

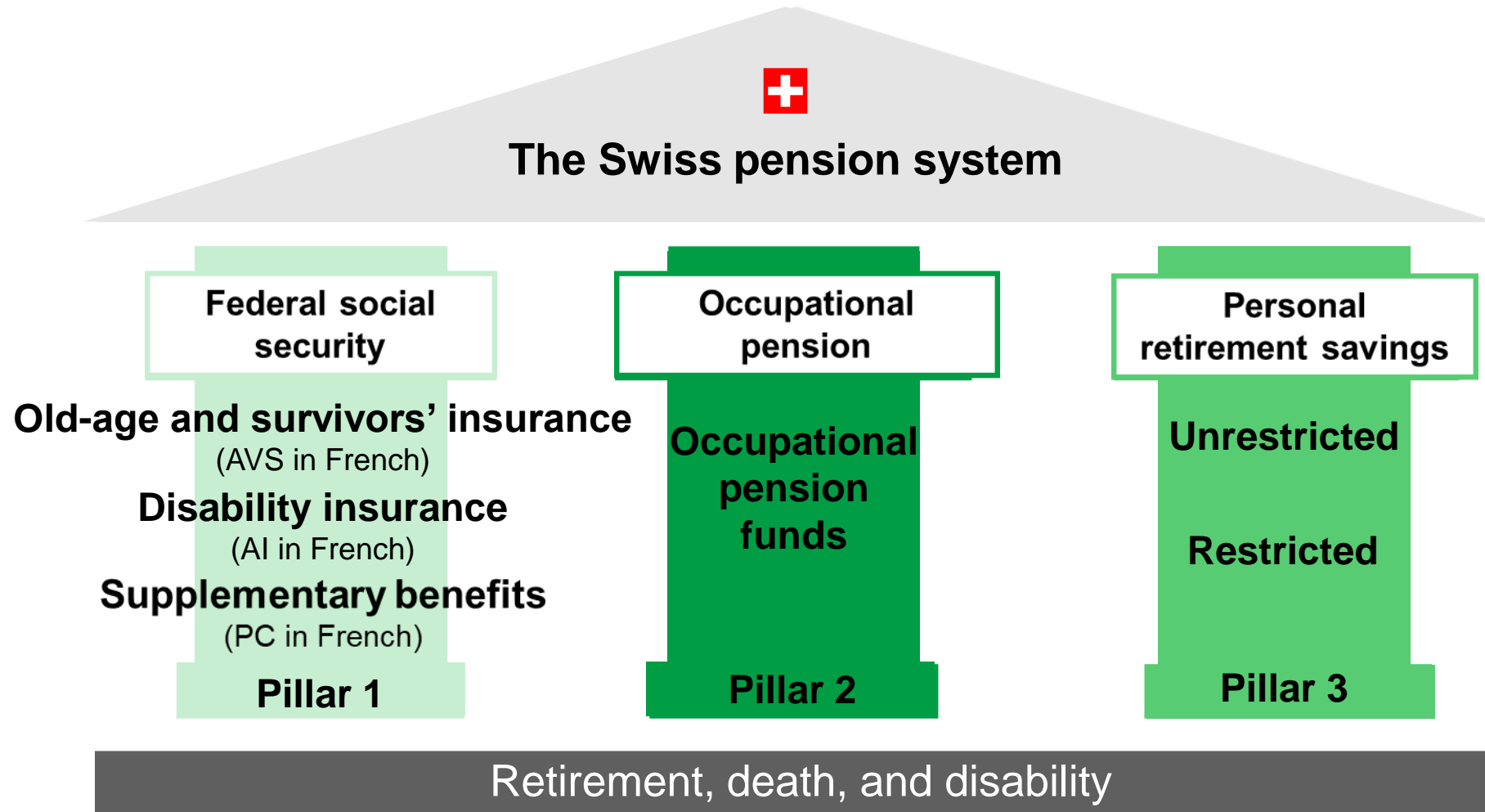


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