



GE VERNOVA

# **Benefit Rules**

## General Electric Switzerland Supplementary Insurance Plan

**Adopted on**  
10 November 2023

**In force as of**  
1 January 2024

## Contents

<b>A</b>	<b>General provisions</b>	<b>4</b>
1	Name and purpose	4
2	Definitions	4
3	Membership	4
4	Beginning and termination of insurance coverage	5
5	Insured portion of salary	6
6	Savings capital and savings credits	7
<b>B</b>	<b>Benefits provided by the Plan</b>	<b>8</b>
	<b>Retirement benefits</b>	<b>8</b>
7	Retirement benefits/savings capital	8
	<b>Benefits upon disability</b>	<b>8</b>
8	Disability pension	8
9	Disabled person's child benefit	9
	<b>Death benefits</b>	<b>9</b>
10	Spouse's pension, lump-sum payment	9
11	Further beneficiaries, lump-sum payment	10
12	Orphans' pension	10
13	Death benefit	11
	<b>Additional benefits</b>	<b>11</b>
14	Vested benefit	11
15	Payment of pensions	13
16	Cost-of-living adjustment to benefits	13
17	Over-compensation and reduction of benefits	13
18	Promotion of home ownership	15
19	Interest on arrears	15
20	Failure to meet maintenance obligations	16
<b>C</b>	<b>Funding</b>	<b>17</b>
21	Obligation to contribute	17
22	Amount of contributions	17
23	Personal payments	17
24	Assets and financial equilibrium	18
<b>D</b>	<b>Organisation and administration</b>	<b>20</b>
25	Board of Trustees	20
26	Administration of the Plan	20
27	Information and disclosure obligation	21

<b>E</b>	<b>Concluding provisions</b>	<b>22</b>
28	Legal recourse	22
29	Loopholes in the Rules	22
30	Partial or total liquidation	22
31	Data privacy policy	22
32	Changes, entry into force	23
	<b>Appendix I</b>	<b>25</b>
	Contribution table Standard minus	25
	Contribution table Standard	26
	Contribution table Standard plus	27
	<b>Appendix II</b>	<b>28</b>
	Buy-in tables	28
	Buy-in table Standard minus	28
	Buy-in table Standard	29
	Buy-in table Standard plus	30
	<b>Appendix III</b>	<b>31</b>
	Buy-in plans for countering pension reductions on early retirement	31
	<b>Appendix IV</b>	<b>34</b>
	Appendix to the Benefit Rules for employees of Consenec AG (version of 1 January 2019)	34
	<b>Alphabetical list of terms and concepts</b>	<b>35</b>

# A General provisions

## 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) Reference age: First day of the month after completion of one’s 65<sup>th</sup> 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 18<sup>th</sup> 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 25<sup>th</sup> 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 employment level.

**3.5** Employees who leave the company may remain in the foundation as non-premium-paying members or, for a maximum of two years, as premium-paying members as long as they are not enrolled in a new employer's pension scheme. This is subject to their continued status under the AHV. 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. The insurance is also automatically terminated if the AHV status ceases and in the case of premium-paying membership on expiry of two years after leaving the company.

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 (savings capital less personal buy-ins into the foundation plus interest) 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 towards the clarification of the benefit. The new employer must be in agreement with given individual's remaining in the foundation. 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 coverage will not 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.

The foundation shall notify the insured person in writing of the imposition of a reservation within 4 weeks of the medical examination.

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, 1<sup>st</sup> to 3<sup>rd</sup> 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:

- rate shift payment (2<sup>nd</sup> to 5<sup>th</sup> 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 reference 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.

## **B Benefits provided by the Plan**

### ***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 the reference age; members drawing a disability pension are entitled to receive retirement benefits upon reaching the reference age. At their express wish, members may opt to take early retirement, however at the earliest upon completion of their 58<sup>th</sup> 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 70<sup>th</sup> year of age, provided the member's employment continues. Members may choose whether they prefer a deferral without savings contributions or continued insurance including savings contributions.

