

Swiss Life Collective BVG Foundation, Zurich
(the Foundation)

Current conditions and key figures for employee benefits

Swiss Life Business Direct

valid for

- current year (2025)
- previous year (2024)

Swiss Life Collective BVG Foundation, Zurich

Current conditions and key figures for employee benefits *Swiss Life Business Direct*

Valid for 2025

Applicable interest rates:

Mandatory retirement savings	1.25%	acc. to BVG
Supplementary retirement savings	0.50%	acc. to Swiss Life group premium rate

Applicable account interest rates:

	from 1.01.	from 1.04.
Contribution payment account - credit	0.50%	0.50%
Contribution payment account - outstanding	3.50%	3.50%
Bonus account	0.50%	0.50%
Free foundation assets account	0.50%	0.50%
Employer contribution reserve account	0.50%	0.50%

Applicable limits for social security, in CHF:

Max. AHV retirement pension:	30 240	
Min. AHV retirement pension:	15 120	50% of max. AHV retirement pension
BVG salary ceiling:	90 720	300% of max. AHV retirement pension
10-times upper BVG limit:	907 200	3 000% of max. AHV retirement pension
BVG coordination offset:	26 460	87.5% of max. AHV retirement pension
Max. coordinated BVG salary:	64 260	212.5% of max. AHV retirement pension
Entry threshold acc. to BVG:	22 680	75% of max. AHV retirement pension
BVG minimum salary:	3 780	12.5% of max. AHV retirement pension
Maximum UVG salary:	148 200	

*Swiss Life Collective BVG Foundation, Zurich***Applicable conversion rates¹⁾ as %:**

Men Age	Mandatory portion of retirement savings			Supplementary portion of retirement savings		
	2025	2026	from 2027	2025	2026	from 2027
58	4.2326	4.2026	4.1267	3.7818	3.7818	3.7432
59	4.3878	4.3373	4.2678	3.8674	3.8674	3.8318
60	4.5549	4.4814	4.4195	3.9570	3.9570	3.9252
61	4.7362	4.6364	4.5835	4.0513	4.0513	4.0241
62	4.9342	4.8044	4.7621	4.1511	4.1511	4.1295
63	5.1504	4.9863	4.9564	4.2563	4.2563	4.2413
64	5.3879	5.1840	5.1682	4.3676	4.3676	4.3598
65	5.6500	5.4000	5.4000	4.4855	4.4855	4.4855
66	5.7739	5.5245	5.5345	4.6110	4.6110	4.6194
67	5.9060	5.6572	5.6785	4.7445	4.7445	4.7624
68	6.0470	5.7988	5.8324	4.8871	4.8871	4.9152
69	6.1981	5.9505	5.9970	5.0395	5.0395	5.0785
70	6.3605	6.1134	6.1736	5.2031	5.2031	5.2534

Women Age	Mandatory portion of retirement savings			Supplementary portion of retirement savings		
	2025	2026	from 2027	2025	2026	from 2027
58	4.4087	4.3567	4.3796	3.8926	3.8926	3.9603
59	4.5781	4.5034	4.5392	3.9859	3.9859	4.0618
60	4.7614	4.6610	4.7115	4.0844	4.0844	4.1690
61	4.9607	4.8312	4.8982	4.1885	4.1885	4.2828
62	5.1785	5.0157	5.1013	4.2989	4.2989	4.4036
63	5.4174	5.2165	5.3232	4.4162	4.4162	4.5323
64	5.6808	5.4359	5.5670	4.5411	4.5411	4.6699
65	5.8111	5.5671	5.7139	4.6744	4.6744	4.8175
66	5.9508	5.7077	5.8720	4.8168	4.8168	4.9760
67	6.1008	5.8585	6.0419	4.9694	4.9694	5.1461
68	6.2622	6.0208	6.2248	5.1333	5.1333	5.3290
69	6.4366	6.1960	6.4226	5.3100	5.3100	5.5263
70	6.6259	6.3860	6.6367	5.5012	5.5012	5.7396

Calculations with a key date in 2025 incorporate the conversion rates applicable up to 2026.

¹⁾ Estimated values from 2027, any changes with reference to the ongoing FINMA approval will be communicated in good time.

Good to know:

- The conversion rates are a function of the following prospective benefits: spouse's or unmarried partner's pension 60%, orphan's or retired person's children benefits 20%.
- The statutory minimum benefits are met in all cases.
- Linear interpolation is applied to retirement ages not in whole numbers for mandatory portion and supplementary portion.

