

Rules for participation and restructuring

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A. Principles

These regulations set out the principles of interest on savings capital and special savings accounts, the collection of restructuring contributions as well as any investment and restructuring measures in the pensioners' pension scheme from 1 January 2020.

Art. 1 Calculation of coverage ratio

¹ The occupational pension expert calculates the estimated coverage ratios of the individual pension schemes for the past year at the beginning of January at the request of the Board of Trustees, based on the estimated returns of the investments, the necessary returns (target returns) and the changes in the portfolio.

² The restructuring credits to the pensioners' pension scheme or the investment contributions of the pensioners' pension scheme are taken into account in the updating of the estimated coverage ratios of the pension schemes in the „Flex individual“ and „Flex collective“ segments.

³ The administrative office shall notify the Board of Trustees and the pension commissions of the estimated coverage ratios by 10 January.

Art. 2 Setting of interest

¹ The pension commission determines the interest rate depending on the coverage ratio and taking into account the table below for the applicable investment pool. The interest rate must be communicated to the administrative office by 20 January at the latest. If the pension commission does not determine an interest rate or if no notification is made by 20 January at the latest, the interest rate shall be calculated in accordance with the interest rate applicable to the investment pool and coverage ratio.

² The Board of Trustees determines the interest rate for the pension schemes in the „Flex collective“ segment in accordance with the table below for the applicable investment pool.

Art. 3 Restructuring

¹ In the event of a coverage shortfall, the Foundation or the pension scheme must take measures to remedy the shortfall within a reasonable period of time (Art. 65c BVG).

² The necessary restructuring measures for the pension schemes in the „Flex collective“ segment are determined by the Board of Trustees. The necessary restructuring measures for pension schemes in the „Flex individual“ segment are determined by the pension commission in consultation with the Board of Trustees and the administrative office. The Board of Trustees can oblige the pension committees to take further measures.

B Pension schemes in the „Flex individual“ and „Flex collective“ segments

Art. 4 Maximum and guideline values for interest

¹ Up to an estimated coverage ratio of 110% in the Flex 20 pool, 112% in the Flex 30 pool and 116% in the Flex 40 pool respectively, the interest rates listed below represent maximum values. The Board of Trustees and the pension commissions are free to choose a lower interest rate for the interest on savings capital and special savings accounts.

² If the estimated coverage ratio is above the limit values listed in Para. (1), the interest rates listed below represent guideline values.

Art. 5 Restructuring contributions

¹ If the estimated coverage ratio in the Flex 20 pool is below 97.5%, below 95% in the Flex 30 pool or below 92.5% in the Flex 40 pool, restructuring contributions are required in addition to the lower interest rates. The restructuring contributions listed represent minimum values as a percentage of the insured salary.

Coverage ratio	Flex 20 pool			Flex 30 pool			Flex 40 pool		
	Savings capital interest		Restr. contribution	Savings capital interest		Restr. contribution	Savings capital interest		Restr. contribution
	Maximum value	Guideline value	Minimum value	Maximum value	Guideline value	Minimum value	Maximum value	Guideline value	Minimum value
CR < 85.0%	-		10.00%	-		10.00%	-		10.00%
85.0% ≤ CR < 90.0%	¼ BVG		5.00%	¼ BVG		5.00%	¼ BVG		5.00%
90.0% ≤ CR < 92.5%	¼ BVG		3.00%	¼ BVG		3.00%	¼ BVG		3.00%
92.5% ≤ CR < 95.0%	½ BVG		2.00%	½ BVG		2.00%	½ BVG		
95.0% ≤ CR < 97.5%	½ BVG		1.00%	½ BVG			½ BVG		
97.5% ≤ CR < 100.0%	BVG			BVG			BVG		
100.0% ≤ CR < 102.0%	BVG			BVG			BVG		
102.0% ≤ CR < 104.0%	¾ BVG + 0.5%			¾ BVG + 0.5%			¾ BVG + 0.5%		
104.0% ≤ CR < 106.0%	½ BVG + 1%			¾ BVG + 0.5%			¾ BVG + 0.5%		
106.0% ≤ CR < 108.0%	¼ BVG + 1.5%			½ BVG + 1%			½ BVG + 1%		
108.0% ≤ CR < 110.0%	2.00%			¼ BVG + 1.5%			½ BVG + 1%		
110.0% ≤ CR < 112.0%		2.25%		2.00%			¼ BVG + 1.5%		
112.0% ≤ CR < 114.0%		2.25%			2.25%		¼ BVG + 1.5%		
114.0% ≤ CR < 116.0%		2.50%			2.50%		2.00%		
116.0% ≤ CR < 118.0%		2.75%			2.75%		2.50%		
118.0% ≤ CR < 120.0%		3.00%			3.00%		3.00%		
120.0% ≤ CR < 125.0%		3.50%			3.50%		3.50%		
125.0% ≤ CR < 130.0%		4.00%			4.00%		4.00%		
130.0% ≤ CR < 135.0%		4.50%			4.50%		4.50%		
135.0% ≤ CR < 140.0%		5.00%			5.00%		5.00%		
140.0% ≤ CR < 150.0%		6.00%			6.00%		6.00%		
150.0% ≤ CR		7.00%			7.00%		7.00%		

