

Understanding your social insurance benefits

Overview for Syngenta employees in Switzerland

A woman with blonde hair, wearing a white lab coat with the Syngenta logo, stands in a laboratory. She is holding a pen and looking towards the camera. The background shows various laboratory equipment, including a large glass vessel and shelves with bottles.

syngenta

Some employees are familiar with their social insurance benefits and others would like to have answers to questions such as:

- > What benefits does an employee receive if an illness or accident leave him/her unable to work or perhaps disabled?
- > What benefits can the employee's surviving beneficiaries expect if the employee dies?

A good understanding of how the Syngenta social insurance benefits work is important for the employee so that he/she can handle difficult situations, should they arise, in the best way possible.

This brochure provides a short summary of the key aspects of the social insurance benefits for Syngenta employees in Switzerland. No legal entitlements can be derived upon. Legally binding are solely the applicable regulations and/or laws.

For further information or questions, please contact Human Resources at Syngenta.

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Explanations

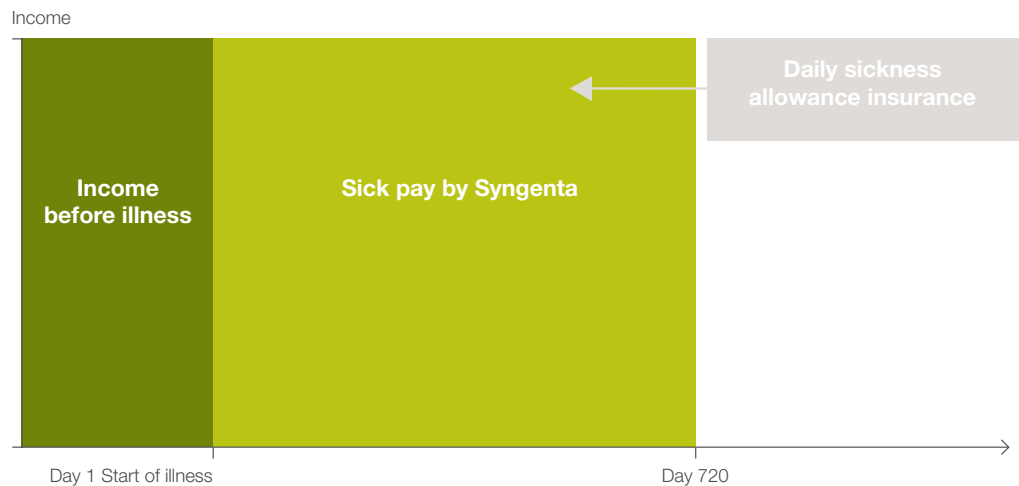
AHV	Old Age and Survivors' Insurance
Income	The monthly income consisting of base salary and incentive and also any allowances (e.g. for shift work, allowance for exposure to stress)
IV	Disability Insurance
Pension Fund	Syngenta Pension Fund
SUVA	Swiss National Accident Insurance Fund

Social insurance benefits – an overview

Social insurance	Benefits in the event of	Funding	
		Employee	Syngenta
Old Age and Survivors' Insurance – AHV	> Retirement > Death	4.2% gross pay	4.2% gross pay
Disability insurance – IV	> Loss of earnings in the case of disability resulting from sickness or accident > Cost of reintegration	0.7% gross pay	0.7% gross pay
Regulations on compensation for loss of earnings/maternity insurance – EO	> Loss of earnings during maternity leave, military or civil service	0.15% gross pay	0.15% gross pay
Unemployment insurance – ALV	> Loss of earnings in unemployment	1% gross pay up to CHF 126,000 (as of 2009)	1% gross pay up to CHF 126,000 (as of 2009)
Accident insurance – SUVA (occupational and non-occupational accidents)	> Treatment costs following an accident > Loss of earnings in accident-related disability	–	Premium according to contract between Syngenta and SUVA
Health insurance	> Treatment costs in the case of sickness	> Private and compulsory by employee	–
Syngenta Pension Fund	> Retirement > Death > Loss of earnings in disability resulting from sickness or accident	> Age-dependent contributions, with choice of contributions scale > Risk contribution of 1.5% of insured remuneration	> Age-dependent contributions > Risk contribution of 1.5% of insured remuneration > Syngenta pays 2/3 of total Pension Fund contributions
Individual retirement savings (pillar 3a)	> Retirement	> Private and voluntary by employee > Tax exempt up to CHF 6,566 per annum (as of 2009)	–

Sickness benefits

If you become unable to work because of illness, your full income continues to be paid by Syngenta for a maximum of 720 days within a period of 900 calendar days. Syngenta is partly reimbursed for this sick pay from the daily allowance insurance.



