Benefit Rules

in force as of 1 January 2021

General Electric Switzerland Supplementary Insurance Plan

The original German text is legally binding.

1 Name and purpose

1.1 Under the name General Electric Switzerland Supplementary Insurance Plan, a foundation exists within the context of art. 80 ff of the Swiss Civil Code and art. 331 of the Swiss Code of Obligations.

1.2 The purpose of the foundation (hereinafter, the "Plan") is to provide for the economic consequences of old age, disability and death for the employees of the company and of companies closely associated with it both economically and financially, as well as for their surviving dependents, exclusively in the income range above 150% of the upper threshold amount pursuant to art. 8 para. 1 BVG, which is no longer covered by the Guarantee Fund (SiFo).

1.3 The Plan has not been entered in the register of occupational benefit plans. As its purpose is to provide only for non-mandatory occupational benefits by offering members a choice of several investment strategies (so-called 1e plan), it does not guarantee any interest.

2 Definitions

2.1 The pronouns "he", "she" and the inflections thereof as they appear in these Supplementary Insurance Plan Rules (the "Rules") refer equally to persons of the other sex.

2.2 Within the scope of these Rules, the following definitions apply:
a) Foundation: The General Electric Switzerland Supplementary Insurance Plan in Baden (i.e. the "Plan")
b) Company: General Electric (Switzerland) GmbH as well as all companies and institutions affiliated with the Plan
c) Members: All employees of the company who are insured in accordance with these Rules
d) Age of retirement: Age at the time the member takes retirement
e) Statutory retirement age: First day of the month after completion of one's 65th year of age
f) BVG: Federal Law on Occupational Retirement, Survivors' and Disability Benefit Plans
g) BVG age: The age represented by the difference between the current calendar year and the year of birth
h) Children entitled to a pension: Children up to the completed 18th year of age or, if they are still in formal schooling or have been declared to be at minimum 70% disabled, up to the completed 25th year of age. Foster children who are supported by the member are treated equally in this regard.
i) Registered partnership: Members living in a registered partnership as per art. 2 of the Federal Law on Registered Partnerships of Same-Sex Couples of 18 June 2004 (Partnership Law) are placed on a par with married members in respect of the rights and obligations deriving from these Rules. To make for easier reading, these Rules refer to married members and to spouses. This is deemed to include persons living in a registered partnership.

3 Membership

3.1 Membership in the Plan is mandatory for those employees whose income exceeds 150% of the upper threshold pursuant to art. 8 para. 1 BVG.

3.2 Not accepted as members are those employees:
a) who do not (or will foreseeably not continuously) work in Switzerland and are sufficiently insured abroad, provided that they apply for exemption from joining the Plan
b) who, upon entering into the employment relationship, have exceeded the statutory retirement age
c) who have been declared to be at minimum 70% disabled as well as persons subject to provisional continued insurance pursuant to art. 26a BVG
d) who have been temporarily assigned to Switzerland (inpats) by foreign General Electric companies (and associated companies), who
   – are EU nationals and do not have an A1 (previously E101)
   – are nationals of a country with which a social insurance agreement has been concluded and who have no CoC (Certificate of Coverage)
   – are nationals of a country with which no social insurance agreement has been concluded and their employment relationship lasts longer than three months. Should a shorter employment period be extended, insurance shall commence at the time at which the extension of the employment was agreed upon. Should several consecutive employment periods with the same company exceed three months and any interruptions do not exceed three months, the employee is insured as of the beginning of the fourth actual working month.

3.3 If retired persons are rehired as employees of the company, they must rejoin the Plan as full-paying members; paragraphs 3.1 and 3.2 remain reserved.

3.4 Employees who, upon admittance to the Plan, are partially unfit to work will be insured only to the degree that corresponds to their ability to work.

3.5 Employees who leave the company can remain in the Plan as non-premium-paying or premium-paying members for as long as they are not enrolled in a new employer's pension scheme. It is then mandatory for contributions to be paid by direct debit. If contributions remain unpaid for two months, insurance coverage shall cease and the vested benefit will become payable.
In the case of non-premium-paying membership, members are not insured against disability. In the event of the member's death before retirement, no more than the accrued net savings capital is payable as death benefit (for entitlement and level see paragraph 13.1 and 13.3). The foundation may request premium-paying members to make a cost contribution to- wards the clarification of the benefit.
The new employer must be in agreement with given individual's remaining in the Plan. In all cases, specific agreements are to be reached with regard to the future structure of the insurance relationship.

4 Beginning and termination of insurance coverage

4.1 Membership starts on the day of commencement of employment or on the day when an entitlement to receive salary arises for the first time (subject to paragraph 3.1 and 5.1), in any case, at the time when the employee sets out for work, but not earlier than the BVG age of 25.

4.2 Insurance coverage ceases at the time the employment relationship ends, provided that no claims for retirement or disability benefits exist or if coverage is to continue within the context of paragraph 3.5. Insurance coverage against the risks of death and disability continues for one month subsequent to the end of the employment relationship, provided that the departing individual has not already entered into a new pension arrangement. If a member's relevant annual salary falls below 150% of the upper threshold amount pursuant to art. 8 para. 1 BVG, e.g. due to a temporary salary reduction, a reduction in the degree of occupation or partial retirement within the meaning of paragraph 7.2, the member shall remain insured in the Supplementary Insurance Plan, however, with an insured salary of zero.

4.3 New employees and employees with a salary increase are required on request and at the cost of the foundation to undergo a medical examination by a doctor of their choice. They release the doctors examining them in connection with the foundation from their duty of medical confidentiality. Where the medical examiner considers this necessary due to the new member's state of health, the foundation can restrict the insurance protection in an appropriate manner while upholding the statutory claims. In the event of a salary increase, the restriction only applies to the corresponding increase in benefits. Health reservations cease to apply no later than five years following entry into the foundation or the salary increase. The period of a reservation that has expired with a previous employee benefits institution is offset against the new reservation period for the benefit affected (type and amount). If an insured event for which a reservation has been declared occurs during the reservation period, the foundation shall also not pay any benefits for this case following expiry of the reservation period. The terms of admission of the insurance company with which the risks of death and disability are insured also apply.

5 Insured portion of salary

5.1 Deemed to be the insured portion of salary is that part of a member's income in excess of 150% of the upper threshold amount pursuant to art. 8 para. 1 BVG. The company decides what is considered to be income in this regard.
Remuneration for work done for companies that are not affiliated to the Plan cannot be counted towards the relevant annual salary.

The following elements **shall not be taken into account** when determining the relevant annual salary:
- Host compensation
- Premium payment
- STI, target bonus
- Bonus (VIC, SIC)
- Accrued vacation or payments received for vacation not taken
- Car allowance
- Additional premium payments (patents, special premiums)
- Overtime payments
- Severance payments
- Position-related allowances
- Quality of living adjustments for foreign assignments
- Housing allowance
- Schooling support
- Seniority award
- Shift allowance, 1st to 3rd shift on an hourly basis (no flat rate)
- Hardship allowances
- Hardship allowances for foreign assignments
- Compensation for stand-by services
- Transport allowances
- Commissions
- Subsequent salary payment (in the event of death)
- Lump-sum payments
- Mobility allowances
- Transfer allowances
- Parking compensation (allowance for public transport)
- Benefits in kind
- Country allowances for foreign assignments

This list is not exhaustive, it is for clarification purposes only.

The following element **shall be taken into account** when determining the relevant annual salary:
- Flat rate shift payment (2nd to 5th shift).

5.2 The maximum insured portion of salary is reviewed annually by the Board of Trustees, and adjusted as necessary.

5.3 If the salary of a member is reduced for reasons other than partial disability, with the agreement of the company the previous insured portion of salary may remain unchanged, provided that contributions pursuant to paragraphs 20.1 and 20.2 continue to be paid as before.

5.4 If the 150% of the upper threshold amount pursuant to art. 8 para. 1 BVG are increased without a corresponding rise in income, the insured portion of the salary will be reduced. If, as a result of an increase in the 150% of the upper threshold amount pursuant to art. 8 para. 1 BVG, there is no longer any insured portion of salary, insurance coverage will be suspended, whereas existing savings capital will continue to accrue in accordance with paragraphs 6.1.