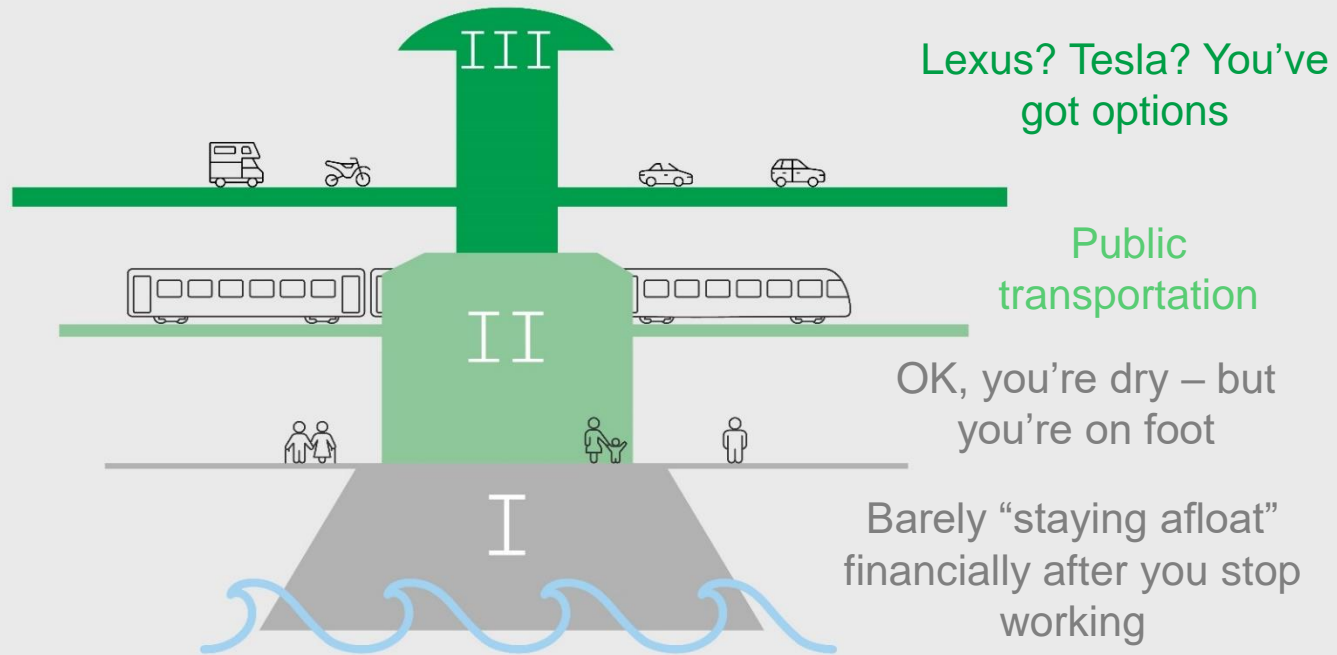
Evening information sessions

