Occupational pensions at Roche

An overview

Last revised on 1 January 2014
**Note**

All references to persons apply to both genders, even where a word or expression imports the masculine gender only.

The full provisions can be found in the Pension Rules and Pension Plans of the individual schemes of F. Hoffmann-La Roche Ltd; the Pension Rules and Pension Plans always take precedence where discrepancies arise. In addition, there may be differing or complementary pension plans for groups of employees defined by the Employer (see Art. 3 of the Rules).

The pension schemes of F. Hoffmann-La Roche Ltd comply with the provisions of data protection legislation and treat the personal data of the Insureds with the utmost care.

Insureds must contact their tax office for clarification of tax issues.
Foreword

Dear Colleagues,

Switzerland’s three-pillar system of retirement provision is anchored and laid down in the Federal Constitution. It is a complementary system comprising state old age, survivors’ and disability insurance (AHV/IV), occupational schemes (BVG) and independent private cover.

At Roche, occupational pension provision is covered by the Roche pension funds. They have a long tradition and will soon have been in existence for 100 years, i.e. long before the introduction of the state pension in 1948 (AHV/IV, 1st pillar) and the introduction of the Occupational Pensions Act in 1985 (BVG, 2nd pillar).

Both Roche pension funds, i.e. the Pension Fund and the Supplementary Pension Scheme of F. Hoffmann-La Roche Ltd, are well-established pension schemes that provide extra-mandatory benefits alongside the minimum statutory benefits prescribed by the BVG. The employer funds considerably more than the statutorily prescribed contributions and also assumes the administrative costs. The two schemes are complemented by an Employee Profit-Sharing Plan that was voluntarily set up by Roche and is fully funded by the company as an addition to occupational pension provision.

These Roche pension schemes, together with the state pension (1st pillar) and independent private cover (3rd pillar), ensure an appropriate replacement income for employees upon reaching retirement age, in the event of disability, or for their dependants in the event of death.

The schemes are managed by a Board of Trustees comprising equal numbers of employee and employer representatives. The primary objectives of the Board of Trustees are to manage the assets entrusted to it prudently and to ensure an appropriate balance between risk and return.

This document explains the structure and regulations of Roche’s occupational pension schemes in a simple manner, with a view to aiding understanding of this complex subject matter.

I hope you find it informative.

Dr Gottlieb Keller
Chairman of the Board of Trustees of
the Pension Fund and Supplementary Pension
Scheme of F. Hoffmann-La Roche Ltd
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AHV
The abbreviation AHV stands for ‘Eidgenössische Alters- und Hinterlassenenvorsorge’ (Federal Old Age and Survivors’ Insurance) and is the first pillar of Switzerland’s three-pillar system.

BVG
The abbreviation BVG stands for ‘Bundesgesetz über die berufliche Alters-, Hinterlassenen- und Invalidenvorsorge’ (Swiss Federal Act on Occupational Old Age, Survivors’ and Disability Pension Plans) and governs the statutory minimum benefits of the second pillar of Switzerland’s three-pillar system.

Capital Savings Plan
The Capital Savings Plan is a component of the pension funds and supplements pension insurance by building up a personal retirement savings account for each Insured. Besides income, the Capital Savings Plan includes any bonus payments and shift allowances.

Certificate of insurance
The certificate of insurance shows your individually insured pension benefits as well as your current retirement account balance.

Conversion rate
The conversion rate is a factor in calculating the pension. The conversion rate is used to convert the retirement account balance into an annual pension.

Employee Profit-Sharing Plan (MGB)
The Employee Profit-Sharing Plan entitles employees with a permanent local employment contract in Switzerland to a share of the company’s net profit.

Employee Self Services (ESS)
On the CHRIS portal, within Employee Self Services (ESS), you can access your personal salary and pension information. Here you will find your personal certificate of insurance, your MGB (Employee Profit-Sharing Plan) account statement, sample calculations for make-up payments, leaving and retirement, as well as the option to choose contributions for Voluntary Savings.

