

ANNEX 1**CONVERSION RATES (Art. 12)***(Approved by the Foundation Council on 11.10.2018)*

The so-called "Layer" system is used to calculate the retirement pension. The conversion rate for the insured member upon retirement is determined on the basis of the retirement savings capital. This is divided into sections ("bands") characterised by decreasing conversion rates, according to the following diagram:

| "Layer" (Retirement savings capital on retirement) | Conversion rate |
|--|-----------------------------|
| CHF 0 - 400,000 | See table A |
| CHF 400,000 - 600,000 | See table B |
| > CHF 600,000 | Reinsurer conversion rates* |

* The conversion rates for Mobiliare for 2019 are as follows:
Men 4.05% (without surplus), 4.65% (with surplus) Women
4.06% (without surplus), 4.66% (with surplus)

Table A

| Conversion rate from 01.01.2019 Capital at retirement CHF 0 - 400'000 | | |
|--|-------|-------|
| Age | Man | Woman |
| 58 | 5.28% | 5.28% |
| 59 | 5.36% | 5.36% |
| 60 | 5.45% | 5.45% |
| 61 | 5.54% | 5.54% |
| 62 | 5.65% | 5.65% |
| 63 | 5.76% | 5.76% |
| 64 | 5.88% | 6.00% |
| 65 | 6.00% | 6.00% |
| 66 | 6.13% | 6.13% |
| 67 | 6.26% | 6.26% |
| 68 | 6.40% | 6.40% |
| 69 | 6.40% | 6.40% |
| 70 | 6.40% | 6.40% |

Table B

| Conversion rate from 01.01.2019 Capital at retirement CHF 400'000 - 600'000 | | |
|--|-----|-------|
| Age | Man | Woman |
| 58 | | 4.14% |
| 59 | | 4.25% |
| 60 | | 4.36% |
| 61 | | 4.48% |
| 62 | | 4.60% |
| 63 | | 4.73% |
| 64 | | 4.86% |
| 65 | | 5.00% |
| 66 | | 5.15% |
| 67 | | 5.31% |
| 68 | | 5.48% |
| 69 | | 5.67% |
| 70 | | 5.87% |

Example: Man, 65 years old, retirement in 2019, retirement savings capital of CHF 900,000
Upon retirement, the retirement pension of this pensioner would be calculated as follows:

- CHF 400,000 at 6.00% = CHF 24,000
- CHF 200,000 at 5.00% = CHF 10,000
- CHF 300,000 at 4.05% (without surplus) or 4.65% (with surplus)
= CHF 12,150 or CHF 13,950 respectively

Total = CHF 46,150 p.a. (without surplus) or CHF 47,950 p.a. (with surplus)