

# Retain Your Employees with the PRS

Public Mutual's PRS Vesting Programme for Employers  
& Salary Deduction Programme for Employees



Please refer to Public Mutual website or contact your servicing  
Unit Trust Consultant for more information.



**Brains, like hearts, go where they are appreciated.**

~ Robert McNamara, former president of Ford Motor Company

# RETAIN YOUR EMPLOYEES WITH THE PRS



## Employees in Malaysia: TOP 3 REASONS TO STAY<sup>1</sup>



**ATTRACTIVE  
SALARY &  
BENEFITS**



**HEALTHY  
WORK-LIFE  
BALANCE**



**STRONG  
MANAGEMENT**

A survey<sup>1</sup> highlights that an attractive salary and benefits are the main reasons for employees in Malaysia to stay with a company.

If a staff leaves, the process of hiring and onboarding someone new can be tedious and costly. As a caring employer, you can retain your employees by offering additional benefits through our Private Retirement Scheme (PRS) Vesting Programme.

## Our PRS is open to both employers and employees via



### PRS Vesting Programme

(For Employers)



### Salary Deduction Programme

(For Employees)

<sup>1</sup> 2022 Employer Brand Research Report - Malaysia by Randstad

# Corporate PRS Vesting Programme

Employees are the true assets of an organisation, especially the ones who work tirelessly to create a successful functioning organisation. Thus, rewarding and retaining star/key employees should be an organisation's priority.

Our Corporate PRS Vesting Programme can help your organisation retain employees while enjoying tax deductions.



## TALENT RETENTION

Employers can make use of the Corporate PRS Vesting Programme to retain productive employees and gain loyalty.



## CUSTOMISED SOLUTIONS

Employers can decide on the terms and conditions that employees have to fulfil in order to be rewarded by the company via the Corporate PRS Vesting Programme.



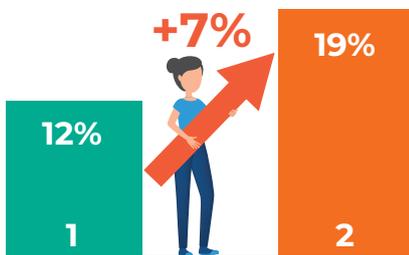
## TAX DEDUCTIBLE

Employer contributions into the PRS on behalf of the employees are eligible for tax deductions (up to 19% of employees' remuneration, inclusive of the mandatory retirement scheme).



## RIGHT TO CLAW BACK CONTRIBUTIONS

The employer maintains the right to claw back the contributions if employees do not fulfil the vesting conditions.



Tax deduction for contributions made by Employers

Example  
Kreative Sdn Bhd made the following contributions for the accounting period ending 31 December 2020:

- (a) EPF = 12% of employees' remuneration; and
- (b) PRS funds = 7% of employees' remuneration

Total employees' remuneration for the period was RM300,000.

- Allowable deduction to the company under subsection 34(4) of the Income Tax Act is RM57,000 (RM300,000 x 19%).

Source: PPA Website>Joining PRS>PRS For Employers

## Benefits to Employees:

- Free Personal Accident insurance / takaful coverage (applicable to Public Mutual Members aged 18-59)<sup>2</sup>
- Savings in PRS can serve as an additional pillar for retirement savings

<sup>2</sup> Subject to terms and conditions.

# Why Choose The Public Mutual Corporate PRS Vesting Programme?



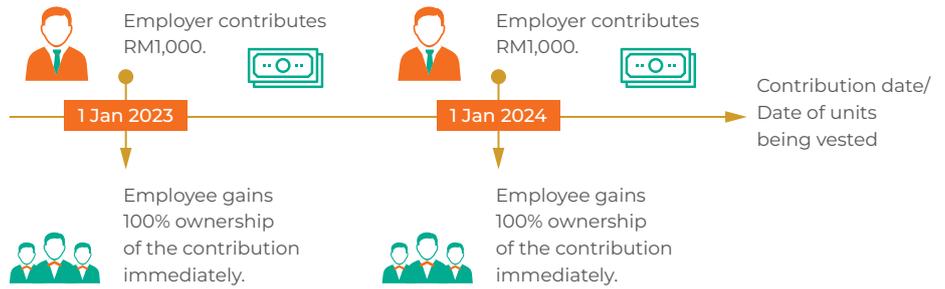
The employer has the flexibility to contribute according to customised vesting terms. Below, you'll find three unique vesting plans for your consideration and selection:



## Your contributions will be vested immediately to the employee.

**Illustration:**

Assuming the employer contributes RM1,000 to an employee annually.



