

Personal certificate

status as at: 01.01.2015

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|-----------------|--|-----------|-------------------------------------|
| Employer | Muster Staff AG Bahnhofstrasse 4 6431 Schwyz | contract: | 99999 |
| | | category: | Personal mit U-pflicht (Variante 3) |
| | | plan no: | 22875 |

Personal data (99999 / 999999)

| | | |
|---------------|--------------------|------------------|
| Muster Johann | date of entry: | 01.01.2014 |
| | date of birth: | 01.01.1966 |
| | activity rate: | 100 % |
| | insurant's number: | 756.9999.9999.99 |
| | marital status: | divorced |
| | sex: | Man |

| | |
|-------------------------------------|------------|
| 1 Salary data | CHF |
| declared annual salary (income AHV) | 80'000 |
| insured salary 1 | 80'000 |
| insured salary 2 | 80'000 |

| | |
|---|----------------|
| 2 Pension benefits | CHF |
| annual old-age pension as per 31.05.2031 (conversion rate for mandatory part 6.80%) | 17'824 |
| annual old-age pension as per 31.05.2031 (conversion rate for non-mandatory part 6.80%) | 12'370 |
| or | |
| Non-recurring retirement capital (mandatory part projected with 1.75%) | 262'120 |
| Non-recurring retirement capital (non-mandatory part projected with 1.75%) | 181'905 |
| total | 30'194 |
| total | 444'026 |
| pensioned annual children's pension per child | 6'039 |

Retirement benefits in case of early retirement

| retirement at the age of | annual old-age pension CHF | | | capital CHF | | conversion rate % | |
|--------------------------|----------------------------|--------------------|--------|----------------|--------------------|-------------------|--------------------|
| | mandatory part | non-mandatory part | total | mandatory part | non-mandatory part | mandatory part | non-mandatory part |
| 64 | 16'356 | 11'459 | 27'816 | 247'825 | 173'625 | 421'450 | 6.60 |
| 63 | 14'962 | 10'591 | 25'553 | 233'775 | 165'488 | 399'263 | 6.40 |
| 62 | 13'638 | 9'764 | 23'402 | 219'967 | 157'490 | 377'457 | 6.20 |
| 61 | 12'384 | 8'978 | 21'362 | 206'397 | 149'630 | 356'027 | 6.00 |
| 60 | 11'197 | 8'231 | 19'428 | 193'060 | 141'905 | 334'965 | 5.80 |

| | |
|---|------------|
| 3 In case of disability | CHF |
| annual disability pension in case of illness, waiting period 24 months | 40'000 |
| annual disability children's pension in case of illness, waiting period 24 months | 4'800 |
| waiver of premium in case of illness or accident, waiting period 3 months | |

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|---|------------|
| 4 In case of death | CHF |
| annual partner's pension in case of illness before orderly retirement | 24'000 |
| annual partner's pension in case of illness or accident after orderly retirement | 18'116 |
| annual orphan's pension in case of illness before orderly retirement | 4'800 |
| annual orphan's pension in case of illness or accident after orderly retirement | 6'039 |
| lump-sum death capital in case of illness or accident as per 31.12.2015 (if not intended for the financing of a partner's pension) | 143'548 |
| additional lump-sum death capital in case of illness or accident | 160'000 |

Explanation of the personal certificate

1 Salary data

The **declared annual salary** corresponds to the projected OASI annual salary (gross annual salary) of the insured person. The calculation of the savings contribution is based on **Insured annual salary 1**. The calculation of the insured risk benefits is based on **Insured annual salary 2**. The method used for these calculations is detailed in the pension plan. Insured annual salary 1 and 2 can be reduced by the coordination deduction LPP (as this component of the salary is insured by the 1st pillar).

2 Pension benefits

The **annual old-age pension** arises from the cumulated retirement savings multiplied by the conversion rate. The **annual pensioner's children's pension** is 20% of the annual old-age pension. The **estimated retirement savings** which are projected up to normal OASI age and which accumulate interest dependent upon Tellico pkFLEX's actual interest rate, can be withdrawn in cash. These retirement benefits are not guaranteed and will fluctuate with changes in circumstances (insured annual salary, interest rate, savings contributions). The effect of early retirement on the retirement savings and the respective annual old-age pension is indicated under «Retirement benefits in case of early retirement». Early retirement is possible from 58 years of age.

3 In case of disability

The listed disability pension is paid in the event of permanent incapacity for work due to ill-health (and accident – if so concluded) and equates to a full disability pension (level of disability at least 70%). There is no entitlement to a disability pension unless the level of disability is 25% or above. The amount of the benefits, including the **disabled person's child's pension** is determined by the pension plan and the pension fund regulations.

4 In case of death

In the event of death the survivors are generally entitled to the declared benefits. A distinction is necessary between benefit entitlement BEFORE normal or early retirement and benefit entitlement AFTER retirement. This also applies to the **orphan's pension**. A partner shall be considered equal to a spouse, provided that the partnership contract is received by Tellico pkFLEX within three months following the death of the insured person. Provided that no widow(er)'s pension shall be paid out, the beneficiaries will be entitled to the **lump sum death benefit** in accordance with the beneficiary order.

