

Syngenta Pension Fund  
Switzerland

Explaining the  
insurance  
certificate

**syngenta**



# Explanation of the insurance certificate (front side)

## 1 Your personal data

Please report changes of address and marital status directly through MyHR (Syngenta) or to Human Resources (CIMO).

## 2 Date of the insurance certificate

The insurance certificate is provided once a year, typically on April 1 or whenever there has been a change that impacts the insurance. All values shown refer to this date.

## 3 Basis of assessment

The insured salary consists of the base salary, reduced by the coordinating sum, plus target STI (Short-Term Incentive) plus any shift allowance. The insured salary is adjusted to reflect the percentage activity and forms the basis for calculating the contributions and benefits. The coordinating sum is 30 % of the annual base salary. The upper limit is the maximum state pension (in 2022: CHF 28,680.-).

## 4 Contributions

The employee's contributions to the retirement account are based on the selected contribution scale. The contributions made by the employee and employer are credited to the retirement account.



**Tip:** You can choose the amount of your contributions yourself from three scales, "Basic", "Standard" and "Excellent". You may choose a scale upon joining and then once a year, on July 1 each year. The scale you select does not influence the amount of the employer's contributions.

## 5 Existing retirement savings

Retirement savings at the time of calculation. Interest during the current year is paid at the provisional interest rate (determined by the Board of Trustees).

## 6 Projection of retirement savings at age 65

The projection of savings at age 65 is made by taking retirement savings available at the time of calculation and extrapolating them (based on the current contribution scale with an interest rate of 2 % added). The projected retirement savings are based on the assumption that the insured salary remains unchanged and the retirement savings can earn interest at the specified interest rate.

## 7 8 Variable pension

The projected retirement savings at age 65 **6** are converted into a lifelong pension at a conversion rate defined by applicable regulations. The Syngenta pension consists of a guaranteed basic pension **7** and the variable retirement pension **8**. The guaranteed basic pension is determined on the basis of the conversion rate determining the basic pension. In addition, the target pension is determined on the basis of the conversion rate for determining the target pension.



**Tip:** To determine the annual retirement pension, the retirement savings at the time of retirement (at the earliest at age 60) are converted using the applicable conversion rate.

Compare the development of retirement benefits based on optional retirement dates online with the pension calculator:

[www.pensionskasse-syngenta.ch/en/calculation-tool](http://www.pensionskasse-syngenta.ch/en/calculation-tool)

View the **video** about "Your pension and your retirement benefits":

[www.youtube.com/watch?v=sSB9n41AobM](http://www.youtube.com/watch?v=sSB9n41AobM)

## 9 Maximum possible purchase sum

Corresponds to the maximum possible voluntary extra contributions into the retirement account to improve the retirement pension (estimated figure only, please obtain exact confirmation from the pension fund team: [pensionskasse.info@syngenta.com](mailto:pensionskasse.info@syngenta.com)). If an advance withdrawal was made as part of home ownership promotion, the value is indicated as "0", because a voluntary extra contribution is only possible once the advance withdrawal for home ownership has been repaid in full.



**Tip:** A maximum of four voluntary extra contributions per year are possible. These must be transferred to the pension fund by 30 November so that they can be taken into account for the current tax year.

Refer to the **fact sheet** "Purchase":

[www.pensionskasse-syngenta.ch/en/information/information-sheets](http://www.pensionskasse-syngenta.ch/en/information/information-sheets)

# Explanation of the insurance certificate (rear side)

## 10 Annual temporary disability pension

In the case of total disability, the disability pension is 60 % of the insured salary **3**; in the case of partial disability (between 40 % and 69 %) the pension is reduced accordingly. It is paid out up to the age of 65. A newly calculated old-age pension is then paid out.

## 11 Annual disability pension for a child

If a disabled insured person has children, a child's pension amounting to 20 % of the disability pension is payable, for each child up to age 20, or up to age 25 if the child is in education.

## 12 Annual pension for a spouse or domestic partner

The pension for a spouse or domestic partner is 60 % of the insured disability pension. The entitlement to a domestic partner's pension requires, among other things, that a written partner's contract has been deposited with the pension fund during the insured member's lifetime.

## 13 Annual orphan's pension

The orphan's pension is 20 % of the insured disability pension **10** for each child up to age 20, or up to age 25 if the child is in education.

## 14 Lump sum on death

The lump sum on death is at least 200 % of the insured disability pension.



**Tip:** Inheritance law is not decisive for claims to survivor's benefits **12 14**. Unmarried employees may define their domestic partner as beneficiary for the lump sum on death/the domestic partner's pension. For that purpose, a written partner's contract needs to be deposited with the pension fund during the insured member's lifetime.

