

Information sheet for creation of employer contribution reserves

As at January 1, 2012

General

The employer may open an **employer contribution reserve account** with the joint foundation in accordance with Art. 331 Para. 3 OR (Swiss Code of Obligations).

The account balance forms pension scheme assets within the framework of the joint foundation.

Maximum amount

The employer ensures that the amount set aside as the employer contribution reserves does not exceed the limit tolerated for tax purposes in the long term. In contribution terms, the employer contribution reserves may not exceed three to five times the amount of the employer contributions due annually according to the pension plan regulations.

In the case of self-employed persons, the following is to be taken into account:

Only such employer contributions as are for staff count as employer contribution reserves. Self-employed persons are not considered to be staff. For this reason, no employer contribution reserves may be accumulated for the contributions of self-employed persons. As a result, the contributions of self-employed persons may not be paid via employer contribution reserves.

Purpose

The assets thus accumulated serve to finance the employer contribution payable in accordance with the pension plan regulations. In individual cases, the employer may use the assets for other foundation-related purposes. **They may not be repaid to the employer.**

The employer may issue an order to the joint foundation concerning the use of the employer contribution reserves.

Dissolution

Upon dissolution of the account, the assets are transferred to a tax-exempted pension plan or insurance benefits are improved – prior to or after their due date – appropriately and in accordance with objective criteria.

Interest and account statement

The joint foundation sets the interest rate. This amounts to 0,5% p.a. (as at January 1, 2012, subject to interest rate changes). The employer will be notified of interest rate changes with one month's notice.

The employer receives an account statement on an annual basis.