BVG stands for the minimum interest rate defined by the Federal Council pursuant to Art. 15 (2) BVG.

C Pensioners' pension scheme

Art. 6 Participation and restructuring

¹ If the pensioners' pension scheme has an estimated coverage ratio of 102% or higher, this shall grant participation contributions to the pension schemes in the „Flex individual“ and „Flex collective“ segments.

² If the pensioners' pension scheme has an estimated coverage ratio of less than 97.5%, the pension schemes shall pay the restructuring credit to the pensioners' pension scheme in the „Flex individual“ and „Flex collective“ segments.

³ The amount of the total participation contributions or restructuring credits is determined depending on the estimated coverage ratio of the pensioners' pension scheme in accordance with the percentages listed below, applied to the estimated pension capital of the pensioners' pension scheme as at 31 December of the previous year.

⁴ The participation contributions from or restructuring credits to the pensioners' pension scheme are credited or debited to the pension schemes in the „Flex individual“ and „Flex collective“ segments in the past year in proportion to the average assets.

Art. 7 Pension bonus

¹ If the pension scheme has an estimated coverage ratio of 120% or higher, all pensioners will receive a one-off pension bonus amounting to the listed percentage of the annual pension. AHV bridging pensions, pensioner's children's pensions and invalidity children's pensions are not taken into account.

Coverage ratio	Participation	Restructuring	Pension bonus
CR < 85.0%	-	8.00%	-
85.0% CR < 90.0%	-	6.00%	-
90.0% CR < 92.5%	-	4.00%	-
92.5% CR < 95.0%	-	2.00%	-
95.0% ≤ CR < 97.5%	-	1.00%	-
97.5% ≤ CR < 100.0%	-	-	-
100.0% ≤ CR < 102.0%	-	-	-
102.0% ≤ CR < 104.0%	1.00%	-	-
104.0% ≤ CR < 106.0%	1.25%	-	-
106.0% ≤ CR < 108.0%	1.75%	-	-
108.0% ≤ CR < 110.0%	2.00%	-	-
110.0% ≤ CR < 112.0%	2.50%	-	-
112.0% ≤ CR < 114.0%	3.50%	-	-
114.0% ≤ CR < 116.0%	4.50%	-	-
116.0% ≤ CR < 118.0%	5.50%	-	-
118.0% ≤ CR < 120.0%	5.50%	-	-
120.0% ≤ CR < 125.0%	5.50%	-	4%
125.0% ≤ CR	5.50%	-	8%

D Final provisions

Art. 8 Scope

¹ These regulations were passed by the Board of Trustees on 22 October 2020 and come into force on 1 November 2020.

² In accordance with the law and the foundation deed, the Board of Trustees may amend these regulations at any time. The amendments must be submitted to the supervisory authority.

Zurich, 22. October 2020

Swisscanto Flex Collective Foundation

The Board of Trustees