

## **“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 14’340 = CHF 107’550).

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 14’340 = CHF 107’550).

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 2021.