

PVS pays interest of 1% on savings balances in 2020

Dear Member,

A virus is dominating the world. After 2019, which was excellent for investments, the coronavirus had a massive impact on the year for PVS. The stock market slump in March reminded us of how important it is for a pension fund to have sufficient reserves. The recovery in the stock markets brought PVS's coverage ratio back close to that at last year's close. The return on our investments remains negative for 2020.

The change in the number of our insured persons was also larger than expected in 2020. The number of active insured persons decreased from 4003 at the beginning of 2020 to 3627 active persons (as of 31 October 2020). The number of pensioners (excluding children's benefits) increased in the same period from 737 to 773. The decline in the number of active insured persons is expected to continue in coming months, as a rapid recovery of the airline industry does not seem to be in sight in all locations.

Against this background and with the prospect of an uncertain future, the Board of Trustees has taken the following decisions:

The key points in brief

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| • Funding ratio as of 31 October 2020: | 113.5% |
| • Investment performance from 1 January to 31/10/2020: | - 1.43% |
| • Interest paid on savings capital in 2020: | 1.0% |

Important deadlines:

- Additional voluntary contributions (AVCs) may be made up to **13 December 2020**
- Selection of your 2021 savings plan is possible up to **31 December 2020**

Investment performance and interest paid on savings during 2020

At its meeting on 17 November 2020, the Board of Trustees set the interest rate for retirement capital for 2020 at 1%. This corresponds to the statutory minimum rate. In view of the negative investment result of minus 1.43% (as at the end of October), there was no room for a higher interest rate.

The Board of Trustees reacted to the volatile markets in late spring: Shares were sold and gold was added to the portfolio. This increased the stability of PVS. In recent months, for example, we have been less affected by fluctuations in international stock exchanges. The fluctuations mentioned arising from political and economic uncertainties are likely to continue in the near future.

The Board of Trustees has made the following decisions on the mutation and projected interest rate. Below is an overview:

Description	Percentage	Explanations
Interest accrued on retirement savings in 2020	1.0%	Your entire retirement savings will attract the stated interest rate. Transfers into the pension fund bear interest at the stated interest rate from the time of deposit.
Prospective interest rate for 2021	1.0%	Mutation interest is the provisional interest paid on savings accrued at the end of the previous year up to the date of departure from the scheme when leaving during the year. The Board of Trustees will decide in November 2021 on the definitive interest payable in 2021. If the interest rate should turn out to be higher, any payments of arrears will be made following the decision at the end of 2021 on the interest to be paid.
Projected interest rate from 2022	1.5%	The projected interest rate will remain unchanged for the projection of future retirement benefits; this can be found on your benefit statement under 'Projected Benefits' (for retirement, disability and death).

Pension adjustments

The Board of Trustees will not be increasing pensions from 01 January 2021. On the one hand, there is no inflation in Switzerland, on the other hand, pension obligations are based on much higher returns than those achieved in 2020.

Pension plans in 2021 – New threshold figures

All threshold figures are based on the annual maximum AHV pension for a single person. This has been raised to CHF 28,680 in 2021. This also shifts the following parameters:

Entry threshold for primary insurance	75% of the maximum basic AHV pension	CHF 21,510
Maximum coordination deduction	max. 50% of basic AHV pension, min. 20% of insured salary	CHF 14,340
Entry threshold for supplementary insurance	3 times the maximum for basic AHV pension plus coordination reduction	CHF 107,550

Details on pension plans can be found on our website under 'Publications / Regulations'.

Choice of savings plan

This year, you once again have the option of choosing between the Standard and Standard Plus plans on 01 January 2021. If you would like to change plans, please complete in full the form available on our homepage and return it to your HR department by no later than 31 December 2020.

And finally...

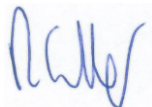
Coronavirus was with us in 2020 and will leave its mark on our industry for years to come. PVS is well positioned, which enables you and the Board of Trustees to look to the future with confidence in the pension fund. Nevertheless, in the coming years it will be a matter of setting up PVS sustainably in such a way that both active insured persons and pensioners have their legitimate rights guaranteed.

The Board of Trustees is convinced that the decisions that have been taken have strengthened the stability of PVS in favour of pension recipients and will gear us up to face the challenges of the future.

We would like to wish you and your families a pleasant Advent and a joyful festive season.

Stay well.

For the PVS Board of Trustees



Roland Etter

Chairman



Elisabeth Müller

Manager

All information on staff pensions is available via Swissport on www.pv-swissport.ch