

Fondation 2ème pilier swissstaffing

Permanent Employees

General Terms and Conditions

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The provisions of these General Terms and Conditions (in short "General Conditions") are supplemental to the provisions of the Pension Regulations for Permanent Employees:

Admission to the Foundation

Art. 1 Circle of members

Company employees whose AHV/AVS salary is equal to or exceeds the entry threshold set in the Pension Plan are admitted to the Foundation.

Art. 2 Start of coverage

Coverage starts on the day the employment relationship begins or from the start of the entitlement to a salary, but at the latest when the employee first sets out to work.

Definitions

Art. 3 Reference salary

1. The reference salary is defined in the Pension Plan.
2. The maximum reference salary is limited to ten times the upper BVG/LPP limit. Where a member has several pension relationships and his aggregate AVS/AHV salaries and income exceed this limit, he must notify the Foundation of all his existing pension relationships, indicating the salaries and income accordingly insured.

Art. 4 Pensionable salary

The pensionable salary is defined in the Pension Plan.

Art. 5 Maintained insurance of the existing pensionable salary

1. Members whose reference salary is reduced by no more than one half after they reach age 58 may remain insured with the Foundation with their existing pensionable salary until they reach normal retirement age at the latest.
2. The employee and Employer contributions for the portion of the salary covered by the maintained insurance are funded by the member.
3. When calculating the vested termination benefit in accordance with Article 17 FZG/LFLP, the 4% increase per year over age 20 does not apply to the contributions referred to in paragraph 2 above.

Art. 6 Retirement credits

The retirement credits are defined in the Pension Plan.

Resources of the Foundation

Art. 7 Member's contribution

The member's contribution is defined in the Pension Plan.

Art. 8 Company's contribution

The Company's contribution is defined in the Pension Plan.

Foundation benefits

Retirement benefits

Art. 9 Amount of retirement pension

The amount of the annual retirement pension is defined in the Pension Plan.

Art. 10 Entitlement to an early retirement pension

Active members whose employment terminates between their 58th birthday and the normal retirement age are entitled to an early retirement pension, unless they request that their vested termination benefit be transferred to the occupational benefits institution of a new employer, or to a vested benefits institution if they register for unemployment benefits. Article 8 of the Pension Regulations may apply.

Art. 11 Partial retirement

1. Active members aged 58 or over may apply for a partial retirement pension if their reference salary is reduced by at least 25%. The degree of retirement corresponds to the ratio between the reduction in reference salary and the full reference salary.
2. In the event of partial retirement, the retirement savings capital is divided into two parts corresponding to the degree of retirement:
 - a. for the part corresponding to the degree of retirement, the member is deemed a pensioner;
 - b. for the other part, the member is deemed an active member; in this case, the threshold level and the coordination amount are adjusted in accordance with the degree of retirement.
3. At each subsequent salary reduction of at least 25%, the member may apply to receive a further partial retirement pension.
4. Members aged 58 or over whose insurance has been maintained pursuant to Article 47a BVG/LPP may apply to receive a partial retirement benefit of corresponding amount.

Art. 12 Retirement lump-sum capital

1. Unless disallowed under the Pension Regulations or by legal provisions, active members may apply to receive all or a portion of their retirement benefit as a lump-sum payment. Payment in several instalments is excluded.
2. Lump-sum payments may only be disbursed with the written consent of a member's spouse.

Art. 13 Bridge pension

1. In the event of early retirement, members may apply to receive a bridge pension.

2. The bridge pension is an advance from the Foundation. This advance is offset by an immediate, lifelong reduction in the retirement pension, or by a reduction in the member's retirement savings capital. The lifelong compensatory reduction is calculated according to the Foundation's actuarial tables .
3. At the death of the recipient of a bridge pension, survivor benefits, if any, are computed based on the retirement pension reduced in accordance with paragraph 2 above.
4. Members are free to decide the amount of their annual bridge pension. On no account, however, may the annual bridge pension exceed the maximum annual AHV/AVS retirement pension.
5. Members decide when payment of their annual bridge pension starts and ends. The end must coincide at the latest with the start of the entitlement to a normal AHV/AVS retirement pension.
6. Members may use the early retirement account to compensate reductions in the retirement pension at retirement or to prefinance the bridge pension during the term of insurance.

