

# SMG MANAGEMENT BASIS

## General Provisions

These pension plan provisions contain the specific information applicable to the respective pension plan and supplement the Pension Regulations with regard to the particularities of the plan. In addition, the regulatory provisions are reproduced in excerpted form. However, the Pension Regulations are determinative.

### Qualifying annual salary

In derogation from Art. 3 para. 1 of the regulations, the qualifying annual salary is the base salary including variable compensation (short-term incentive and sales commission) based on 100% target achievement.

### Entry threshold (cf. Regulations Art. 2)

Employees whose qualifying annual salary is higher than the OASI minimum retirement pension shall be accepted into the Pension Fund.

### Coordination amount and maximum qualifying annual salary (cf. Regulations Art. 3)

The coordination amount is 7/8 of the maximum OASI retirement pension.

The qualifying annual salary shall not exceed five times the maximum coordinated salary pursuant to Article 8 (1) LPP/BVG.

The insured salary corresponds to the employee's qualifying annual salary less the coordination amount.

For part-time employees or partially disabled insured persons the contribution amount and the maximum insured annual salary shall be adjusted in line with the degree of employment or the entitlement to a disability pension.

Reference age: the age on the first day of the month after the employee reaches	65 years of age for men and for women born in 1964 or later
Entry threshold	CHF 14'700
Maximum qualifying annual salary	CHF 312'375
Coordination amount	CHF 25'725
Minimum insured annual salary	CHF 3'675
Maximum insured annual salary	CHF 286'650

### Savings credits (cf. Regulations Art. 4)

The savings credits as a percentage of the insured salary are as follows, depending on the contribution scale chosen:

Age	Savings credit	
	Contribution scale Light	Contribution scale Standard
25 – 34	12.5 %	13.0 %
35 – 44	15.5 %	16.0 %
45 – 54	20.5 %	21.0 %
55 – RA*	23.5 %	24.0 %
RA* – 70	23.5 %	24.0 %

\*RA - reference age

The age of the insured person is the difference between the current calendar year and the year of birth.

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## Financing

### Amount of contributions (cf. Regulations Art. 5)

Insured persons may choose between the "Standard" and "Light" contribution scale. The contribution scale must be chosen upon admission to the pension fund. Unless otherwise specified in writing, the "Light" contribution scale shall be used. Transfer to a different contribution scale is possible on 1 January and must be notified to the pension fund in writing by the end of November of the previous year.

The insured person and the company shall each pay the following annual contributions, which shall be calculated as percentages of the insured salary:

Age	Savings contributions			Risk contributions		Total		
	Insured person		Company	Insured person	Company	Insured person		Company
	Contribution scale					Both Scales	Both Scales	
	Light	Standard	Light	Standard				
up to 24	-	-	-	0.5 %	0.5 %	0.5 %	0.5 %	0.5 %
25 – 34	4.5 %	5.0 %	8.0 %	1.2 %	1.2 %	5.7 %	6.2 %	9.2 %
35 – 44	6.0 %	6.5 %	9.5 %	1.2 %	1.2 %	7.2 %	7.7 %	10.7 %
45 – 54	8.5 %	9.0 %	12.0 %	1.2 %	1.2 %	9.7 %	10.2 %	13.2 %
55 – RA*	10.0 %	10.5 %	13.5 %	1.2 %	1.2 %	11.2 %	11.7 %	14.7 %
RA* – 70	10.0 %	10.5 %	13.5 %	-	-	10.0 %	10.5 %	13.5 %

\*RA - reference age

In the event of continuing insurance of the previous insured salary pursuant to Art. 3 para. 4, the insured person shall also pay the company's contributions in respect of that part of the insured salary for which continuing insurance is required.

The age of the insured person is the difference between the current calendar year and the year of birth. Transition to the next higher contribution level takes place on 1 January.

### Buy-in of additional benefits (cf. Regulations Art. 6 para. 2.)

Additional benefits may be bought in up to the maximum amount specified in the following table, less the existing savings capital at the time of the buy-in. The employee's age must be calculated precisely in years and months. The period between the birthday and the first day of the following month shall not be taken into account. Intermediate values shall be linearly interpolated.

For buy-ins after reaching reference age, the entry in the table for age 65 shall be used.

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Maximum possible buy-ins as a percentage of the insured salary for insured persons with “Light” and “Standard” contribution scales:

Age	Light	Standard
25	12.5 %	13.0 %
26	25.3 %	26.3 %
27	38.3 %	39.8 %
28	51.5 %	53.6 %
29	65.1 %	67.7 %
30	78.9 %	82.0 %
31	92.9 %	96.6 %
32	107.3 %	111.6 %
33	121.9 %	126.8 %
34	136.9 %	142.3 %
35	155.1 %	161.2 %
36	173.7 %	180.4 %
37	192.7 %	200.0 %
38	212.0 %	220.0 %
39	231.8 %	240.4 %
40	251.9 %	261.2 %
41	272.5 %	282.5 %
42	293.4 %	304.1 %
43	314.8 %	326.2 %
44	336.6 %	348.7 %
45	363.8 %	376.7 %

Age	Light	Standard
46	391.6 %	405.2 %
47	419.9 %	434.3 %
48	448.8 %	464.0 %
49	478.3 %	494.3 %
50	508.3 %	525.2 %
51	539.0 %	556.7 %
52	570.3 %	588.8 %
53	602.2 %	621.6 %
54	634.7 %	655.0 %
55	670.9 %	692.1 %
56	707.9 %	730.0 %
57	745.5 %	768.6 %
58	783.9 %	807.9 %
59	823.1 %	848.1 %
60	863.1 %	889.1 %
61	903.8 %	930.8 %
62	945.4 %	973.5 %
63	987.8 %	1016.9 %
64	1031.1 %	1061.3 %
65	1075.2 %	1106.5 %

## Benefits

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### Retirement pension (cf. Regulations Art. 8)

The retirement pension is calculated on the basis of the existing savings capital at the time of retirement and the conversion rate pursuant to Annex 1.