Income
Income is understood as the annual base salary declared by the employer, before allowances and bonus payments.

IV
The abbreviation IV stands for ‘Eidgenössische Invalidenversicherung’ (Swiss Federal Disability Insurance scheme).

Lump-sum withdrawal
Payment of the retirement account balance in the form of a lump-sum withdrawal.

Pension insurance
Pension insurance builds up a retirement balance for each employee and insures benefits for death and disability.

Portable benefits
If you leave the pension funds you are entitled to a portable benefit (termination benefit). The level of portable benefit corresponds to the current retirement account balance from your pension insurance, the Capital Savings Plan, Voluntary Savings scheme and Employee Profit-Sharing Plan (MGB).

Portable benefits account
The portable benefits account is an account held with an external institution (bank, for example), in which your pension balance and protection against the risks of disability and death are tied up. A portable benefits account will be opened if you leave service, although the termination balance cannot be transferred to a new pension scheme immediately/can only be transferred in part.

Retirement pension
The retirement pension is a lifelong pension that is paid out upon retirement. The amount depends on the available retirement balance and the conversion rate.

Retirement savings account
The retirement savings account comprises total credits and interest, including portable benefits transferred in as well as make-up payments, less any early withdrawals that have been made.

Termination benefits/termination balance
See portable benefits.

UVG
The abbreviation UVG stands for ‘Bundesgesetz über die Unfallversicherung’ (Swiss Federal Accident Insurance Act) and is a component of occupational retirement provision in Switzerland. The accident insurance scheme at Roche is SUVA; it covers treatment costs and any pension payments in the event of accidents.

Voluntary Savings
The ‘Voluntary Savings’ scheme is a component of the Pension Fund (PF) and Supplementary Pension Scheme (SPS) and builds up a separate retirement account balance as a supplement to retirement insurance. It serves as a voluntary improvement to lump-sum payments in the case of old age, disability or death. It can take the form of an increase in monthly contributions or, in the event of existing make-up options, a one-off payment to the Voluntary Savings scheme.
The pension schemes in Switzerland insure you and your dependants against the financial consequences of old age, death and disability. Provision is based on the principle of the three-pillar concept.

<table>
<thead>
<tr>
<th>1st pillar</th>
<th>2nd pillar</th>
<th>3rd pillar</th>
</tr>
</thead>
<tbody>
<tr>
<td>State pension</td>
<td>Occupational pension</td>
<td>Private pension</td>
</tr>
<tr>
<td>AHV/IV Old Age, Survivors’ and Disability Insurance</td>
<td>PF Pension funds (including mandatory BVG/UVG element)</td>
<td>3a Fixed plan</td>
</tr>
<tr>
<td>Meeting basic needs</td>
<td>Continuation of accustomed standard of living</td>
<td>3b Individual saving</td>
</tr>
</tbody>
</table>

**1st pillar – state pension**
The first pillar is mandatory and comprises the state pension under Old Age and Survivors’ Insurance (AHV) and Disability Insurance (IV). This is designed to cover basic needs in the event of a loss of earned income due to old age, disability or death.

**2nd pillar – occupational pension**
The aim of the second pillar – also known as the Pension Fund (PF) – is to enable you to maintain the standard of living to which you are accustomed. The occupational pension complements the state pension and is mandatory for Roche employees. In the event of an accident, payments are made under the Swiss Federal Accident Insurance Act (UVG). At Roche, occupational provision encompasses the following three schemes: Pension Fund, Supplementary Pension Scheme and Employee Profit-Sharing Plan (MGB).

**3rd pillar – private pension**
The third pillar comprises private provision and is voluntary. A distinction is made between Pillar 3a and Pillar 3b. Pillar 3a is subject to statutory requirements, but benefits from tax advantages. Pillar 3b comprises your individual savings towards a private pension.