- > Medical treatment, medicines and hospital stays, etc. are covered by the private health insurance.
- > The incapacitation must be reported to the company through the Time Management Officer. In the case of prolonged incapacitation, the possibility of registration with the Disability Insurance (IV) is clarified (see section "Sickness-related disability benefits").
- > If a person is absent (as a result of sickness/accident) for 72 days or more within a calendar year, the holiday entitlement is reduced.

Links

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- > Brochure "Sick pay" on the intranet at **my life and career, Syngenta Tips A-Z**
 - > Daily sickness allowance on the intranet at **my life and career, Syngenta Tips A-Z**
 - > SWICA healthcare insurance on the intranet at **my life and career, Syngenta Tips A-Z**
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- > The premium for the daily sickness allowance insurance is fully funded by Syngenta.
- > As an employee of Syngenta, you benefit from the interesting offers of our collective agreement with SWICA Health Care Insurance. Needless to say, your spouse or domestic partner and any children can also join this contract.
- > Novartis Insurance Services will be happy to support you at any time when you join SWICA or change your health insurer. Further information can be found on the website of Novartis Insurance Services. The services for Syngenta employees relate to health insurance.

Accident-related benefits

If you are unable to work because of an accident or an occupational disease, the full income continues to be paid by Syngenta for a maximum of 720 days within a period of 900 calendar days. Syngenta is partly reimbursed for this sick pay from the SUVA accident insurance.



- > The accident insurance with SUVA covers the consequences of occupational diseases, occupational and non-occupational accidents. Medical treatment, medicines, hospital stays in a general ward, etc. are insured without any deductible (or excess). All Syngenta employees are automatically insured with SUVA by virtue of their employment.
- > The incapacitation must be reported to the company and directly to Sickness/Accident Management through the Time Management Officer. In the case of a prolonged incapacitation, the possibility of registration with the Disability Insurance (IV) is clarified (see section "Accident-related disability benefits").
- > If a person is absent (as a result of sickness/accident) for 72 days or more, the holiday entitlement is reduced.

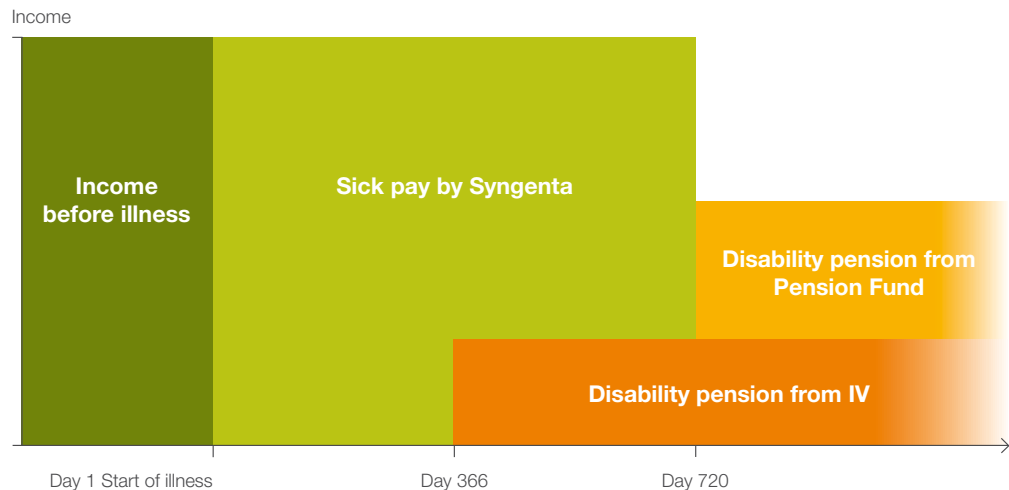
Links

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- > Brochure "Sick pay" on the intranet at **my life and career, Syngenta Tips A-Z**
 - > **www.suva.ch**
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- > The premium to SUVA is fully funded by Syngenta. This includes the premium for non-occupational accident insurance, which is paid voluntarily by Syngenta.
- > In the case of accidents resulting from risky sporting activities or from disregard for the customary rules and regulations of the sport concerned, the SUVA benefits may be reduced. More information can be found at **www.suva.ch**.