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5 Financing

| | | | |
|---|-----------|-------------------------------|--------|
| saving contributions 01.01 - 31.12.2015 | 13'600.00 | your monthly contribution for | |
| risk contributions 01.01 - 31.12.2015 | 1'484.40 | Jan - Dec | 502.80 |
| administration cost | 0.00 | | |
| Beratungs-und Betreuungschädigungen | 0.00 | | |
| total cost | 15'084.40 | | |

6 Retirement savings

| | | mandatory | non-mandatory | total |
|---|-------|-----------|---------------|------------|
| vested benefits as per 01.01.2015 | | 65'474.00 | 62'239.10 | 127'713.10 |
| annual saving contributions as per 31.12.2015 | | 8'298.75 | 5'301.25 | 13'600.00 |
| interest as per 31.12.2015 (provisional) | 1.75% | 1'145.80 | 1'089.20 | 2'235.00 |
| vested benefits as per 31.12.2015 | | 74'918.55 | 68'629.55 | 143'548.10 |

7 Withdrawal for financing residential property

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|----------------------------------|----|---|------------|
| mortgage of residential property | no | advance withdrawals not yet repaid | 68'000 |
| | | last advance withdrawal | 30.05.2003 |
| | | maximum possible withdrawal for financing residential property 2015 | 127'713 |

8 Tax deductible deposit into the retirement savings plan

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|--|--------|
| maximum deposit possible 2015 | 0 |
| maximum deposit possible 2015 after refund EHO | 64'451 |
| possible minimum deposit | 0 |

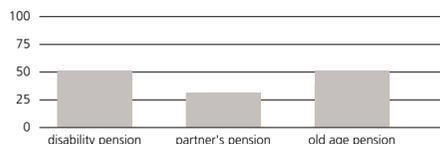
Computation without engagement.

Assets on vested benefits accounts and vested benefits policies are to be deducted from the maximum possible purchase amount. Under certain conditions any possible pillar 3a credits may also be partly credited against the purchasing amount. Please note that all benefits resulting from a voluntary purchase are blocked for the next 3 years as far as cash payment is concerned. In other words, no cash payment (incl. interest) will be possible during this period, be it in case of retirement, freelance work, departure from Switzerland or for financing residential property.

Your purchase will only be processed after you have given in the form 'Application for a purchase into the Pension Fund'.

9 Retirement payouts of the company pension plan graphically diagrammed.

in percent of the declared annual salary



10 This certificate serves for information only and replaces all previous certificates. The foundation's obligation to pay benefits is governed exclusively by the foundation's rules booklet

5 Financing

The savings contribution is calculated on Insured annual salary 1 according to the pension plan's savings scale.

The risk premium is used to finance the risk benefits payable in the event of death or disability. The amount of the risk premium is determined individually on the basis of the age of the person to be insured and the risk benefits covered by the pension plan.

The administrative costs are comprised of a fixed flat rate of between CHF 100 and 200 (depending on the number of insured persons per affiliation agreement) plus 0.15% of the existing retirement savings. The employer shall bear at least 50% of the total costs.

The **employee's (monthly) contribution** equates to the monthly payroll deduction. The employee's contribution should not be confused with the savings contribution, due to payment of administration cost and risk contributions. The savings contribution alone is added to the retirement savings which are paid out when withdrawn as vested benefits.

6 Retirement savings

The **vested benefits** effective on the 31st December are comprised of the retirement savings on 1st January, together with the savings contributions until 31st December, plus the predicted interest to 31st December. Any deposits or pay-offs relating to the vested benefits (divorce, purchase or advance withdrawal for the purpose of home ownership) in the current year are listed accordingly.

The final retirement savings equate to the entire retirement savings (mandatory and non-mandatory parts). The LPP retirement savings only equate to the mandatory part and are included in the total retirement savings. The LPP retirement savings accumulate interest following the Federal Council's interest rate. The total retirement savings shall accrue interest in accordance with the interest rate set by the Foundation board in December.

7 Withdrawal for financing residential property

Up to the age of 50 the **maximum advance withdrawal possible** for financing residential property equates to the retirement savings status on 1st January, and can be withdrawn or pledged in order to purchase an owner-occupied residential property. After the age of 50, the maximum advance withdrawal possible equates to at least half of the existing retirement savings.

An advance withdrawal is only possible once every 5 years. If the previous advance withdrawal was made within the last 5 years ago, figure 0 (zero) is shown. In cases where purchases have been made, a lump sum payment is not possible within the following three years.

8 Tax deductible deposit into the retirement savings plan

In general, the **maximum contribution** can be deducted from taxable income. Please refer to the factsheet «Purchase of contribution years» and complete an application form. Provided that the maximum amount of benefits (according to regulations) has already been reached or, in cases where an advance withdrawal for financing residential property has been made, the amount of the maximum contribution will be 0 (zero).

9 Retirement payouts of the company pension plan graphically diagrammed

The amount of old age, death and disability benefits depend on the definition of benefits in the pension plan. Disability benefits due to ill-health will always be associated with a financial loss compared to the last annual salary. The 1st pillar benefits will be added to those values presented in the graph.

10 Obligation to pay benefits

Tellico pkFLEX's obligation to pay benefits is governed exclusively by its pension fund regulations.