**Note: BVG minimum requirements**
The Occupational Pensions Act (BVG) contains minimum requirements, i.e. all pension funds must comply with and prove that they meet the prescribed minimum benefits in CHF – also known as the mandatory element. Besides complying with these rules, the Roche pension funds also provide extra-mandatory benefits that exceed the minimum requirements.
Occupational pensions at Roche – 2nd Pillar

Occupational retirement provision at Roche encompasses the following three schemes: Pension Fund, Supplementary Pension Scheme and Employee Profit-Sharing Plan. Whether you are insured with each of these plans will depend on your contract of employment and income. You can be a member of more than one plan at the same time.

### Pension Fund Foundation
- **Contract of employment**: of at least 3 months
- **Income**: up to CHF 112,320 p.a.

### Supplementary Pension Scheme Foundation
- **Contract of employment**: of at least 3 months
- **Income**: above CHF 112,320 p.a.

### Employee Profit-Sharing Plan
- **Contract of employment**: permanent
- **Income**: not relevant (pro rata based on working hours)

#### Pension Fund of F. Hoffmann-La Roche Ltd – ‘PF’
The PF constitutes the basis of future retirement benefits and, in addition to the AHV, insures you and your family against the financial consequences of disability and death due to illness. The PF exceeds the minimum benefits prescribed by the BVG and takes into account incomes of up to CHF 112,320 per year. A prerequisite for admission to the PF is a contract of employment of at least three months.

#### Supplementary Pension Scheme of F. Hoffmann-La Roche Ltd – ‘SPS’
The SPS supplements the PF and insures incomes above CHF 112,320. A contract of employment of at least three months is also a prerequisite for admission to the SPS.

#### Employee Profit-Sharing Plan of F. Hoffmann-La Roche Ltd – ‘MGB’
The purpose of the MGB is to enable employees with a permanent local Swiss employment contract to participate in the company’s net profit. The capital entitlement from the MGB Plan is independent of income and is funded pro rata on the basis of the degree of employment (at least 20%) from allocations from Roche and from the investment income generated. You will find more information on the MGB on page 18.

#### Insured income
The PF insures incomes up to four times the maximum AHV retirement pension. The SPS insures incomes in excess of this maximum. The rule is, insured income in the SPS = total income less income insured in the PF.
Pension Fund and Supplementary Pension Scheme

The PF and SPS schemes consist of pension insurance, the Capital Savings Plan and the Voluntary Savings scheme, although the Capital Savings Plan is confined to the PF.

**Pension Fund Foundation**

<table>
<thead>
<tr>
<th>Income</th>
<th>Pension insurance</th>
<th>Capital Savings Plan</th>
<th>Voluntary Savings scheme</th>
</tr>
</thead>
<tbody>
<tr>
<td>up to CHF 112,320 p.a.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Supplementary Pension Scheme Foundation**

<table>
<thead>
<tr>
<th>Income</th>
<th>Pension insurance</th>
<th>Voluntary Savings scheme</th>
</tr>
</thead>
<tbody>
<tr>
<td>above CHF 112,320 p.a.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Pension insurance**

Pension insurance is an insurance policy that replaces loss of earnings in the event of disability and death due to illness with the payment of a pension. In addition to this risk insurance, each Insured has an account containing their personal retirement insurance balance; this may be taken as a lifelong pension or lump-sum payment at retirement.

**Capital Savings Plan**

The Capital Savings Plan supplements pension insurance and builds up a separate retirement account balance for each Insured. Unlike pension insurance, the Capital Savings Plan does not include any risk insurance. The Capital Savings Plan includes any bonus payments and shift allowances in addition to income.

**Voluntary Savings scheme**

You can choose to pay voluntary savings into the PF and – if your income is sufficient – the SPS. The Voluntary Savings scheme supplements your pension insurance and the Capital Savings Plan, and builds up an additional retirement balance. This retirement balance augments the lump-sum payments from your occupational pension scheme in the event of old age, disability or death.

**Note**

Unless otherwise mentioned, the following information on pension insurance and the Voluntary Savings scheme applies to both PF and SPS.
Terms of admission

Provided you meet the acceptance terms, you will automatically become a member of the PF on joining the company and – if your income is sufficient – will be insured in the SPS. The question of when your obligation to pay contributions commences and how these contributions are composed depends on your age.