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. civil status 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**

Members may draw their retirement benefits in up to three stages. The proportion of the retirement benefit drawn before the reference age may not exceed the proportion of the salary reduction. The first partial withdrawal must amount to at least 20 percent of the retirement benefit.

### ***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 and have not passed the reference age.

**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), 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. Entitlement to a disability pension ceases with the end of the disability or upon the member's death, at latest however at the reference 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
70% and above	full pension (100%)
50%	half pension (50%)
40%	quarter pension (25%)
under 40%	no pensions (0%)

In the case of degrees of disability between 41% and 49%, the pension is increased by 2.5% for each percentage the degree of disability exceeds 40%. (Example: In the event of a degree of disability of 42%, the pension amounts to 30% of the full pension.)

In the case of degrees of disability between 51% and 69%, the pension is increased by 1.0% for each percentage the degree of disability exceeds 50%. (Example: In the event of a degree of disability of 61%, the pension amounts to 61% of the full pension.)

The foundation 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 foundation may declare the pension entitlements forfeit.

**8.4** The annual full disability pension amounts to 65% of the salary insured at the onset of the disability. 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 salary insured at the onset of the disability 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 reference 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 for work continues to accrue in the same manner as for fully able-bodied members. The savings capital corresponding to the member's percentage incapacity for work is continued without contributions.

## **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 40<sup>th</sup> year of age.

**10.2** Surviving spouses who fulfil none of the conditions laid down in paragraph 10.1 are entitled to a single lumpsum 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 60<sup>th</sup> 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 reference age or before retirement, the spouse's pension amounts to 39% of the insured salary and is payable until the spouse's death.

## **11 Further beneficiaries, 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 support 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 (e.g. 1 individual pursuant to letter a) above and 1 individual pursuant to b)), 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** The benefit Application must be made in writing 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 before the reference age or of a 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, in their absence parents and in their absence 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.

**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** Members who leave the foundation before the reference age and before a benefit claim arises are entitled to a 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 pension arrangement 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. In respect of individuals who are drawing or have drawn a retirement benefit or are drawing a partial disability pension, the foundation must provide the new employee benefits institution or vested benefits institution to which the vested benefits will be transferred with any information about the receipt of retirement and disability benefits that is necessary for the calculation of the buy-in potential or of the salary that is subject to mandatory insurance and for compliance with the maximum number of lump-sum withdrawals.

**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 signature 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. civil status 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 para. 14.3.

**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 the reference 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 reference age pursuant to art. 13 BVG, the lifelong pension shall be issued them directly.
- Where members have reached the AHV reference 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 foundation. The corresponding resolutions are explained in the context of the annual financial statements.

**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.

**Reduction of disability benefits before the reference age and reduction of survivors' benefits**

**17.2** When reducing disability benefits before the reference age 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.

**Reduction of disability benefits after the reference age**

**17.8** Where members have reached the reference age, the foundation may not reduce its benefits unless they coincide with:

- a) benefits under Accident Insurance;
- b) benefits under Military Insurance; or
- c) comparable benefits from foreign insurance institutions.

**17.9** The foundation continues to provide the benefits in the same amount as the benefits before the reference age. In specific, the foundation is not obliged to compensate benefit reductions once the reference age has been reached pursuant to Art. 20 para. 2<sup>ter</sup> and 2<sup>quater</sup> Accident Insurance and Art. 47 para. 1 Military Insurance.

**17.10** Together with the accident and military insurance benefits and comparable benefits provided by respective insurance institutions abroad, the foundation's reduced benefits may not be lower than the unreduced benefits pursuant to Art. 24 and 25 BVG.

**17.11** Where the Accident or Military Insurance does not fully compensate for a reduction of AHV benefits because its maximum amount has been reached (Art. 20 para. 1 Accident Insurance, Art. 40 para. 2 Military Insurance), the foundation is obliged to curtail the reduction of its benefit by the amount that is not compensated.

