Retirement

On retirement, the retirement savings may be converted into a pension or paid out in whole or in part as a lump sum.

What benefits become due on retirement?
Benefits from the retirement savings fall due at the time of retirement.

The existing retirement savings can be
- converted into a lifelong pension,
- paid out in whole or in part as a lump sum or
- used if necessary to help finance a bridging pension.

The Pension Fund must be notified in writing and with the written consent of the spouse (authenticated signature) at least 3 months before retirement if the retirement savings are to be paid out in cash.

How will voluntary extra contributions impact retirement options?
According to article 11, para.3 of the Syngenta Pension Fund regulations (based upon article 79b of the law on occupational pension schemes, BVG) voluntary extra contributions have a three-year blocking period. During this period, the benefits resulting from the purchase cannot be withdrawn as a lump sum. If a lump sum withdrawal is made within three years of a purchase, the tax authorities may revoke the tax deductibility of the purchase. In a recent decree, the Swiss federal court has interpreted the legal restriction in such a way that any retirement lump sum withdrawal within the 3-year period is to be treated as tax evasion.

If you have made voluntary extra contributions within three years before retirement and should you wish to opt for a lump sum withdrawal, it is advisable, to ask your tax authority to provide you with **a written and binding confirmation** concerning the **tax deductibility** of your previous voluntary extra contributions and to enquire about the **consequences** of any subsequent **lump sum withdrawals**.

How is a lifelong retirement pension calculated?
To calculate the lifelong retirement pension, the existing retirement savings are multiplied by the conversion rate applicable at the time of retirement.

The applicable conversion rates are shown in Appendix 2 of the Pension Fund regulations.

Retirement benefits

Options:
- Lifelong pension or a lump sum payment up to 100 %
- Temporary bridging pension until AHV age

How is the level of the variable retirement pension calculated?
The retirement savings accumulated at the time of retirement are converted into a retirement pension using the conversion rate. The variable retirement pension consists of a **basic retirement pension** and the **variable retirement pension**. 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.

How is the variable pension determined?
The variable pension is determined annually depending on the funding ratio and the basic and target retirement pensions calculated at the time of retirement. The variable pension will be determined annually in December for the coming year based on the funding ratio applicable at the end of the year.

How high is the retirement child pension and for how long is it paid out?
The child pension for each child amounts to 20 % of the retirement pension drawn and is paid out until the child reaches the age of 20 or 25 if the child is still in education.

How high is the maximum bridging pension?
The maximum possible annual bridging pension is defined by the current maximum AHV retirement pension (as per 2023 this is CHF 29,400.00)

How is the capital needed to finance a bridging pension calculated?
The level of the annual bridging pension is multiplied by a factor that is dependent on the length of time the bridging pension is to be paid.

Until when can voluntary extra contributions be paid in before retirement?
Voluntary extra contributions can in principle be made up to the time of retirement. However, any extra contributions paid in within the last 3 years before retirement cannot be taken in the form of lump sum at the time of retirement.

Can the reduction in the pension resulting from early retirement be fully financed?
On retirement before the age of 65, the insured member may pay in extra contributions at the time of retirement to the retirement pension shown on the pension statement at the age of 65. These contributions serve as a buyout of the pension reduction and are calculated on an actuarial basis. They cannot be taken as a lump sum.

When is the pension paid out?
The retirement pension is paid out for the first time in the month following retirement. Payment is made on the 25th of the month. If requested, the pension may also be transferred abroad (possible bank transfer cost will be at charge of the retiree).

When is the lump sum paid out?
The lump-sum payment is made at the beginning of the month in which the first pension is paid. If requested, the pension may also be transferred abroad (possible bank transfer cost will be at charge of the retiree).

What information does the Pension Fund need after retirement?
Pension recipients must inform the Pension Fund, unsolicited, about relevant changes (e.g. address, bank details, civil status etc.).

