- 1 Retirement age is reached on the first of the month after the insured person has reached the age of 65.

Art. 7 Old age pension, pensioners' children's pension, bridging pension

- 1 The old age pension is calculated, in accordance with the appendix of the occupational benefits regulations, on the basis of the retirement assets at the date of retirement and the conversion rate. The reduced retirement assets after any lump-sum withdrawal and bridging pensions are relevant here.
- 2 The level of the pensioner's children's pension is equal to 20% of the old age pension received.
- 3 The old age pensioner or insured person may choose the amount of the OASI bridging pension him or herself. However, the OASI bridging pension must not exceed the state pension the retiring member would be entitled to on the basis of his or her income.

Art. 8 Disability pension, disabled person's children's pension

- 1 The full disability pension is 70% of pensionable salary at the start of incapacity to work until the end of the month in which the insured person reaches retirement age. It is subsequently calculated, in accordance with the rules of Art. 7, on the basis of the continued retirement assets available and the conversion rate applicable on reaching retirement age.
- 2 The recipient of a disability pension is entitled to a disabled person's children's pension for any child that would qualify for an orphan's pension pursuant to Art. 10 in the event of the disability pension recipient's death.
- 3 The disabled person's children's pension is paid from the same date as the disability pension. It ends when the underlying disability pension ends, but no later than when the entitlement to an orphan's pension would end.
- 4 The recipient of a disability pension is entitled to a children's pension of 20% of the disability pension received for every child that would be entitled to an orphan's pension on the death of the disability pension recipient.

Art. 9 Spouse's pension, life partner's pension

- 1 The spouse's pension is equal to 60% of the insured disability pension pursuant to Art. 8, or the disability pension being paid at the time of the insured person's death or, as the case may be, the old age pension being paid at the time of the insured person's death.
- 2 On remarriage, the surviving spouse is entitled to a one-off settlement amounting to three times the annual amount of the spouse's pension.

Art. 10 Orphan's pension

- 1 For each orphan who has lost one parent, the orphan's pension is equal to 20% and for each orphan who has lost both parents the orphan's pension is equal to 40% of the insured disability pension or the disability pension being paid at the time of the insured person's death or, as the case may be, the old age pension being paid at the time of the insured person's death.

Art. 11 Death benefit

- 1 The death benefit is 100% of the relevant annual salary pursuant to Art. 4.
- 2 The death benefit will be increased by the termination benefit pursuant to Art. 29 of the occupational benefits regulations to which the insured person would have been entitled at the time of his or her death, less the equivalent value of any other benefits from the Pension Fund (previously paid disability benefits, spouse's and orphan's pensions payable in future, lump-sum payment to the spouse, pensions for divorced spouses). The equivalent value of pensions will be calculated using the relevant technical principles of the Pension Fund. The death benefit under paragraph 1 shall be increased by at least the amount of the purchase sums paid into the pension fund in accordance with Art. 12 of the pension fund regulations, excluding interest, less any advance payments for home ownership promotion under Art. 39 of the pension fund regulations that have not yet been repaid, excluding interest, and any termination benefits transferred in the context of divorce and not repaid, excluding interest.

Art. 12 Retirement credits

(See Art. 15 of the occupational benefits regulations)

- 1 The retirement credits as a percentage of the pensionable salary are as follows:

Age	Pension credits as a percentage of insured salary
25 – 34	8.27%
35 – 44	15.37%
45 – 54	22.88%
55 – 59	30.98%
60 – 70	34.29%

Basisplan

The age of the insured person is derived from the difference between the current calendar year and his or her year of birth.

Art. 13 Level and distribution of contributions

(See Art. 10 of the occupational benefits regulations)

- 1 The contributions of the employees and employer as a percentage of the pensionable salary amount to:

Age	Savings contributions		Risk contributions	
	Employees	Employer	Employees	Employer
17 - 24	0.00%	0.00%	0.61%	2.09%
25 - 34	1.90%	6.37%	0.61%	2.09%
35 - 44	3.50%	11.87%	0.61%	2.09%
45 - 54	5.20%	17.68%	0.61%	2.09%
55 - 59	7.05%	23.93%	0.61%	2.09%
60 - 65	7.80%	26.49%	0.61%	2.09%
66 - 70	7.80%	26.49%	0.00%	0.00%

Basisplan Angeschlossene

The age of the insured person is derived from the difference between the current calendar year and his or her year of birth. The switch to the next contribution level up takes place on 1 January in each case.

- 2 In the case of continued insurance of the previous pensionable salary pursuant to Art. 7 of the occupational benefits regulations, the insured person also pays the Company's contributions on the part of the pensionable salary that corresponds to the continued insurance.
- 3 Contributions for administration and contributions for the guarantee fund are paid from the assets of the Pension Fund.

Art. 14 Purchasing additional benefits

- 1 The maximum level of any additional extra contributions is the maximum amount shown in the table below after deduction of the existing retirement assets. The maximum amount of the extra contribution is reduced by any Pillar 3a assets that exceed the limit specified in Art. 60a (2) OPO 2 and by any vested assets that the insured person was not required to contribute to the Pension Fund.

31.12. of age	Maximum amount as a percentage of pensionable salary as at year-end	31.12. of age	Maximum amount as a percentage of pensionable salary as at year-end
25	8.27%	45	306.61%
26	16.70%	46	335.56%
27	25.30%	47	365.08%
28	34.08%	48	395.19%
29	43.02%	49	425.90%
30	52.14%	50	457.21%
31	61.44%	51	489.14%
32	70.93%	52	521.71%
33	80.61%	53	554.92%
34	90.47%	54	588.79%
35	107.63%	55	631.43%
36	125.14%	56	674.91%
37	142.98%	57	719.26%
38	161.18%	58	764.48%
39	179.75%	59	810.60%
40	198.68%	60	860.94%
41	217.98%	61	912.28%
42	237.67%	62	964.63%
43	257.74%	63	1018.02%
44	278.22%	64	1072.47%
		65	1128.00%

Basisplan

Intermediate values are interpolated on a linear basis.

The age of the insured person is derived from the difference between the current calendar year and his or her year of birth.

Example

date of birth of insured person 15.03.1966

date of additional contribution 30.06.2020 (valuta)

BVG-age at valuta $2020 - 1966 = 54$

pensionable salary at valuta CHF 50'000

available pension assets at valuta CHF 170'000

value from table at 1.1. of age 54 554.9%

value from table at 31.12. of age 54 588.8%

factor for interpolation at valuta $30. \text{ June} = 180 / 360 \text{ days} = 0.5$ maximum amount in % $554.9\% + 0.5 \times (588.8\% - 554.9\%) = 571.86\%$ maximum amount in CHF $571.86\% \times \text{CHF } 50'000 = \text{CHF } 285'928$ additional contribution allowed $\text{CHF } 285'928 - \text{CHF } 170'000 = \underline{\underline{\text{CHF } 115'928}}$

Basisplan

Art. 15 Entry into force, amendments

- 1 This occupational benefits plan comes into force on 1 January 2026.
- 2 Art. 45 of the occupational benefits regulation applies mutatis mutandis to this occupational benefits plan.

Baar, 9 September 2025 The Board of Trustees

Christian Wigger
Chairman of the Board
of Trustees

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