5 November 2024

The three-pillar principle

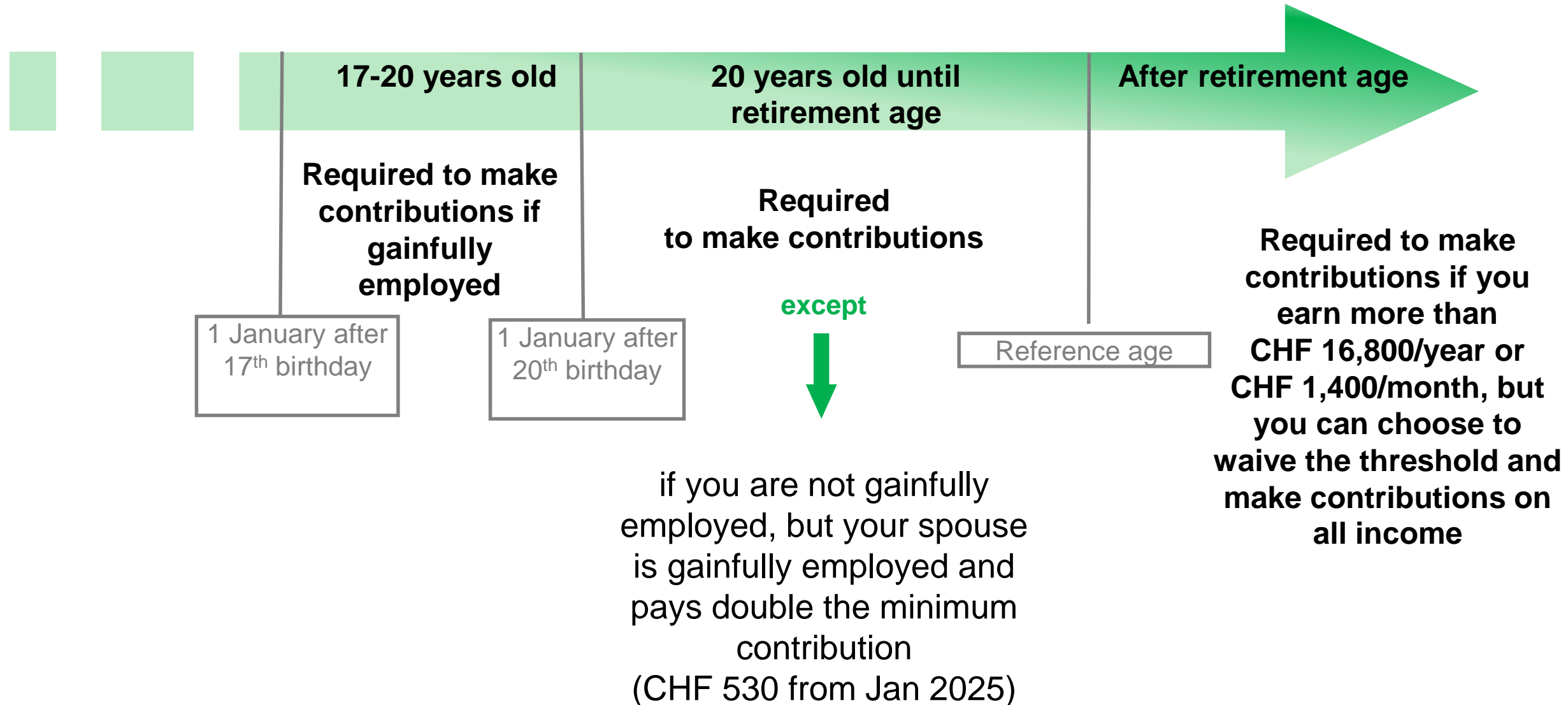


The three-pillar principle



Pillar 1

Who makes contributions and for how long?

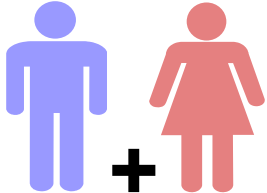
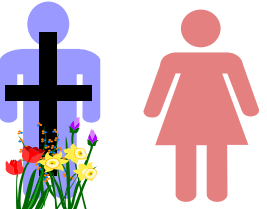

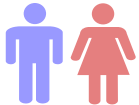


Reference age for women

Year of birth	Reference age
1960 and before	64 years
1961	64 years 3 months
1962	64 years 6 months
1963	64 years 9 months
1964 and after	65 years

Pillar 1

Social security benefits (2024)

<div>Federal social security</div> <div>AVS</div> <div>AI</div> <div>PC</div> <div>Pillar 1</div>		Old-age pension 2 retirees = capped	Max. monthly amount
			CHF 2,450 CHF 3,675
		Widow/widower's pension (80%)	CHF 1,960
		Disability benefits (100%)	CHF 2,450
		Child/surviving child's pension (40%)	CHF 980

