

Fondation 2ème pilier swissstaffing

Temp Basic

Pension Plan

Company

Effective from

@

Document

Version V2e | 11 November 2025

Table of contents

Art. 1	Entry threshold	1
Art. 2	Reference salary	1
Art. 3	Pensionable salary	1
Art. 4	Retirement credits	1
Art. 5	Member's contribution	1
Art. 6	Company's contribution	1
Art. 7	Amount of retirement pension	2
Art. 8	Amount of the full disability pension	2
Art. 9	Amount of spouse's pension	2
Art. 10	Amount of partner's pension	2
Art. 11	Amount of child's pension	3
Art. 12	Amount of lump-sum death benefit	3
Art. 13	Amount of supplemental lump-sum death benefits	3
Art. 14	Effective date	3

The provisions of this Pension Plan are supplemental to the Pension Regulations and the General Terms and Conditions:

Art. 1 Entry threshold

The entry threshold is the BVG/LPP entry threshold (CHF 22,680.00 as at 01.01.2025).

Art. 2 Reference salary

The reference salary is the AHV/AVS salary. The following elements are not taken into account: @.

Art. 3 Pensionable salary

The pensionable salary is equal to the reference salary, less the BVG/LPP coordination amount.

Art. 4 Retirement credits

The retirement credits are calculated as a percentage of the pensionable salary taking into account the age group. They are as follows:

Age	Retirement credits
25 to 34	7%
35 to 44	10%
45 to 54	15%
55 and over	18%

Art. 5 Member's contribution

An active member's contribution is expressed as a percentage of the pensionable salary taking into account the age group. The contributions are as follows:

Age	Contribution rate		
	Savings	Risk and administrative costs	Total
17 to 24	--	@%	@%
25 to 34	3.5%	@%	@%
35 to 44	5.0%	@%	@%
45 to 54	7.5%	@%	@%
55 and over	9.0%	@%	@%

Art. 6 Company's contribution

The Company's contribution is expressed as a percentage of the pensionable salary taking into account age group. The Company's contribution is as follows:

Age	Contribution rate		
	Savings	Risk and administrative costs	Total
17 to 24	--	@%	@%
25 to 34	3.5%	@%	@%
35 to 44	5.0%	@%	@%
45 to 54	7.5%	@%	@%
55 and over	9.0%	@%	@%

Art. 7 Amount of retirement pension

1. The amount of the annual retirement pension at the reference age corresponds to 6.8% of the available retirement savings capital at that time.
2. In the event of early retirement, the conversion rate is reduced by 0.2% for each year an early retirement pension is paid.
3. In the event of deferred retirement, the conversion rate is increased by 0.2% for each year the retirement pension is deferred.
4. For fractions of a year of early or deferred retirement, the conversion rate is calculated pro rata.
5. If the amount of the annual retirement pension is less than 10% of the AHV/AVS minimum retirement pension, the Foundation pays a lump-sum benefit instead of a pension.

Art. 8 Amount of the full disability pension

1. The amount of the full annual disability pension equals 6.8% of the projected retirement savings capital. The projected retirement savings capital corresponds to the available retirement savings capital on the date the disability is recognised, plus the retirement credits without interest which the disabled member would have been granted had they worked at their last pensionable salary until the reference age. The transitional provisions of the Pension Regulations may apply.
2. The future retirement credits in accordance with paragraph 1 are calculated based on the pensionable salary of the last twelve months. If membership has not yet lasted twelve months, the pensionable salary extrapolated from the annual salary for the reference months since admission to the Foundation serve as the calculation basis. If, in the year preceding the occurrence of an insured event, a disabled member did not have full earning capacity as a result of illness, accident or for similar reasons, the pensionable salary is calculated based on the salary which would have been paid for full earning capacity.

OPTION 30 % OF PENSIONABLE SALARY

3. **The full annual disability pension corresponds to at least 30% of the pensionable salary.**
4. If the amount of the annual disability pension is less than 10% of the AHV/AVS minimum retirement pension, the Foundation pays a lump-sum benefit instead of a pension.

Art. 9 Amount of spouse's pension

1. The amount of the annual spouse's pension equals:
 - a. at the death of an active member before the occurrence of an insured disability or retirement event and before the reference age: 60% of the insured disability pension at their death;
 - b. at the death of a disabled member, retirement pensioner, or active member during the pension deferral period: 60% of the insured disability or retirement pension in payment at their death, or the insured retirement pension at their death.
2. If the amount of the spouse's pension is less than 6% of the AHV/AVS minimum retirement pension, the Foundation pays a lump-sum benefit instead of a pension.

Art. 10 Amount of partner's pension

A partner's pension is not insured in this Pension Plan.

Art. 11 Amount of child's pension

1. The amount of the annual child's pension corresponds to:
 - a. at the death of an active member before the occurrence of an insured disability or retirement event and before the reference age: 20% of the insured disability pension at their death;
 - b. at the death of a disabled member, retirement pensioner, or active member during the pension deferral period: 20% of the insured disability or retirement pension in payment at their death, or the insured retirement pension at their death.
2. If the amount of the child's pension is less than 2% of the AHV/AVS minimum retirement pension, the Foundation pays a lump-sum benefit instead of a pension.

Art. 12 Amount of lump-sum death benefit

The amount of the lump-sum death benefit for active members before the occurrence of an insured disability or retirement event, and for disabled members is equal to the available retirement savings capital at their death, less the cost of funding any other survivor benefits. If retirement benefits are deferred after reaching the reference age, no lump-sum death benefit is paid.

Art. 13 Amount of supplemental lump-sum death benefits

STANDARD 50% OF PENSIONABLE SALARY

The supplemental lump-sum death benefit equals 50% of pensionable salary.

OPTION 100 % OF PENSIONABLE SALARY

The supplemental lump-sum death benefit equals 100% of pensionable salary.

If retirement benefits are deferred after reaching the reference age, no supplemental lump-sum death benefit is paid.

Art. 14 Effective date

1. This Pension Plan comes into force on @.
2. It is submitted to members.

For the Employer

This Pension Plan has been verified and approved. It comes into force on dd.mm.yyyy.
Place, date

.....
Binding legal signature(s) as entered in the Commercial Register