5.5 Should a member's relevant annual salary decline by a maximum of 50% after the age of 58, the member's insurance may continue on the basis of the previously insured salary. Continued insurance ends upon the member's written application, but no later than the statutory retirement age. Under no circumstances shall the foundation handle any changes of the insured salary on a retroactive basis. The contributions (company and member shares) relating to the salary in excess of the effective employed salary shall be borne by the member. The employer may agree with the member to assume the company contributions.

6 Savings capital and savings credits

6.1 A personal retirement account is administered for each member. The savings capital consists of:
a) the credited contributions plus the achieved return on the selected investment strategy
b) the portion of the withdrawal benefit or portion of the pension transmitted as a lifelong pension or in capital form that has been transferred in favour of the member due to divorce plus the achieved return on the selected investment strategy
c) the accumulated savings credits plus the achieved return on the selected investment strategy
d) the savings credits for the current year plus the achieved return on the selected investment strategy
e) the amounts credited due to buy-ins after divorce plus the achieved return on the selected investment strategy
f) less withdrawals including the achieved return on the selected investment strategy

6.2 Annual savings credits are calculated on the basis of the insured salary and the age of the member in accordance with one of the contributions tables included in Appendix I.

Retirement benefits

7 Retirement benefits/savings capital

7.1 Retirement (age 58 to 70)
The entitlement to receive retirement benefits generally arises when employment ceases at statutory retirement age; members drawing a disability pension are entitled to receive retirement benefits upon reaching the statutory retirement age (65). At their express wish, members may opt to take early retirement, however at the earliest upon completion of their 58th year of age. Alternatively, in consultation with the employer, they may reduce their rate of work and assert their right to receive retirement benefits.
Furthermore, the possibility exists to postpone retirement at latest until the member has completed his or her 70th year of age, provided the employer is in agreement. Notice of retirement must be given at least six months in advance.
Retirement benefits may be drawn exclusively in the form of a capital payment. Married members requesting the payout of retirement capital must have the request signed by their spouse and notarised. Unmarried members must provide evidence of their unmarried status in the form of a recently issued official document (e.g. residency certificate). Upon withdrawal of the full sum of the savings capital in the form of a capital payment, all of the member's claims against the Plan expire. Upon receipt of the full sum of the savings capital in the form of a capital payment, all claims to pension compensation in the case of divorce expire.

7.2 Staged retirement
With the consent of the company, members may take partial retirement or, as it were, a staged approach to retirement.
A maximum of two stages (partial retirement and residual retirement) are possible.
Following partial retirement, it is compulsory that the degree of employment be reduced to a level corresponding to the percent of retirement taken.
The time difference between two stages of retirement must be at least 12 months. Exceptions in this regard may be granted by the Board of Trustees.
The provisions laid out in paragraph 7.1 apply analogously.

Benefits upon disability

8 Disability pension

8.1 Within the scope of legal provisions, members are entitled to a disability pension if they become at least 40% disabled as defined by the Federal Disability Insurance (IV) and provided they are insured under the Plan at the onset of the incapacity for work that led to their disability.

8.2 The right to receive disability benefits arises at the same time as the right to an IV pension. However, as long as the member draws a salary or salary replacement benefits (especially compensating health or accident insurance benefits):

a) payment of the pension shall be deferred in the case of accidents
b) payment of the pension shall be deferred no longer than until the end of the maximum contractual benefit period under the compensating health insurance in the case of illness. Should the health insurance pay further benefits after full payment of the maximum contractual compensating health insurance benefits, such benefits shall be deemed advance payments on potential disability benefits.

Entitlement to a disability pension ceases with the end of the disability or upon the member's death, at latest however at statutory retirement age.
Subject to the provisions under art. 26a BVG.

8.3 The amount of disability pension to which the member is entitled is determined by the IV disability scale as follows:

Degree of disability	Pension level
At least 70% disabled	Full pension
At least 60% disabled	Three-quarter pension
At least 50% disabled	Half pension
At least 40% disabled	Quarter pension

The Board of Trustees may take into account changes in the degree of disability that are not, or not immediately, recognised by the IV. It may also order a medical examination by a doctor of its choice. The entitlement to a pension may be changed on the basis of such examination. In the event that a recipient of a disability pension refuses to undergo medical examination, the Board of Trustees may declare the pension entitlements forfeit.

8.4 The annual full disability pension amounts to 65% of the insured salary. As of the commencement of the entitlement to a disability pension the member's savings capital continues to accrue via savings credits that are based on the most recent insured salary and calculated in accordance with the Standard contributions table shown in Appendix I, together with the achieved return on the selected investment strategy, until the statutory retirement age has been reached. This savings capital then serves as the basis for determining the retirement benefits.

8.5 In the case of partial disability, the member's savings capital available at the onset of the disability and the insured salary are divided up in a manner that reflects the pension level received. The portion of savings capital corresponding to the member's percentage capacity to work continues to accrue in the same manner as for fully able-bodied members.

9 Disabled person's child benefit

9.1 Recipients of a disability pension are entitled to receive a disabled person's child benefit for any eligible children they have.

9.2 The annual disabled person's child benefit for each eligible child amounts to 20% of the disability pension paid out.

9.3 Such claim continues to exist for as long as the given child remains eligible (see paragraph 2.2 h).

Death benefits

10 Spouse's pension, lump-sum payment

10.1 The surviving spouse of a member or of a recipient of a disability pension is entitled to a spouse's pension if he or she must financially support one or more eligible children or has completed the 40th year of age.

10.2 Surviving spouses who fulfil none of the conditions laid down in paragraph 10.1 are entitled to a single lump-sum payment equal to five times the annual amount of the spouse's pension.

10.3 Entitlement to a spouse's pension commences upon cessation of a deceased member's disability pension payments or, as the case may be, when salary payments cease. Entitlement expires at the end of the month of death or upon remarriage, provided the spouse has at that time not yet completed his or her 60th year of age. If the spouse's pension ceases owing to remarriage, the spouse is entitled to a lump-sum settlement equal to three times the annual amount of the spouse's pension.

10.4 Upon the death of the member or disability pension recipient prior to the statutory retirement age, the spouse's pension amounts to 39% of the insured salary and is payable until the spouse's death.

11 Partner's pension, lump-sum payment

11.1 If an unmarried member or recipient of a disability pension dies, the following persons are entitled to a partner's pension:

a) the unmarried partner of an unmarried, legally unrelated member or recipient of a disability pension, provided the partner is 40 or older and cohabitated continuously with the member for at least five years prior to the member's death
b) the unmarried partner of an unmarried member or recipient of a disability pension, provided the surviving partner must sup- port children (up to the age of 25) that the couple had together

c) individuals who have been supported to large extent by the deceased member and who are at least 40 years of age. A prerequisite for any claim in this regard is that such support lasted for a minimum of five years and was reported to the Plan by means of the appropriate form prior to the member's death. At maximum, benefits paid in this regard by the Plan correspond to the amount of support no longer provided.

11.2 A maximum of one partner's pension may be paid out. If more than one person fulfils the criteria set out in paragraph 11.1, the partner's pension may be split between them. Any such person must have been identified by the deceased member as a partner. If this is not the case, the Board of Trustees shall decide.

11.3 Application must be made at latest within three months of the member's death. The beginning, end and size of the pension are determined by the same criteria as set out in paragraph 10. If the criteria under paragraph 11.1 are not fulfilled, there is no entitlement to a settlement pursuant to paragraph 10.2.
The partner's pension will be reduced by any spouse's or partner's pensions that are currently being paid.

12 Orphans' pension

12.1 Upon the death of a member or recipient of a disability pension, his or her eligible children are entitled to draw an orphan's pension.

12.2 The annual orphan's pension for each eligible child amounts to 20% of the insured full disability pension or, as the case may be, 20% of the disability pension that was paid. The orphan's pension is doubled for orphans bereaved of both parents.

12.3 Entitlement to an orphan's pension commences upon the cessation of disability pension payments or, as the case may be, when salary payments cease. Entitlement continues for as long as the given child remains eligible to receive such pension (see paragraph 2.2 h).

13 Death benefit

13.1 A capital sum is payable upon the death of a member or recipient of a disability pension. Entitled to receive payment of such are the member's survivors, irrespective of right of inheritance, in the following amount and order of precedence:
a) in the full amount: the member's spouse, and their entitled children, failing them
b) in the full amount natural persons who were supported to a substantial degree by the deceased, or the person who lived, without interruption, with the deceased during last five years prior to the death or the person who is responsible for supporting one or several joint children, failing them
c) in the full amount: other children, parents or siblings, failing them
d) in half the amount: the other legal heirs of the deceased member, excluding the state

13.2 By written instruction addressed to the Plan, members may stipulate which persons among the eligible group are entitled to receive the death benefit, and in which proportions. If no such instructions are given, the death benefit will fundamentally be distributed in equal portions among the eligible group. The Board of Trustees may opt for an alternative regulation in this regard.

