



PENSION PLAN FOR THE SWISSPORT PENSION FUND

MONTHLY SALARY

CONTENTS

1. Reference to the Pension Scheme Regulations	3
2. Group of persons (<i>VERSION 01.03.2021</i>)	3
3. Decisive salary	3
4. Employee in the Swissport Pension Fund	3
5. Insured salary	4
6. Contributions to the Swissport Pension Fund	4
7. Retirement savings	5
8. Vested benefits	6
9. Retirement benefits	6
10. Disability benefits	7
11. Death benefits	8
12. Individual purchase of pension benefits	8
13. Financing of benefit reductions as a result of early retirement	8
14. Pre-Financing of the AHV Replacement Pension	9
Purchase table	10

1. REFERENCE TO THE PENSION SCHEME REGULATIONS

This pension plan is part of the Swissport Pension Fund. The pension scheme regulations and further information can be found at www.pv-swissport.ch.

The pension plan regulates the financing as well as the amount of insured benefits for the affiliated employers and their employees in the Swissport Pension Fund.

The pension scheme regulations of the Swissport Pension Fund contain the basics, as well as the general provisions. Adjustments to the pension scheme regulations will also take effect for the pension plan on the date of their entry into force; in the event of inconsistencies, the pension scheme regulations will take precedence.

In order to see your individual pension situation, we refer to your personal insurance certification.

2. GROUP OF PERSONS (*VERSION 01.03.2021*)

The present pension plan regulates the basic cover for employees on a monthly salary

- 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

3. DECISIVE SALARY

The decisive salary defines which salary components from the employment relationship with the employer are included in Swissport Pension Fund. You can find your personal salary on your insurance certificate.

Regulations in the Swissport Pension Fund

The following salary components are part of the decisive salary:

- Monthly salary, experience component, individual adjustments, position compensation, ownership and age step.

Examples

The following examples of financing and insured benefits refer to a decisive annual salary of CHF 65,000 (full-time employee) and a decisive annual salary of CHF 39,000 (part-time employee). You can find your personal decisive salary on your insurance certificate.

4. EMPLOYEE IN THE SWISSPORT PENSION FUND

The admission to Swissport's pension scheme takes place if you belong to the defined group of persons and your relevant salary is higher than the statutory minimum amount. The annual minimum amount can be found in the annex to the Pension Scheme Regulations.

5. INSURED SALARY

Regulations in the Swissport Pension Fund

- Insured salary = your decisive salary minus the coordination amount
- Coordination amount: 10% of the decisive salary, a maximum of 50% of the maximum AHV pension

The insured salary is the basis for the assessment of the contributions as well as the following benefits from the Swissport Pension Fund. You can find your insured salary on your insurance certificate.

The insured salary is the basis for the assessment of the contributions as well as the following benefits from the Swissport Pension Fund. You can find your insured salary on your insurance certificate.

Examples

	Full-time employee	Part-time employee
Decisive salary in CHF	65'000	39'000
Coordination amount in %	10%	10%
Coordination amount in CHF	6'500	3'900
Insured salary in CHF	58'500	35'100

6. CONTRIBUTIONS TO THE SWISSPORT PENSION FUND

The employer and the employees make equal contributions to the Swissport Pension Fund. A distinction is made between savings contributions and risk and cost contributions.

Savings contributions: The savings contributions flow into the individual retirement account and, together with the interest, result in the regulatory retirement savings. You can find your individual retirement savings on your insurance certificate. The amount of the savings contributions depends on your age. The savings process begins at age 20.

Risk and cost contributions: The risk and cost contributions are used to finance disability and death benefits before retirement and to cover the costs of the Swissport Pension Fund.

