

CONDITIONS FOR RETIREMENT PENSIONS AND CONVERSION RATES

01.01.2025

1. Notice of retirement

- 1.1. Members intending to draw all or a portion of their retirement benefits in the form of a pension shall notify the Foundation in writing at least 3 months before the (early, normal, deferred or partial) retirement date.

2. Amount of the retirement pension

- 2.1. The amount of the retirement pension is determined based on the pension assets applied to funding the retirement pension and the following conversion rates, unless other conversion rates are set in the Benefits Scheme:

2025 reversionary conversion rates		
Age	Men	Women
58	2.864%	3.057%
59	2.956%	3.159%
60	3.053%	3.267%
61	3.155%	3.382%
62	3.262%	3.504%
63	3.374%	3.634%
64	3.493%	3.774%
65	3.620%	3.924%
66	3.755%	4.085%
67	3.900%	4.258%
68	4.056%	4.424%
69	4.223%	4.570%
70	4.402%	4.727%

2025 non-reversionary conversion rates		
Age	Men	Women
58	3.659%	3.412%
59	3.754%	3.494%
60	3.855%	3.580%
61	3.963%	3.671%
62	4.077%	3.767%
63	4.198%	3.869%
64	4.327%	3.977%
65	4.464%	4.091%
66	4.610%	4.213%
67	4.765%	4.342%
68	4.932%	4.480%
69	5.110%	4.627%
70	5.302%	4.784%

- 2.2. If a retirement pension has been reinsured and the amount demanded by the reinsurer to guarantee the liability is less than the member's retirement savings capital, the difference shall be paid to the member in the form of a supplemental lump-sum retirement benefit.

3. Choice of death benefit option

- 3.1. Members shall notify the Foundation in writing at least 3 months before the retirement date whether they opt for a non-reversionary lifelong pension or a lifelong pension which is 60% reversionary in favour of their spouse, partner or cohabiting partner. The member's decision is irrevocable.

4. Payment of the retirement pension

- 4.1. Retirement pensions are payable monthly in arrears during the member's lifetime. The first monthly pension in arrears is payable on the first day of the month after the member reaches the normal retirement age or gives up gainful employment in accordance with Article 6 of the Main Regulations.

5. Surviving spouse's and surviving partner's pensions

- 5.1. The surviving spouse or surviving partner will be paid a pension if, at the member's death (if the member chose this option at retirement), he satisfies one of the following conditions:
 - a) he has one or several dependent children; or
 - b) he has turned 45 and the marriage lasted at least 5 years.
- 5.2. If the spouse or partner satisfies neither of these conditions, he shall receive a single lump-sum payment corresponding to three annual surviving spouse's pensions.
- 5.3. The pension is payable from the month following the member's death until the death or remarriage of the surviving spouse or partner.
- 5.4. If the pension ceases on ground of remarriage before the age of 45, a lump-sum settlement corresponding to three times the surviving spouse's annual pension shall be paid provided the member filed an irrevocable application in writing for the lump-sum benefit to be replaced by an entitlement to continued pension payments in the event of a dissolution of the subsequent marriage(s).

6. Cohabiting partner's pension

- 6.1. A pension shall be paid to the cohabiting partner if, at the member's death (and provided the member chose this option at retirement), the cohabiting partner satisfies the conditions stipulated in Article 21.8 of the Main Regulations.
- 6.2. The pension is payable from the month following the member's death until the death or remarriage of the cohabiting partner.
- 6.3. If the pension ceases following remarriage before the age of 45, a lump-sum settlement corresponding to three times the cohabiting partner's annual pension shall be paid provided the member filed an irrevocable application in writing for the lump-sum benefit to be replaced by an entitlement to continued pension payments in the event of a dissolution of the subsequent marriage(s).

7. Reduction of survivor pensions

- 7.1. If the member is more than 10 years older than his spouse, partner or cohabiting partner, the survivor's pension is reduced by 1% of its amount for each year or fraction of a year exceeding the 10 years' age difference.
- 7.2. If the member enters into a marriage or cohabitation (for cohabiting partners) after the start of his insurance coverage and after reaching the normal AVS/AHV retirement age, the survivor's pension is reduced by the following rates expressed as a percentage of the full pension.
 - 80% in case of marriage/start of cohabitation in the 1st year after the normal AVS/AHV retirement age;
 - 60% in case of marriage/start of cohabitation during the 2nd year after the normal AVS/AHV retirement age;
 - 40% in case of marriage/start of cohabitation during the 3rd year after the normal AVS/AHV retirement age;
 - 20% in case of marriage/start of cohabitation during the 4th year after the normal AVS/AHV retirement age;
 - where applicable, these rates are multiplied by the reduced accrual rate in accordance with paragraph 1 above.
- 7.3. In case of remarriage or the start of cohabitation (cohabiting partners) entered into more than four years after the normal AVS/AHV retirement age, there is no entitlement to a pension.
- 7.4. No survivor's pension is due if, when he entered into the marriage or start of cohabitation, the member was over the normal AVS/AHV retirement age and was suffering from a serious illness of which he is expected to be aware and from which he dies within two years of entering into the marriage or start of cohabitation (cohabiting partners).

8. Option with repayment of premiums or reserved capital at death

- 8.1. Members wishing to benefit from a retirement pension (reversionary or not) with the repayment of funding in case of death shall notify the Foundation in writing at least 3 months before retirement that they are opting for payment of a lifelong retirement pension with repayment of premiums or with reserved capital at death.
- 8.2. The Foundation shall then conclude a special lifelong pension contract as policyholder and beneficiary with Retraites Populaires. The amount of the pension and death benefits payable if the member dies while the pension is in payment depend on the contractual terms and conditions at the retirement date. Articles 21.14 et seq. of the Main Regulations apply in the event of the repayment of premiums or reserved capital.

9. Divorce or dissolution of a registered partnership

- 9.1. If a spouse is drawing a retirement pension when divorce proceedings are initiated, the retirement pension shall be divided. The reduction shall be calculated on the actuarial bases applicable when the pension was granted. If the retirement event occurs during the divorce proceedings, the portion of the paid retirement pension exceeding the reduced retirement pension shall be divided equally between the spouses and will result in an additional reduction in the pension in payment and the settlement transferred to the beneficiary spouse.
- 9.2. If a retirement pension is subject to a pension-sharing order, the portion allocated to the beneficiary spouse may be transferred as a lump sum to the latter's occupational benefits institution. The occupational benefits institution shall determine the lump-sum amount in accordance with its actuarial tables. If the transfer is not made as a lump sum, the pension-sharing portion shall be converted into a lifelong pension paid to the divorced spouse. The lifelong divorced spouse's pension shall not give rise to any children's or survivors' benefits.

Lausanne, 5 December 2024

Elite Pension Foundation

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