**17.12** The foundation may reduce its benefits in the respective amount if the AHV/IV or Accident/Military Insurance reduces, withdraws or refuses benefits because the beneficiary has caused the death or disability to occur through severe negligence or because he/she has resisted a rehabilitation measure.

The foundation is not obliged to compensate for benefit refusals or reductions under Accident Insurance or Military Insurance if the latter have refused or reduced such benefits pursuant to Art. 21 of the Federal Act on the General Part of Social Insurance Law, Art. 37 or Art. 39 Accident Insurance, Art. 65 or Art. 66 Military Insurance.

**17.13** If, in the event of a divorce, a disability pension is divided after the reference age, the pension share awarded to the entitled spouse will continue to be included in the calculation of any reduction of the disability pension of the obligated spouse.

**17.14** Lump-sum payments are converted into equivalent theoretical pensions according to the foundation's actuarial principles.

**17.15** Beneficiaries are required to notify the foundation of all allowable benefits and income.

**17.16** The foundation may review the conditions and scope of a reduction at any time and adjust its benefits if the circumstances have changed significantly.

**17.17** The foundation may request that the beneficiaries of disability or survivors' benefits assign their claims against liable third parties to the foundation up to the amount of the benefit obligation. To this extent, the foundation shall have a right of recourse against the liable third party. The benefits of the foundation will be deferred until such assignment has been executed.

## **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.

## **19 Interest on arrears**

**19.1** In case the foundation is in arrears with benefit payments, there is no entitlement to interest payments

**19.2** 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.

## **20 Failure to meet maintenance obligations**

**20.1** If the foundation is notified of a default in maintenance payments for one of its members, it must promptly submit the relevant official forms to the competent office, either by registered post or by other means against confirmation of receipt, to notify the office of the due date of the following claims and benefits:

- a) disbursement of the benefit as a single lump-sum payment of at least CHF 1,000.
- b) cash payment in accordance with Article 5 FZG in the amount of at least CHF 1,000.
- c) advance withdrawal under the promotion of home ownership scheme or the pledging of pension assets and the realisation of these assets as a pledge.

**20.2** The foundation may transfer the above-mentioned claims and benefits no earlier than 30 days after notification of the competent office. Interest on arrears is not due as long as the payment has not been authorised. However, interest will continue to accrue on the entitlement or benefit until payment is made in accordance with Art. 6.



## C Funding

### 21 Obligation to contribute

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

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

**21.3** 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.

### 22 Amount of contributions

**22.1** Members have three contributions tables from which to choose: Standard, Standard plus and Standard minus. Members may choose on a monthly basis, as of the 1<sup>st</sup> day of the month, the contributions table according to which they wish to contribute in the following month. A respective written notification must reach the foundation by the 1<sup>st</sup> day of the preceding month. The Standard contributions table applies if the foundation 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.

**22.2** 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.

### 23 Personal payments

**23.1** 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.

**23.2** 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.

**23.3** 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 cutoff dates and the corresponding value date are decisive.

**23.4** If a buy-in is made (according to paragraphs 23.1 and 23.2), 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 reference 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 reference 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 reference age.<sup>1</sup>

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.<sup>1</sup>

## 24 Assets and financial equilibrium

**24.1** 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.

**24.2** 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.

**24.3** 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.

<sup>1</sup> In force as of 1 January 2015

**24.4** Members can choose among five investment profiles:

- 1) Swisscanto (CH) Money Market Fund Opportunities CHF Q (“default strategy”),
- 2) Swisscanto AST Avant BVG Responsible Portfolio 15 NT CHF,
- 3) Swisscanto AST Avant BVG Responsible Portfolio 25 NT CHF,
- 4) Swisscanto (CH) IPF III Vorsorge Fonds 45 Passiv CHF and
- 5) Swisscanto AST Avant BVG Responsible Portfolio 75 NT 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.

## **D Organisation and administration**

### **25 Board of Trustees**

**25.1** The Board of Trustees is the sole supreme official body of the Plan. It is composed of three to five trustees who, except as provided under paragraph 25.2, 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.

