

Switzerland	RSUs
When will I be taxed in relation to my plan benefits?	<p>Grant: No income tax. No social security.</p> <p>Vesting: Income tax and social security.</p> <p>Transfer to participant: No income tax. No social security.</p> <p>Sale by participant: No capital gains tax. No social security.</p>
What is the maximum rate of income tax payable in relation to my plan benefits?	Approximately 43% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	<p>Income tax is made up of a combination of federal tax and cantonal and municipal income tax. The maximum federal tax rate is 11.5%. There are 26 cantons, each of which sets its own tax. The municipal tax rates are usually set as a multiple of the relevant cantonal tax. Wealth taxes and church taxes may also be levied. The actual rate for a taxpayer depends on their total annual income (if married, including the partner's income), place of residence and other factors.</p> <p>A rate of approximately 43.23% (City of Geneva) is the highest but in most cantons the total income tax burden is lower (e.g. City of Zürich about 39.71%, City of Aarau about 34.38%, City of Zug about 22.23%, in each case exclusive of church tax).</p>
Will my employer withhold income tax in relation to my plan benefits?	<p>Employer income tax withholding only applies in relation to participants who are:</p> <ul style="list-style-type: none"> not Swiss tax resident; or if Swiss tax resident, are neither Swiss citizens nor holders of a C permit (residence permit; <i>Niederlassungsbewilligung</i>) and their spouse is not a Swiss citizen nor holder of a C permit.
Are my plan benefits subject to social security contributions?	Yes
Employee social security	<p>Employee social security (max rate):</p> <ul style="list-style-type: none"> Old age, survivors' and invalidity insurance (AHV/IV/EO): 5.3%; Unemployment insurance (ALV): 1.1%;

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	<ul style="list-style-type: none"> • Non-occupational accident insurance (UVG): the amount (premium) depends on the business category and the insurance company providing the non-occupational insurance coverage. <p>If the share plan is part of an occupational pension scheme (BVG) (i.e. if the income earned under the share plan is defined in the applicable plan rules as pensionable salary), additional pension fund contributions may apply (about 3.5% to about 9%). Maximum pensionable salary, as set by law currently, is CHF907,200 but the rules and regulations of the occupational pension scheme may set the cap at an amount that is below the maximum amount as set by law.</p> <p>Employee social security (cap):</p> <ul style="list-style-type: none"> • AHV/IV/EO: no cap; • ALV: on income up to CHF148,200; • UVG: on income up to CHF148,200.
What is the maximum rate of capital gains tax?	None (gains on the sale of shares are generally tax exempt if the individual is a private investor).
What is the maximum tax rate payable on dividends?	43% (at maximum, the actual rate depends on the participant's total income, place of residence and other factors). Dividends are aggregated with any other income, including income from employment, and are subject to progressive income tax rates at the same rate as employment income. For the sake of completeness, if an employee holds at least 10% of the shares, a reduced tax rate is applicable.
Do I have to report any income in relation to the plan to my local tax authority?	<p>Yes, the employee must report the incentive plan income.</p> <p>Report name: individuals must file an annual tax return. Married couples must file a joint tax return. Separate rules apply to tax reporting by resident foreign nationals. The employer must provide the employee with an annual salary certificate and a supplemental letter setting out the details of any participation in an incentive plan at grant and, if the moment of tax is later, at the time of taxation (e.g. at exercise/vesting). The annual salary certificate and the supplemental letter must be filed with the employee's Annual Tax Return. Tax returns can be filed manually (using special software) or online.</p> <p>Tax period: 1 January to 31 December.</p> <p>Reporting deadline: usually 31 March or 30 April (depending on the relevant canton) of the year following the respective tax year during which the employment income was earned.</p>

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	<p>Payment of tax: resident taxpayers who are not subject to income tax withholding (i.e. Swiss citizens, holders of a C permit or spouses of Swiss citizens and holders of a C Permit), pay federal taxes on a provisional basis by 31 March of the year following the end of the tax year. Final tax payments or tax refunds are due following the final assessment of the tax return by the tax authority. Cantonal and municipal tax is usually paid on a provisional basis, either similar to federal taxes on 31 March of the year following the respective tax year during which the employment income was earned (e.g. canton of Zug) or throughout the tax year (e.g. canton of Zurich).</p>

This summary assumes that you only pay tax in one place. Different rules may apply if you pay tax in different places.

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes; retention and holding periods; restrictions on the shares; clawback terms and periods; and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of 26 November 2025. Changes in legislation or practice after this date may affect the tax treatment.

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