

# "FPE" PENSION PLAN

## 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.

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

Employees whose qualifying annual salary is higher than the OASI minimum retirement pension under Art. 3 shall be accepted into the Pension Fund.

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

The coordination amount is  $\frac{7}{8}$  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.

### Maximum insured salary for CCD insured persons (see Regulations Art. 3)

For insured persons who are also insured with the "caisse complémentaire pour la direction" (CCD), in derogation from Art. 3, the insured salary is not more than 4.125 times the maximum OASI retirement pension.

Retirement age: the age on the first day of the month after the employee reaches	65 years of age for men or 64 years of age for women	for CCD insured persons
Entry threshold	CHF 14'340	
Maximum qualifying annual salary	CHF 304'725	CHF 143'400
Coordination amount	CHF 25'095	
Minimum insured annual salary	CHF 3'585	
Maximum insured annual salary	CHF 279'630	CHF 118'305

### 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			Additional savings credit
	Contribution scale Basic	Contribution scale Option A	Contribution scale Option B	
25 – 34	8.0 %	10.0 %	14.0 %	1.5 %*
35 – 44	12.0 %	15.0 %	19.0 %	1.5 %*
45 – 54	16.0 %	20.0 %	24.0 %	1.5 %*
55 – 64/65	20.0 %	25.0 %	29.0 %	1.5 %*
64/65 – 70	20.0 %	25.0 %	29.0 %	1.5 %*

\* The additional savings credit is financed from the "Additional provision of 1.5%" and will cease to apply when this provision has been consumed.

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 amongst the "Basic", "Option A" and "Option B" contribution scales. The contribution scale must be chosen upon admission to the pension fund. Unless specified otherwise in writing, the "Basic" contribution scale will be applied. Transfer to a different contribution scale may occur during any month and the pension fund must be provided with at least two months' advance notice.

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				All Scales	All Scales		Contribution scale			
	Basic	Option A	Option B	Basic			Option A	Option B			
<b>up to 24</b>	-	-	-	-	0.50 %	<b>0.50 %</b>	0.50 %	0.50 %	0.50 %	0.50 %	
<b>25 – 34</b>	5.0 %	7.0 %	11.0 %	3.0 %	0.75 %	<b>1.25 %</b>	5.75 %	7.75 %	11.75 %	4.25 %	
<b>35 – 44</b>	6.0 %	9.0 %	13.0 %	6.0 %	0.75 %	<b>1.25 %</b>	6.75 %	9.75 %	13.75 %	7.25 %	
<b>45 – 54</b>	7.0 %	11.0 %	15.0 %	9.0 %	0.75 %	<b>1.25 %</b>	7.75 %	11.75 %	15.75 %	10.25 %	
<b>55 – 64/65</b>	7.0 %	12.0 %	16.0 %	13.0 %	0.75 %	<b>1.25 %</b>	7.75 %	12.75 %	16.75 %	14.25 %	
<b>64/65 – 70</b>	7.0 %	12.0 %	16.0 %	13.0 %			7.00 %	12.00 %	16.00 %	13.00 %	

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 par 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.

The entry in the table for age 65 shall be used for any buy-ins made after the retirement age has been reached.

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Maximum possible buy-ins as a percentage of the insured salary for insured persons with “Basic”, “Option A” and “Option B” contribution scales.

Age	Basic	Option A	Option B	Age	Basic	Option A	Option B
25	8.0 %	10.0 %	14.0 %	46	280.1 %	350.2 %	459.3 %
26	16.2 %	20.2 %	28.3 %	47	301.7 %	377.2 %	492.5 %
27	24.5 %	30.6 %	42.8 %	48	323.8 %	404.7 %	526.4 %
28	33.0 %	41.2 %	57.7 %	49	346.2 %	432.8 %	560.9 %
29	41.6 %	52.0 %	72.9 %	50	369.2 %	461.4 %	596.1 %
30	50.5 %	63.1 %	88.3 %	51	392.5 %	490.7 %	632.1 %
31	59.5 %	74.3 %	104.1 %	52	416.4 %	520.5 %	668.7 %
32	68.7 %	85.8 %	120.2 %	53	440.7 %	550.9 %	706.1 %
33	78.0 %	97.5 %	136.6 %	54	465.5 %	581.9 %	744.2 %
34	87.6 %	109.5 %	153.3 %	55	494.8 %	618.6 %	788.1 %
35	101.3 %	126.7 %	175.4 %	56	524.7 %	655.9 %	832.8 %
36	115.4 %	144.2 %	197.9 %	57	555.2 %	694.0 %	878.5 %
37	129.7 %	162.1 %	220.8 %	58	586.3 %	732.9 %	925.1 %
38	144.3 %	180.3 %	244.2 %	59	618.1 %	772.6 %	972.6 %
39	159.2 %	199.0 %	268.1 %	60	650.4 %	813.0 %	1021.0 %
40	174.3 %	217.9 %	292.5 %	61	683.4 %	854.3 %	1070.4 %
41	189.8 %	237.3 %	317.3 %	62	717.1 %	896.4 %	1120.8 %
42	205.6 %	257.0 %	342.7 %	63	751.4 %	939.3 %	1172.3 %
43	221.7 %	277.2 %	368.5 %	64	786.5 %	983.1 %	1224.7 %
44	238.2 %	297.7 %	394.9 %	65	822.2 %	1027.8 %	1278.2 %
45	258.9 %	323.7 %	426.8 %				

## Benefits

### 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 retirement age is reached. At retirement age, the disability pension is recalculated in accordance with Art. 9 para 5.

The exemption from contributions pursuant to Art. 5 paragraph 5 or the continuation of the savings capital is in line with the “Basic” 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 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 retirement 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 retirement age, the lump sum payable on death is 50% (instead of 100%) of the existing savings capital, and any benefits already received are deducted.

Zürich, 5 May 2022

The Foundation Board

# ANNEX 1: CONVERSION RATES

## Conversion rates for different retirement ages

(cf. Regulation Art. 8)

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

Conversion rate per calendar year (cf. in this regard the transitional regulations on the conversion rate with repayment of capital in Art. 35 para. 4 valid until 31.12.2022).

Age	2022	2023	2024
58	3.77 %	3.76 %	3.76 %
59	3.87 %	3.86 %	3.85 %
60	3.97 %	3.96 %	3.95 %
61	4.08 %	4.07 %	4.06 %
62	4.19 %	4.18 %	4.17 %
63	4.31 %	4.30 %	4.29 %
64	4.44 %	4.43 %	4.42 %
65	4.58 %	4.56 %	4.55 %
66	4.72 %	4.71 %	4.69 %
67	4.88 %	4.86 %	4.85 %
68	5.05 %	5.03 %	5.01 %
69	5.23 %	5.21 %	5.19 %
70	5.42 %	5.40 %	5.38 %

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.