

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

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

effective from 1 January 2021

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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 and
 - c) whose relevant annual salary exceeds three times the amount of the maximum basic state pension in force at the time are admitted to the "**Extended Plan 1**" occupational benefits plan of the Pension Fund.

Art. 4 Leaving the occupational benefits plan

- 1 Persons insured by the occupational benefits plan leave the plan if membership of the occupational benefits scheme ends in accordance with Art. 29 (1) of the occupational benefits regulations.
- 2 They also leave the occupational benefits plan if their relevant annual salary is expected to fall permanently below the admission threshold pursuant to Art. 3 (1) c. In this case, the retirement assets in the occupational benefits plan are transferred to the retirement assets of the Basic Plan.
- 3 If an insured person switches to another employer associated with the Pension Fund, then only the occupational benefits plan changes.

Art. 5 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 30 times the maximum basic state pension.

Art. 6 Pensionable salary

- 1 Pensionable salary is equal to the relevant annual salary pursuant to Art. 5 less the co-ordination amount specified in paragraph 2.
- 2 The co-ordination amount is equal to three times the maximum basic state pension.
- 3 The pensionable salary is at least CHF 1,000.
- 4 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.

- 5 The pensionable salary is determined for the first time on joining, and later generally monthly.
- 6 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. 7 Retirement age

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

Art. 8 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 There is no pensioner's children's pension insured in this plan.
- 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. 9 Disability pension, disabled person's children's pensions

- 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. 8, 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. 11 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. 10 Spouse's pension, life partner's pension

- 1 The spouse's pension is equal to 60% of the insured disability pension pursuant to Art. 9, 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. 11 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. 12 Death benefit

- 1 The death benefit is 100% of the pensionable salary pursuant to Art. 6.
- 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.

Art. 13 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	Age	Pension credits as a percentage of insured salary
25	14.5%	45	16.6%
26	14.6%	46	16.8%
27	14.7%	47	17.0%
28	14.8%	48	17.2%
29	14.9%	49	17.4%
30	15.0%	50	17.6%
31	15.1%	51	17.8%
32	15.2%	52	18.0%
33	15.3%	53	18.2%
34	15.4%	54	18.4%
35	15.5%	55	18.6%
36	15.6%	56	18.8%
37	15.7%	57	19.0%
38	15.8%	58	19.2%
39	15.9%	59	19.4%
40	16.0%	60	19.6%
41	16.1%	61	19.4%
42	16.2%	62	19.2%
43	16.3%	63	19.0%
44	16.4%	64	18.8%
		65 – 70	18.6%

Erweiterter Plan 1

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

Art. 14 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	0.00%	0.00%	0.47%	2.23%
25	2.50%	12.00%	0.47%	2.23%
26	2.52%	12.08%	0.47%	2.23%
27	2.53%	12.17%	0.47%	2.23%
28	2.55%	12.25%	0.47%	2.23%
29	2.57%	12.33%	0.47%	2.23%
30	2.59%	12.41%	0.47%	2.23%
31	2.60%	12.50%	0.47%	2.23%
32	2.62%	12.58%	0.47%	2.23%
33	2.64%	12.66%	0.47%	2.23%
34	2.66%	12.74%	0.47%	2.23%
35	2.67%	12.83%	0.47%	2.23%
36	2.69%	12.91%	0.47%	2.23%
37	2.71%	12.99%	0.47%	2.23%
38	2.72%	13.08%	0.47%	2.23%
39	2.74%	13.16%	0.47%	2.23%
40	2.76%	13.24%	0.47%	2.23%
41	2.78%	13.32%	0.47%	2.23%
42	2.79%	13.41%	0.47%	2.23%
43	2.81%	13.49%	0.47%	2.23%
44	2.83%	13.57%	0.47%	2.23%
45	2.86%	13.74%	0.47%	2.23%
46	2.90%	13.90%	0.47%	2.23%
47	2.93%	14.07%	0.47%	2.23%
48	2.97%	14.23%	0.47%	2.23%
49	3.00%	14.40%	0.47%	2.23%
50	3.03%	14.57%	0.47%	2.23%
51	3.07%	14.73%	0.47%	2.23%
52	3.10%	14.90%	0.47%	2.23%
53	3.14%	15.06%	0.47%	2.23%
54	3.17%	15.23%	0.47%	2.23%
55	3.21%	15.39%	0.47%	2.23%
56	3.24%	15.56%	0.47%	2.23%
57	3.28%	15.72%	0.47%	2.23%
58	3.31%	15.89%	0.47%	2.23%
59	3.34%	16.06%	0.47%	2.23%
60	3.38%	16.22%	0.47%	2.23%
61	3.34%	16.06%	0.47%	2.23%
62	3.31%	15.89%	0.47%	2.23%
63	3.28%	15.72%	0.47%	2.23%
64	3.24%	15.56%	0.47%	2.23%
65	3.21%	15.39%	0.47%	2.23%
66 - 70	3.21%	15.39%	0.00%	0.00%

Erweiterter Plan 1 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.
- 4 If the relevant annual salary is more than 12 times the maximum basic state pension, then the insured person pays twice the employee contributions on the part of the salary above this limit.

Art. 15 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	14.5%	45	397.1%
26	29.4%	46	421.7%
27	44.7%	47	447.1%
28	60.4%	48	473.1%
29	76.4%	49	499.9%
30	93.0%	50	527.4%
31	109.9%	51	555.6%
32	127.3%	52	584.6%
33	145.1%	53	614.4%
34	163.4%	54	645.0%
35	182.1%	55	676.4%
36	201.3%	56	708.6%
37	221.0%	57	741.6%
38	241.2%	58	775.5%
39	261.9%	59	810.2%
40	283.0%	60	845.9%
41	304.7%	61	882.0%
42	327.0%	62	918.7%
43	349.8%	63	955.9%
44	373.1%	64	993.6%
		65	1031.9%

Erweiterter Plan 1

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 15.03.1963			
date of additional contribution 30.06.2017 (valuta)			
BVG-age at valuta	2017 - 1963 =		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			614.4%
value from table at 31.12. of age 54			645.0%
factor for interpolation at valuta	30. June = 180 / 360 days =		0.5
maximum amount in %	614.4% + 0.5 x (645.0% - 614.4%) =		629.70%
maximum amount in CHF	629.70% x CHF 50'000 =	CHF	314'850
additional contribution allowed	CHF 314'850 – CHF 170'000 =	<u>CHF</u>	<u>144'850</u>

Erweiterter Plan 1

Art. 16 Entry into force, amendments

- 1 This occupational benefits plan comes into force on 1 January 2021.
- 2 Art. 44 of the occupational benefits regulation applies mutatis mutandis to this occupational benefits plan.

Baar, 16 December 2020 The Board of Trustees

Willi Rohner
Chairman of the Board
of Trustees

Christian Wigger
Deputy Chairman of the Board
of Trustees