Sickness-related disability benefits

People who are at least 40% incapacitated for 12 months as a result of illness are deemed to be disabled according to the Disability Insurance (IV). They are entitled to disability (IV) benefits. Entitlement to benefits from the Syngenta Pension Fund applies at a minimum incapacitation of just 25%.



- > If you are incapacitated for six months, the Company Health Officer clarifies whether an application should be submitted to the IV. Syngenta offers to contact the social counselling service MOVIS for you. MOVIS will advise you on what to do if there is a foreseeable likelihood of disability.
- > In the case of incapacitation resulting from an illness, Syngenta continues to pay the full salary for a maximum of 720 days (sick pay). If other social insurance benefits are payable before the 720 days elapse, these are counted as integral components of the sick pay, so that not more than 100% of the lost income is paid out in total.
- > If the incapacitation is recognized as a disability by the IV, the insurance usually pays out a disability pension after one year.
- > Once the period of sick pay disbursed by Syngenta has elapsed, at the latest, the Syngenta Pension Fund pays a disability pension. This amounts to 60% of the remuneration insured in the Pension Fund.
- > For the children of a disabled person, additional child pensions are paid.

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- > If the disability pensions from the IV and the Pension Fund come to more than 100% of lost income in total, the pension from the Pension Fund is reduced.
 - > The child pensions from the IV are payable for children up to age 18 years and those from the Pension Fund up to age 20 years. If the children are in education, the pensions from both the IV and the Pension Fund are payable up to a maximum age of 25.
 - > In the case of partial disability, the IV and the Pension Fund pay a full pension or three-quarters, half or a quarter of a full pension depending on the degree of disability.

Example

An illness leaves Ms Jinx unable to work. The IV reaches the assessment that her degree of disability is 100%. Ms Jinx has a 12-year-old child. Her monthly income before the illness was CHF 8,000.

Monthly income in the case of disability in CHF

Disability benefits	in 1 st year from start of incapacitation	in 2 nd year from start of incapacitation	from 3 rd year from start of incapacitation	after child pensions are discontinued
Sick pay (reduced in 2nd year)	8,000	5,340*		
State disability pension (IV)		1,900	1,900	1,900
State child pension (IV)		760	760	
Pension Fund disability pension			3,432	3,432
Pension Fund child pension			687	
Total monthly income	8,000	8,000	6,779	5,332

