

Adjustments to regulations as of 1 January 2024

Pension plan regulations for employees and pensioners of the Confederation pension plan

Adjustments due to OASI 21 reform:

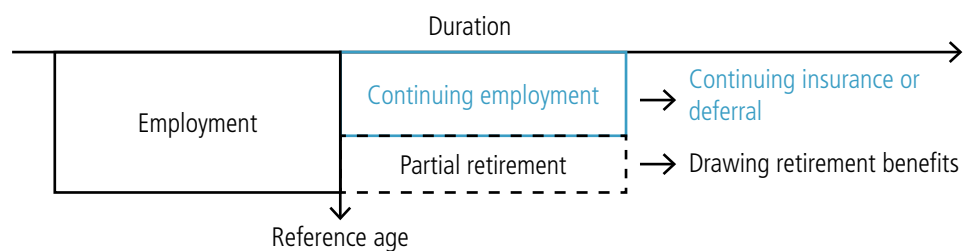
- The term “retirement age” is replaced by “reference age”.
- The conversion rate for women is brought into line with that for men.



| Year | Reference age for women | Year of birth |
|------|-------------------------|---------------|
| 2024 | 64 (no increase) | Up to 1960 |
| 2025 | 64 + 3 months | 1961 |
| 2026 | 64 + 6 months | 1962 |
| 2027 | 64 + 9 months | 1963 |
| 2028 | 65 | From 1964 |

Deferring pension after reaching the reference age

Insured members who continue to work for their employer after reaching the reference age are already able to continue their occupational pension insurance. They can now also opt to defer drawing their pension. The retirement assets will remain with PUBLICA while they continue to work, but no further savings contributions can be made.

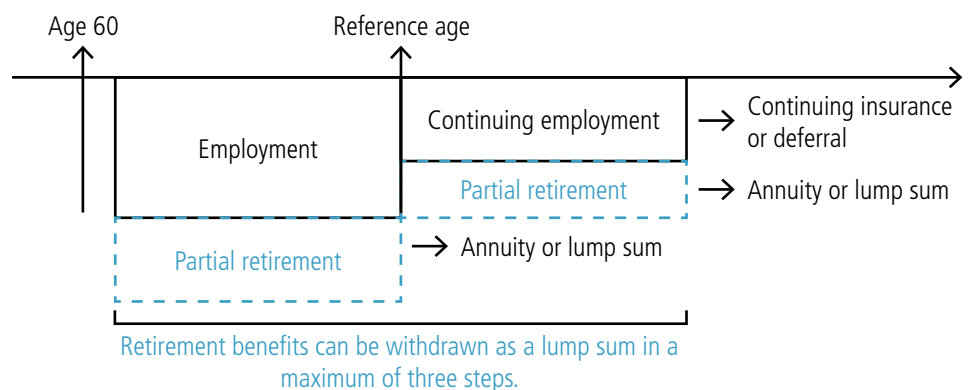


What to bear in mind when deferring retirement benefits:

- Buy-ins can still be made after reaching the reference age unless the buy-in limit has been reached.
- The employee must remain in employment after reaching the reference age.
- The retirement assets will remain with PUBLICA, but no more savings contributions can be made.
- The retirement assets will accrue interest.

Partial retirement with lump-sum withdrawal in three steps

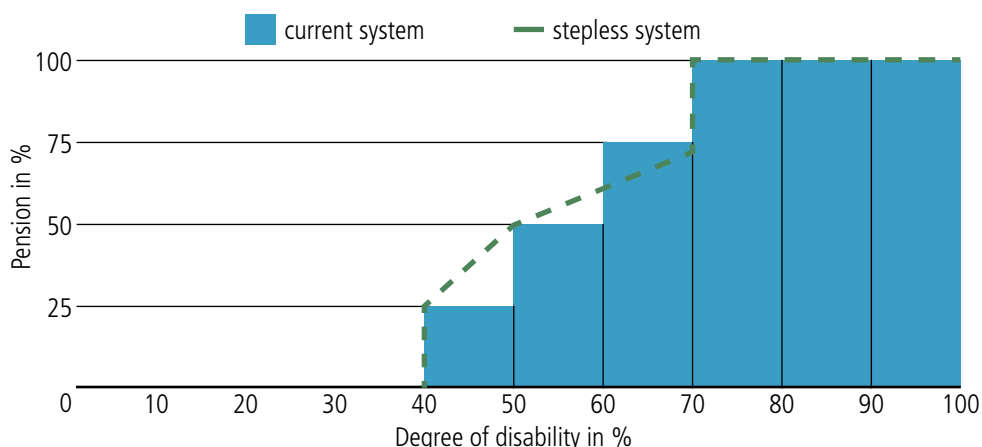
Lump-sum withdrawals in the event of partial retirement can now only be made in three steps. The number of staggered pension withdrawals is unlimited. There is no minimum percentage for partial retirement benefits.



Adjustments due to IV/IA reform:

PUBLICA's stepless pension system for disability benefits, which has been in place for IV/IA and the mandatory portion of the occupational pension since 2022, is being extended from January 2024 to the extra-mandatory portion as well.

| Degree of disability | Pension entitlement in % |
|----------------------|--------------------------|
| 40% | 25% |
| 41% | 27.5% |
| 42% | 30% |
| 43% | 32.5% |
| 44% | 35% |
| 45% | 37.5% |
| 46% | 40% |
| 47% | 42.5% |
| 48% | 45% |
| 49% | 47.5% |
| 50 - 69% | As per disability level |
| 70 - 100% | 100% |



- As now, a degree of disability of less than 40% does not entitle the person concerned to a disability pension. A full disability pension is paid where the degree of disability is 70% or more.
- Pensions that are already being paid will be calculated in accordance with the new system if a revision leads to a change of at least 5 percentage points in the degree of disability and if the insured person had not reached the age of 55 when the change to the law came into force. Pensions for insured persons under the age of 30 will be transferred to the new system within a maximum of 10 years (by the end of 2031) unless they have been adjusted in the meantime during the course of a routine revision.

Modernisation of pension offering:

Lump-sum death benefit increased to 100%

The death benefit corresponds to a lump-sum payment of the full retirement assets.



Order of beneficiaries of lump-sum death benefit

Brothers and sisters are now included as potential beneficiaries of a lump-sum death benefit. The order of precedence for claims to the benefit is set out in the pension plan regulations.

Cash value of pension benefit offset against lump-sum death benefit

Payment of a pension benefit to a divorced spouse no longer excludes the payment of a lump-sum death benefit to the beneficiaries. Instead, only the cash value of the pension benefit will be offset against a lump-sum death benefit.



Insurance for primary and secondary employment

The full insurable salary at an employer affiliated to PUBLICA is insured. No distinction is made between primary and secondary employment.

Reporting voluntary savings contributions

Changes to voluntary savings contributions can now be made with effect from the first day of the following month. The previous waiting period of 6 months has been abolished.