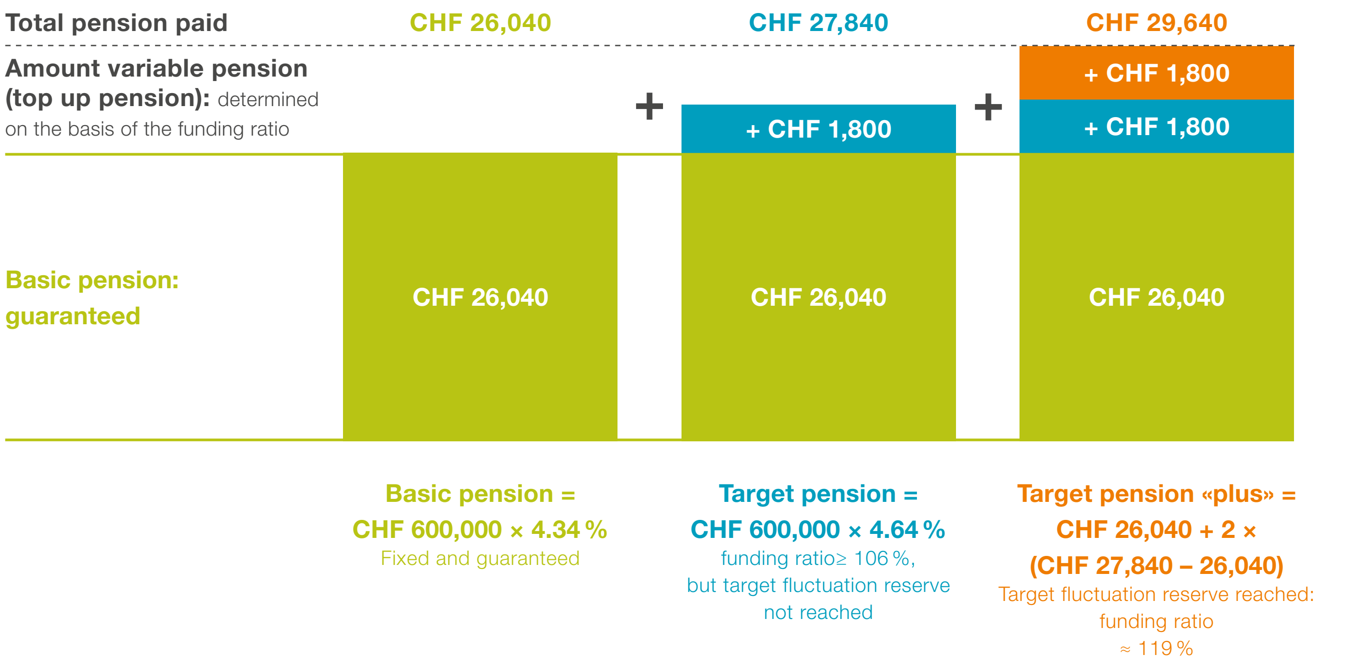
The Syngenta Pension Fund reserves the right to request a life certificate at regular intervals to confirm the entitlement to a pension.

What documents does the Pension Fund need?
- ☐ The completed and signed* form “Retirement” must be submitted to the Pension Fund 3 months before the date of retirement
  **In the case of married insured members, who opt for a lump sum withdrawal, the written consent of the spouse is required (authenticated signature)*
- ☐ Copy of family register (or marriage certificate and passport copy of the spouse) or certificate of civil status from the municipal authorities (in the case of single or divorced insured members)
- ☐ Birth certificates of children (if there is no family register)
- ☐ Divorce decree (if applicable and no certificate of civil status can be provided)
- ☐ Evidence of education for children who are aged over 20 and are in education (up to the age of 25)
- ☐ Copy of bank card incl IBAN no

How does the variable pension model work?

Variable pension example

Retirement at age 65 in 2023 = CR basic pension: 4.34 % / CR target pension: 4.64 %
Retirement savings: CHF 600,000



Funding ratio	Variable pension (top up pension)	Total retirement pension paid
Funding ratio < 106 %	0	**Basic pension (guaranteed amount)**
106 % ≤ funding ratio, but target fluctuation reserve not reached	**Target pension** *minus* **basic pension**	**Target pension**
Target fluctuation reserve reached when funding ratio ≈ 119 %	2 × (**target pension** *minus* **basic pension**)	**Target pension «plus»**

The variable pension will be determined annually in December for the coming year based on the funding ratio applicable at the end of the year.