

Pension benchmarking

Comparison of the pension benefits provided by your company with those offered in the market



Pension benefits are a key part of Swiss employee benefits

As an employer, retirement benefits are typically your most costly spend on employees outside of cash remuneration (salary and bonuses). This makes it of the utmost importance to provide a competitive benefit that is valued. Staying competitive means having a benefits package that can attract and retain the best talent in the market, while managing costs.

Accessing reliable benchmarking data and advice is key to doing both.

A benchmarking study of your occupational pension benefits can enable you to answer important questions, such as:

- **Benefits:** How does your pension plan compare to the market, your industry or your competitors?
- **Financing:** Is your pension benefits strategy cost effective?
- **Added-value:** Does the plan design allow for employee engagement?
- **Market trends:** Are your pension benefits modern and flexible?

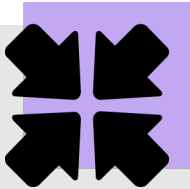


Ensure competitiveness of your pension benefits strategy compared to market

Attract and retain your best talent with an engaging and modern pension scheme that fits your company's overall rewards philosophy

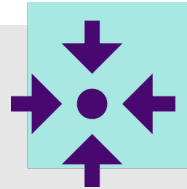
The right benchmarking study for you

As the market leader in Switzerland for benchmarking studies and pension plan design, we combine our extensive database, market experience and state-of-the-art tools to deliver a clear and comprehensive benchmark of your occupational pension scheme. We show how your pension benefits compare to your chosen peer group and provide details on the areas of your pension scheme that can be optimised based on the latest market trends. Our findings based on our experience and in-depth market knowledge will provide the basis for you to make the best decisions for your company and employees.



Qualitative benchmarking

Qualitative comparison of the key parameters of your pension plan against our survey data and market knowledge for your industry or bespoke peer group



Quantitative benchmarking

Detailed quantitative comparison of the key elements of your pension plan against the WTW SLI® benchmarking universe, your industry competitors or bespoke peer group

Your partner of choice

Market leader

As market leader in benchmarking studies and pension plan design, our clients benefit from our network of specialists, state-of-the-art technology and broad experience in the benchmarking field, both locally and internationally

A 360° perspective

Our 360° perspective when providing you with advice on your pension plan ensures the requirements of and impacts on all stakeholders are considered

Tailored studies

Every company is unique and has specific needs. We put our client at the centre of our thinking and place great importance on offering tailor-made studies to fit your individual needs

More than a benchmarking study

Our range of services is comprehensive and allows us to partner with our clients on their plan design journey to achieve their goals

Hear it from our clients

“ WTW provided the pension fund board of trustees with excellent and very professional guidance through the benchmarking process, and therefore created a basis for a very balanced and satisfactory solution to the problem for all parties involved.

The board of trustees was comprehensively advised and supported at all times.

Colgate-Palmolive pension fund

“ WTW’s experience, competencies and interpersonal skills were key in the success of our project.

WTW’s well-known reputation reinforced the credibility of the project at each stage.

Groupe Mutuel Services SA

We look forward to working with you!



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About WTW

WTW (NASDAQ: WTW), we provide data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving 140 countries and markets, we help organizations sharpen their strategy, enhance organizational resilience, motivate their workforce and maximize performance. Working shoulder to shoulder with our clients, we uncover opportunities for sustainable success - and provide perspective that moves you.

In Switzerland WTW is based with offices in Zurich, Geneva and Lausanne. Learn more at [wtwco.ch](https://www.wtwco.ch)



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