13.3 If death occurs prior to retirement, the death benefit is equal to the deceased member's accrued net savings capital (savings capital minus the deceased member's personal buy-ins into the Plan including the achieved performance of the selected investment strategy) reduced by the costs of funding the survivors' benefits, but at least 100% of the insured salary.

Additional benefits

14 Vested benefit

14.1 Insurance coverage ceases upon termination of the employment relationship, provided no claim exists for Plan benefits under these Rules. If savings capital has accrued, the member is entitled to receive the relevant vested benefit.

14.2 The amount of the vested benefit is equal to the effective value of the pension assets at the time of departure pursuant to art. 19a para. 1 FZG. As a rule, the effective value corresponds to the amount resulting from the market value on the trading day of the respective member's shares in collective investments purchased with their pension assets less any costs of disposal and/or administrative expenses of the Plan plus the balance of their current account (not invested portion of their savings).

14.3 The death and disability benefits insured at the time employment ceases remain insured without change until such time as the individual begins a new pension arrangement, but at most for the period of one month.
If the Plan becomes obligated to pay benefits after the vested benefit has already been paid out and no repayment of the latter amount has been made, the individual's savings capital will be reduced by a corresponding amount.

14.4 The vested benefit is due when the member leaves the Plan. The Plan shall sell the securities at the latest on the due date of the termination benefits. As a rule, these are sold in accordance with the schedule agreed annually with the asset manager and published on the Fund's website. Pursuant to art. 19a para. 3 FZG, as of the due date, vested benefits are not subject to interest. Members must inform the Plan of the admissible manner in which they wish to receive their benefit entitlements. The vested benefit shall be transferred to the employee benefits institution of the member's new employer. Where members do not enter into a new employee benefits institution, the termination benefit shall be used to open a vested benefit account or to purchase a vested benefit policy. Should the member fail to provide an appropriate notification, the vested benefit will be transferred to the Substitute Occupational Benefit Institution six months after the date of departure.

14.5 Departing members may request cash payment of the vested benefit if:
a) they are leaving Switzerland and the Principality of Liechtenstein permanently or
b) they become self-employed and are no longer subject to mandatory occupational insurance or
c) the vested benefit is less than the member's annual contribution

For married members, cash payment of the vested benefit is permitted only with the spouse's written consent. The sig- nature of the latter must be notarised. Unmarried members must provide evidence of their unmarried status in the form of a recently issued official document (e.g. residency certificate).

14.6 Furthermore, the Federal Law on Vested Pension Benefits, as well as Switzerland's bilateral agreements with the European Union, shall apply in this regard.

14.7 The Plan shall prepare final accounts for the attention of the leaving member that include the effective value of the pension assets on the date of departure pursuant to art. 19a FZG.
For the attention of the new pension fund or vested benefit institution, the Plan shall furthermore inform the leaving member of:
– the acquired withdrawal benefit at the age of 50
– the acquired withdrawal benefit at the time of a marriage or registration of a partnership
– the first reported or payable withdrawal benefit pursuant to FZG

Upon payment of the withdrawal benefit, all claims against the foundation shall expire subject to the statutory follow-up insurance coverage.

14.8 Pension compensation in the case of divorce
Pension compensation relating to the pension assets accrued during marriage (i.e. in the period between the wedding and the instigation of the divorce proceedings) shall be based exclusively on a final and enforceable decree issued by a Swiss court. The amount of this portion of the withdrawal benefit and/or pension shall be determined by the court.
In the case of divorce before the retirement age specified in the Rules, according to art. 124 para. 1 ZGB, the amount cannot be used for pension compensation if disability benefits were reduced due to their coincidence with accident or

military insurance. However, the amount may be used for pension compensation if disability benefits without entitlement to child benefit would not be reduced.

a) Disabled and active members

If the pension assets held by an active or disabled member must be transferred before the retirement age specified in the Rules, the acquired withdrawal benefit plus vested benefit as well as advance withdrawals for home ownership and/or the hypothetical withdrawal benefit (i.e. the amount that would be awarded to the disabled person after suspension of the current disability benefit) shall be divided. Non-recurrent contributions (buy-ins) paid from members' own assets shall not be included.

If a portion of the withdrawal benefit and/or the hypothetical withdrawal benefit is transferred in the context of a divorce, the savings account and the future benefits arising therefrom shall be reduced accordingly.

Should active or disabled members reach retirement age during the divorce proceedings, the transferable portion of the withdrawal benefit and the retirement benefit shall be reduced pursuant to art.19g FZV; the reduction shall amount to the permissible maximum.

If part of the pension assets must be transferred to the foundation in favour of an active member or a disabled person, the amount shall be credited to the retirement assets or the hypothetical pension assets of the person in question The Plan shall not accept any amount from the mandatory pension plan. Where applicable, such amounts shall be transferred to the General Electric Switzerland Pension Fund.

Any current disability benefits shall not be raised as a consequence of this contribution. In the case of partial disability, the contribution shall not be included even if the degree of disability changes due to the same reason.

b) Pensioners

If ex-spouses who have been awarded a portion of the pension according to art. 124a ZGB are entitled to full disability benefit or if they have reached the minimum age for early retirement pursuant to art. 1i para. 1 BVV 2, they shall notify the foundation whether the amounts should be transferred to their account (once a year by 15 December) or to an account at the vested benefit institution.

If ex-spouses who have been awarded a portion of the pension according to art. 124a ZGB have reached the statutory retirement age pursuant to art. 13 BVG, the lifelong pension shall be issued them directly.

Where members have reached the AHV retirement age and have been awarded a portion of the pension or a lump sum in the context of a divorce, the awarded amount shall be transferred directly. This amount cannot be transferred to the foundation.

Where members receive full IV benefits, the awarded share of the pension pursuant to art. 124a ZGB cannot be transferred to the foundation.

Where members have reached the minimum age for early retirement pursuant to art. 1i para. 1 BVV 2, the pension share awarded to them may be transferred to the foundation until the date of their effective retirement or, at the latest, the AHV retirement in accordance with art. 124a ZGB – provided the respective member has not applied for direct payment. The provisions applying to the buy-in of pension benefits shall apply analogously.

15 Payment of pensions

15.1 Pensions are paid in advance in monthly instalments. The full pension is paid out for the month in which entitlement ceases. Upon the death of a recipient of a disability pension, entitlement to payment of the related pension ceases at the end of the month of death.

16 Cost-of-living adjustment to benefits

16.1 The Board of Trustees decides on an annual basis whether and to what extent pensions can be increased within the realm of financial possibilities of the Plan.

17 Over-compensation and reduction of benefits

17.1 The foundation shall reduce survivors' and disability benefits if, in conjunction with other benefits of a similar kind and purpose as well as allowable income, they exceed 90% of the presumed lost income.

17.2 When reducing disability benefits before the statutory retirement has been reached or reducing survivors' benefits, the foundation shall take the following benefits and income into account:

a) survivors' and disability benefits paid to the beneficiary by other domestic or foreign social insurance institutions or pension funds due to the damaging event; lump-sum payments shall be taken into account at their pension conversion value
b) daily allowances from compulsory insurance
c) daily allowances from compulsory insurance if at least half of the allowance is financed by the employer
d) where members receive disability benefit: additional earned income or income that could reasonably be earned or replacement income

17.3 The following benefits may not be taken into account:
a) helplessness allowance and compensation for loss of bodily functions, lump-sum payments, assistance contributions and other benefits
b) additional income earned during participation in reintegration programmes pursuant to art. 8a of the Federal Act dated 19 June 1959 pertaining to disability insurance

17.4 The survivors' benefits paid to the widow, widower or the surviving registered partner and the orphans shall be added together.

17.5 The beneficiary shall notify the foundation of all allowable benefits and income.

17.6 The foundation may review the conditions and extent of a reduction at any time and adjust its benefits if there is a material change in circumstances.

17.7 The presumed lost income corresponds to the entire income from employment or replacement income that the member would presumably have earned if the damaging event had not occurred.

