

TAILORED SERVICES FOR ANobAGs

ANobAG Registration & Administration

For individuals and foreign employers in Switzerland

An **ANobAG** is an employee in Switzerland whose employer has no Swiss registered office and is not obliged to pay Swiss social security contributions - typically a Swiss resident hired directly by a foreign company. The duty to register and settle contributions then shifts onto the employee, or onto the employer by agreement. **Exactio** sets up and runs the whole arrangement - social security, pension, insurance, tax and payroll - so both sides stay compliant with confidence.

Backed by **100+ years of combined** Big 4 and global mobility experience, and a worldwide reach through **Andersen Global** (1'000 locations in 180+ countries), we deliver pragmatic, end-to-end support.

A SWISS
PARTNER FOR
ANobAG
WORKFORCE



OUR ANobAG SERVICES AT A GLANCE

End-to-end setup and administration for the employee and the foreign employer alike



ANobAG Status & Eligibility

- **Status assessment** & qualification check
- **ANobAG vs. alternatives** (EoR, Swiss branch/PE)
- **Applicable-legislation** determination (EU/EFTA, bilateral)
- **Registration** with the compensation office (Ausgleichskasse)



Social Security Affiliation

- **AHV/IV/EO/ALV** registration & affiliation
- **A1 / Certificates of Coverage** coordination
- **Family allowances** & contribution setup
- **Multi-state & teleworking** position review



Pension & Insurance

- **2nd pillar (BVG/LPP)** occupational pension affiliation
- **Accident insurance** (UVG) cover
- **Daily sickness** benefits insurance
- **Voluntary & extended** coverage advice



Payroll & Contributions

- **Contribution calculation** & periodic settlement
- **Payslips** & wage records
- **Salary certificate** (Lohnausweis)
- **Year-end reconciliation** & statutory filings



Withholding & Income Tax

- **Withholding tax** (Quellensteuer) administration
- **Swiss tax return** & NOV/TOU rectifications
- **Double-tax treaty** analysis & relief
- **Equity & bonus** taxation across borders



Employer Setup & Liaison

- **Foreign employer** onboarding & guidance
- **ANobAG agreement** between employer & employee
- **Liaison** with Swiss authorities & offices
- **Ongoing administration** & single point of contact

LET'S TALK ABOUT YOUR ANobAG SETUP

A first conversation (30 minutes) is free of charge - reach out and we'll guide you from there.



WHO WE HELP · HOW WE WORK

One team for ANobAG individuals and employers

From status assessment and registration to payroll, insurance and ongoing administration – clarity, compliance and confidence on both sides.



WHO WE HELP

We work with the people behind ANobAG arrangements – the employees and the employers.



SWISS-RESIDENT EMPLOYEES OF FOREIGN COMPANIES

Employed in Switzerland by a company with no Swiss entity – responsible for your own social security.



FOREIGN EMPLOYERS WITHOUT A SWISS ENTITY

Companies employing Swiss-resident staff but with no Swiss registered office or permanent establishment.



CROSS-BORDER & RELOCATING PROFESSIONALS

Moving to or within Switzerland on a foreign contract – needing A1/CoC clarity and correct affiliation.



START-UPS & NEW MARKET ENTRANTS

First Swiss hire ahead of setting up an entity – ANobAG as a fast, fully compliant route to market.



REMOTE & HOME-OFFICE EMPLOYEES

Based in Switzerland, working remotely for a foreign employer – with social security and tax exposure.



HR & MOBILITY TEAMS

In-house functions needing reliable ANobAG setup, payroll and ongoing administration in one place.

OUR APPROACH - HOW WE DELIVER

01 — INTEGRATED

ONE TRUSTED ADVISOR

Social security, pension, tax and payroll considered together – never in isolation. One team, one point of contact.

02 — TAILORED

BUILT AROUND YOU

Every ANobAG case is different – we tailor scope, frequency and administration to your situation.

03 — COMPLIANT

AUTHORITY-GRADE

Long-standing trust-based relationships with Swiss compensation offices and authorities.

04 — LANGUAGES

MULTILINGUAL TEAM

English, German, French, Italian, Spanish, Dutch, Danish and more – we meet you in your language.

05 — GLOBAL

ANDERSEN GLOBAL REACH

Seamless coordination with the foreign employer's home country through one contact.

06 — FAIR PRICING

TRANSPARENT FEES

High-quality services at a competitive, transparent price. Fixed fees per case where possible.

WHY EXACTIO



100+ YEARS OF EXPERTISE

Big 4 and corporate global mobility professionals – deep Swiss know-how, broad international perspective.



PERSONAL & PARTNER-LED

You speak directly with experienced advisors – long-term relationships built on trust and results.



TRULY GLOBAL THROUGH ANDERSEN GLOBAL

Member firm of Andersen Global – 1'000 locations in 180+ countries.



ALWAYS UP TO DATE

From legislative changes to new cross-border rules – we monitor changes so you don't have to.

Tailored services for your business

GET IN TOUCH — WE LOOK FORWARD TO HEARING FROM YOU