**25.2** 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.

**25.3** The term of office of trustees is four years, and reelection is possible. Where members leave the company or retire, the term of office on the Board of Trustees ends for employee representatives. In the case of employer representatives, the company decides. However, once they retire, employer representatives may not remain on the board until their term of office expires. 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.

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

**25.5** 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.

**25.6** 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.

**25.7** 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.

### **26 Administration of the Plan**

**26.1** The Board of Trustees appoints the general management of the Plan.

**26.2** 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.

## **27 Information and disclosure obligation**

**27.1** 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.

**27.2** 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.

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

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

## **E Concluding provisions**

### **28 Legal recourse**

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

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

### **29 Loopholes in the Rules**

**29.1** 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.

### **30 Partial or total liquidation**

**30.1** Upon the partial or total liquidation of the Plan, each departing member and pension recipient has a right to a portion of the freely available assets in keeping with the relevant legal provisions and the Partial Liquidation Regulations.

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.

**30.2** Actuarial deficits may be deducted from the payment of vested benefits and the pension recipients' coverage capital.

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

### **31 Data privacy policy**

**31.1** The members or their employers, as well as the pension recipients, shall provide the foundation or the administrative office with any data required for the implementation of the occupational benefit scheme. The data includes, in particular, personal data and sensitive personal data (e.g. health data).

**31.2** The foundation or the administrative office is authorised to process any personal data, or to have such data processed, that it requires to perform the tasks assigned to it in accordance with these Rules and federal law.

**31.3** In order to perform its tasks, the Foundation or the administrative office is also entitled to process personal data, or to have such data processed, that specifically allows the foundation to assess the health, the severity of a physical or mental condition, the needs and the economic situation of its members.

**31.4** Where employers provide such personal data to the foundation or the administrative office rather than the members themselves, the employers are also responsible for the data alongside the foundation or the administrative office and must specifically ensure that their processing of the data complies with the law and that they are authorised to disclose the data (to the foundation or the administrative office).

**31.5** The foundation or the administrative office strictly adheres to the applicable data protection regulations. In particular, it guarantees that the personal data can only be processed by a pertinent group of people. If it is necessary for the provision of its services, the foundation or the administrative office may disclose personal data to third parties (e.g. occupational pensions experts, auditors or reinsurers). Insurable persons agree to this disclosure when they register for insurance. If necessary, the members give their written consent. The foundation or the administrative office guarantees that the third party may only process the data to the extent that the foundation or the administrative office is authorised to do so. This also includes implementation of the necessary technical and organisational security measures and ensuring compliance with the relevant provisions by the employees and third parties who use its services and systems.

**31.6** Insurable persons also explicitly consent to the processing of their data after termination of the pension arrangements. Other possible grounds for justifying data processing are pre-contractual measures, the performance of a contract, statutory provisions, overriding interests of the foundation or third parties and other relevant legal bases.

**31.7** Insurable persons or employers are aware that they are responsible for their own data protection security measures – such as the strength of their password, regular password changes, password storage and other measures.

**31.8** The administrative office believes it is important to ensure that the data is stored in data centres in Switzerland. However, this cannot be guaranteed in all cases, particularly in connection with software products, as the administrative office has no control over the servers or countries in which the software suppliers store this data. In this case, insurable members expressly consent to the transfer of data abroad.

**31.9** Other than this, the applicable provisions of the Swiss Federal Act on Data Protection apply. In all other respects, the statutory provisions (Art. 85a ff. BVG) apply to the mandatory occupational benefit scheme.

## **32 Changes, entry into force**

**32.1** Within the scope of the relevant legal provisions and the purpose of the foundation, the Board of Trustees may amend these Rules at any time. The amended Rules shall be submitted to the supervisory authority. Entitlements already acquired 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 supplanted through payment of death benefits, then the currently 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. Disability pensions that started before 1 January 2007 are not affected by the new scale pursuant to paragraph 10.4.

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 1.1.2007	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

### 32.2 Transitory provision

Employees of the company who were insured in the foundation as at 31 December 2018 and whose income does not exceed 150% of the upper threshold amount pursuant to art. 8 para. 1 BVG as at 1 January 2019 shall leave the foundation as at 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 reference 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.