17.8 Persons entitled to benefits in the event of death or disability are required to surrender to the Plan their claims against any liable third party, up to the amount of the Plan's benefit obligations vis-à-vis such entitled persons.

17.9 The Plan may reduce its benefits by a corresponding degree if AHV/IV or the accident or military insurers reduce, withdraw or refuse the payment of benefits because the beneficiary has caused his or her death or disability through gross negligence or refuses to undergo rehabilitation measures.

17.10 Upon reaching the retirement age, the foundation will not compensate for reductions of benefits pursuant to art. 20 para. 2^{ter} and $2^{quarter}$ of the Swiss Federal Law on Accident Insurance and art. 47 para. 1 of the Swiss Federal Law on Military Insurance.

18 Promotion of home ownership

18.1 Within the scope of the relevant legal provisions, members may use their savings capital to purchase residential property.

18.2 Where marriages are divorced or registered partnerships dissolved before a claim to benefit arises, advance withdrawals are considered as vested benefits and divided accordingly.

18.3 Where advance withdrawals for home ownership have been made during the marriage, the outflow of capital and the lost interest shall be debited on a pro rata basis to the retirement assets accrued before marriage and accrued thereafter until the withdrawal.

18.4 The Board of Trustees adopts the necessary implementing provisions in this regard.

18^{bis} Interest on arrears

18^{bis} 1 In case the foundation is in arrears with benefit payments, there is no entitlement to interest payments. No interest is due for retroactive pension payments, either.

18^{bis} 2 No interest on arrears is due for lump-sum payments as long as members do not provide the spouse's consent according to art. 37a BVG and as long as the foundation has not received the information necessary for the transfer of the lump-sum payment. Even afterwards, there is also no entitlement to interest payments.

19 Obligation to contribute

19.1 The obligation to make contributions commences upon acceptance into the Plan and continues until the member's retirement, departure from the Plan or death.

19.2 For those members who are disabled, the obligation to contribute is reduced in accordance with the relevant breakdown (as per paragraph 8.4).

19.3 Members' contributions are deducted by the company from their salary, sick pay or compensatory salary, and transferred to the Plan in monthly instalments together with the company's contributions.

20 Amount of contributions

20.1 Members have three contributions tables from which to choose: Standard, Standard plus and Standard minus. Members may choose on a monthly basis the contributions table according to which they wish to contribute in the following month. The Standard contributions table applies if the Plan has not received written notification of the member's choice. Once a decision has been taken, it shall continue to apply until changed by the member.

20.2 The company pays a contribution according to the contributions table shown in Appendix I. This contribution is composed of the age-dependent savings credits, as well as a contribution of 3.0% of the member's insured salary for the risks of death and disability, for covering administrative and asset management costs and also for other expenses.

21 Personal payments

21.1 Within the scope of the relevant legal provisions, up to age 62, members may at any time make payments into the Plan in order to increase their retirement benefits. The Plan shall determine the related buy-in limit by applying recognised principles (see buy-in table in Appendix II).
Any vested assets or pillar 3a assets (according to art. 60a, para. 2 BVV 2) are deducted from the buy-in limits shown in Appendix II. For members who move to Switzerland from abroad and who have never been in a Swiss pension scheme, the restrictions set out in art. 60b BVV 2 also apply.
Amounts transferred by active or disabled members in the context of a divorce may be repurchased. The buy-in limits under the Rules up to the amount effectively transferred in the context of a divorce shall not apply to disabled members.
If death occurs prior to retirement, the sum of the deceased member's personal buy-ins into the Plan plus the achieved return on the selected investment strategy will
be paid to the beneficiaries pursuant to paragraphs 13.1 and 13.2 in addition to the death benefit pursuant to paragraph 13.3.

21.2 The member can make up the reduction in benefits resulting from early retirement by paying deposits into a buy-in plan account in accordance with Appendix III.
The capital of the buy-in plan shall be invested in the same investment strategy as the one chosen for the savings capital.

Deposits to the buy-in plan account are only possible if:
a) the member has transferred all vested benefits from earlier pension schemes into the Plan
b) the member has bought in the full benefits of the Basic plan (Appendix II)
c) the member is at least 25 years of age and the maximum amount specified in the table in Appendix III has not yet been reached
d) all withdrawals for home ownership have first been paid back

The capital accrued in the buy-in plan is payable on retirement, and shall be drawn as additional lump-sum payment. The conditions as per paragraph 7.1 apply.
If the member has made buy-ins for early retirement but does not take early retirement, the balance of the buy-ins is forfeited to the foundation if the retirement benefit would be more than 5% higher than that of a member who has made no buy-ins for early retirement.
When withdrawals are made for home ownership or to pay divorce-related benefits, capital from the buy-in plan is used first.

21.3 Personal deposits (regular buy-in and buy-in in the buy-in plan for early retirement) are first paid into the member's individual current account before being invested at the beginning of the next month in the investment strategy chosen by the member, provided that the deposit is made by the cut-off date of the current month and the documents required for a buy-in are available. The annual planning of cut-off dates and the corresponding value date are decisive.

21.4 If a buy-in is made (according to paragraphs 21.1 and 21.2), the resulting benefits may not be withdrawn from the Plan in the form of capital for a period of three years. If early withdrawals have been made in connection with the promotion of home ownership, voluntary buy-ins may be made only once such withdrawals have been repaid. Exempted from this limitation are buy-ins made in the case of divorce.
In the case of retirement before or at the age of 62, benefits from the buy-ins made within the three years before retirement (including the achieved return on the selected investment strategy) will be paid in the form of a temporary bridging pension that is payable until the statutory retirement age. Upon retirement, the corresponding capital is transferred to the member's current account, which is not subject to interest. In the event of death before the statutory retirement age, the payment will be made to the beneficiaries pursuant to paragraphs 13.1 and 13.2. The amount of the monthly bridging pension is consistent with the sum of the respective buy-ins (including the achieved return on the selected investment strategy as per retirement) divided by the number of months between the actual retirement and the statutory retirement age.[1)]
In the case of retirement after the age of 62, the buy-ins of the last three years will be cancelled and the corresponding amount refunded (including the achieved return on the selected investment strategy) to the member's account. The tax authorities will be informed of this process.[1)]

1) In force as of 1 January 2015

22 Assets and financial equilibrium

22.1 The Plan's assets are to be prudently invested. The Board of Trustees determines up to ten investment strategies, which are available for selection by members. At least one of these strategies must be a low-risk investment strategy. The composition of the invested assets must comply with relevant legal provisions. Sufficient liquid assets must be maintained to cover the ongoing outlays of the Plan.
22.2 The Board of Trustees appoints annually an accredited occupational benefits expert to conduct an actuarial audit of the Plan on the principles of the funded-system method for a closed pension fund.

22.3 The Board of Trustees offers members the opportunity to realise their investments according to several investment profiles. Each member must select one of the investment profiles proposed by the Board of Trustees. If the Plan is not informed of a member's choice in due time, the "default strategy" defined by the Board of Trustees shall be selected. The exact terms are defined in the Investment Regulations.

22.4 Members can choose among five investment profiles:
1) Swisscanto (CH) Money Market Opportunities Fund CHF ("Default Strategy"),
2) Swisscanto AST Avant BVG Portfolio 10 CHF,
3) Swisscanto AST Avant BVG Portfolio 25 CHF,
4) Swisscanto (CH) Vorsorge Fonds 45 Passiv CHF and
5) Swisscanto AST Avant BVG Portfolio 75 CHF.

On a monthly basis, up to the cut-off date of the current month, they may choose the investment profile according to which their pension plan capital shall be invested in the following month. Once a decision has been made, it remains valid until it is revoked by the member.

If the financial underpinnings of the Plan are put at risk by exceptional circumstances such as war, epidemics, loss of assets, etc., the Board of Trustees may as a precautionary measure reduce acquired, current and future benefits.

23 Board of Trustees

23.1 The Board of Trustees is the sole official body of the Plan. It is composed of three to five trustees who, except as provided under paragraph 23.2, are appointed by General Electric (Switzerland) GmbH. All employees of the companies affiliated with the Plan are capable of being elected to the Board of Trustees, provided the given candidate is interested in matters related to occupational benefits, possesses a basic knowledge in such matters, and has a command of the German language.
In deviation therefrom, the employer may delegate no more than one representative to the Board of Trustees who has command of the German language.

23.2 The entire body of members elects from its midst one individual to represent them on the Board of Trustees. The Board of Trustees enacts rules on how representatives of Plan members are to be elected to the Board.