Temporary disability pensions

Art. 14 Amount of disability pension

1. The amount of the full annual disability pension is defined in the Pension Plan.
2. If a member's vested termination benefits were not transferred to the Foundation when the member was admitted, the transfer must be made within one month of the corresponding request from the Foundation so that they can be credited to the member's retirement savings capital.
3. Vested benefits that were not transferred to the Foundation when the member was admitted but only after the expiry of the above-mentioned time limit, when the Foundation is already paying disability benefits to the member, will be credited to the member's retirement savings capital to enhance the disability benefits when they are received. Any related costs are for the member's account.

Survivor pensions

Art. 15 Entitlement to a spouse's pension

1. At the death of a married member, the surviving spouse is entitled to a spouse's pension.
2. Entitlement to a spouse's pension begins at the member's death, but not before the end of the entitlement to the member's salary. The entitlement ceases at the end of the month in which the beneficiary dies, remarries, or enters into a registered partnership.
3. If the surviving spouse or partner remarries or enters into a registered partnership, they will be entitled to a single settlement equal to three annual spouse's or partner's pensions.

Art. 16 Amount of spouse's pension

1. The amount of the annual spouse's pension is defined in the Pension Plan.
2. If the surviving spouse is more than 15 years younger than the deceased member, the annual spouse's pension is reduced by 0.2% for each month exceeding the 15 years' age difference. Notwithstanding, the annual spouse's pension must be at least equal to the spouse's pension under the BVG/LPP.

3. In case of marriage after the normal retirement date, the spouse's pension is reduced as follows:

Years after normal retirement age	Reduction
1	20%
2	40%
3	60%
4	80%
5	100%

Notwithstanding, the annual spouse's pension must be at least equal to the spouse's pension under the BVG/LPP.

Art. 17 Entitlement to a partner's pension

1. At the death of an unmarried member, the surviving partner is entitled to a partner's pension if they were designated by the deceased as the entitled beneficiary of the partner's pension.
2. For the purposes of these General Terms and Conditions, a partner is a person who satisfies all of the following conditions (and who may be of the same gender):
 - a. they are not married (to the member or to any other person);
 - b. they are not related to the member within the meaning of Article 95 of the Swiss Civil Code;
 - c. they shared a life and household with the member for an uninterrupted period of at least five years up to the member's death or must support one or more of the couple's children.
3. The applicant must prove that the criteria for the status of partner are satisfied. Means of proof include:
 - a. for the conditions in letters a – b: civil status certificates for both partners;
 - b. for a shared life and household: residency certificate;
 - c. for a child of the couple: civil status certificate for the child;
 - d. for child maintenance: certificate from the competent authority.
4. The member must designate the surviving partner to the Foundation in writing during his lifetime.
5. Entitlement to a partner's pension begins the month after the member's death, but not before the end of the deceased's entitlement to a salary. It terminates at the end of the month in which the beneficiary dies, remarries or starts sharing their life and household with another partner meeting the conditions in paragraph 2 of this Article, at the latest, however, after ten years. The Pension Board may extend the pension beyond the ten-year limit if the surviving partner presents due justification.

Art. 18 Amount of surviving partner's pension

1. The amount of the annual partner's pension is defined in the Pension Plan.
2. No more than one partner's pension is paid.

Child's pension

Art. 19 Amount of child's pension

The amount of the annual child's pension is defined in the Pension Plan.

Lump-sum death benefit and supplemental lump-sum death benefit

Art. 20 Basis for lump-sum death benefit

If a member dies and there is no survivor entitled to a surviving spouse's or a partner's pension, a lump-sum death benefit is paid.

Art. 21 Amount of lump-sum death benefit

The amount of the lump-sum death benefit is defined in the Pension Plan.

Art. 22 Supplemental lump-sum death benefit

The amount of the supplemental lump-sum death benefit is defined in the Pension Plan.

Final provisions

Art. 23 Effective date

1. These General Terms and Conditions come into effect on 1 July 2023.
2. They shall be submitted to the regulatory authority, the active members and the Company.