*reduced according to level of IV benefits

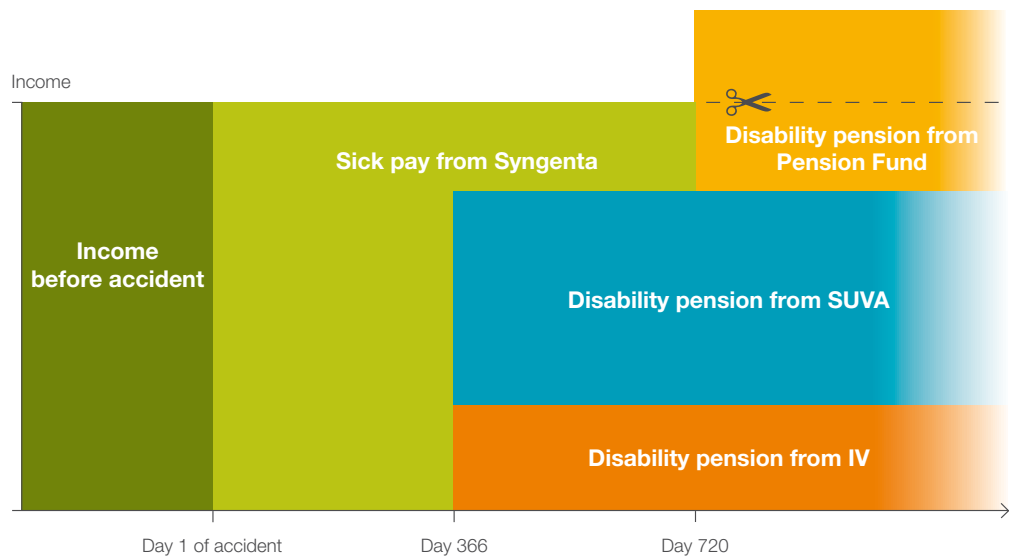
Links

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- > Brochure "Sick pay" on the intranet at **my life and career, Syngenta Tips A–Z**
 - > Conditions of entitlement under state disability insurance: **www.ahv.ch**
 - > Calculation of the insured IV disability pension can be obtained free of charge at **www.ahv.ch** or **www.ak40.ch**
 - > Movis AG (social counselling), Marktgasse 5, 4051 Basel, Tel. 061 363 06 72/76 **www.movis.ch**
 - > Syngenta Pension Fund on the intranet under **my life and career**
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- > The level of the IV disability pension is calculated according to the same principles as the AHV retirement pension and amounts to a maximum of CHF 2,280 per month (situation as of 2009). In the example, a somewhat lower state disability pension (IV) is used. The state (IV) child pension amounts to 40% of the state (IV) disability pension.
- > The child pension from the Pension Fund in cases of disability amounts to 20% of the disability pension from the Pension Fund.

Accident-related disability benefits

If you are at least 40% incapacitated for 12 months as the result of an accident, you are deemed by the Disability Insurance (IV) to be disabled. You are then entitled to disability (IV) benefits. Entitlement to benefits from the Syngenta Pension Fund applies at a minimum incapacitation of just 25%, while entitlement to benefits from the SUVA accident insurance applies at a minimum incapacitation of 10%.



- > If you are incapacitated for six months, the Company Health Officer clarifies whether an application should be submitted to the IV. Syngenta offers to contact the social counselling service MOVIS for you. MOVIS will advise you on what to do if there is a foreseeable likelihood of disability.
 - > In the case of incapacitation resulting from an accident, Syngenta continues to pay the full salary for a maximum of 720 days (sick pay). If other social insurance benefits are payable before the 720 days elapse, these are counted as integral components of the sick pay, so that not more than 100% of the lost income is paid out in total.
 - > If the incapacitation is recognized as a disability by the IV, the insurance usually pays out a disability pension after one year.
 - > In disability due to an accident the SUVA accident insurance pays a so-called pension.
 - > Once the period of sick pay disbursed by Syngenta has elapsed, at the latest, the Syngenta Pension Fund pays a disability pension. This amounts to 60% of the remuneration insured in the Pension Fund.
 - > For the children of a disabled person, additional child pensions are paid (except by SUVA).
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- > The IV and SUVA benefits are paid with the sick pay from Syngenta, so that together not more than 100% of the lost income is paid out.
 - > The SUVA pension is calculated so that the IV and SUVA benefits correspond to not more than 90% of the last insured remuneration with SUVA. The last insured remuneration with SUVA is limited to CHF 126,000 (situation as of 2009).
 - > If the pensions from the IV, SUVA and Pension Fund together amount to more than 100% of the lost income, the pension from the Pension Fund is reduced.

Example

An accident leaves Ms Jinx unable to work. The assessment by the IV puts her degree of disability at 100%. Ms Jinx has a 12-year-old child. Her monthly income before the accident was CHF 8,000.

Monthly income in the case of disability in CHF

Disability benefits	in 1 st year from start of incapacitation	in 2 nd year from start of incapacitation	from 3 rd year from start of incapacitation	after child pensions are discontinued
Sick pay	8,000	800*		
State disability pension (IV)		1,900	1,900	1,900
State child pension (IV)		760	760	
SUVA disability pension		4,540	4,540	4,540
Pension Fund disability pension			667*	1,560*
Pension Fund child pension			133*	
Total monthly income	8,000	8,000	8,000	8,000

