

“Supplementary” pension plan for all Swiss-domiciled Swissport companies

1 Admittance and admittance threshold

Management personnel with individual contracts of employment will be admitted to the PVS’s “Supplementary” pension plan if their annual salary including the year-end bonus is higher than 7.5 times the minimum AHV Swiss state old-age pension (7.5 x CHF 14'220 = CHF 106'650).

For part-time personnel, this admittance threshold will be recalculated in proportion to their degree of employment.

2 Insured salary (Article 4 of the PVS Regulations)

The insured salary is the insuree’s annual salary including the year-end bonus, less the “Supplementary” pension plan coordination deduction.

The “Supplementary” pension plan coordination deduction amounts to 7.5 times the minimum AHV Swiss state old-age pension (7.5 x CHF 14'220 = CHF 106'650).

For part-time personnel, this coordination deduction will be recalculated in proportion to their degree of employment.

3 Old-age savings contributions in percentages of the insured salary

	<i>Standard plan</i>	<i>Standard Plus plan</i>
• Employer	15%	15%
• Employee	6%	9%

4 Risk insurance premiums against death and disability

The risk insurance premium amounts to 2.5% of the insured salary. Its payment is shared equally by the employer and the employee.

5 Entry into effect

This “Supplementary” pension plan enters into effect on 1. January 2019.