## Upon fulfilling the stipulated number of years of service, all unvested contributions prior to the vesting date as well as subsequent contributions will be immediately vested to the employee.

**Illustration:**

Assuming the employer contributes RM1,000 annually to an employee, with a vesting period of 2 years.



## The contributions will be vested to the employee upon the completion of every x number of years of service and the vesting schedule repeats itself.

**Illustration:**

Assuming the employer contributes RM1,000 annually to an employee, with a vesting cycle of every 2 years.



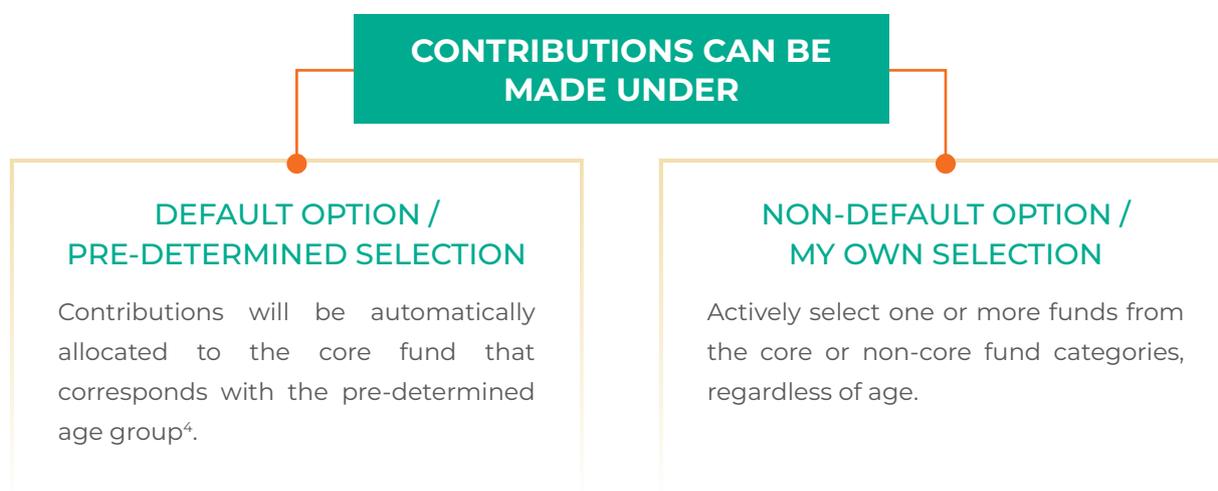
## Salary Deduction Programme

As a caring employer, you can inculcate a good savings habit among your employees by encouraging automated savings via the convenience of salary deductions. Such an arrangement allows employees to effortlessly build up additional savings for their retirement. The PRS Salary Deduction Programme allows companies to play a proactive and vital role in ensuring that their employees are prepared for their retirement.

### Benefits to Employees:

- Regular contributions through automated payroll deductions
- Personal tax relief of up to RM3,000<sup>3</sup>
- Free Personal Accident insurance / takaful coverage (applicable to Public Mutual Members aged 18-59)<sup>2</sup>
- Nomination of up to 6 persons and a specified percentage allocation of the PRS balance to be paid to the nominee(s)
- Money and accrued benefits in PRS are protected from creditors
- Low initial contribution
- Convenient monitoring through Public Mutual Online (PMO) or the PMO PLUS mobile application anytime, anywhere.

### How does the Private Retirement Scheme Work?



Employees have the right to choose their preferred funds based on their financial goals and risk appetite. Where an employee does not make a fund selection, the Default Option applies.

<sup>2</sup> Subject to terms and conditions.

<sup>3</sup> Including tax relief for deferred annuity. Tax relief is valid until year 2030.

<sup>4</sup> The age group may be subject to change from time to time as determined by the relevant authorities.

## Choice of PRS Funds

Public Mutual offers 6 core PRS funds and 3 non-core funds:

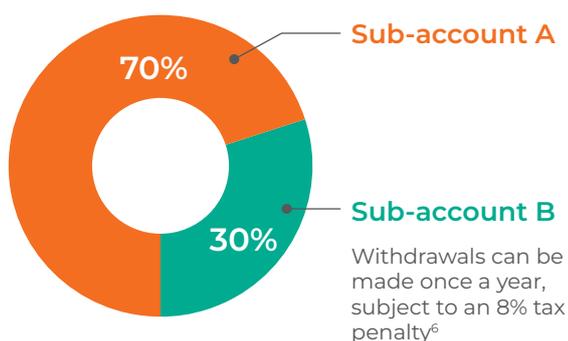
### Core Funds (Open for Default and Non-Default Options)