23.3 The term of office of trustees is four years, and re-election is possible. If an employee representative leaves the company, the company shall decide whether his or her term of office is to end. In the case of such a premature departure, a by-election is to be held. The newly elected trustee then completes his or her predecessor's term of office.
The trustees may remain on the Board of Trustees beyond their retirement until their term of office expires.

23.4 The Board of Trustees constitutes itself. In particular, it elects a Chairman from among its members.

23.5 The Board of Trustees is responsible for the administration of the Plan in compliance with these Rules. It may delegate particular tasks to commissions, administrative bodies and committees, and enacts the directives and regulations that are necessary to do so. The Board of Trustees makes rulings in all matters pertaining to the Plan in keeping with the requirements of law and the provisions of these Rules. It appoints the auditors and the accredited occupational benefits experts.

23.6 A quorum is constituted when all, or all but one, members of the Board of Trustees are present. Resolutions are adopted by a simple majority of votes. In the case of a voting deadlock, the Chairman's vote shall count double.
The Board of Trustees enacts provisions on how voting via circular letter is to be accomplished.

23.7 The members of the Board of Trustees, as well as the persons acting on its behalf, are obligated to maintain secrecy with regard to the personal circumstances of Plan members, as well as the business matters of the Plan and the company, which may come to their knowledge in the exercise of their duties.

24 Administration of the Plan

24.1 The Board of Trustees appoints the general management of the Plan.

24.2 The Plan bears the costs of its administration and the asset management costs. Such costs are shown in the annual financial statements of the Plan.

25 Information and disclosure obligation

25.1 The annual report of the Plan is made available to all members and pensioners.
By means of an insurance certificate, members are informed each year about the benefit claims, the insured salary, the contribution rate and the pension assets. In addition, they will be notified in a suitable manner regarding the organisation and financing as well as the members of the highest official body.
On request, personal data will be disclosed to the member by the Plan.

25.2 Members or, as the case may be, their survivors are required to provide at any time truthful information on circumstances relevant to their insurance and to submit the documents necessary to substantiate any claims for benefits.

25.3 The Board of Trustees reserves the right to cease payment of benefits, or to demand repayment of benefits paid out wrongly.

25.4 The Plan may levy charges for special expenses. The Board of Trustees regulates the details in this regard.

26 Legal recourse

26.1 Any disputes arising from the application or interpretation of these Rules, or with regard to issues that are not specifically covered by these Rules, are to be presented to the Board of Trustees for amicable settlement.

26.2 If no amicable settlement can be achieved, legal recourse may be sought in keeping with the provisions of BVG.

27 Loopholes in the Rules

27.1 In the case of situations not explicitly foreseen by the provisions of these Rules, the Board of Trustees is authorised to enact an appropriate rule that corresponds to the spirit and purpose of the Plan.

28 Partial or total liquidation

28.1 Upon the partial or total liquidation of the Plan, each departing member has a right to a portion of the freely available assets in keeping with the relevant legal provisions. Said assets may be transferred individually or, in the case of a group move by members to the same employer, collectively to a new occupational benefits scheme.

28.2 Actuarial deficits may be deducted from the payment of vested benefits.

28.3 The Board of Trustees enacts the necessary implementing provisions in this regard.

29 Changes, entry into force

29.1 Within the scope of the relevant legal provisions and the purpose of the Plan, the Board of Trustees may amend these Rules at any time. The amended Rules shall be sub- mitted to the supervisory authority. Entitlements already ac- quired by beneficiaries are not affected by a subsequent amendment of these Rules.
Over-compensation calculations may be carried out on the occasion of each amendment of statutory provisions or the Plan Rules.
If, however, a disability pension is sup- planted through payment of death benefits, then the cur- rently valid version of these Rules shall apply with regard to such death benefits.
As regards the calculation of the benefits pursuant to paragraph 8.5, the savings credits under current disability pensions shall be adjusted to the current Rules.
At the time a disability pension converts into retirement benefits, determination of the new benefits is made in accordance with the version of these Rules valid at that time.

The following arrangements apply in the event of a change in the degree of disability:

Pension entitlement acquired	Increase in degree of disability	Reduction in degree of disability	Applicable Rules
Before 1.1.2005	Before 1.1.2007		Rules 2003, para. 9.4
Before 1.1.2005	As of 1.1.2007		Rules 2007, para. 9.4
Before 1.1.2005		As of 1.1.2005	Rules 2003, para. 9.4
Between 1.1.2005 and 31.12.2006	Before 1.1.2007	Before 1.1.2007	Rules 2003, para. 9.4
Between 1.1.2005 and 31.12.2006	As of 1.1.2007	As of 1.1.2007	Rules 2007, para. 9.4

29.2 Transitory provision
Employees of the company who were insured in the Plan as per 31 December 2018 and whose income does not exceed 150% of the upper threshold amount pursuant to art. 8 para. 1 BVG as per 1 January 2019 shall leave the Plan as per 31 December 2018. Their vested benefits together with a corresponding portion of the actuarial reserves and the value fluctuation reserve shall be transferred collectively to the General Electric Switzerland Pension Fund pursuant to the provisions of the corresponding transfer agreement.

Spouse's pensions originated by members who died before 1 January 2019 shall remain unchanged according to the provisions of the previous Benefit Rules 2018 until the death of the spouse. However, all spouse's pensions will be paid by the General Electric Switzerland Pension Fund as of 1 January 2019. The savings capital accrued at the time of the member's death and further accrued in the General Electric Switzerland Supplementary Insurance Plan until 31 December 2018, will be transferred to the General Electric Switzerland Pension Fund as per 1 January 2019 and will continue to accrue via the retirement credits of the previous Benefit Rules 2018 of the General Electric Switzerland Supplementary Insurance Plan and, as of 1 January 2019, on the basis of the interest rate determined annually by the General Electric Switzerland Pension Fund until such time as the deceased person would have reached the statutory retirement age. At that time, the surviving spouse shall receive 60% of the implied savings capital in the form of a single lump-sum payment instead of the pension.

All pensions paid by the General Electric Switzerland Supplementary Insurance Plan as per 31 December 2018 shall be transferred to the General Electric Switzerland Pension Fund as per 1 January 2019 pursuant to the separate transfer agreement. The rights and entitlements of the members concerned shall remain unchanged in accordance with the Benefit Rules 2018 of the General Electric Switzerland Supplementary Insurance Plan.