### Disability pension (cf. Regulations Art. 9)

The full disability pension is 60% of the insured salary at the start of the period of incapacity for work until the reference age is reached. At reference age, the disability pension is recalculated in accordance with Art. 9 para 5.

The exemption from contributions pursuant to Art. 5 para. 5 or the carry-forward of the savings capital shall be applied in accordance with the “Standard” scale.

### Child’s pension (cf. Regulations Art. 8 and Art. 9)

The child's pension is 20% of the ongoing retirement or disability pension.

### Spouse’s/partner’s pension (cf. Regulations Art. 10)

The amount of the spouse’s/partner’s pension pursuant to Art. 9 is 70% of the disability pension insured at the time of death or 60% of the current disability or 60% or 45% respectively (cf. Art. 8 para. 3) of the current retirement pension.

### Orphan’s pension (cf. Regulations Art. 11)

The amount of the orphan’s pension is 20% for each maternal/paternal orphan, and 40% for each double orphan, of the invalidity or old-age pension insured or current at the time of death.

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## **Lump sum payable on death (cf. Regulations Art. 12)**

The lump sum payable on death before reaching reference age in the case of insured persons of full working capacity is 100% of the existing savings capital less the cash value of any survivors' benefits, but at least the voluntary buy-ins without interest, less withdrawals for home ownership and/or as a result of divorce, without interest.

In the event of the death of a person receiving a disability pension before reaching reference age, the lump sum payable on death is 50% (instead of 100%) of the existing savings capital, and any benefits already received are deducted.

## **Additional lump sum payable on death**

In the event of the death of an insured person of full working capacity before reaching reference age, an additional lump sum payable on death shall be paid out in addition to Art. 12 para. 1 of the Pension Regulations. The additional lump sum payable on death is equal to 200% of the insured salary.

Zürich, 28 September 2023

The Foundation Board

In the event of any contradiction between the text of the English Pension Plan and the text of the original German Pension Plan, only the text of the original German Pension Plan shall prevail.

# ANNEX 1: CONVERSION RATES

## Ordinary conversion rates for different retirement ages (cf. Regulation Art. 8 Para. 2)

The conversion rate shall be determined as follow in line with age at the time of retirement:

Age	2024	2025	2026
58	3.76 %	3.75 %	3.74%
59	3.85 %	3.84 %	3.84%
60	3.95 %	3.95 %	3.94%
61	4.06 %	4.05 %	4.04%
62	4.17 %	4.16 %	4.15%
63	4.29 %	4.28 %	4.27%
64	4.42 %	4.41 %	4.39%
65	4.55 %	4.54 %	4.53%
66	4.69 %	4.68 %	4,67%
67	4.85 %	4.83 %	4.82%
68	5.01 %	5.00 %	4.98%
69	5.19 %	5.18 %	5,16%
70	5.38 %	5.37 %	5.35%

The age shall be calculated exactly in years and months. The period falling between the insured person's birthday and the start of the following month shall be disregarded. Intermediate values shall be linearly interpolated.

For each further retirement year in the future, the conversion rates are determined depending on new findings on the forecast of life expectancy. Due to the reduction in conversion rates future retirement pensions will be lower than before. All current retirement and survivors' pensions already in payment remain unchanged.

# ANNEX 1: CONVERSION RATES

## Extraordinary conversion rates for different retirement ages in the event of a reduction in the insured survivors' benefits

(cf. Regulation Art. 8 Para. 3)

The conversion rate shall be determined as follow in line with age at the time of retirement:

Age	2024	2025	2026
58	3.91 %	3.90 %	3.89%
59	4.00 %	3.99 %	3.99%
60	4.10 %	4.10 %	4.09%
61	4.21 %	4.20 %	4.19%
62	4.32 %	4.31 %	4.30%
63	4.44 %	4.43 %	4.42%
64	4.57 %	4.56 %	4.54%
65	4.70 %	4.69 %	4.68%
66	4.84 %	4.83 %	4.82%
67	5.00 %	4.98 %	4.97%
68	5.16 %	5.15 %	5.13%
69	5.34 %	5.33 %	5.31%
70	5.53 %	5.52 %	5.50%

The age shall be calculated exactly in years and months. The period falling between the insured person's birthday and the start of the following month shall be disregarded. Intermediate values shall be linearly interpolated.

For each further retirement year in the future, the conversion rates are determined depending on new findings on the forecast of life expectancy. Due to the reduction in conversion rates future retirement pensions will be lower than before. All current retirement and survivors' pensions already in payment remain unchanged.