Regulations in the Swissport Pension Fund

- The savings contributions are age-dependent and are a percentage of the insured salary.
- The risk and cost contributions are a percentage of the insured salary.
- The applicable percentages can be found in the following table:

Age	Savings contributions			Risk and cost contributions		
	Employee	Employer	Total	Employee	Employer	Total
<20	0.00%	0.00%	0.00%	1.25%	1.25%	2.50%
20-34	3.50%	3.50%	7.00%	1.25%	1.25%	2.50%
35-44	5.00%	5.00%	10.00%	1.25%	1.25%	2.50%
45-Retirement age	7.50%	7.50%	15.00%	1.25%	1.25%	2.50%

Examples (employee contributions)

Age 46	Full-time employee	Part-time employee
Insured salary in CHF	58'500	35'100
Old-age savings contributions in %	7.50%	7.50%
Old-age savings contributions in CHF	4'388	2'633
Risk and cost contributions in %	1.25%	1.25%
Risk and cost contributions in CHF	731	439

These contributions are calculated to the month and deducted from your salary on a monthly basis.

7. RETIREMENT SAVINGS

The savings contributions made by the employee and employer are credited to your individual retirement savings as retirement credits. You can find further regulations on retirement savings in the pension scheme regulations. You can find your individual retirement savings and your retirement credits from the previous year on your insurance certificate.

Regulations in the Swissport Pension Fund

- The retirement credits are age-related and are a percentage of the insured salary.
- Employees and employers share the contributions to the retirement credits equally.
- The applicable total percentages can be found in the following table:

Age	Savings contributions
<20	0.00%
20-34	7.00%
35-44	10.00%
45-Retirement age	15.00%

Examples (total savings contributions by employees and employers)

Age: 46	Full-time employee	Part-time employee
Insured salary in CHF	58'500	35'100
Retirement credits in %	15%	15%
Retirement credits in CHF	8'775	5'265

8. VESTED BENEFITS

If you change employer, your retirement savings will be added to the new employer's pension scheme. You can find your individual retirement savings on your insurance certificate.

Regulations in the Swissport Pension Fund

- Upon entry, you are required to bring any vested benefits from a previous pension scheme into the PVS.
- If you leave before retirement, you are entitled to have your vested benefits transferred to a new pension provider. Please refer to the pension regulations for further details.

9. RETIREMENT BENEFITS

The retirement pension is calculated by multiplying the individual retirement savings at the time of retirement by the conversion rate. The retirement pension calculated in this way is paid out until death. If there are children who are entitled to a pension at the time of retirement, a pensioner's child's pension will also be paid.

If a spouse or partner is registered at the time of death after retirement, they will receive a pension until their death. This benefit is known as the reversionary survivor's pension.

You can withdraw all or part of your regulatory retirement savings in the form of a lump sum at the time of retirement.

Regulations in the Swissport Pension Fund

- The regulatory retirement age corresponds to the provisions of the AHV. Early retirement is possible from the age of 58.
- At the time of retirement, the Swissport Pension Fund determines whether there is a spouse or partner who is entitled to a pension. This determination is decisive in the selection of the conversion rate to be used.
- The level of the corresponding conversion rates (a conversion rate with entitlement to a spouse's or partner's pension; a conversion rate without entitlement to a spouse's or partner's pension) can be found in the pension regulations.
- The reversionary survivors' pension for insureds who had a spouse or partner at the time of retirement is 70% of the individual retirement pension. The relevant eligibility condition can be found in the pension scheme regulations.
- The relevant eligibility condition can be found in the pension scheme regulations.

Examples

You can find your expected retirement benefit on your insurance certificate.

	With entitlement to spouse's or life partner's benefits	Without entitlement to spouse's or life partner's benefits
Old age savings at age 65, normal pensionable age in CHF	500'000	500'000
Conversion rate	4.96%	5.54%
Retirement pension in CHF	24'800	27'700
Future survivor's pension in %	70%	0%
Future survivor's pension in CHF	17'360	-
Pensioner's child pension in CHF	4'960	5'540

10. DISABILITY BENEFITS

In the event of disability, you will receive a disability pension. The degree of disability is fundamentally based on the degree of disability determined by the federal disability insurance scheme. The disabled person's retirement savings will continue to be managed and augmented by the savings contributions. The contributions no longer have to be paid by the person concerned (exemption from contributions). The disability pension runs until the time of regular retirement and is then replaced by the statutory retirement pension.

If there are children who are entitled to a pension, a disability child's pension will also be paid. The relevant eligibility condition can be found in the pension scheme regulations.

You can find your individual disability pension on your insurance certificate. Further regulations can be found in the pension scheme regulations.

