

# Perspectiva – occupational pension provision with foresight

Collective Foundation for Occupational Welfare Provision



# Good prospects thanks to Perspectiva

## Exploit opportunities for returns and reduce risks

Perspectiva is a semi-autonomous collective foundation. It offers small and medium-sized companies new solutions for their occupational pension provision. Perspectiva gives you greater participation in the performance of equity markets than a comprehensive insurance solution. Perspectiva stands out due to its innovative investment strategy and considered risk selection.

You benefit from occupational pension provision that:

- builds up solid pension assets, with the aim of providing optimal financial planning for the post-retirement period;
- safeguards savings as efficiently as possible, with the aim of limiting losses.

Perspectiva offers you occupational pension provision with:

- first-class insurance cover for disability and death;
- asset management that exploits opportunities for returns on behalf of the affiliated companies, while simultaneously limiting the risk of loss.

Perspectiva is suitable if you want an all-round solution that combines the minimum BVG pension with supplementary pension provision.

### New solutions are required

Given the low interest rates and the required capital guarantee within occupational pension provision, it is difficult to achieve an attractive return. A further challenge is the demographic trend. In future, increasing numbers of pension recipients will face decreasing numbers of working people.

What can companies do who are seeking optimum benefits for their employees in this situation? They opt for a new solution.

### Structure and costs

At the Perspectiva Collective Foundation, the interest rate and the conversion rate are applied to all the accumulated retirement assets. Thus, there is no differentiation between compulsory and non-compulsory retirement assets. This opens up attractive prospects, especially for solutions where non-compulsory benefits are insured.

The Foundation and the affiliated pension funds form a profit participation scheme in connection with the reinsurance against disability and death. If there is a favourable risk experience, this enables you to benefit from any surpluses.

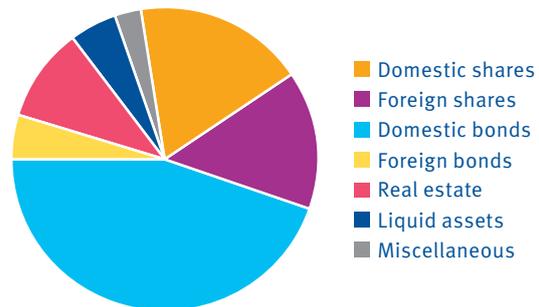
# Preserve capital and increase value thanks to dynamic investment

The aim of occupational pension provision is to safeguard assets and to achieve an increase in value. To this end, the Perspektiva Collective Foundation follows a dynamic investment strategy. At times of rising equity markets, it participates in the gains. However, if the investments suffer losses, riskier investments are reduced. The pension assets are divided into two components:

- Investments geared towards the **preservation of capital**, e.g. investments in fixed-income securities with comparatively small fluctuations in value.
- Investments geared towards **increasing value**, e.g. investments in equities, equity funds and other securities with a potential for high yields and more marked fluctuations in value.

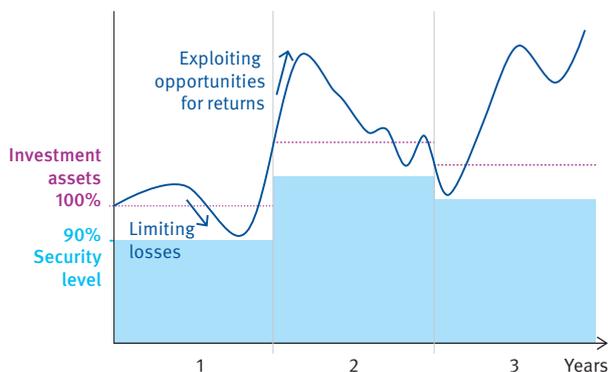
If profits are made on the investments geared towards increasing value, this component is expanded. On the other hand, if losses are incurred due to the market situation, the asset managers increase the investment positions geared towards capital preservation.

## Possible investment composition



The chart shows a **possible composition of the pension assets**. The actual composition depends on the market situation at any given time. The investment assets include fixed-income securities, equities and other securities. Compared to comprehensive insurance, the financial investment strategy of the Perspektiva Collective Foundation is highly flexible, enabling it to exploit the potential for increases in value. It is, of course, also BVV 2-compliant.

## Investments – simplified illustration



The chart illustrates the **performance of the investments** during different market phases. In occupational pension provision, the equity ratio is limited to 50%.

**In periods of declining equity prices**, the equity ratio is reduced and the investments switched to fixed-income securities. The aim is to limit losses. The assets are brought down towards the security level. **In periods of rising equity prices**, the equity ratio can be increased with a view to exploiting the potential for increasing value.

The **security level** is set annually and normally corresponds to 90% of the market value of the pension assets at the start of the year. Decisive factors in setting the security level include the risk capacity of the portfolio, the value of the assets and the market situation.

# Playing it safe

## Insurance cover and administration

For both the simple, basic solution and the modular all-round pension solution, Perspectiva offers death and disability insurance cover that is tailored to individual requirements.

The Perspectiva Collective Foundation encourages the purchase of missing contributory years. The aim of this is to increase the retirement benefits for employees. The purchases earn interest and offer tax benefits.

There is also the option of affording asset protection in the event of death that guarantees the repayment of the purchases to the surviving partner. Naturally, the survivor's pension remains the same in such a case.

Efficient administration and transparent advice are also part of our service. To that end, all information regarding the asset situation and benefits is available online. The information is available to both the pension funds and the policyholders.

### Structure and organisation – sample illustration



At the centre is the Perspectiva Collective Foundation, its Board of Foundation and the pension funds. The Board of Foundation, the governing body, has parity representation. The affiliated companies and their employees are linked contractually to Perspectiva. Baloise Life Ltd is responsible for the general business management. Baloise Investment Foundation for Pension Funds is responsible for investing the assets.

We will be pleased to advise you.

We will be delighted to show you how you can set up forward-looking occupational pension provision for your employees and your company with Perspectiva.

# Occupational pensions as a factor for success

## Your aims and expectations – our product offering

### Occupational pension provision can strengthen your market position

You make high demands of your occupational pension provision because:

- You want to **generate income** above the minimum BVG rate and offer your employees larger pensions.
- Financial protection commensurate with today's requirements enables you to **further motivate your staff**.
- A customised solution enhances the **attractiveness of your company**, especially to highly qualified staff.
- You do not want to spend your time at work on administrative tasks relating to occupational pension provision.
- Management requires you to have **maximum transparency** in regard to the uses to which contributions are put and the performance of retirement assets.

### Perspectiva has clear objectives

With Perspectiva, we offer you solutions for occupational pensions that:

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| → Exploit opportunities in the financial markets in a targeted way, while at the same time giving appropriate consideration to the safeguarding of assets, thanks to the <b>dynamic investment strategy</b> . | <b>The aim is to achieve an optimal performance of the pension assets.</b>                                       |
| → Exploit opportunities for returns and limit the risks, thanks to greater <b>flexibility</b> .   | <b>Your occupational pension provision is set up in line with the current social and statutory requirements.</b> |
| → Enable modular pension and insurance provision geared towards the needs of customers, thanks to the high degree of <b>professionalism</b> .   | <b>Having a single provider for your pension and insurance provision means you can sit back and relax.</b>       |

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