



ANNEX TO THE PENSION PLAN FOR THE SWISSPORT PENSION FUND

MONTHLY SALARY

CONTENTS

1. Group of persons VERSION (<i>VERSION 01.03.2021</i>)	3
2. Table for pre-financing for early retirement	4
3. Table for pre-financing of the AHV Replacement Pension	5

1. GROUP OF PERSONS VERSION (*VERSION 01.03.2021*)

This annex to the pension plan regulates the basic cover for employees

- under the collective employment contract of Swissport International AG Operation Zurich
- under the collective employment contract of Swissport Baggage Sorting AG
- under the collective employment contract of Swissport International AG Operation Basel
- under the individual employment contract (excluding management) of Swissport International SA Geneva

2. TABLE FOR PRE-FINANCING FOR EARLY RETIREMENT

In the event of early retirement, the resulting reductions in the benefits received by the insured person may be decreased by additional purchase amounts, provided that it is no longer possible to purchase the statutory benefits. The following table defines the maximum possible amount for pre-financing the desired early retirement as a percentage of the insured salary and according to age.

Alter	Alter geplante vorzeitige Pensionierung						
	64	63	62	61	60	59	58
20	21.3%	43.6%	65.6%	89.4%	112.6%	136.9%	162.4%
21	21.7%	44.5%	66.9%	91.2%	114.9%	139.7%	165.6%
22	22.1%	45.4%	68.2%	93.0%	117.2%	142.5%	169.0%
23	22.6%	46.3%	69.6%	94.9%	119.5%	145.3%	172.3%
24	23.0%	47.2%	71.0%	96.8%	121.9%	148.2%	175.8%
25	23.5%	48.2%	72.4%	98.7%	124.4%	151.2%	179.3%
26	23.9%	49.1%	73.8%	100.7%	126.8%	154.2%	182.9%
27	24.4%	50.1%	75.3%	102.7%	129.4%	157.3%	186.5%
28	24.9%	51.1%	76.8%	104.7%	132.0%	160.5%	190.3%
29	25.4%	52.1%	78.4%	106.8%	134.6%	163.7%	194.1%
30	25.9%	53.2%	79.9%	109.0%	137.3%	166.9%	198.0%
31	26.4%	54.2%	81.5%	111.2%	140.1%	170.3%	201.9%
32	27.0%	55.3%	83.2%	113.4%	142.9%	173.7%	206.0%
33	27.5%	56.4%	84.8%	115.6%	145.7%	177.2%	210.1%
34	28.1%	57.6%	86.5%	118.0%	148.6%	180.7%	214.3%
35	28.6%	58.7%	88.2%	120.3%	151.6%	184.3%	218.6%
36	29.2%	59.9%	90.0%	122.7%	154.6%	188.0%	222.9%
37	29.8%	61.1%	91.8%	125.2%	157.7%	191.8%	227.4%
38	30.4%	62.3%	93.6%	127.7%	160.9%	195.6%	231.9%
39	31.0%	63.6%	95.5%	130.2%	164.1%	199.5%	236.6%
40	31.6%	64.8%	97.4%	132.8%	167.4%	203.5%	241.3%
41	32.2%	66.1%	99.4%	135.5%	170.7%	207.6%	246.1%
42	32.9%	67.4%	101.4%	138.2%	174.1%	211.7%	251.1%
43	33.5%	68.8%	103.4%	141.0%	177.6%	215.9%	256.1%
44	34.2%	70.2%	105.5%	143.8%	181.2%	220.3%	261.2%
45	34.9%	71.6%	107.6%	146.7%	184.8%	224.7%	266.4%
46	35.6%	73.0%	109.7%	149.6%	188.5%	229.2%	271.8%
47	36.3%	74.5%	111.9%	152.6%	192.3%	233.8%	277.2%
48	37.0%	76.0%	114.2%	155.6%	196.1%	238.4%	282.7%
49	37.8%	77.5%	116.4%	158.8%	200.0%	243.2%	288.4%
50	38.5%	79.0%	118.8%	161.9%	204.0%	248.1%	294.2%
51	39.3%	80.6%	121.1%	165.2%	208.1%	253.0%	300.0%
52	40.1%	82.2%	123.6%	168.5%	212.3%	258.1%	306.0%
53	40.9%	83.9%	126.0%	171.8%	216.5%	263.2%	312.2%
54	41.7%	85.5%	128.6%	175.3%	220.8%	268.5%	318.4%
55	42.5%	87.2%	131.1%	178.8%	225.3%	273.9%	324.8%
56	43.4%	89.0%	133.7%	182.4%	229.8%	279.4%	331.3%
57	44.2%	90.8%	136.4%	186.0%	234.4%	284.9%	337.9%
58	45.1%	92.6%	139.2%	189.7%	239.1%	290.6%	344.7%
59	46.0%	94.4%	141.9%	193.5%	243.8%	296.5%	
60	47.0%	96.3%	144.8%	197.4%	248.7%		
61	47.9%	98.2%	147.7%	201.3%			
62	48.9%	100.2%	150.6%				
63	49.8%	102.2%					
64	50.8%						

3. TABLE FOR PRE-FINANCING OF THE AHV REPLACEMENT PENSION

The insured person can pre-finance an AHV replacement pension. A maximum of one AHV replacement pension can be purchased for a reference period of 5 years. The maximum purchase amount will be calculated taking into account the planned early retirement age and the maximum AHV retirement pension in force at the time of pre-financing.

Alter	Bezugsdauer				
	1 Jahr	2 Jahre	3 Jahre	4 Jahre	5 Jahre
20	42%	85%	131%	178%	226%
21	43%	87%	133%	181%	231%
22	44%	89%	136%	185%	236%
23	44%	91%	139%	188%	240%
24	45%	92%	141%	192%	245%
25	46%	94%	144%	196%	250%
26	47%	96%	147%	200%	255%
27	48%	98%	150%	204%	260%
28	49%	100%	153%	208%	265%
29	50%	102%	156%	212%	271%
30	51%	104%	159%	216%	276%
31	52%	106%	162%	221%	282%
32	53%	108%	166%	225%	287%
33	54%	110%	169%	230%	293%
34	55%	113%	172%	234%	299%
35	56%	115%	176%	239%	305%
36	57%	117%	179%	244%	311%
37	59%	120%	183%	249%	317%
38	60%	122%	187%	254%	323%
39	61%	124%	190%	259%	330%
40	62%	127%	194%	264%	336%
41	63%	129%	198%	269%	343%
42	65%	132%	202%	275%	350%
43	66%	135%	206%	280%	357%
44	67%	137%	210%	286%	364%
45	69%	140%	214%	291%	372%
46	70%	143%	219%	297%	379%
47	71%	146%	223%	303%	387%
48	73%	149%	227%	309%	394%
49	74%	152%	232%	315%	402%
50	76%	155%	237%	322%	410%
51	77%	158%	241%	328%	418%
52	79%	161%	246%	335%	427%
53	80%	164%	251%	341%	435%
54	82%	167%	256%	348%	444%
55	84%	171%	261%	355%	453%
56	85%	174%	266%	362%	462%
57	87%	178%	272%	370%	471%
58	89%	181%	277%	377%	481%
59	91%	185%	283%	384%	490%
60	92%	188%	288%	392%	500%
61	94%	192%	294%	400%	
62	96%	196%	300%		
63	98%	200%			
64	100%				

MONTHLY SALARY

This annex to the pension plan will enter into force on 01.06.2021.

Zurich, 8 January 2021

Swissport Pension Fund