*reduced according to level of IV and SUVA benefits

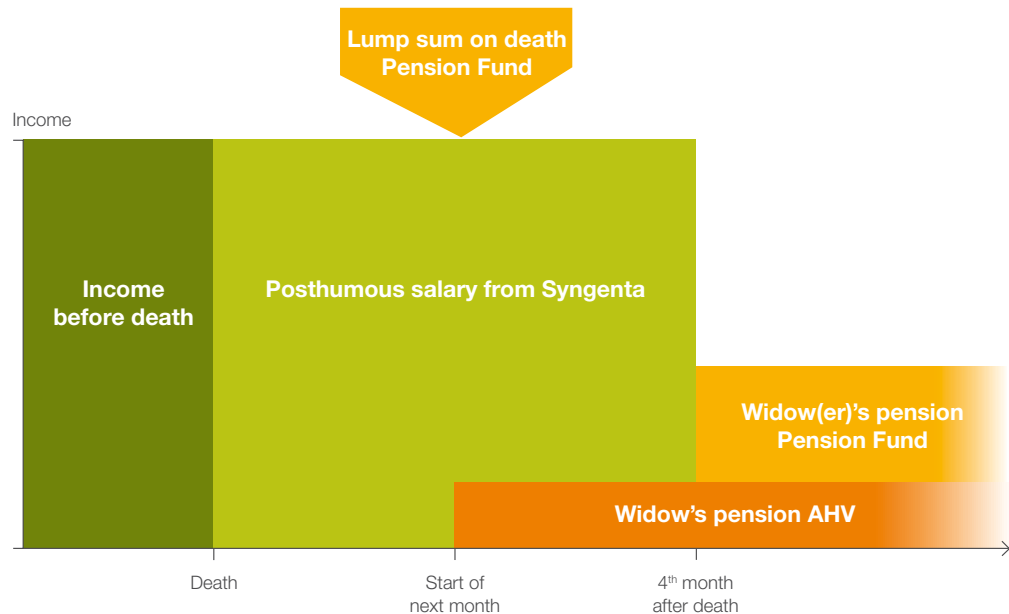
Links

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- > Brochure "Sick pay" on the intranet at **my life and career, Syngenta Tips A-Z**
 - > Movis AG (social counselling), Marktgasse 5, 4051 Basel, Tel. 061 363 06 72/76
www.movis.ch
 - > **www.suva.ch**
 - > Syngenta Pension Fund on the intranet under **my life and career**
 - > Conditions of entitlement under state disability insurance: **www.ahv.ch**
 - > Calculation of the insured IV disability pension can be obtained free of charge at
www.ahv.ch or **www.ak40.ch**
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- > The level of the IV disability pension is calculated according to the same principles as the AHV retirement pension and amounts to a maximum of CHF 2,280 per month (situation as of 2009). In the example, a somewhat lower state disability pension (IV) is used. The state (IV) child pension amounts to 40% of the state (IV) disability pension.
- > The child pension from the Pension Fund in cases of disability amounts to 20% of the disability pension from the Pension Fund.

Benefits to survivors in the event of death

If an employee dies, the surviving spouse or domestic partner and orphans are entitled to benefits from the Old Age and Survivors' Insurance (AHV) and the Pension Fund.



- > On the death of an employee with dependants, Syngenta continues to pay the salary for a further 3 months (posthumous salary).
- > From the start of the month following the employee's death, entitlement to a widow's/ widower's pension from the AHV is applicable.
- > When the 3-month posthumous salary period has been elapsed, Syngenta Pension Fund pays out a pension to the surviving spouse or domestic partner. This amounts to 36% of the remuneration insured in the Pension Fund. In addition, a one-off lump sum on death is payable. For orphans, additional orphans' pensions are paid.
- > In the case of death due to an accident, the surviving spouse is also entitled to the survivor's pension from SUVA accident insurance.

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- > Conditions of entitlement to widow's/widower's pension from the **AHV**:
 - Widows: if you have children **or** are at least 45 years old **and** have been married for at least 5 years.
 - Widowers: if you have children aged 18 years or younger.
 - > Conditions of entitlement to widow's/widower's pension from the **Pension Fund**:
 - Widows/widowers: if you have children **or** are at least 35 years old **and** have been married for at least 5 years.
 - Domestic partners: if you have children from the partnership **or** have lived in the same household for at least 5 years **and** have been registered as partners with the Pension Fund.
 - > Registered partners are treated as spouses.
 - > Under certain circumstances, divorced spouses are treated as widowers/widowers.

Example

Ms Jinx dies as the result of an illness. She is survived by a house husband and a 12-year-old child. Her monthly income before death was CHF 8,000.

