

## The “Basic” pension plan for Swissport Baggage Sorting AG

### 1 Insured salary (Article 4 of the PVS Regulations)

The insured salary is the insuree’s annual salary including the year-end bonus, less the coordination amount.

The coordination amount for both old-age pension provision and risk insurance against death and disability amounts to:

- 20% of the insured salary, up to a maximum of 50% of the maximum AHV Swiss state old-age pension (CHF 14'340).

### 2 Old-age savings contributions in percentages of the insured salary

	<i>Standard plan</i>		<i>Standard Plus plan</i>	
	Age 25-34	Age 35-63	Age 25-34	Age 35-63
Employee	3.25%	7%	7.5%	9%
Employer	3.75%	8%	3.75%	8%

### 3 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.

### 4 Coordination with the “Supplementary” pension plan

Any salary parts insured under the PVS’s “Supplementary” pension plan are not covered by the “Basic” plan.

For insurees with the “Supplementary” pension plan, the coordination involved here is regulated by the “Supplementary” pension plan appendix.

### 5 Entry into effect

This “Basic” pension plan enters into effect on 1. January 2021.