Pension Board and committees

Investment
Committee



Real Estate
Committee



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Marcom Committee



Audit
Committee



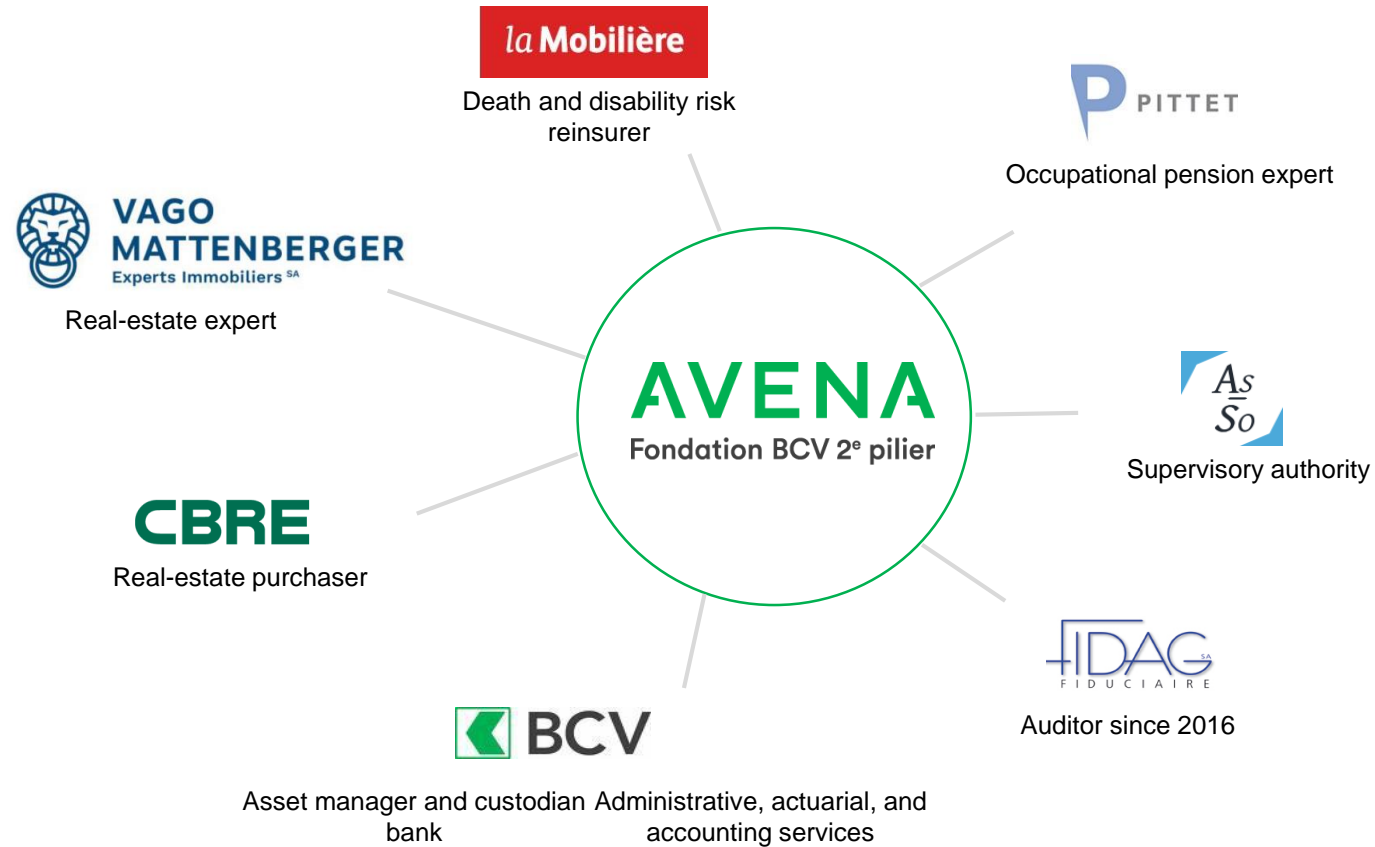
Governance
Committee



Pension Board elected every four years

Employee representatives		Employer representatives	
Name	Company	Name	Company
Bruno Chappuis	European Broadcasting Union	Dominique Blanchard	VCT Vector gestion SA
Cosette Hausamann	Protocol SA	Giovanni Chiusano	Fidinter SA
Claudine Imhof	Proactif Ouvertures Formation Sàrl	Yvan Henzer	Libra Law SA
Claude Rey	FidAlp Audit SA	Alexandre Pahud	Fondation Michel Torche
Sylvain Rochat	Hervest Fiduciaire SA	François Pugliese	Elite SA
Delphine Saleres-Deney	Garden Centre Schilliger SA	Catherine Vogt	Hesperia Sàrl

Our partners



Pension statement

Pension certificate at 01.01.2023

Member information

Personal / Confidential

Administrative section

Name

First name

AVS No.

Date of birth

01/05/1980

Sex

Membership date

Legal retirement date

31/05/2045

Marital status

Policy no.

