SIGNAL IDUNA

füreinander da

For employees

Plan for your retirement: Occupational pension scheme (OPS)

Save together for your old age – it's easy to do with a direct insurance policy.

Company pension schemes are worthwhile – now and especially later on.

Smart saving for the future: with company pension schemes, you can build up additional pension benefits through your boss and reap the financial benefits of doing so.

Saving for the future is well worth your while.
One thing is clear: the statutory pension unfortunately only provides a basic level of subsistence. To ensure that you can maintain your current standard of living in your old age or if you become unable to work, it is important to make your own provisions. You can either pay for this provision privately from your taxed income or take advantage of saving via your workplace. When all is said and done, however, it is significantly more lucrative to use untaxed income for this. You will see much better returns as a result.

Easily save for the future.
You arrange with your boss for a portion of your gross salary to be paid into a direct insurance policy with SIGNAL IDUNA so you can build up your company pension. This means you will also benefit from government subsidies.

Save on income tax and social security contributions. If you sacrifice a portion of your gross salary to be paid into company pension scheme, you will save on taxes and social security contributions. These savings will be paid into your company pension on a 1:1 basis. This significantly reduces your actual net expenditure (see example).

Employer salary sacrifice subsidy.
Your employer will also make contributions to your pension provided they can save on social security contributions through salary sacrifice (deferred compensation). These savings will be passed on to you in the form of a subsidy. This comprises a flat rate of at least 15 % of the amount of salary you sacrifice and will also be added to your company pension.

Immediate vesting.
Whatever happens, your pension entitlement will remain intact. By the way, this also applies to your employer's subsidy for your salary sacrifice.

€ 115.00 goes into your OPS

An example that speaks for itself:

Employee, 30 years, tax class I, with no children.	Before deferred compensation	After deferred compensation
Gross monthly income **Deferred compensation** **Employer contribution to deferred compensation**	€ 2,500.00	€ 2,500.00 **€ 100.00** **€ 15.00**
Taxable income Personal income tax and solidarity surcharge Social security contributions 21.05 %*	€ 2,500.00 € 208.41 € 526.25	€ 2,400.00 € 187.50 € 505.20
Net monthly income **Net expenditure**	€ 1,765.34	€ 1,707.30 **€ 58.04**

* 2024: Employee contribution to social security: 9.3 % general pension insurance + 1.3 % statutory unemployment insurance + 8.15 % statutory health insurance + 2.3 % social nursing insurance (with no children)

Everyone has different wishes - we have the right solution for everyone.

Thanks to the benefits offered by the direct insurance policy, you will be able to supplement the insufficient amount you receive from your statutory pension. You should determine the amount you require from a pension as you will need to decide what portion of your gross salary you want to sacrifice.

Individual pension concepts.

SIGNAL IDUNA offers the right products to help you tailor a direct insurance policy to suit your needs: whether you want to build up lifelong additional pension for old age, insure yourself against being unable to work or leave enough behind for your dependants. And we offer very flexible options for paying premiums, which means that any changes in your employment or personal life won't be a problem.

If you change employer, you can transfer your contract to your new employer or carry on paying into it privately.

What we offer at a glance.

So you can continue to do what you want even once you reach retirement: SI Global Garant Invest Company Pension Scheme. After all, the combination of security and returns plays an important role when it comes to planning your retirement and realising your wishes.

Thanks to our future-oriented investment system, the yield opportunities from fund investments are optimally combined with the security of conservative investments. At the start of your retirement, we guarantee a minimum contract balance of 80 % of the premiums you have paid in (for the main insurance policy). This means that you can benefit even more from the opportunities offered by capital markets. All financial investments made for you to secure your benefits will be green investments. And our large selection of funds also already contains a sizeable proportion of sustainably-oriented investment funds.

For financial security if you lose your ability to work: SI WorkLife EXKLUSIV-PLUS bAV. Anyone can become unable to work. Serious illnesses are much more common than accidents. With SI WorkLife EXKLUSIV-PLUS bAV, we offer a tailored occupational disability insurance policy so you can secure your income – and with the support of the state.

With state support.

The state rewards company pension schemes by providing relief on taxes and social security contributions:

- Contributions are exempt from tax and social security contributions up to 4 % of the social security contribution assessment ceiling. For 2024, this is € 302 a month.
- You can also pay in an additional € 302 tax-free per month.

Taxes and, if applicable, social security contributions will only become payable on the benefits once you reach retirement age. Beneficiaries of company pension schemes can also take advantage of tax-free exemption limits and allowances for social security contributions.

Help from professionals

If you have any questions about company pension schemes, we will of course be happy to help you without any obligation. Arrange to have a chat with an expert from SIGNAL IDUNA so you can find the perfect solution together.

You are in good hands with us:

Note: If there are any differences in meaning in the English and German versions of this text, the content and interpretation of the German version shall be authoritative.

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