Members who were awarded a disability pension before this amendment came into force shall be entitled to a disability pension in accordance with the previous Rules as long as the degree of disability is not adjusted by the IV or their eligibility changes pursuant to Art. 8.3.

**32.3** These Rules shall enter into force as of 1 January 2024 and shall replace the Rules as of 1 January 2022.

The Board of Trustees  
General Electric Switzerland Supplementary Insurance Plan

Baden, 10 November 2023



## Appendix I

### Contribution table Standard minus

BVG age	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 22.1 to 22.2		
	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

BVG age	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 22.1 to 22.2		
	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

BVG age	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 22.1 to 22.2		
	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

## Appendix II

### 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 23.1 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 buyin 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









## Appendix IV

### 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 immediately before the transfer to Consenec AG. This is independent of the effective monthly salary earned in the context of employment with Consenec AG.

#### **Paragraph 23**

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.

## Alphabetical list of terms and concepts

	Paragraph
<b>A</b>	
administration of the Plan	26
age definition	2.2 d, 2.2 e, 2.2 g
amount of contributions	22
application/interpretation of the Rules	28.1, 28.2, 29
assets	24
<b>B</b>	
beginning of insurance coverage	4.1
beneficiaries	11.1, 13.1
Board of Trustees	25
BVG. Federal Law on Occupational Retirement, Survivors' and Disability Benefit Plans	2.2 f
BVG age	2.2 g, Appendix I, Appendix II
<b>C</b>	
capital withdrawal	7.1
cash payment of vested benefit	14.5, 14.6
changes to the Rules	32
company contributions	22.2, Appendix I
contributions tables	Appendix I
cost-of-living adjustment to benefits	16
<b>D</b>	
death benefit	13
definitions	2
departures	4.2, 14
deposits, buy-ins	6.1, 23.1, 23.2, Appendix II
disability pension	8
disabled person's child benefit	9
disclosure obligation	27
disputes	28.1
divorce	10.5
<b>E</b>	
early retirement	7.1
end of insurance coverage	4.2
external membership	3.5
<b>F</b>	
financial equilibrium	24
follow-up insurance coverage	14.3
<b>G</b>	
general management	26.1

<b>I</b>	
insured portion of salary	5
interest on arrears	19
<b>L</b>	
legal recourse	28
loopholes in the Rules	29
lump-sum payment	10, 11
<b>M</b>	
members	2.2 c, 3
members' contributions	22.1, Appendix I
membership in the Plan	3, 4.1
<b>N</b>	
notice of retirement	7.1
<b>O</b>	
obligation to contribute	21
orphan's pension	12
over-compensation	17
<b>P</b>	
partial disability	5.3, 8.6, 19.2
partial liquidation	30
partial withdrawal of capital	7.1
partner's pension	11
payment of pensions	15
pension	7.1, 7.2, 23.1, 23.2
postponed retirement	7.1
promotion of home ownership	18
<b>R</b>	
reduction of benefits (over-compensation)	17
reference age	2.2 e, 7.1, 8.3, 8.5, 10.4
retirement age	2.2 d
registered partnership	2.2 i
retirement benefits	7
retirement capital	7.1
retirement pension	7.1, 7.2
risk premium	22.2
<b>S</b>	
savings capital	6, 7.1, 8.5, 8.6, 10.4, 13.3, 14.1–3, 18.1, Appendix II
savings credits	6, 8.5, 20.1, 22.2, Appendix I
spouse's pension	10
staged retirement	7.2
<b>T</b>	

---

total liquidation	30
-------------------	----

---

**V**

---

vested benefit	14
----------------	----

---



GE VERNOVA

General Electric Switzerland  
Supplementary Insurance Plan  
c/o Avadis Vorsorge AG  
Zollstrasse 42  
P.O. Box  
8031 Zurich  
T 058 585 54 91  
ge@avadis.ch  
www.ge-vorsorge.ch