Monthly income in CHF in the case of death

Survivors' benefits	Month of death	from start of next month after death	from 4 th month after death	after orphans' pensions are discontinued
Posthumous salary payments	8,000	8,000		
Widow(er)'s pension from AHV		1,520	1,520	1,520
Orphans' pension from AHV		760	760	
Spouse's pension from the Pension Fund			2,060	2,060
Orphans' pension from Pension Fund			687	
Total monthly income	8,000	10,280	5,027	3,580
Lump sum on death from the Pension Fund*		82,368		

* one-off payment

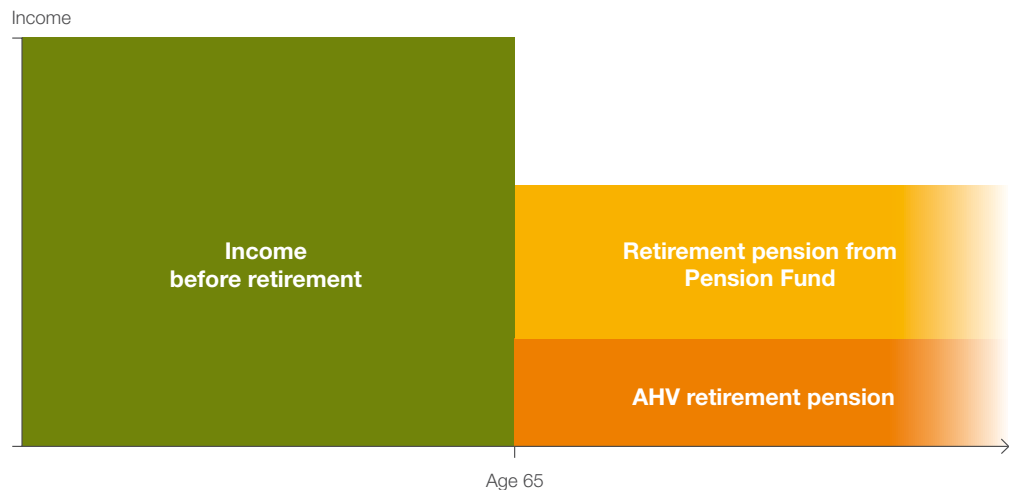
If Ms Jinx dies as the result of an accident, a widow(er)'s and orphans' pension from SUVA is also payable.

Links

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- > Syngenta Pension Fund on the intranet under **my life and career**
 - > **www.ahv.ch** or **www.ak40.ch**
 - > **www.suva.ch**
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- > The level of the widow(er)'s pension from the AHV is calculated according to the same principles as the AHV retirement pension and amounts to a maximum of CHF 1,824 per month (situation as of 2009). In the example, a somewhat lower AHV widow(er)'s pension is used. The orphans' pension from the AHV amounts to half the AHV widow(er)'s pension.
- > The orphans' pension from the Pension Fund amounts to 12% of the remuneration insured in the Pension Fund.

Retirement benefits



AHV Men aged 65 or older and women aged 64 or older are entitled to a retirement pension from the Old Age and Survivors' Insurance (AHV). The AHV pension is calculated on the basis of how long you have paid contributions and your average insured income during employment.

Syngenta Pension Fund The statutory age of retirement in the Pension Fund for men and women is 65 years. The retirement benefits of the Pension Fund are paid out as a lifelong monthly pension or up to 100% in the form of a one-off lump-sum payment. The retirement benefits of the Pension Fund are determined by the savings accumulated in the retirement plan by the insured person.

Child pensions For children aged less than 18 years (or 20 for the Pension Fund and 25 if in education), an additional child pension is paid by the AHV and the Pension Fund.

Early retirement It is possible to withdraw the AHV retirement pension 1 or 2 years early on request if you take early retirement. The retirement pension is reduced accordingly.

You remain under obligation to pay contributions into the AHV until you reach the retirement age of 65/64, even if you are no longer employed.

Early retirement or partial retirement is possible in the Pension Fund from the age of 60 years. In the case of early retirement, the insured person may request payment of a bridging pension, which then reduces the lifelong retirement pension accordingly.

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- > After retirement, the accident insurance with the employer ceases. The retiree has to take out an accident insurance with a private health insurer or conclude an individual insurance agreement.
 - > Continued insurance with the AHV in the case of early retirement only applies if you live in Switzerland.

Example

Ms Fortune retires at the age of 65 years. She is not married and has a 17-year-old child.

Ms Fortune's monthly income before retirement amounted to CHF 8,000.