Employer

Annual salary

CHF

Annual salary information

Reference salary

81,300.00

Death and disability Retirement savings

Insured salary

81,300.00

81,300.00

Monthly and annual contributions

CHF

	Employee	Employer	Employee	Employer
Contributions for retirement savings	406.50	406.50	4,878.00	4,878.00
Contributions for death and disability benefits, fees, and the Security Fund	84.70	84.70	1,016.20	1,016.20
Total contributions	491.20	491.20	5,894.20	5,894.20

What you and your employer pay

Benefits	CHF
Termination	
Regulatory termination benefits at 01.01.2024 (of which minimum LPP benefits: 67,713.45)	176,226.40
Retirement at age 65	
Retirement capital assuming 1.25% interest (1.25% for the current year)	498,000.00
or annual retirement benefits	29,900.00
Annual child benefit for a retired member	5,976.00
Disability	
Annual disability benefits (after a 24-month waiting period)	42,800.00
Annual child benefit for a disabled member	8,570.00
Waiver of contributions (after a 3-month waiting period)	
Death before retirement	
Surviving spouse's annual benefits	25,700.00
Surviving child's annual benefits	8,570.00
Lump-sum death benefit	According to the pension fund regulations
Death after retirement	
Surviving spouse's annual benefits	11,500.00
Surviving child's annual benefits	5,976.00

- Benefits in case of**
- **termination**
 - **retirement**
 - **disability**
 - **death**

Pension statement

Savings

CHF

Savings at 1 January 2024	176,000.00
Transferred/voluntary contributions, reimbursements, withdrawals	0.00
Contributions allocated to savings	9,756.00
Total interest (1.25% in 2024)	2,200.00
Savings at 31 December 2024	187,956.00
(of which minimum LPP benefits)	74,009.00

Projected savings and annual retirement pension

Date (age)	Conversion rate (%)	Projected retirement capital		Retirement pension	
		Without interest	With 1.25% interest	Without interest	With 1.25% interest
01.06.2038 (58 years)	4.70	324,540	371,915	15,253	17,480
01.06.2039 (59 years)	4.85	334,296	386,320	16,213	18,737
01.06.2040 (60 years)	5.00	344,052	400,905	17,203	20,045
01.06.2041 (61 years)	5.15	353,808	415,672	18,221	21,407
01.06.2042 (62 years)	5.30	363,564	430,624	19,269	22,823
01.06.2043 (63 years)	5.45	373,320	445,763	20,346	24,294
01.06.2044 (64 years)	5.60	383,076	461,091	21,452	25,821
01.06.2045 (65 years)	5.75	392,832	476,611	22,588	27,405
Projected retirement capital at 01/06/2045 with 1.25% interest (1.25% for the current year)					476,611

Other information

CHF

Amount available to finance the purchase of a home	176,000.00
Maximum possible voluntary contribution (subject to legal and regulatory provisions)	74,700.00
Voluntary contributions over the past three years (including interest)	0.00
Vested termination benefit at the age of 50	Unknown
Vested termination benefit on the date of marriage	Unknown

Requests to make voluntary contributions must be approved by the Fund.

In the event of a discrepancy between the information above and the pension fund regulations, the pension fund regulations shall take precedence.
The pension fund regulations are available on the Fund's website.

What makes up
your savings

Your projected
pension

Important: figures
for voluntary
contributions and
financing the
purchase of a
home

What are voluntary contributions?

Voluntary contributions allow you to **make up for gaps** in your occupational pension coverage.

Some reasons for contribution gaps:

- You did not contribute for the total number of years possible
- You received a pay raise
- Your pension plan becomes more comprehensive
- Etc.

Restriction

If you withdrew retirement savings under the home ownership encouragement initiative, you must repay this amount before you can make a tax-deductible voluntary contribution.

Voluntary contributions

Example: payment of CHF 10,000

Example: married employee residing in Lausanne (2024)

Voluntary contribution		CHF 10,000
Taxable income	CHF 100,000	CHF 90,000
Taxable assets	CHF 0	CHF 0
Total tax	CHF 17,942	CHF 15,430
Annual tax savings		CHF 2,512

Advantages

- **Increased** benefits for the insured member
- **Lower** federal, cantonal, and municipal tax bill
- **Interest** on voluntary contributions
- **Returned in full** in the event of death in addition to the lump-sum death benefit

Home ownership encouragement

You can use your occupational pension assets to:

- Buy or build a home
- Finance renovations that add to your property's value (i.e., not regular upkeep)
- Repay a mortgage loan

Primary residence only

- Place of usual residence: eligible
- Secondary residence: not eligible

Authorized forms of ownership

- The insured member must be the owner
- Joint ownership with a spouse or registered partner (but not an unregistered partner)
- Co-ownership (with an unregistered partner, or for condominiums)