29.3 These Rules shall enter into force as per 1 July 2020 and shall replace the version dated 1 January 2020.

The Board of Trustees
General Electric Switzerland Supplementary Insurance Plan

Baden, 8 July 2020

Contribution table Standard minus

	Savings credits as % of insured salary as per paragraph 6.2			Contribution in % for the risks of death and disability as well as further expenses			Contributions as % of insured salary as per paragraphs 20.1 to 20.2		
BVG age	Total	Member	Company	Total	Member	Company	Total	Member	Company
25	**7.1**	0	7.10	**3.00**	0	3.00	**10.10**	0	10.10
26	**7.4**	0	7.40	**3.00**	0	3.00	**10.40**	0	10.40
27	**7.7**	0	7.70	**3.00**	0	3.00	**10.70**	0	10.70
28	**8.0**	0	8.00	**3.00**	0	3.00	**11.00**	0	11.00
29	**8.3**	0	8.30	**3.00**	0	3.00	**11.30**	0	11.30
30	**8.6**	0	8.60	**3.00**	0	3.00	**11.60**	0	11.60
31	**8.9**	0	8.90	**3.00**	0	3.00	**11.90**	0	11.90
32	**9.2**	0	9.20	**3.00**	0	3.00	**12.20**	0	12.20
33	**9.5**	0	9.50	**3.00**	0	3.00	**12.50**	0	12.50
34	**10.1**	0	10.10	**3.00**	0	3.00	**13.10**	0	13.10
35	**10.7**	0	10.70	**3.00**	0	3.00	**13.70**	0	13.70
36	**11.3**	0	11.30	**3.00**	0	3.00	**14.30**	0	14.30
37	**11.9**	0	11.90	**3.00**	0	3.00	**14.90**	0	14.90
38	**12.5**	0	12.50	**3.00**	0	3.00	**15.50**	0	15.50
39	**13.1**	0	13.10	**3.00**	0	3.00	**16.10**	0	16.10
40	**13.7**	0	13.70	**3.00**	0	3.00	**16.70**	0	16.70
41	**14.3**	0	14.30	**3.00**	0	3.00	**17.30**	0	17.30
42	**14.9**	0	14.90	**3.00**	0	3.00	**17.90**	0	17.90
43	**15.5**	0	15.50	**3.00**	0	3.00	**18.50**	0	18.50
44	**16.1**	0	16.10	**3.00**	0	3.00	**19.10**	0	19.10
45	**16.7**	0	16.70	**3.00**	0	3.00	**19.70**	0	19.70
46	**17.3**	0	17.30	**3.00**	0	3.00	**20.30**	0	20.30
47	**17.9**	0	17.90	**3.00**	0	3.00	**20.90**	0	20.90
48	**18.5**	0	18.50	**3.00**	0	3.00	**21.50**	0	21.50
49	**19.1**	0	19.10	**3.00**	0	3.00	**22.10**	0	22.10
50	**19.7**	0	19.70	**3.00**	0	3.00	**22.70**	0	22.70
51	**20.3**	0	20.30	**3.00**	0	3.00	**23.30**	0	23.30
52	**20.9**	0	20.90	**3.00**	0	3.00	**23.90**	0	23.90
53	**21.5**	0	21.50	**3.00**	0	3.00	**24.50**	0	24.50
54	**22.1**	0	22.10	**3.00**	0	3.00	**25.10**	0	25.10
55	**22.7**	0	22.70	**3.00**	0	3.00	**25.70**	0	25.70
56	**23.3**	0	23.30	**3.00**	0	3.00	**26.30**	0	26.30
57	**23.9**	0	23.90	**3.00**	0	3.00	**26.90**	0	26.90
58	**24.5**	0	24.50	**3.00**	0	3.00	**27.50**	0	27.50
59	**25.1**	0	25.10	**3.00**	0	3.00	**28.10**	0	28.10
60	**25.7**	0	25.70	**3.00**	0	3.00	**28.70**	0	28.70
61	**26.0**	0	26.00	**3.00**	0	3.00	**29.00**	0	29.00
62	**26.0**	0	26.00	**3.00**	0	3.00	**29.00**	0	29.00
63	**26.0**	0	26.00	**3.00**	0	3.00	**29.00**	0	29.00
64	**26.0**	0	26.00	**3.00**	0	3.00	**29.00**	0	29.00
65	**26.0**	0	26.00	**3.00**	0	3.00	**29.00**	0	29.00
66	**26.0**	0	26.00	**3.00**	0	3.00	**29.00**	0	29.00
67	**26.0**	0	26.00	**3.00**	0	3.00	**29.00**	0	29.00
68	**26.0**	0	26.00	**3.00**	0	3.00	**29.00**	0	29.00
69	**26.0**	0	26.00	**3.00**	0	3.00	**29.00**	0	29.00
70	**26.0**	0	26.00	**3.00**	0	3.00	**29.00**	0	29.00

Contribution table Standard

	Savings credits as % of insured salary as per paragraph 6.2			Contribution in % for the risks of death and disability as well as further expenses			Contributions as % of insured salary as per paragraphs 20.1 to 20.2		
BVG age	Total	Member	Company	Total	Member	Company	Total	Member	Company
25	**9.8**	2.70	7.10	**3.00**	0	3.00	**12.80**	2.70	10.10
26	**10.2**	2.80	7.40	**3.00**	0	3.00	**13.20**	2.80	10.40
27	**10.6**	2.90	7.70	**3.00**	0	3.00	**13.60**	2.90	10.70
28	**11.0**	3.00	8.00	**3.00**	0	3.00	**14.00**	3.00	11.00
29	**11.4**	3.10	8.30	**3.00**	0	3.00	**14.40**	3.10	11.30
30	**11.8**	3.20	8.60	**3.00**	0	3.00	**14.80**	3.20	11.60
31	**12.2**	3.30	8.90	**3.00**	0	3.00	**15.20**	3.30	11.90
32	**12.6**	3.40	9.20	**3.00**	0	3.00	**15.60**	3.40	12.20
33	**13.0**	3.50	9.50	**3.00**	0	3.00	**16.00**	3.50	12.50
34	**13.8**	3.70	10.10	**3.00**	0	3.00	**16.80**	3.70	13.10
35	**14.6**	3.90	10.70	**3.00**	0	3.00	**17.60**	3.90	13.70
36	**15.4**	4.10	11.30	**3.00**	0	3.00	**18.40**	4.10	14.30
37	**16.2**	4.30	11.90	**3.00**	0	3.00	**19.20**	4.30	14.90
38	**17.0**	4.50	12.50	**3.00**	0	3.00	**20.00**	4.50	15.50
39	**17.8**	4.70	13.10	**3.00**	0	3.00	**20.80**	4.70	16.10
40	**18.6**	4.90	13.70	**3.00**	0	3.00	**21.60**	4.90	16.70
41	**19.4**	5.10	14.30	**3.00**	0	3.00	**22.40**	5.10	17.30
42	**20.2**	5.30	14.90	**3.00**	0	3.00	**23.20**	5.30	17.90
43	**21.0**	5.50	15.50	**3.00**	0	3.00	**24.00**	5.50	18.50
44	**21.8**	5.70	16.10	**3.00**	0	3.00	**24.80**	5.70	19.10
45	**22.6**	5.90	16.70	**3.00**	0	3.00	**25.60**	5.90	19.70
46	**23.4**	6.10	17.30	**3.00**	0	3.00	**26.40**	6.10	20.30
47	**24.2**	6.30	17.90	**3.00**	0	3.00	**27.20**	6.30	20.90
48	**25.0**	6.50	18.50	**3.00**	0	3.00	**28.00**	6.50	21.50
49	**25.8**	6.70	19.10	**3.00**	0	3.00	**28.80**	6.70	22.10
50	**26.6**	6.90	19.70	**3.00**	0	3.00	**29.60**	6.90	22.70
51	**27.4**	7.10	20.30	**3.00**	0	3.00	**30.40**	7.10	23.30
52	**28.2**	7.30	20.90	**3.00**	0	3.00	**31.20**	7.30	23.90
53	**29.0**	7.50	21.50	**3.00**	0	3.00	**32.00**	7.50	24.50
54	**29.8**	7.70	22.10	**3.00**	0	3.00	**32.80**	7.70	25.10
55	**30.6**	7.90	22.70	**3.00**	0	3.00	**33.60**	7.90	25.70
56	**31.4**	8.10	23.30	**3.00**	0	3.00	**34.40**	8.10	26.30
57	**32.2**	8.30	23.90	**3.00**	0	3.00	**35.20**	8.30	26.90
58	**33.0**	8.50	24.50	**3.00**	0	3.00	**36.00**	8.50	27.50
59	**33.8**	8.70	25.10	**3.00**	0	3.00	**36.80**	8.70	28.10
60	**34.6**	8.90	25.70	**3.00**	0	3.00	**37.60**	8.90	28.70
61	**35.0**	9.00	26.00	**3.00**	0	3.00	**38.00**	9.00	29.00
62	**35.0**	9.00	26.00	**3.00**	0	3.00	**38.00**	9.00	29.00
63	**35.0**	9.00	26.00	**3.00**	0	3.00	**38.00**	9.00	29.00
64	**35.0**	9.00	26.00	**3.00**	0	3.00	**38.00**	9.00	29.00
65	**35.0**	9.00	26.00	**3.00**	0	3.00	**38.00**	9.00	29.00
66	**35.0**	9.00	26.00	**3.00**	0	3.00	**38.00**	9.00	29.00
67	**35.0**	9.00	26.00	**3.00**	0	3.00	**38.00**	9.00	29.00
68	**35.0**	9.00	26.00	**3.00**	0	3.00	**38.00**	9.00	29.00
69	**35.0**	9.00	26.00	**3.00**	0	3.00	**38.00**	9.00	29.00
70	**35.0**	9.00	26.00	**3.00**	0	3.00	**38.00**	9.00	29.00

