



# Incentive Compensation – Are you compliant?



## Simplifying Incentive Reporting for Swiss Employers

2024

Swiss employers are required to provide an annex to the annual salary certificate, detailing all granted incentive awards and taxable income in Switzerland and abroad – the Swiss Equity Annex.

Incentive compensation aligns your employees' interests with your company's performance, fostering loyalty and motivation without immediate cash outlay.

If you offer this form of incentive to your employees, as a Swiss employer, you must comply with the requirement to provide an equity annex to your employees and the cantonal tax authorities.

The Swiss equity annex must contain a detailed breakdown of all granted incentive awards, including all vestings and exercises, as well as taxable income in Switzerland and abroad. This is required for both your local and mobile employees.

The process of gathering and consolidating information from various sources, coupled with understanding the tax implications of your different plans and awards can be complex and time-consuming.

### How KPMG can help

KPMG's Swiss Equity Annex Reporter (SEAR) simplifies and automates the preparation of the equity annexes, regardless of their complexity or volume.

01

**Consolidation:** We work with you to gather and consolidate all relevant employee and award details from internal and external sources into our tool.

02

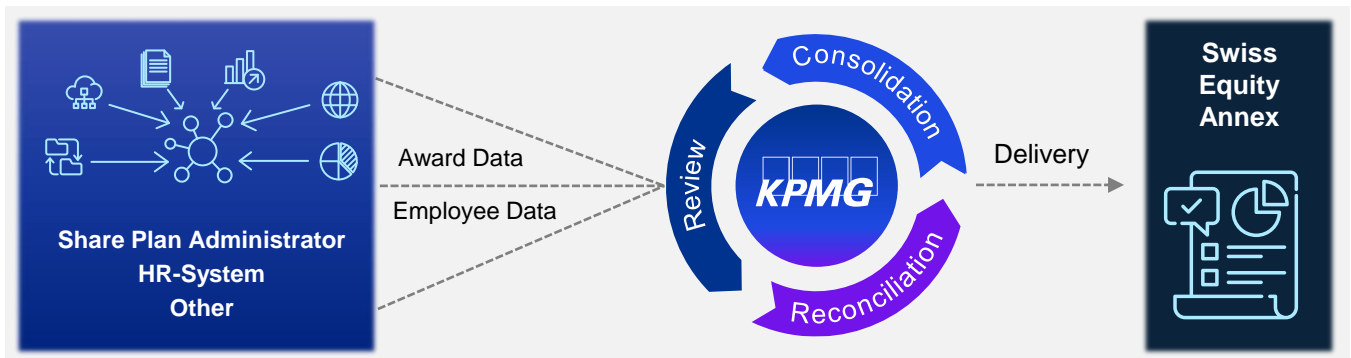
**Review:** By thoroughly understanding your equity plans, we ensure your company meets all Swiss reporting requirements.

03

**Reconciliation:** We compare your payroll data with your award data to identify and rectify any discrepancies.

04

**Delivery:** Our automated tool generates accurate Swiss equity annexes that comply with all requirements of the Swiss tax authorities.



### What you get

Compliant, accurate annexes, even in the most complex scenarios.

Payroll reconciliation of line five of the Swiss salary certificate.

Standardized PDF and Excel files in your language of choice (English, French, German).

Scalable service tailored to your company's headcount.

Annexes delivered to any of your internal teams or your share plan administrator.



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