Home ownership encouragement

Minimum withdrawal:

CHF 20,000 (excluding savings deposited in a vested benefits account)

Frequency of withdrawals:

- At most every 5 years

From the age of 50 years, maximum withdrawal limited to:

- Retirement savings accrued as at the age of 50
- Half of current vested benefits

Withdrawing pension assets

Your retirement benefits will go down

- But you can repay the withdrawal later

Your death and/or disability coverage will go down

- By how much → depends on your pension plan and age
- This doesn't always happen (for example, if these pensions are calculated as % of salary)

You pay tax on the withdrawal

- The tax rate depends on the amount withdrawn
- The tax must be paid with separate funds
- Tax can be reclaimed once the withdrawal is paid back

⇒ When a property is financed, a restriction on the right of alienation is recorded in the land registry.

⇒ The spouse's consent is required.

Pledging pension assets

- No loss of coverage in case of death and/or disability
- No decrease in retirement benefits
- Pledged amount is not taxable
- Property not recorded in the land registry
- Consent of spouse required

⇒ **If the pledge is enforced, the situation is identical to a withdrawal.**

⇒ Your **mortgage interest payments** will be different than if you withdraw pension assets.

Repaying a withdrawal

- The amount withdrawn must be repaid if the **property is sold**
- Minimum voluntary repayment: CHF 10,000 (unless remaining amount is below CHF 10,000)
- The member must request a tax refund **within three years**

Regular pension or lump-sum payment?

	Advantages	Disadvantages
Regular pension	<ul style="list-style-type: none"> • Regular income for life • Surviving spouse's benefits paid until death (no uncertainty around life expectancy) • Child/surviving child's pension (until the child turns 20 years old, or 25 years old if they're in training or school) 	<ul style="list-style-type: none"> • Pension payments are fully taxable • Taxed along with other income (subject to progressive taxation) • Capital cannot be transferred to heirs
Lump-sum payment	<ul style="list-style-type: none"> • You can invest the capital, and there are tax advantages • A lot of financial flexibility • Can be passed on to heirs as an advance on inheritance or a gift • Remaining capital can be left to heirs • Taxed independently of other income (4%–9.5% depending on the amount) 	<ul style="list-style-type: none"> • Capital subject to wealth tax • You bear the risk of managing/investing your money • Return on invested retirement capital will vary • Uncertainty around life expectancy and financial needs

Requesting a lump-sum payment



Fondation BCV 2^e pilier

Request for payment of retirement benefits in the form of capital

EMPLOYER

Policy No.:

Company name:

MEMBER

Last name: First name:

AVS No.: Date of birth: / /

Marital status: ☐ single ☐ married ☐ registered civil partnership ☐ divorced* ☐ widowed*

* applies analogously to registered partners

Home address:

BENEFIT PAYMENT OPTIONS

Upon retirement, I would like my retirement benefits to be paid as follows:

- ☐ **the full amount of the benefits** in the form of a lump-sum capital payment.
- ☐ % of my retirement savings capital in the form of a lump-sum capital payment.
- ☐ CHF, deducted from retirement savings capital, in the form of a lump-sum capital payment.
- ☐ **one-quarter of the minimum legal retirement savings capital** in the form of a lump-sum capital payment.

The portion of the retirement savings capital not paid in the form of a lump-sum capital payment shall be converted into a retirement pension.

By signing, I acknowledge that:

- for the portion of retirement benefits paid out as a lump-sum retirement capital, the Fund is released from payment of any other benefit.
- for three years following the date of the purchase, retirement benefits resulting from a pension purchase can only be paid in the form of a retirement pension.
- once the regulatory deadline for opting for payment in the form of capital has passed, the option selected in this document shall become irrevocable.

Payment of retirement benefits in the form of a full or partial lump-sum capital payment is only possible if the spouse or registered partner gives written consent when the member reaches retirement age.

Place and date:

.....
Member's signature

.....
Signature of spouse or registered partner

This document is a translation of the original French document. Only the French version is authoritative.

No required notice period!

⇒ You have until the day before you retire to request to receive part or all of your retirement benefits as a lump-sum payment.

Income replacement rate (50-55 age bracket)



- First and second pillar benefits do a relatively good job of covering salaries under CHF 80,000.
- For higher salaries, the replacement rate is only around 40%–50%.
- Most households overestimate their income in retirement.

