

Admission

Upon joining the Syngenta Pension Fund, any vested benefits from the previous pension scheme and any further savings in pillar 2 vested benefits institutions must be transferred. When you join the Syngenta Pension Fund and annually on 1 July, you can choose the contribution scale.

Beginning of insurance



When can an employee join the Pension Fund?

A person joins the Pension Fund at the start of the employment contract, but not before reaching the age of 18 years (risk insurance). At age 25, the process begins for accumulating retirement savings.

Are part-time employees also insured?

Part-time employees are insured in the Pension Fund if the annual base salary calculated on the basis of 100 % employment exceeds the minimum income for compulsory insurance in the context of the law on occupational pension schemes (BVG).

What happens with the portable sum (vested benefits) from my previous benefits scheme?

The portable sum from your previous occupational benefits scheme must be transferred to the Pension Fund and is credited to the individual retirement account.

The Pension Fund must be granted access to the statements regarding the vested benefits from the previous pension scheme. The insured person must notify the Pension Fund of any previous membership of a vested benefits institution and of the form of insurance protection. All vested assets must be transferred to the Pension Fund.

What do the retirement savings include?

Every insured person has an individual retirement account. The retirement savings comprise

- the retirement credits (sum of contributions by the insured person and the company),
- the portable sums (vested benefits) paid in as joining fee,
- any voluntary extra contributions,
- any further deposits,
- minus any withdrawals for home ownership and divorce.

How much interest rate will be credited on the retirement savings?

The rate of interest for retirement savings is fixed annually by the Board of Trustees. The level is determined on the basis of the financial situation of the Pension Fund and the investment return generated.

The interest generated is calculated at the end of the calendar year on the basis of the retirement savings available at the beginning of the year. The retirement credits of the calendar year concerned are added to the retirement savings without interest.

Any voluntary extra contributions paid in are credited to your retirement account and bear interest as of the respective value date.



Contributions

The insurance plan of Syngenta Pension Fund comprises a retirement account and a risk insurance. The Syngenta Pension Fund pays compulsory and non-compulsory benefits on retirement and in cases of disability and death.

Contributions of insured members and the company

Age	Savings contributions				Risk contributions		Total			
	Company	Employee			Company	Employee	Company	Employee		
		Basic	Standard	Excellent				Basic	Standard	Excellent
up to 24	–	–	–	–	1,0%	1,0%	1,0%	1,0%	1,0%	1,0%
25–34	12,0%	6,5%	7,5%	9,5%	1,0%	1,0%	13,0%	7,5%	8,5%	10,5%
35–44	14,0%	7,5%	8,5%	10,5%	1,0%	1,0%	15,0%	8,5%	9,5%	11,5%
45–54	18,0%	8,5%	9,5%	11,5%	1,0%	1,0%	19,0%	9,5%	10,5%	12,5%
55–65	20,0%	9,5%	10,5%	12,5%	1,0%	1,0%	21,0%	10,5%	11,5%	13,5%
65–70	18,0%	7,5%	8,5%	10,5%	0,0%	0,0%	18,0%	7,5%	8,5%	10,5%

Contribution in % of insured remuneration

How high are the contributions to the Pension Fund?

Separate contributions are paid into the retirement account and the risk insurance.

The level of the contribution to the retirement account is dependent on age and the chosen contribution scale. The contributions are calculated in percent of the insured remuneration and deducted from the monthly salary.

The retirement benefits are financed with the accumulated savings in the retirement account. The benefit in the event of disability or death are financed by the risk insurance.

How is the insured remuneration calculated?

Annual base salary (max. CHF 220,000.–)

- minus coordinating sum
- plus target incentive
- plus shift allowance

How is the age defined for changes in the contribution level?

The age which is of relevance for the contributions corresponds to the difference between the

current calendar year and the year of birth of the insured person. The change to the next higher contribution level takes place on 1 January.

When can the contribution scale be chosen?

The choice of contribution scale, i.e. "Standard", "Basic" (- 1%) or "Excellent" (+ 2%), is made on admission to the Pension Fund and may be changed on 1 July of any calendar year. The contributions of the employer are not dependent on the chosen contributions scale.

The influence of the contribution scale on the development of the retirement savings may be simulated using the pensions calculator which is available on the internet: www.pensionskasse-syngenta.ch/en/pensions-calculator

Can the contributions be deducted from the income tax?

Contributions to the Pension Fund are deductible from income tax in Switzerland. The contributions paid by the insured member are shown in the annual salary statement.