<table>
<thead>
<tr>
<th>Pension insurance (PF and SPS)</th>
<th>Capital Savings Plan (PF only)</th>
<th>Voluntary Savings (PF and SPS)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Start of mandatory contributions:</strong> From age 18: risks only From age 20: risks and saving for retirement</td>
<td><strong>Start of mandatory contributions:</strong> From age 30: on income From age 20: on bonus payments From age 25: on shift premiums</td>
<td><strong>Start of possible contributions:</strong> From age 20</td>
</tr>
</tbody>
</table>

**Terms of admission**

On joining the company, you will automatically be enrolled in the Roche occupational pension scheme provided the following conditions are met:

- Your contract of employment is for longer than three months.
- Your income exceeds the statutory minimum prescribed by the BVG.
- You have reached the age of 18.

**Age-dependent insurance**

Your insurance is structured differently depending on your age (see illustration above). Enrolment starts on joining the company or on 1 January of the year in which you reach the relevant age.

**Portable benefits from previous pension plans**

On joining the company, portable benefits from previous pension plans must be transferred to the Roche pension funds.

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**Example: Composition of compulsory contributions**

*Insured, 55 years old, permanent, income CHF 120,000 p.a., plus bonus, no shift work*

<table>
<thead>
<tr>
<th>Type of contribution</th>
<th>Pension Fund</th>
<th>Supplementary Pension Scheme</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pension insurance</td>
<td>Risks and retirement saving</td>
<td>YES</td>
</tr>
<tr>
<td>Capital Savings Plan</td>
<td>on income</td>
<td>YES</td>
</tr>
<tr>
<td></td>
<td>on bonus payments</td>
<td>YES</td>
</tr>
<tr>
<td></td>
<td>on shift allowances</td>
<td>NO</td>
</tr>
<tr>
<td>Voluntary Savings scheme</td>
<td>voluntary</td>
<td>possible</td>
</tr>
</tbody>
</table>
Funding – from contribution to retirement balance

The PF and SPS are funded from employee and employer contributions, as well as from the investment income generated. These contributions are credited to your personal retirement account, while the risks of disability and death are insured.

Contributions
Employee contributions are directly deducted from income every month and transferred to the relevant scheme together with the employer contributions.

- **Pension insurance**: Individual employee contributions remain unchanged throughout the period of insurance and account for around ⅓ of contributions. Roche, as the employer, pays around ⅔ of the contributions.
- **Capital Savings Plan**: Employee contributions depend on age, while employer contributions remain unchanged throughout the period of insurance.
- **Voluntary Savings scheme**: Under the Plan Medium and Plan High, you can increase your rate of contribution if you wish. The employer does not make any contributions.

Credits
From these various contributions, the schemes add credits and interest to your personal retirement balance on a monthly basis. The level of credits depends on age: the older you are, the higher the level of credits you receive. In addition, a portion of the contributions from pension insurance is used to insure the risks of disability and death.

Choosing your Voluntary Savings contributions
You can choose your rate of Voluntary Savings contributions to the PF and SPS within ESS (Employee Self Services) between November and December each year. The additional contributions will be deducted from your salary on a monthly basis from January of the following year. Your selection is valid for at least one year and will continue automatically until you change it within ESS.
Possible make-up payments

By making additional make-up payments to your occupational pension, you will enjoy a direct improvement in your retirement and risk benefits.

When can I make make-up payments?
Make-up payments can be made if the maximum possible retirement balance is higher than the current level due to your income and age. Salary increases and late admission to the Pension Fund are among the most frequent reasons for making make-up payments.

Advantages of make-up payments
- Your retirement savings balance is increased.
- Payments from pension insurance are increased in the event of disability and death.
- Make-up payments are a comparatively secure investment.
- Make-up payments can offer tax advantages in Switzerland.

Disadvantages of make-up payments
- Funds are tied up for a long period; the possibility of withdrawals is limited.
- You have no influence over the investment strategy.
- Where there are no heirs with entitlement to benefits under the Rules, the balance remains in the PF in the form of a solidarity contribution.

