

Syngenta Pension Fund  
Switzerland

# Electoral regulations

Regulations for the election of employee  
representatives to the Board of Trustees

effective from 1 January 2022

The Syngenta logo consists of the word "syngenta" in a bold, lowercase, blue sans-serif font. A small green leaf icon is positioned above the letter 'g'.



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**Article 1 Basic principle and purpose**

These regulations are based on Article 32 of the regulations of the Syngenta Pension Fund. They define the procedure for the election of insured persons (employee representatives) to the Board of Trustees.

**Article 2 Election office**

<sup>1</sup> An election office is created for preparing and holding elections to the Board of Trustees.

<sup>2</sup> The election office consists of five members. The head of the election office is appointed by the Board of Trustees and the other four members are appointed by the employee organizations.

<sup>3</sup> Employees who are nominated as employee representatives for the Board of Trustees cannot become members of the election office.

**Article 3 Constituencies**

<sup>1</sup> Three constituencies are formed: Basel (Rosental site), Rheintal (Stein, Münchwilen, Kaisten and Muttenz sites) and Monthey (Monthey site, CIMO).

<sup>2</sup> Each constituency is represented on the Board of Trustees by at least one member.

<sup>3</sup> If no candidate is nominated from a constituency, then this constituency does not put up an employee representative member of the Board of Trustees for the period of office concerned.

<sup>4</sup> Prior to every new election, the constituencies and the minimum number of members to the Board of Trustees per constituency are reviewed by the Board of Trustees and redefined in case of any major changes (e.g. number of affiliated companies, sites etc.).

**Article 4 Voting right, eligibility for election**

<sup>1</sup> Active insured persons employed in Switzerland have the right to vote.

<sup>2</sup> Insured persons who have an indefinite contract of employment, are not under notice and have their place of employment in Switzerland, with the exception of members of the executive office, can be elected as members of the Board of Trustees and as substitutes.

**Article 5 Right of nomination**

Employee organizations, interest groups and employees nominate at least 12 candidates for the Board of Trustees as the members of the Board of Trustees or substitutes. For each candidate, five signatures from persons with a right to vote are needed.

**Article 6 Election process**

<sup>1</sup> The Board of Trustees sets a date for the election in the last quarter of the period of office of the Board of Trustees. The election date is announced no later than four months beforehand.

<sup>2</sup> The nominations for election must be submitted to the election office no later than 60 days after the election date has been announced.

<sup>3</sup> The election office informs the candidates of the valid nominations that have been submitted. Candidates who refuse to stand for election must notify the election office of this in writing within five working days of being informed.

<sup>4</sup> No later than 14 days before the election date, those eligible to vote will receive access to the electronic ballot tool, which ensures that people eligible to vote may give their votes once to as many candidates as are to be elected as members of the Board of Trustees or substitutes. Accumulation is not permitted

<sup>5</sup> The election is by secret ballot. Those candidates who receive the most votes from their constituencies are first elected as members of the Board of Trustees. The further members of the Board of Trustees are the remaining candidates who receive the most votes. Those candidates who receive the most votes from their constituencies from among the remaining candidates who are not elected as members of the Board of Trustees are elected as substitutes. The further substitutes are the remaining candidates who receive the most votes. In the event of a tied vote, the result is decided by drawing lots.

<sup>6</sup> The election office publishes the election results no later than two weeks before the end of the current period of office of the Board of Trustees and draws up minutes on the election for the attention of the newly elected Board of Trustees.

**Article 7 Exit of a member of the Board of Trustees**

<sup>1</sup> If a member of the Board of Trustees elected by the insured persons as a representative of a constituency leaves during the period of office, then the place of this member is taken by the substitute elected from his constituency until the next election. If there is no substitute from his constituency, the member of the Board of Trustees is to be replaced by the substitute with the greatest number of votes. The place of this substitute is taken by the non-elected candidate with the greatest number of votes.

<sup>2</sup> If a member of the Board of Trustees elected by the insured persons not as a representative of a constituency leaves during the period of office, then the place of this member is taken by the substitute who received the greatest number of votes until the next election, regardless of whether he is elected as a representative of a constituency. The place of this substitute is taken by the non-elected candidate with the greatest number of votes.

<sup>3</sup> If a substitute elected by the insured persons leaves during the period of office, then his place is taken by the non-elected candidate with the greatest number of votes until the next election.

**Article 8 Entry into force**

The regulations were adopted by the Board of Trustees of the Syngenta Pension Fund on 17 December 2021. They enter into force on 1 January 2022 and replace the regulations of 1 January 2018.