Tax deductions

For employed persons: maximum CHF 7,056 per year (2024)

Example: married employee residing in Lausanne

Taxable income: CHF 100,000

Taxable assets: CHF 0

Annual pillar 3a payment		CHF 7,056
Taxable income	CHF 100,000	CHF 92,944
Taxable assets	CHF 0	CHF 0
Total tax	CHF 17,942	CHF 16,141
Annual tax savings		CHF 1,801
as % of annual payment		25.5%

Fund holdings

Portfolio and strategic allocation

Asset class	Portfolio allocation	Strategic allocation	Deviation	Investment constraints	
				Min.	Max.
Cash and cash equivalents (including fiduciary investments)	2.06%	2.50%	−0.44%	0.00%	10.00%
CHF bonds	19.52%	20.00%	−0.48%	12.00%	30.00%
Non-CHF global bonds	16.35%	16.00%	0.35%	8.50%	21.50%
Swiss equities	12.06%	12.00%	−0.06%	8.50%	16.50%
Foreign equities	17.38%	17.00%	0.38%	12.00%	23.00%
Swiss real estate (including direct real estate)	19.69%	18.00%	1.69%	8.75%	24.25%
Hedge funds	5.44%	6.00%	−0.56%	4.00%	9.00%
Commodities (only indirect investment)	1.94%	2.50%	−0.56%	0.00%	5.00%
Private equity	1.95%	2.00%	−0.05%	0.00%	4.00%
Foreign real estate	2.06%	2.00%	0.06%	1.25%	2.75%
Infrastructure	1.56%	2.00%	−0.44%	0.00%	4.00%
	100.00%	100.00%			

Sustainable investing

AVENA has implemented 5 key ESG measures via its asset manager, BCV



- Signatory to the United Nation Principles for Responsible Investment (**UNPRI**) and a member of Swiss Sustainable Finance



- Exercising our voting rights in investment funds as an **engaged shareholder** (especially for Swiss equities)



- Applying the **exclusion list** provided by the Swiss Association for Responsible Investments (SVVK-ASIR)



- **Integrating ESG criteria** into our asset management process by using **specific investment universes** with no negative impact on expected risks or returns



- **Screening out** companies that generate a significant proportion of their income from **coal**

AVENA is a member of the Ethos Foundation



- We **vote** at shareholders' meetings of Swiss companies
- We **engage in dialogue** with Swiss and international companies