Regulations in the Swissport Pension Fund

- The full insured disability pension corresponds to the anticipated retirement pension, but is at least 40% of the insured salary.
- The full insured disabled child's pension is 10% of the insured salary.

Examples

	Full-time employee	Part-time employee
Insured salary in CHF	58'500	35'100
Disability pension in %	40%	40%
Disability pension in CHF	23'400	14'040
Disabled person's child pension in %	10%	10%
Disabled person's child pension in CHF	5'850	3'510

11. DEATH BENEFITS

In the event of death before retirement, your surviving dependants will receive a pension. Your spouse, life partner and orphans are considered eligible survivors. You can find your individual benefits in the event of death before retirement on your insurance certificate.

If there are no pension beneficiaries, a lump-sum death benefit is paid out.

Regulations in the Swissport Pension Fund:

- The amount of the pension for the spouse or partner is 70% of the insured disability pension.
- The eligibility requirements are set out in the pension scheme regulations.
- The notification/proof of a life partner is mandatory.
- The orphan's pension is 10% of the insured salary.
- The lump-sum death benefit basically corresponds to the individual retirement savings. Further details on the amount of the lump-sum death benefit and on the beneficiaries are set out in the pension scheme

Examples

	Full-time employee	Part-time employee
Disability pension in CHF	23'400	14'040
Future survivor's pension in %	70%	70%
Future survivor's pension in CHF	16'380	9'828

12. INDIVIDUAL PURCHASE OF PENSION BENEFITS

In addition to the regular contributions to the Swissport Pension Fund, you can make purchases into the Swissport Pension Fund on a voluntary basis. These purchases can be deducted from your income in your tax return. You can find your indicative maximum individual purchase amount on your insurance certificate. In the case of a planned purchase, the pension scheme will be happy to inform you of the maximum amount on request.

13. FINANCING OF BENEFIT REDUCTIONS AS A RESULT OF EARLY RETIREMENT

You can pre-finance pension reductions as a result of early retirement on a voluntary basis. You can, therefore, retire early with the full statutory benefits for your normal retirement age. These purchases can be deducted from your income in your tax return. In the case of a planned purchase, the pension scheme will be happy to inform you of the maximum amount on request.

14. PRE-FINANCING OF THE AHV REPLACEMENT PENSION

You can pre-finance an AHV replacement pension on a voluntary basis. These purchases can be deducted from your income in your tax return. In the case of a planned purchase, the pension scheme will be happy to inform you of the maximum amount on request.

This pension plan comes into force on 01.06.2021.

Zurich, 8 January 2021

Swissport Pension Fund

PURCHASE TABLE

The purchase table is used to calculate the maximum possible purchase amount in accordance with Art. 12 of the Pension Scheme Regulations. The maximum purchase amount depends on the age of the insured person and the insured salary. The individual retirement savings available at the time of purchase are deducted when determining the maximum individual purchase amount.

Regulations in the Swissport Pension Fund:			
Age	Max. purchase amount in pension fund in % insured salary	Age	Max. purchase amount in pension fund in % insured salary
20	7.0%	43	242.2%
21	14.1%	44	257.1%
22	21.4%	45	277.2%
23	28.9%	46	297.7%
24	36.4%	47	318.7%
25	44.2%	48	340.1%
26	52.0%	49	361.9%
27	60.1%	50	384.1%
28	68.3%	51	406.8%
29	76.6%	52	429.9%
30	85.2%	53	453.5%
31	93.9%	54	477.6%
32	102.8%	55	502.2%
33	111.8%	56	527.2%
34	121.1%	57	552.7%
35	133.5%	58	578.8%
36	146.1%	59	605.4%
37	159.1%	60	632.5%
38	172.2%	61	660.1%
39	185.7%	62	688.3%
40	199.4%	63	717.1%
41	213.4%	64	746.4%
42	227.7%	65	776.4%

Examples

Age: 46	Full-time employee	Part-time employee
Insured salary in CHF	58'500	35'100
Max. purchase amount in %	2300.0%	2300.0%
Max. purchase amount in CHF	1'345'500	807'300
Ind. Old age savings	100'000	80'000
Max. Individual purchase amount in CHF	1'245'500	727'300