Restrictions

Lump-sum withdrawals: If you have made make-up payments, you cannot draw benefits in the form of capital from either the PF or the SPS within the next three years.

Promotion of home ownership scheme: Make-up payments are not permitted if there is an outstanding advance withdrawal under the home ownership promotion option.

Newcomers: If you have relocated to Switzerland and have never belonged to an occupational pension scheme, you may make additional make-up payments amounting to up to 20% of your insured income every year for the first five years following enrolment.

Voluntary Savings scheme: Additional make-up payments via the Voluntary Savings scheme are possible for up to three years prior to retirement.
Retirement

The normal retirement age for men and women is 65 years in the case of both the PF and the SPS. Under AHV, the pensionable age for women is 64. Early retirement is possible from age 60 at the earliest, but benefits will be lower as a result.

Options

The pension insurance scheme and Capital Savings Plan allow you to choose between a lifelong pension, one-off lump-sum withdrawal, or a combination of the two, when you retire. The retirement balance from the Voluntary Savings scheme can only be drawn as a lump sum – it is not possible to purchase an annuity.

Difference between lump-sum withdrawal and drawing a pension

- **Drawing a pension**: The pension begins at retirement and is payable for life. In the event of death, dependants are also insured in retirement through a spouse or orphan’s pension.
- **Lump-sum withdrawal**: With a lump-sum withdrawal, the entire retirement account balance is taken as a one-off payment, which you can use in accordance with your own needs. Insurance cover ends in the event of death.

Retirement account balance on retirement

Your personal retirement balance is comprised as follows: monthly credits and interest, any portable benefits transferred in and make-up payments, less any early withdrawals made. To calculate your retirement account balance on retirement, the current retirement account balance and expected future credits are extrapolated to age 65 using an assumed interest rate.
Calculating your retirement pension

At retirement, you have the option of converting the retirement savings you have accumulated into a lifelong pension based on the conversion rate. The conversion rate is influenced by the level of investment income and life expectancy.

Conversion rate
The conversion rate is closely connected to the life expectancy of the respective generation of retirees and the actual investment income:

- **Life expectancy**: The longer the average life expectancy, the longer the pension is payable and the lower the conversion rate.
- **Investment income**: If the investment income falls, interest income rises less strongly than expected – resulting in a reduction in the conversion rate.

Different conversion rates are used in the PF for SPS and MGB balances.

Calculating your retirement pension
Your pension entitlement is calculated as follows:
Account balance on retirement \( \times \) conversion rate = lifelong annual pension.

Early retirement is possible from age 60. In this case, the conversion rate is reduced by 0.15% per annum and the retirement account balance is lower due to the missing contribution years.

<table>
<thead>
<tr>
<th>Age 65</th>
<th>Retirement account balance</th>
<th>Conversion rate</th>
<th>Calculation of old-age pension in CHF</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CHF 550,000</td>
<td>6.1%</td>
<td>CHF 550,000 ( \times ) 6.1% = CHF 33,550 pension p.a. or CHF 2,796 monthly</td>
</tr>
<tr>
<td>Age 60</td>
<td>CHF 417,000</td>
<td>5.35%</td>
<td>CHF 417,000 ( \times ) 5.35% = CHF 22,310 pension p.a. or CHF 1,860 monthly</td>
</tr>
</tbody>
</table>
**Disability**

*If, as a result of illness, you become incapacitated as defined in IV prior to drawing your retirement pension, you are entitled to disability benefits from the PF and, if applicable, the SPS, in addition to your 1st-pillar disability pension.*

**Disability pension**

If you become unable to work as a result of illness, Roche will continue to pay your salary for the first 24 months. If, after that, you are deemed incapacitated as defined in IV, a lifelong disability pension will be payable from PF and SPS pension insurance depending on the degree of disability. If your disability is due to an accident, the SUVA (Swiss National Accident Insurance Fund) supplements your pension payments.