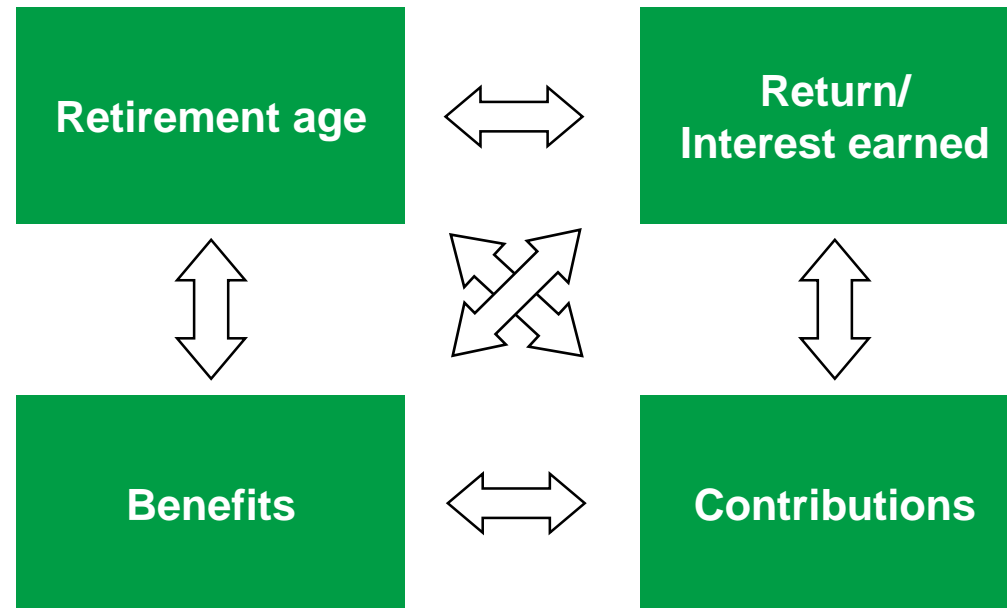


- We take part in the **PACTA climate compatability test**

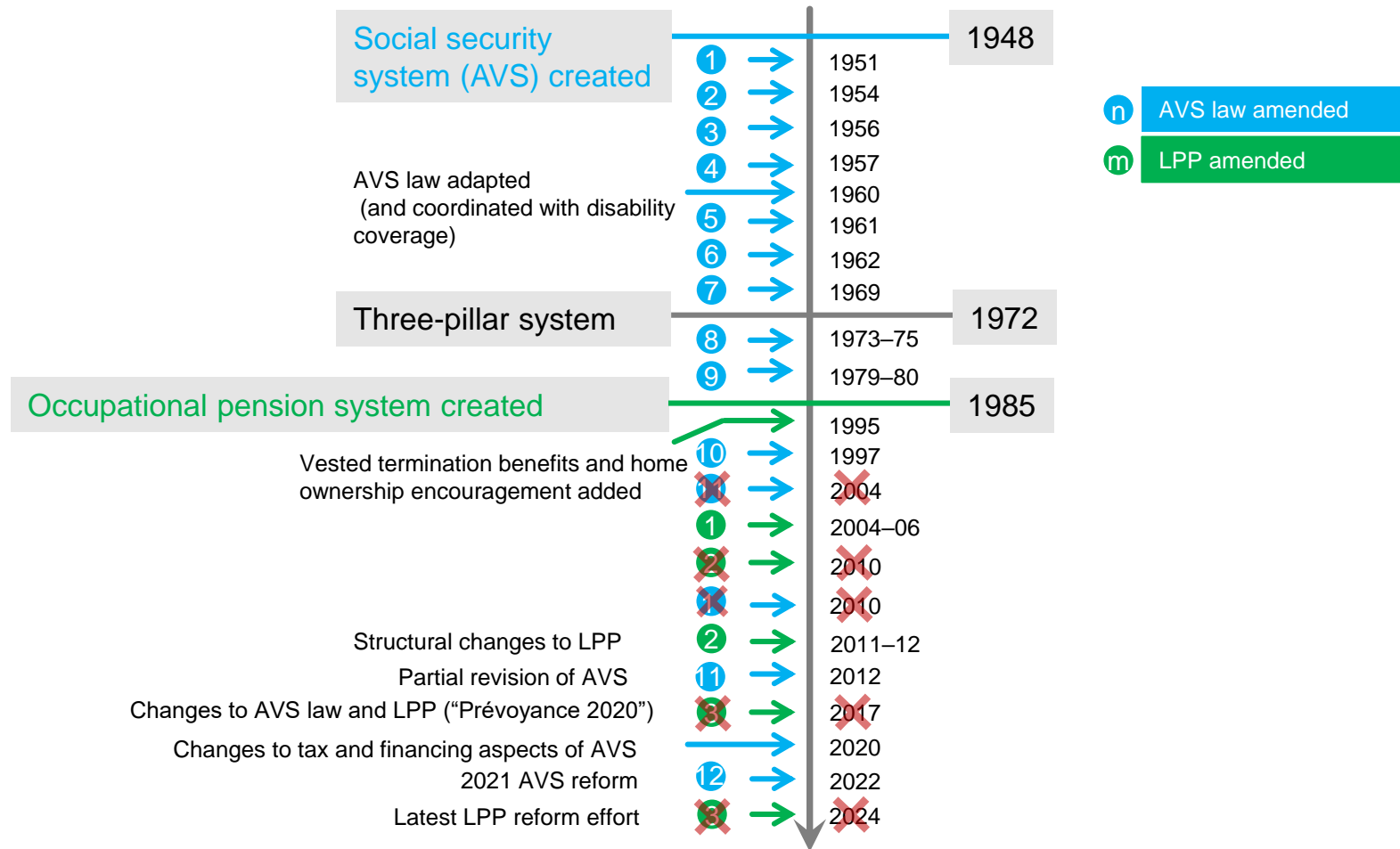
Occupational pension system

How it works

The occupational pension system allows for flexibility in four areas:



Timeline of pension reform in Switzerland



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L'Avenir avec un grand A.

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