

1. Insured person

When you receive your pension certificate (electronically stored in your personal connect account), please check your personal data and the reported annual OASI salary and level of employment. Please report any errors to your employer.

2. Annual OASI salary

The annual OASI salary corresponds to the contractually agreed annual OASI salary (including 13th month's salary) for the corresponding level of employment. Salary changes of more than 10% during the year or with retroactive effect must be reported.

3. Insured annual salary

Corresponds to the annual OASI salary minus the coordination deduction (CA) specified in the pension plan. In 2025, the CA according to the BVG is CHF 26,460. The CA takes into account the fact that part of the salary is already insured under the AHV/IV scheme. However, it is also possible to agree not to apply a KA at all or, in the case of part-time employees, to reduce the KA in line with the level of employment (as is the case on this sample pension certificate). The insured annual salary forms the basis for calculating the retirement benefits and, depending on the agreement, also the survivors' and disability benefits.

4. Contributions

The savings contributions of employees and employers are credited to the respective retirement assets. The risk premiums are used to finance survivors' and disability benefits on a solidarity basis, while the administrative costs are used by the collective foundation to implement the occupational benefit scheme.

These two contributions are not credited.

When you receive a pension certificate, please check whether the "Total monthly employee contribution" corresponds to the salary deduction on your payslip.

The employer must pay at least 50% of the contributions.

5. The basis for the amount of the savings contribution is the insured annual salary 1 (see point 3)

The savings process is defined in the pension plan. The retirement credits in accordance with the law are:

25 - 34 years	7% of the insured annual salary according to BVG
35 - 44 years	10%
45 - 54 years	15%
55 - 64/65 years	18%

Each company can optionally agree higher savings rates with the foundation. The savings process begins from the age of 25, but the insurance obligation for the risks of death and disability begins on January 1 of the year in which the person turns 18.

6. Development of retirement assets  
Each time there is a change (e.g. change in salary, inclusion of vested benefits, change of plan, etc.), a new pension certificate is stored in your personal connect account with the corresponding effective date. The new one replaces the previous one. You will always receive a new pension certificate at the beginning of the year, in which the development of your retirement assets in the previous year is listed in this section.
7. Payments  
This item shows the total of vested benefits brought in, voluntary purchases, repayments of an advance withdrawal for home ownership and transfers due to divorce, etc. for the current year or the previous year (as a recapitulation). Please also note point 8 "Further information on the pension certificate".
8. Withdrawals  
The deposits are reduced by any early withdrawal (WEF) for home ownership, a payout due to divorce or a lump-sum withdrawal in the event of partial retirement. Please also refer to point 8 for further information on the pension certificate.
9. Retirement assets according to BVG at the end of the previous year or on the reporting date  
The retirement assets in accordance with the BVG show the amount of retirement assets as at the reporting date in accordance with the statutory minimum requirements.
10. Total retirement assets at the end of the previous year or on the reporting date  
The total retirement assets (incl. BVG portion) correspond to the sum of all savings contributions credited up to the reference date plus deposits (see point 7) minus withdrawals (see point 8) including interest.
11. Expected retirement assets according to BVG at the end of the current year  
This amount shows the amount of the expected retirement assets at the end of the current year in accordance with the statutory minimum requirements.
12. Total expected retirement assets at the end of the current year  
This amount shows the expected retirement assets at the end of the current year in accordance with the pension plan.
13. Retirement benefits  
The normal retirement age in 2025 is 64 years and 3 months for women and 65 years for men. Early retirement is possible from the age of 58. Retirement can be postponed beyond the normal reference age until the age of 70 at the latest.

#### 14. Projected retirement capital

Corresponds to the (hypothetical) credit balance at the time of normal retirement age. Based on the current credit balance, the future retirement credits (savings contribution) are extrapolated assuming a constant annual salary including interest (calculated using the current projected interest rate, 2025: 2.00%). This is the basis for calculating the budgeted annual retirement pension.

#### 15. Annual retirement pension and conversion rate

The projected retirement capital is converted into a lifelong retirement pension at the conversion rate applicable at the time of normal retirement age. The conversion rate for the mandatory BVG portion is set by law and is currently 6.80%. The conversion rate on the total retirement assets is set by the Board of Trustees and is currently:

Women Vintage	Men Vintage	Retirement year	Conversion rate at ordinary reference age (women according to transitional, regulation men age 65)
1961	1960	from 2025	5.40%
1962	1961	from 2026	5.30%

The conversion rate is reduced for early retirement and increased for deferred retirement. From 2025, the reduction in the conversion rate for early retirement will be 0.14% and the increase for deferred retirement will be 0.16% per year. The date of early retirement or deferral must be notified in writing at least three months in advance.

Nest offers the option of withdrawing all or part of the retirement assets as a lump sum on retirement.

#### 16. Retired person's child benefits

If an insured person still has children under the age of 18 or in education (up to the age of 25) when they retire, they will receive a retired person's child's pension in addition to their retirement pension. This corresponds to the minimum BVG orphan's pension per child and expires at the latest when the child reaches the age of 18 or 25.

#### 17. Benefits in case of death

In the event of the death of the insured person, a lifelong partner's pension is paid to the surviving partner or a temporary orphan's pension is paid to the entitled children. In accordance with the law, the survivors' benefits depend on the projected final retirement assets without interest. The survivors' benefits may also depend on the annual OASI salary or the insured annual salary. This depends on your employer's pension solution.

#### 18. Benefits in case of disability

In the event of disability, the pension fund pays a disability pension after a waiting period and, if applicable, a disabled person's child's pension for each child.

The waiting period is 720 days if the employer has taken out collective daily sickness benefits insurance and 360 days if the employer does not have such insurance.

According to the law, the disability benefits depend on the projected final retirement assets without interest. The benefits may also depend on the annual OASI salary or the insured annual salary, depending on the employer's pension solution.

19. Maximum possible purchase

The insurance benefits can be increased through voluntary purchases. The current retirement assets, the annual salary and the company's pension plan are used to calculate the maximum purchase amount. A voluntary purchase must amount to at least CHF 5,000.00. The amount paid in can be deducted from taxable income in the corresponding year. After a purchase, the benefits based on it may not be withdrawn as a lump sum for three years (e.g. on retirement or early withdrawal for home ownership).

20. Maximum possible withdrawal for residential property

This amount is available for (partial) financing of owner-occupied residential property, amortization of mortgages or renovations.

21. Pledge under the home ownership encouragement scheme

The retirement assets or a portion thereof can be pledged to a bank.

22. Please also note the explanations in points 17 and 18.