

Choice of pension plan for all employees aged 45 and over

**(Regulation of the Pension Fund of Coca-Cola HBC Schweiz AG
Valid from 01.01.2024 – Art. 20)**

The "Plus" pension plan can be chosen from the age of 45, the Ultra pension plan from the age of 55. A change to another pension plan may be made once a year. The choice of the pension plan is possible upon entry into the Pension Fund or on 1 January of the calendar year. It must be notified to the Pension Fund in writing within the time window from 1 September to 30 November of the previous year at the latest. If no notification is made by the insured person upon entry or later, the "Basic" pension plan shall apply.

Basic Pension Plan

Employer's contribution*: 5.75% bzw. 13.00% / Employee contribution: 5.75% bzw. 9.00%

Plus Pension Plan (possible from age 45)

Employer's contribution *: 11.00% / Employee contribution: 11.00%

Ultra Pension Plan (possible from age 55)

Employer's contribution *: 13.00% / Employee contribution: 13.00%

*In order to cover retirement losses as a result of too high conversion rates the employer shall pay an additional contribution equal to 1.0% of the authoritative wage.

Name: First name:

Address:

Birthday:

Date: Signature: