

Lonza pension plans at a glance

Base Plan
insured salary up to CHF 241K
(8x maximum AHV pension)

Supplementary Plan
up to the statutory maximum of
CHF 907K (> CHF241K)

PKL
Pensionskasse der Lonza


SwissLife



Base plan

Insured salary

- Base salary plus shift allowance and bonus 100% at target for all insured employees up to CHF 241,920 (8 x maximum AHV pension)

Funding

- Employer/employee contributions (60%/40%)
- Monthly salary deduction
- Possibility of supplementary individual contributions and voluntary funding (tax-free under certain conditions)

Employee contributions

Age	Contribution
18 - 24	0.60%
25 - 34	6.00%
35 - 44	6.80%
45 - 54	8.40%
55 - 65	10.80%
66 - 70	9.90%

**Employer contributes factor 1.5x
of employee contributions**

Benefits

- Old age: Combination of annuity pension and lump-sum benefits possible
- Old age: Conversion rate of 5.0% (defined by Lonza Pension Fund)
- Risk Benefits: Disability pension 60% of insured salary; max. CHF 302.4K (10 x maximum AHV pension), spouse's pension 60% of disability pension, orphans' benefits 20% of disability pension
- Possibility of registration life partner (same benefit entitlement as married partner)

Supplementary plan

Insured salary

- Base salary plus bonus 100% at target > CHF 241,920 up to the legal maximum of CHF 907,200 together with Base plan (10 x maximum AHV pension)

Funding

- Employer/employee contributions (60%/40%)
- Monthly salary deduction
- Possibility of individual voluntary funding (tax-free under certain conditions)

Employee contributions

Age	Contribution
18 - 24	0.50%
25 - 34	5.60%
35 - 44	6.40%
45 - 54	8.00%
55 - 65	10.40%
66 - 70	9.90%

**Employer contributes factor 1.5x
of employee contributions**

Benefits

- Old age: Combination of annuity pension and lump-sum benefits possible
- Old age: Conversion rate of 4.4855% (m) & 4.6744% (w) (defined by insurance company Swiss Life)
- Risk Benefits: The part of the existing retirement assets after deduction of the lump-sum death benefit from purchases by the insured person that is not required to finance the additional lump-sum death benefit (50% of the insured risk salary) is paid out
- Possibility of registration life partner (same benefit entitlement as married partner)