AGE GROUP <sup>4</sup> (Default Option)	CONVENTIONAL SERIES	SHARIAH-BASED SERIES
Below 45	Public Mutual PRS Growth Fund (PRS-GRF)	Public Mutual PRS Islamic Growth Fund (PRS-IGRF)
45 to below 55	Public Mutual PRS Moderate Fund (PRS-MDF)	Public Mutual PRS Islamic Moderate Fund (PRS-IMDF)
55 and above	Public Mutual PRS Conservative Fund (PRS-CVF)	Public Mutual PRS Islamic Conservative Fund (PRS-ICVF)

### Non-core Funds (Open for Non-default Option only)

CONVENTIONAL SERIES	SHARIAH-BASED SERIES
Public Mutual PRS Equity Fund (PRS-EQF)	Public Mutual PRS Islamic Strategic Equity Fund (PRS-ISEQF)
Public Mutual PRS Strategic Equity Fund (PRS-SEQF)	

## Your contributions will be maintained in two separate Sub-accounts:



Full withdrawal (from both Sub-account A and B) can be made upon:

- Reaching retirement age<sup>5</sup>
- Death
- Permanent departure from Malaysia
- Permanent Total Disablement (PTD) / Serious Disease (SD) / Mental Disability (MD)

You can make pre-retirement withdrawals for the following purposes (without incurring the 8% tax penalty)<sup>6</sup>

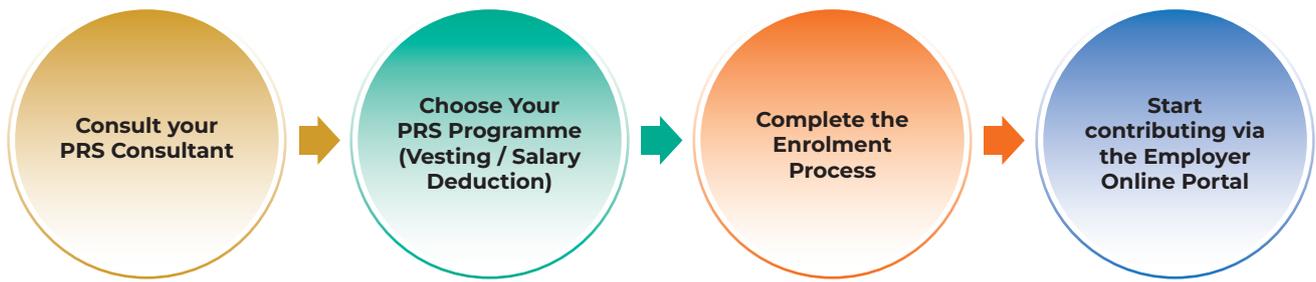
- Housing purposes (From Sub-account B)
- Healthcare purposes (From Sub-account B)

<sup>4</sup> The age group may be subject to changes as determined by the relevant authorities from time to time.

<sup>5</sup> Members are eligible to make a full withdrawal upon reaching the age of 55. Securities Commission Malaysia may specify any other age threshold from time to time.

<sup>6</sup> Subject to terms and conditions.

## Steps to Start Your Corporate PRS Programme



### WHY PUBLIC MUTUAL?



No. 1\* in unit trusts and the Private Retirement Scheme (PRS)



A wholly-owned subsidiary of Public Bank

\* In terms of total retail fund size managed amongst private unit trust companies and PRS providers in Malaysia. Source: The Edge-Lipper, 9 February 2026.

### GET IN TOUCH WITH US TODAY!



PRS Consultant



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[www.publicmutual.com.my](http://www.publicmutual.com.my)

Contributors are advised to read and understand the contents of the Disclosure Document for Public Mutual Private Retirement Scheme – Conventional Series and the Disclosure Document for Public Mutual Private Retirement Scheme – Shariah-based Series dated 28 August 2023, First Supplemental Disclosure Document for Public Mutual Private Retirement Scheme – Conventional Series and First Supplemental Disclosure Document for Public Mutual Private Retirement Scheme – Shariah-based Series dated 27 September 2024, as well as the relevant fund's Product Highlights Sheet (PHS) before contributing.

Contributors should understand, compare and consider the risks, fees, charges and costs involved in contributing to the PRS fund(s). A copy of the Disclosure Document, First Supplemental Disclosure Document and PHS can be viewed at our website at [www.publicmutual.com.my](http://www.publicmutual.com.my). Contributors should make their own assessment of the merits and risks of the contribution. If in doubt, contributors should seek professional advice.

Please refer to [www.publicmutual.com.my](http://www.publicmutual.com.my) for our investment disclaimer.

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