**Lump-sum payment**

If you are entitled to a full disability pension, your current retirement account balance from the Capital Savings Plan and Voluntary Savings scheme will be payable in the form of a one-off lump sum. In the event of partial disability, the retirement account balance remains with the corresponding scheme and is continued in accordance with the new level of employment.

**Degree of disability**

The degree of disability is decided through a legally binding decision of the Swiss Federal Disability Insurance scheme (IV).

**Full disability:** If you are at least 70% disabled as defined by IV, you are entitled to a full disability pension.

**Partial disability:** You have a statutory entitlement to a quarter pension if you are at least 40% disabled, a half pension if you are at least 50% disabled, a three-quarters pension if you are at least 60% disabled, and a full disability pension if you are at least 70% disabled.
Death

If you die before reaching retirement age, your dependants may be entitled to survivors’ benefits. Benefits are payable in the prescribed sequence based on the order of beneficiaries defined in the Rules.

Spouse/orphan’s pension
In the event of death, pension benefits are paid out of pension insurance to the following beneficiaries:
• Spouse, registered partner or domestic partner
• as well as eligible children and foster children.
If the deceased is not survived by any eligible beneficiaries, his accrued retirement insurance balance plus interest shall revert to the scheme concerned in the form of a solidarity contribution.

Lump-sum payment
The accrued retirement savings balance from the Capital Savings Plan and Voluntary Savings scheme is payable as a one-off lump sum in the following sequence to:
• surviving spouses or registered partners
• or domestic partners and persons who received substantial support from the Insured, including children and foster children,
• or adult children with no maintenance obligations or parents or siblings, with the benefit to be divided equally among them.
If the deceased is not survived by any eligible beneficiaries, his accrued retirement savings balance plus interest shall revert to the scheme concerned in the form of a solidarity contribution.

Who is considered a domestic partner and entitled to a spouse’s pension?
A domestic partner shall be entitled to survivors’ benefits if he:
• received substantial support from the Insured
• or lived in a marriage-like relationship with the Insured in the same household for the five years prior to the Insured’s death
• or the relationship produced one or more children that the surviving domestic partner is responsible for.
Living in the same household and in a mutually exclusive relationship is another essential condition.
Leaving

Leaving the company also requires that you leave the PF and SPS. On leaving, you are entitled to a termination benefit; this is normally transferred directly. Only in exceptional circumstances is a cash payment possible.

**Direct transfer**
In the following cases, your retirement account balance will not simply be paid out on leaving the PF and SPS; instead, you must re-invest the balance directly:

- **New employer in Switzerland**: The entire termination benefit is transferred to your new employer’s pension scheme.
- **No new employer, resident in Switzerland**: The entire termination benefit is paid into a portable benefit account or vested benefits trust of your choice.
- **Relocation to an EU/EFTA member state**: Mandatory BVG retirement savings are transferred to a portable benefits account or vested benefits trust. Any extra-mandatory balance may be drawn in cash if requested.

**Cash payment**
Only in the following exceptional circumstances can your termination benefit be paid out in cash:

- **Self-employment**
- **Negligibility**: Your termination benefit amounts to less than one year’s contributions.
- **Relocation to a non-EU/EFTA member state**

**How is the termination benefit structured?**
The level of termination benefit consists of the retirement savings balance accumulated until the leaving date, including interest. This includes all balances in the retirement account, Capital Savings Plan and, if contributions were made, Voluntary Savings scheme.
**Divorce and promotion of home ownership**

*The law states that 2nd-pillar pension fund assets can be withdrawn in the event of divorce or used to promote home ownership. A withdrawal will reduce retirement, disability and survivors’ benefits.*

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**Divorce**

In the event of divorce or the dissolution of a registered partnership, the retirement balance accrued during the marriage or partnership is divided by the divorce court and the PF is instructed to transfer the assets in accordance with the court order. If the existing retirement balance is reduced as a result of a severance payment, this reduces the retirement and risk benefits for disability and death for the person affected.