Monthly income in CHF on retirement

Retirement benefits	from retirement	after child pensions are discontinued
Retirement pension from AHV	1,900	1,900
Child pension from AHV	760	
Retirement pension from Pension Fund	3,500	3,500
Child pension from Pension Fund	700	
Total monthly income	6,860	5,400

Links

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- > After the age of 57, the AHV retirement benefits can be calculated in advance free of charge at **www.ahv.ch** or **www.ak40.ch**
 - > Syngenta Pension Fund on the intranet under **my life and career**
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- > The level of the AHV retirement pension amounts to a maximum of CHF 2,280 per month (situation as of 2009). In the example, a somewhat lower AHV retirement pension is used. The child pension from the AHV amounts to 40% of the AHV pension.
- > The retirement pension from the Pension Fund was calculated on the basis of accumulated retirement savings amounting to CHF 600,000. The conversion rate at age 65 is 7%. The child pension from the Pension Fund amounts to 20% of the retirement pension from the Pension Fund.

Further information

Termination of employment contract with Syngenta ...

... and taking up a new job (in Switzerland)?

- > The person joins the pension fund of the new employer. The savings accumulated in the Syngenta Pension Fund will be transferred to this new pension fund.
- > The other social security insurance (AHV, IV, EO and ALV) will be continued on the same scale.

... and subsequent unemployment?

- > The person is entitled to daily allowances from the unemployment insurance, see **www.awa.bs.ch**.
- > The social security insurance schemes mentioned will be continued within the limits of the unemployment insurance.
- > NB: The entitlement for cross-border commuters is covered by the bilateral agreements.

... and stopping work?

- > The accident insurance cover provided by the employer ceases. The person concerned has to conclude a top-up insurance with the health insurer which covers treatment costs in the event of an accident.
- > The savings accumulated in the Syngenta Pension Fund will be transferred to a vested benefits account. From age 60 onwards (women: 59) these savings may be taken as a lump sum.
- > Persons living in Switzerland remain subject to AHV, IV and EO. They are responsible paying their own contributions.

Maternity Women employees who become **pregnant** are entitled to full sick pay from Syngenta for 4 weeks before and 14 weeks after childbirth. Syngenta is reimbursed from the maternity insurance.

- > Brochure "Holidays, Absences, Leave" on the intranet at

my life and career, Syngenta Tips A-Z

Cross-border commuters/relocation abroad This brochure applies generally to people who both live and, in particular, work in Switzerland. The following links provide information on additional regulations that apply to people who live outside Switzerland or who relocate abroad.

- > Cross-border commuter association
www.infobest.org
www.die-cityagentur.de
www.grenzgaenger-beratung.info
www.grenzgaenger.ch
- > **www.ahv.ch** or **www.ak40.ch**

Private savings in pillar 3a Pillar 3a offers you the opportunity to save for your retirement on a private and voluntary basis in addition to the compulsory social security contributions mentioned. Pillar 3a products are offered by banks and insurance companies. Saving in pillar 3a enjoys tax benefits. In the event of death, the accumulated capital is paid out to the survivors of the deceased.

The savings accumulated in pillar 3a and the Pension Fund can be used to help finance the purchase of a home or for starting up in self-employment.

> Syngenta Pension Fund on the intranet under **my life and career**

Tax Pensions are taxed as income in Switzerland. Lump-sum withdrawals from the 2nd and 3rd pillars enjoy tax privileges. For individual information, we recommend that you consult your local tax authorities.

Syngenta employee shares If you have acquired Syngenta employee shares, these remain blocked until the end of the blocking period (at most 3 years). At the end of this period, the shares are automatically released.

> Brochure "Share Purchase Plan Switzerland" on the intranet under **my life and career, Syngenta Tips A-Z**

- > Payments up to CHF 6,566 into pillar 3a are exempted from tax (situation as of 2009).
- > Zürich Versicherung Deutschland offers Syngenta employees who live in Germany the option pension savings with tax relief. As with the Pillar 3 system in Switzerland, employees with cross-border commuter status can conclude a direct insurance agreement on part of their income. If you wish to make use of this offer, please contact the Zürich Versicherung office in Lörrach (tel. +49 7621 8 64 49, fax +49 7621 1 46 34).

Notes

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Publication date: January 2009



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