Contribution table Standard plus

	Savings credits as % of insured salary as per paragraph 6.2			Contribution in % for the risks of death and disability as well as further expenses			Contributions as % of insured salary as per paragraphs 20.1 to 20.2		
BVG age	Total	Member	Company	Total	Member	Company	Total	Member	Company
25	**11.3**	4.20	7.10	**3.00**	0	3.00	**14.30**	4.20	10.10
26	**11.7**	4.30	7.40	**3.00**	0	3.00	**14.70**	4.30	10.40
27	**12.1**	4.40	7.70	**3.00**	0	3.00	**15.10**	4.40	10.70
28	**12.5**	4.50	8.00	**3.00**	0	3.00	**15.50**	4.50	11.00
29	**12.9**	4.60	8.30	**3.00**	0	3.00	**15.90**	4.60	11.30
30	**13.3**	4.70	8.60	**3.00**	0	3.00	**16.30**	4.70	11.60
31	**13.7**	4.80	8.90	**3.00**	0	3.00	**16.70**	4.80	11.90
32	**14.1**	4.90	9.20	**3.00**	0	3.00	**17.10**	4.90	12.20
33	**14.5**	5.00	9.50	**3.00**	0	3.00	**17.50**	5.00	12.50
34	**15.3**	5.20	10.10	**3.00**	0	3.00	**18.30**	5.20	13.10
35	**16.1**	5.40	10.70	**3.00**	0	3.00	**19.10**	5.40	13.70
36	**16.9**	5.60	11.30	**3.00**	0	3.00	**19.90**	5.60	14.30
37	**17.7**	5.80	11.90	**3.00**	0	3.00	**20.70**	5.80	14.90
38	**18.5**	6.00	12.50	**3.00**	0	3.00	**21.50**	6.00	15.50
39	**19.3**	6.20	13.10	**3.00**	0	3.00	**22.30**	6.20	16.10
40	**20.1**	6.40	13.70	**3.00**	0	3.00	**23.10**	6.40	16.70
41	**20.9**	6.60	14.30	**3.00**	0	3.00	**23.90**	6.60	17.30
42	**21.7**	6.80	14.90	**3.00**	0	3.00	**24.70**	6.80	17.90
43	**24.5**	9.00	15.50	**3.00**	0	3.00	**27.50**	9.00	18.50
44	**25.3**	9.20	16.10	**3.00**	0	3.00	**28.30**	9.20	19.10
45	**26.1**	9.40	16.70	**3.00**	0	3.00	**29.10**	9.40	19.70
46	**26.9**	9.60	17.30	**3.00**	0	3.00	**29.90**	9.60	20.30
47	**27.7**	9.80	17.90	**3.00**	0	3.00	**30.70**	9.80	20.90
48	**28.5**	10.00	18.50	**3.00**	0	3.00	**31.50**	10.00	21.50
49	**29.3**	10.20	19.10	**3.00**	0	3.00	**32.30**	10.20	22.10
50	**30.1**	10.40	19.70	**3.00**	0	3.00	**33.10**	10.40	22.70
51	**30.9**	10.60	20.30	**3.00**	0	3.00	**33.90**	10.60	23.30
52	**31.7**	10.80	20.90	**3.00**	0	3.00	**34.70**	10.80	23.90
53	**32.5**	11.00	21.50	**3.00**	0	3.00	**35.50**	11.00	24.50
54	**33.3**	11.20	22.10	**3.00**	0	3.00	**36.30**	11.20	25.10
55	**34.1**	11.40	22.70	**3.00**	0	3.00	**37.10**	11.40	25.70
56	**34.9**	11.60	23.30	**3.00**	0	3.00	**37.90**	11.60	26.30
57	**35.7**	11.80	23.90	**3.00**	0	3.00	**38.70**	11.80	26.90
58	**36.5**	12.00	24.50	**3.00**	0	3.00	**39.50**	12.00	27.50
59	**37.3**	12.20	25.10	**3.00**	0	3.00	**40.30**	12.20	28.10
60	**38.1**	12.40	25.70	**3.00**	0	3.00	**41.10**	12.40	28.70
61	**38.5**	12.50	26.00	**3.00**	0	3.00	**41.50**	12.50	29.00
62	**38.5**	12.50	26.00	**3.00**	0	3.00	**41.50**	12.50	29.00
63	**38.5**	12.50	26.00	**3.00**	0	3.00	**41.50**	12.50	29.00
64	**38.5**	12.50	26.00	**3.00**	0	3.00	**41.50**	12.50	29.00
65	**38.5**	12.50	26.00	**3.00**	0	3.00	**41.50**	12.50	29.00
66	**38.5**	12.50	26.00	**3.00**	0	3.00	**41.50**	12.50	29.00
67	**38.5**	12.50	26.00	**3.00**	0	3.00	**41.50**	12.50	29.00
68	**38.5**	12.50	26.00	**3.00**	0	3.00	**41.50**	12.50	29.00
69	**38.5**	12.50	26.00	**3.00**	0	3.00	**41.50**	12.50	29.00
70	**38.5**	12.50	26.00	**3.00**	0	3.00	**41.50**	12.50	29.00

Buy-in tables

These tables are used to determine the maximum savings capital as a percentage of the member's insured salary pursuant to paragraph 21.1 for each of the three plans available (Standard minus, Standard and Standard plus). The values listed correspond to the maximum savings capital as at year's end of the given BVG age. Values related to earlier years of retirement are accordingly lower. The effective buy-in potential is derived from the maximum savings capital as reflected in these tables, less the last known market value of the credit balance already available. Since the retirement benefit is paid out as a lump sum, further buy-ins are not permitted in the last 3 years before retirement.

Buy-in table Standard minus

BVG age	Maximum savings capital as % of insured salary
25	7.1
26	14.5
27	22.2
28	30.2
29	38.5
30	47.1
31	56.0
32	65.2
33	74.7
34	84.8
35	95.5
36	106.8
37	118.7
38	131.2
39	144.3
40	158.0
41	172.3
42	187.2
43	202.7
44	218.8
45	235.5
46	252.8
47	270.7
48	289.2
49	308.3
50	328.0
51	348.3
52	369.2
53	390.7
54	412.8
55	435.5
56	458.8
57	482.7
58	507.2
59	532.3
60	558.0
61	584.0
62	584.0

Buy-in table Standard

BVG age	Maximum savings capital as % of insured salary
25	9.8
26	20.0
27	30.6
28	41.6
29	53.0
30	64.8
31	77.0
32	89.6
33	102.6
34	116.4
35	131.0
36	146.4
37	162.6
38	179.6
39	197.4
40	216.0
41	235.4
42	255.6
43	276.6
44	298.4
45	321.0
46	344.4
47	368.6
48	393.6
49	419.4
50	446.0
51	473.4
52	501.6
53	530.6
54	560.4
55	591.0
56	622.4
57	654.6
58	687.6
59	721.4
60	756.0
61	791.0
62	791.0

Buy-in table Standard plus

BVG age	Maximum savings capital as % of insured salary
25	11.3
26	23.0
27	35.1
28	47.6
29	60.5
30	73.8
31	87.5
32	101.6
33	116.1
34	131.4
35	147.5
36	164.4
37	182.1
38	200.6
39	219.9
40	240.0
41	260.9
42	282.6
43	307.1
44	332.4
45	358.5
46	385.4
47	413.1
48	441.6
49	470.9
50	501.0
51	531.9
52	563.6
53	596.1
54	629.4
55	663.5
56	698.4
57	734.1
58	770.6
59	807.9
60	846.0
61	884.5
62	884.5

Buy-in plans for countering pension reductions on early retirement

The buy-in plans define the maximum contribution as a percentage of insurable salary pursuant to paragraph 21.2 for each of the three plans available (Standard minus. Standard and Standard plus.
The figures given here are for the maximum savings capital at the end of the year for the desired retirement age. The effective buy-in potential is derived from the maximum savings capital shown in the table. less the last known market value of the assets already in the plan.
Since the retirement benefit is paid out as a lump sum. further buy-ins are not permitted in the last 3 years before retirement.
Maximum savings capital in percent of insured salary as per 31 December according to paragraph 21.2:

Buy-in table minus

Interest rate 0.0%

Conversion rate 2021	4.41%	4.53%	4.65%	4.77%	4.89%	5.01%	5.13%
Age	**58**	**59**	**60**	**61**	**62**	**63**	**64**
25	305.4	260.0	215.1	170.6	126.7	109.7	41.5
26	305.4	260.0	215.1	170.6	126.7	109.7	41.5
27	305.4	260.0	215.1	170.6	126.7	109.7	41.5
28	305.4	260.0	215.1	170.6	126.7	109.7	41.5
29	305.4	260.0	215.1	170.6	126.7	109.7	41.5
30	305.4	260.0	215.1	170.6	126.7	109.7	41.5
31	305.4	260.0	215.1	170.6	126.7	109.7	41.5
32	305.4	260.0	215.1	170.6	126.7	109.7	41.5
33	305.4	260.0	215.1	170.6	126.7	109.7	41.5
34	305.4	260.0	215.1	170.6	126.7	109.7	41.5
35	305.4	260.0	215.1	170.6	126.7	109.7	41.5
36	305.4	260.0	215.1	170.6	126.7	109.7	41.5
37	305.4	260.0	215.1	170.6	126.7	109.7	41.5
38	305.4	260.0	215.1	170.6	126.7	109.7	41.5
39	305.4	260.0	215.1	170.6	126.7	109.7	41.5
40	305.4	260.0	215.1	170.6	126.7	109.7	41.5
41	305.4	260.0	215.1	170.6	126.7	109.7	41.5
42	305.4	260.0	215.1	170.6	126.7	109.7	41.5
43	305.4	260.0	215.1	170.6	126.7	109.7	41.5
44	305.4	260.0	215.1	170.6	126.7	109.7	41.5
45	305.4	260.0	215.1	170.6	126.7	109.7	41.5
46	305.4	260.0	215.1	170.6	126.7	109.7	41.5
47	305.4	260.0	215.1	170.6	126.7	109.7	41.5
48	305.4	260.0	215.1	170.6	126.7	109.7	41.5
49	305.4	260.0	215.1	170.6	126.7	109.7	41.5
50	305.4	260.0	215.1	170.6	126.7	109.7	41.5
51	305.4	260.0	215.1	170.6	126.7	109.7	41.5
52	305.4	260.0	215.1	170.6	126.7	109.7	41.5
53	305.4	260.0	215.1	170.6	126.7	109.7	41.5
54	305.4	260.0	215.1	170.6	126.7	109.7	41.5
55	**305.4**	260.0	215.1	170.6	126.7	109.7	41.5
56		**260.0**	215.1	170.6	126.7	109.7	41.5
57			**215.1**	170.6	126.7	109.7	41.5
58				**170.6**	126.7	109.7	41.5
59					**126.7**	109.7	41.5
60						**109.7**	41.5
61							**41.5**

Buy-in table Standard

Interest rate 0.0%

Conversion rate 2021	4.41%	4.53%	4.65%	4.77%	4.89%	5.01%	5.13%
Age	**58**	**59**	**60**	**61**	**62**	**63**	**64**
25	412.1	350.8	290.2	230.2	171.0	147.9	56.0
26	412.1	350.8	290.2	230.2	171.0	147.9	56.0
27	412.1	350.8	290.2	230.2	171.0	147.9	56.0
28	412.1	350.8	290.2	230.2	171.0	147.9	56.0
29	412.1	350.8	290.2	230.2	171.0	147.9	56.0
30	412.1	350.8	290.2	230.2	171.0	147.9	56.0
31	412.1	350.8	290.2	230.2	171.0	147.9	56.0
32	412.1	350.8	290.2	230.2	171.0	147.9	56.0
33	412.1	350.8	290.2	230.2	171.0	147.9	56.0
34	412.1	350.8	290.2	230.2	171.0	147.9	56.0
35	412.1	350.8	290.2	230.2	171.0	147.9	56.0
36	412.1	350.8	290.2	230.2	171.0	147.9	56.0
37	412.1	350.8	290.2	230.2	171.0	147.9	56.0
38	412.1	350.8	290.2	230.2	171.0	147.9	56.0
39	412.1	350.8	290.2	230.2	171.0	147.9	56.0
40	412.1	350.8	290.2	230.2	171.0	147.9	56.0
41	412.1	350.8	290.2	230.2	171.0	147.9	56.0
42	412.1	350.8	290.2	230.2	171.0	147.9	56.0
43	412.1	350.8	290.2	230.2	171.0	147.9	56.0
44	412.1	350.8	290.2	230.2	171.0	147.9	56.0
45	412.1	350.8	290.2	230.2	171.0	147.9	56.0
46	412.1	350.8	290.2	230.2	171.0	147.9	56.0
47	412.1	350.8	290.2	230.2	171.0	147.9	56.0
48	412.1	350.8	290.2	230.2	171.0	147.9	56.0
49	412.1	350.8	290.2	230.2	171.0	147.9	56.0
50	412.1	350.8	290.2	230.2	171.0	147.9	56.0
51	412.1	350.8	290.2	230.2	171.0	147.9	56.0
52	412.1	350.8	290.2	230.2	171.0	147.9	56.0
53	412.1	350.8	290.2	230.2	171.0	147.9	56.0
54	412.1	350.8	290.2	230.2	171.0	147.9	56.0
55	**412.1**	350.8	290.2	230.2	171.0	147.9	56.0
56		**350.8**	290.2	230.2	171.0	147.9	56.0
57			**290.2**	230.2	171.0	147.9	56.0
58				**230.2**	171.0	147.9	56.0
59					**171.0**	147.9	56.0
60						**147.9**	56.0
61							**56.0**

Buy-in table Plus

Interest rate 0.0%

Conversion rate 2021	4.41%	4.53%	4.65%	4.77%	4.89%	5.01%	5.13%
Age	**58**	**59**	**60**	**61**	**62**	**63**	**64**
25	456.4	388.3	321.1	254.6	189.1	163.4	61.9
26	456.4	388.3	321.1	254.6	189.1	163.4	61.9
27	456.4	388.3	321.1	254.6	189.1	163.4	61.9
28	456.4	388.3	321.1	254.6	189.1	163.4	61.9
29	456.4	388.3	321.1	254.6	189.1	163.4	61.9
30	456.4	388.3	321.1	254.6	189.1	163.4	61.9
31	456.4	388.3	321.1	254.6	189.1	163.4	61.9
32	456.4	388.3	321.1	254.6	189.1	163.4	61.9
33	456.4	388.3	321.1	254.6	189.1	163.4	61.9
34	456.4	388.3	321.1	254.6	189.1	163.4	61.9
35	456.4	388.3	321.1	254.6	189.1	163.4	61.9
36	456.4	388.3	321.1	254.6	189.1	163.4	61.9
37	456.4	388.3	321.1	254.6	189.1	163.4	61.9
38	456.4	388.3	321.1	254.6	189.1	163.4	61.9
39	456.4	388.3	321.1	254.6	189.1	163.4	61.9
40	456.4	388.3	321.1	254.6	189.1	163.4	61.9
41	456.4	388.3	321.1	254.6	189.1	163.4	61.9
42	456.4	388.3	321.1	254.6	189.1	163.4	61.9
43	456.4	388.3	321.1	254.6	189.1	163.4	61.9
44	456.4	388.3	321.1	254.6	189.1	163.4	61.9
45	456.4	388.3	321.1	254.6	189.1	163.4	61.9
46	456.4	388.3	321.1	254.6	189.1	163.4	61.9
47	456.4	388.3	321.1	254.6	189.1	163.4	61.9
48	456.4	388.3	321.1	254.6	189.1	163.4	61.9
49	456.4	388.3	321.1	254.6	189.1	163.4	61.9
50	456.4	388.3	321.1	254.6	189.1	163.4	61.9
51	456.4	388.3	321.1	254.6	189.1	163.4	61.9
52	456.4	388.3	321.1	254.6	189.1	163.4	61.9
53	456.4	388.3	321.1	254.6	189.1	163.4	61.9
54	456.4	388.3	321.1	254.6	189.1	163.4	61.9
55	**456.4**	388.3	321.1	254.6	189.1	163.4	61.9
56		**388.3**	321.1	254.6	189.1	163.4	61.9
57			**321.1**	254.6	189.1	163.4	61.9
58				**254.6**	189.1	163.4	61.9
59					**189.1**	163.4	61.9
60						**163.4**	61.9
61							**61.9**

Appendix to the Benefit Rules for employees of Consenec AG (version of 1 January 2019)

In deviation from the Benefit Rules, the following provisions apply to employees of Consenec AG:

Paragraph 5.1
The relevant annual salary is consistent with the annual salary that applied immedi- ately before the transfer to Consenec AG. This is independent of the effective monthly salary earned in the context of employment with Consenec AG.

Paragraph 21
The current AHV salary shall serve as the basis for the calculation of the insured salary used to determine the buy-in limits.
If the current AHV salary amounted to 50% or more of the relevant salary before the transfer to Consenec AG, the current insured salary shall be used to determine the buy-in limits.

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