**Promotion of home ownership**

Under certain statutory conditions, you can use a portion of your retirement balance (minimum of CHF 20,000) once every five years to finance owner-occupied residential property as follows:

- **Early withdrawal**: Early withdrawal means a reduction in the retirement balance and therefore a reduction in retirement and risk benefits.
- **Pledge**: With a pledge, the capital used serves as security and remains in the PF; there is no reduction in benefits.

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**Compensation options**

- **Divorce**: A reduction in benefits due to divorce can be offset again through corresponding make-up payments.
- **Promotion of home ownership scheme**: It is possible to repay a retirement balance withdrawn early through the promotion of home ownership scheme, the minimum repayment being CHF 20,000. Repayment of the early withdrawal is compulsory if the property is sold or is no longer owner-occupied.
Employee Profit-Sharing Plan (MGB)

The purpose of the MGB is to enable employees to participate in the company’s net profit. The capital entitlement from the MGB is independent of income and is funded pro rata on the basis of the degree of employment from allocations from Roche and from the investment income generated.

How the MGB works

- **Terms of admission:** Subject to special cases, the MGB benefits Roche employees with a permanent local contract of employment in Switzerland (degree of employment at least 20%) and apprentices. Provided these conditions are met, acceptance follows automatically.
- **Funding:** Funding comes from employer allocations and the investment income generated. The employee does not contribute to the MGB.
- **Possibility of make-up payments:** It is not possible to contribute make-up payments to the MGB.
- **Retirement:** Insureds can withdraw their capital from the MGB and/or use the MGB balance to purchase a lifelong pension in the PF.
- **Disability or death:** In the case of full disability, the MGB balance is paid to you in the form of a one-off lump-sum benefit. In the event of death, the MGB balance is paid out to the heirs in accordance with the sequence prescribed in the Rules.
- **Leaving service:** When you leave the company following notice of termination, your MGB balance is paid out in accordance with the provisions of the Swiss Federal Act on the Portability of Occupational Pensions (FZG).
- **Divorce:** In accordance with the order of the divorce court, a portion of the MGB balance accumulated during the marriage may be transferred to the other spouse.
- **Promotion of home ownership:** A pledge or advance withdrawal is not possible under the promotion of home ownership scheme.

Units of foundation assets

The annual payment is converted into units of foundation assets. A separate account is maintained for each beneficiary, showing the units allocated to him and their value. Each beneficiary participates in the earnings as well as the capital gains and losses on the Foundation’s assets in proportion to his units.
Additional information

If you need personal advice, our team of advisors will be pleased to assist. You will also find further information, information sheets and calculation tools on the intranet and in the relevant Rules.

Employee Self Services (ESS)
On the CHRIS portal, under Employee Self Services (ESS) → Benefits and Payment → Pension Insurances, you will find:
- Your personal certificate of insurance and MGB statement of account
- Personal calculations for make-up payments, leaving service and retirement
- Choosing contributions for Voluntary Savings scheme

Pension funds on the intranet
For important information about the PF, SPS and MGB, see ‘Pensions’ on the intranet:
- The Roche occupational pensions advisory team
- Further information on employee pensions including information sheets
- Notes on insurance certificates
- Current rules and retirement plans:
  Pension Fund of F. Hoffmann-La Roche Ltd
  Pension Rules, valid from 1 January 2014
  Pension Plan – Pension Insurance, Capital Savings Plan and Voluntary Savings scheme, valid from 1 January 2014
  Supplementary Pension Scheme of F. Hoffmann-La Roche Ltd
  Pension Rules, valid from 1 January 2014
  Pension Plan – Supplementary Pension Scheme, valid from 1 January 2014
  Employee Profit-Sharing Plan of F. Hoffmann-La Roche Ltd
  Rules as a Supplement to Occupational Pensions, valid from 1 January 2012

Benefits and insurance
Other Roche benefits and insurance can be found on the intranet under ‘HR Topics’.

For questions about Switzerland’s Federal Old Age and Survivors’ Insurance (AHV) and Disability Insurance (IV)
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