Example for women in the transitional generation (AHV/AVS 21 reform) with the following years of birth at the respective statutory reference age (interpolated conversion rate as %):

Women Year of birth	Statutory reference age	Mandatory portion of retirement savings			Supplementary portion of retirement savings		
		2025	2026	2027	2025	2026	2027
1961	64 ¼	5.7134	5.4687		4.5744	4.5744	
1962	64 ½		5.5015	5.6405		4.6078	4.7437
1963	64 ¾			5.6772			4.7806

Example for a man born in 1963 who retires at the age of 62 years and five months in 2025:

Retirement savings	Conversion rate at the age of 62	Conversion rate at the age of 63	Conversion rate interpolated at the age of 62 and 5 months
Mandatory portion	4,9342%	5,1504%	5,0243%
Supplementary portion	4,1511%	4,2563%	4,1949%

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Applicable account interest rates:

	from 1.01.	from 1.04.	from 1.07.	from 1.10.
Contribution payment account - credit	0.50%	0.50%	0.50%	0.50%
Contribution payment account - outstanding	3.50%	3.50%	3.50%	3.50%
Bonus account	0.50%	0.50%	0.50%	0.50%
Free foundation assets account	0.50%	0.50%	0.50%	0.50%
Employer contribution reserve account	0.50%	0.50%	0.50%	0.50%

Applicable limits for social security, in CHF:

Max. AHV retirement pension:	29 400	
Min. AHV retirement pension:	14 700	50% of max. AHV retirement pension
BVG salary ceiling:	88 200	300% of max. AHV retirement pension
10-times upper BVG limit:	882 000	3 000% of max. AHV retirement pension
BVG coordination offset:	25 725	87.5% of max. AHV retirement pension
Max. coordinated BVG salary:	62 475	212.5% of max. AHV retirement pension
Entry threshold acc. to BVG:	22 050	75% of max. AHV retirement pension
BVG minimum salary:	3 675	12.5% of max. AHV retirement pension
Maximum UVG salary:	148 200	

*Swiss Life Collective BVG Foundation, Zurich***Applicable conversion rates¹⁾ as %:**

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59	4.3600	4.3878	4.3373	3.8674	3.8674	3.8674
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61	4.7747	4.7362	4.6364	4.0513	4.0513	4.0513
62	5.0137	4.9342	4.8044	4.1511	4.1511	4.1511
63	5.2778	5.1504	4.9863	4.2563	4.2563	4.2563
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68	6.2949	6.0470	5.7988	4.8871	4.8871	4.8871
69	6.4452	6.1981	5.9505	5.0395	5.0395	5.0395
70	6.6069	6.3605	6.1134	5.2031	5.2031	5.2031

Women Age	Mandatory portion of retirement savings			Supplementary portion of retirement savings		
	2024	2025	from 2026	2024	2025	from 2026
58	4.3717	4.4087	4.3567	3.8926	3.8926	3.8926
59	4.5701	4.5781	4.5034	3.9859	3.9859	3.9859
60	4.7866	4.7614	4.6610	4.0844	4.0844	4.0844
61	5.0240	4.9607	4.8312	4.1885	4.1885	4.1885
62	5.2859	5.1785	5.0157	4.2989	4.2989	4.2989
63	5.5763	5.4174	5.2165	4.4162	4.4162	4.4162
64	5.9000	5.6808	5.4359	4.5411	4.5411	4.5411
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67	6.3173	6.1008	5.8585	4.9694	4.9694	4.9694
68	6.4778	6.2622	6.0208	5.1333	5.1333	5.1333
69	6.6514	6.4366	6.1960	5.3100	5.3100	5.3100
70	6.8400	6.6259	6.3860	5.5012	5.5012	5.5012

Calculations with a key date in 2024 incorporate the conversion rates applicable up to 2025.

¹⁾ Subject to adjustments, especially with reference to the AHV 21 reform, the ongoing BVG reform and subject to FINMA approval.

Good to know:

- The conversion rates are a function of the following prospective benefits: spouse's or unmarried partner's pension 60%, orphan's or retired person's children benefits 20%.
- The statutory minimum benefits are met in all cases.
- Linear interpolation is applied to retirement ages not in whole numbers for mandatory portion and supplementary portion.

Example for a man born in 1962 who retires at the age of 62 years and five months in 2024:

Retirement savings	Conversion rate at the age of 62	Conversion rate at the age of 63	Conversion rate interpolated at the age of 62 and 5 months
Mandatory portion	5,0137%	5,2778%	5,1237%
Supplementary portion	4,1511%	4,2563%	4,1949%