**Refer to the fact sheet** "Domestic partner's pension/ Order of beneficiaries for lump sum on death": [www.pensionskasse-syngenta.ch/en/information-sheets](http://www.pensionskasse-syngenta.ch/en/information-sheets)

View the **video** "Benefits in case of unforeseen circumstances": [www.youtube.com/watch?v=QT8E6rvHKh0](http://www.youtube.com/watch?v=QT8E6rvHKh0)

## 15 Portable sum

The portable sum (= vested benefits) corresponds to the savings acquired up to the day of withdrawal. Interest during the current year is paid at the provisional interest rate (determined by the Board of Trustees).

## 16 Further information

Additional details about:

- Retirement savings as stipulated in the BVG\*: the BVG share of the retirement savings as per reporting date
- Vested benefits available at the time of marriage: information is shown if available
- Amount available for early withdrawal for home ownership: the amount shown corresponds to the amount that can be used for withdrawal/pledging of pension benefits for home ownership.



**Tip:** The Syngenta pension fund offers its insured members far higher benefits than required by law. Compare the "Retirement savings capital according to BVG" with the "Portable sum". The difference between the two amounts is a good indication of the extent to which the cover of the Syngenta Pension Fund is over compulsory.

## 17 Do you have questions about your insurance certificate?

Contact us here.

\* BVG = The Federal Law on Occupational Old Age, Survivor's and Disability Benefits Plans

# Example of an insurance certificate (front side)

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Fax +41 61 323 63 93  
pensionskasse.info@syngenta.com  
www.pensionskasse-syngenta.ch



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Ms. Paula Smith High street 1 9999 Anywhere	Personal insurance no. 007 AHV No. 756.1234.5678.99 Marital status married Date of joining PF 01.01.2018 Date of birth 06.03.1974 Date of retirement 31.03.2039 Company Syngenta CP Basel
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01.04.2022

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Insurance certificate as per **01.04.2022** (all amounts in CHF)

### 3 Basis of assessment

Level of employment	100.00 %	Target STI (Short-Term Incentive) <sup>1</sup>	10'000.00
Base salary <sup>1</sup>	100'000.00	Shift allowance <sup>1</sup>	0.00
Insured base salary <sup>1</sup>	71'320.00	Insured remuneration <sup>2</sup>	81'320.00

<sup>1</sup> on the basis of 100 % employment level      <sup>2</sup> on the basis of effective employment level

### 4 Contributions

	Contribution scale	Employee	per month	per year	Employer	per year
Retirement account	"Basic"	8.50 %	576.00	6'912.00	18.00 %	14'637.60
Risk insurance		1.00 %	67.75	813.00	1.00 %	813.00

### 5 Existing retirement savings

Existing retirement savings as of 01.04.2022 250'000.00

### Retirement benefits

assuming 2 % interest rate

6	Projection of retirement savings at age 65	806'323.00
7	Converted into lifelong basic retirement pension (conversion rate 4.12 %)	33'228.00
8	Converted into lifelong target retirement pension (conversion rate 4.42 %)	35'640.00
9	Maximum possible purchase sum in 2022 In certain cases the law restricts purchase options. For this reason, Syngenta Pension Fund needs a purchase request form completed in full before any extra contributions can be paid in.	337'618.00

## Example of an insurance certificate (rear side)


007 – Paula Smith

### Risk insurance

#### Benefits in the event of 100 % disability

<b>10</b>	Annual temporary disability pension (60 % of insured remuneration) At age 65 the disability pension is recalculated based upon continued retirement savings.	48'792.00
<b>11</b>	Annual disability child's pension (20 % of disability pension)	9'768.00

#### Benefits in the event of death

<b>12</b>	Annual spouse's pension/domestic partner's pension <sup>3</sup> (60 % of insured disability pension; possibly reduced due to early withdrawal)	29'280.00
<b>13</b>	Annual orphan's pension (20 % of insured disability pension)	9'768.00
<b>14</b> 	Lump sum on death (at least 200 % of insured disability pension)	97'584.00

<sup>3</sup> Domestic partner's pension only if insured member has filed a written domestic partner's agreement with the pension fund during the insured member's lifetime

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#### Portable sum

<b>15</b>	Existing retirement savings	250'000.00
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#### **16** Further information

	Retirement savings according to BVG (corresponds to legal minimum insurance)	82'950.00
	Amount available for early withdrawal for home ownership	250'000.00

**17** You will find general information on your pension fund online at:  
***[www.pensionskasse-syngenta.ch](http://www.pensionskasse-syngenta.ch)***

It is possible to calculate online simulations of retirement benefits:  
***[www.pensionskasse-syngenta.ch/en/pensions-calculator](http://www.pensionskasse-syngenta.ch/en/pensions-calculator)***

If you have further questions, please contact the pension fund team:  
***Tel. 061 323 51 17 or [pensionskasse.info@syngenta.com](mailto:pensionskasse.info@syngenta.com)***

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This certificate supersedes any earlier certificates. At the time of claiming the benefits, the provisions set forth in the regulations are the decisive criterion for the payment of benefits.



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