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Salary taxes, Social Security and Expatriate taxation - 2007

A European Comparison

Country	Austria	Cyprus	Czech Republic	Estonia	Finland	France
Information up-to-date as at:	Jan. 1, 2007	Jan. 1, 2007	Jan. 1, 2007	March 1, 2007	Jan. 1, 2007	Jan. 1, 2007
Declaration Date (end)	April ¹⁾	April ¹⁾	March ¹⁾	January	January ¹⁾	May ¹⁾
Tax computation						
Cost to employer as % of Net Salary	201.72 %	142.44 %	217.74 %	170.02 %	227.64 %	193.36 %
Cost to the employer	€113.375	€105.590	€135.000	€133.807	€123.438	€142.116
Employers Social security	€13.375	€5.590	€35.000	€33.807	€23.438	€42.116
Gross Salary	€100.000	€100.000	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€9.600	€2.827	€12.500	€0	€0	€21.100
Income Tax	€34.196	€23.044	€25.500	€21.298	€45.776	€5.400
Net Salary	€56.204	€74.129	€62.000	€78.702	€54.224	€73.500
Net Salary as % of Gross Salary	56.20 %	74.13 %	62.00 %	78.70 %	54.22 %	73.50 %
Taxation of Benefits in Kind						
Company Car	Y	Y	Y	Y	Y	Y
Basis: Catalogue Cost	Y	Y	N	Y	Y	N
Basis: Invoiced price	Y	Y	Y	Y	N	Y
Calculation Method (% per annum or amount)	18.00 %	0.00 % ²⁾	1.00 %	0.00 %	22.80 % ²⁾	9.00 % ²⁾
Petrol	N	N	Y	N	N	Y ³⁾
Other	N	N	Y	Y	N	Y
Company Accommodation	Y	Y	N	Y	Y	Y
Basis: % of rent paid	75.00 %	100.00 %	0.00 %	38.00 %	0.00 % ³⁾	0.00 % ⁴⁾
Utilities: Electricity, Taxes, etc	Y	Y	N	Y	Y	Y
Insurance	Y	Y	N	Y	N	Y
Company Pension Scheme	0.00 %	100.00 %	0.00 %	38.00 %	0.00 %	0.00 % ⁵⁾

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Country	Austria	Cyprus	Czech Republic	Estonia	Finland	France
Life, Invalidation, Surviving Spouse	100.00 % ²⁾	100.00 %	0.00 %	38.00 %	0.00 %	0.00 % ⁶⁾
Share Options	Y	Y	Y	Y	Y	Y
Quoted (G= Grant ; E= Exercise)	E	E		E	G ⁴⁾	E
Non-quoted (G= Grant ; E= Exercise)	E	E		E	G	E
Mobile Phone	N	Y	Y	Y	Y	Y
Purchase Cost	N	Y	Y	Y	N	N
Call Cost (% = % Private Use)	0.00 %	0.00 % ³⁾	0.00 %	0.00 %	0.00 %	0.00 %
Meal & Hotel Allowance	N	N	N	Y	N	N
Non Business Limit tax free per day	€26	€0	€0	€0	€5	€0
Business Limit	N	N	N	Y	N	N
Computers	N	N	N	N	N	Y
Lap-top cost	N	N/A	N/A	N/A	N/A	%
Desk-top cost	N	N/A	N/A	N/A	N/A	%
Internet connection	N	N/A	N/A	N/A	N/A	%
Personal Deductions (max)						
Total for Married 2 children	€0	€0	€14.300	€22.798	€16.336	€71.048
Standard	€0	€0	€2.500	€4.602	€3.550	€35.828
Personal Loan interest	€0	€0	€0	€0	€0	€0
Mortgage Loan Interest	€0	€0	€11.000	€3.196	€4.286 ⁵⁾	€0 ⁷⁾
Life, Medical, 3rd party Insurances	€0	€0 ⁴⁾	€400	€0	€0	€0
Pension Insurance	€0 ³⁾	€0 ⁵⁾	€400	€15.000	€8.500 ⁶⁾	€24.854 ⁸⁾
Investment/Savings allowances	€0	€0	€0	€0	€0	€10.000 ⁹⁾

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Country	Austria	Cyprus	Czech Republic	Estonia	Finland	France
Education allowances	€0 ⁴⁾	€0	€0	€0	€0	€366 ¹⁰⁾
Taxation of Benefits for Expatriates						
Equity based compensation	Y	Y	Y	Y	Y	Y
Home leave-cash	Y ⁵⁾	Y	Y	Y	Y ⁷⁾	N
Home leave air tickets and travel expenses	Y	Y	Y	Y	N	N ¹¹⁾
Relocation expenses (shipment & storage household goods)	N	N	Y	Y	N	N
Accommodation	Y	Y	Y	Y	Y	N
Children's education	Y ⁶⁾	Y	Y	Y	Y	N
tax on income paid by the employer (equalisation)	Y	Y	Y	Y	Y	Y
Car expenses	Y	Y	Y	Y	Y	N
Health care plan	Y	N	Y	Y	N	N
Taxation of personal income for expatriates						
Interest	N ⁷⁾	Y	Y	N	N	Y
Dividends	N ⁸⁾	Y	Y	N	N	Y
Capital Gains - movable privately held assets	N ⁹⁾	N	Y	N	N	Y
Capital Gains - immovable privately held assets (real estate)	N ¹⁰⁾	Y ⁶⁾	Y	Y	N	Y
Salary taxable < 183 days	N	Y	Y	N	N ⁸⁾	Y
Travelling between home and your country	Y	Y	Y	Y	N	Y ¹²⁾
Special expatriate deduction (% or amount)	0.00 % ¹¹⁾	20.00 % ⁷⁾	0.00 %	0.00 %	0.00 %	0.00 % ¹³⁾

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Country	Austria	Cyprus	Czech Republic	Estonia	Finland	France
Avoidance your country' social security contributions	Y	N	Y	Y	Y	N
Entitlement to buy a house in your country	Y	Y	Y	Y	Y	Y

Notes:

Austria:

- 1) April 30
- 2) No taxation up to an amount of ? 300
- 3) Unlimited
- 4) Please insert here your comments. Costs of an university study are deductible
- 5) Please insert here your comments. travelling costs up to an amount of 2.664 ? per year are deductible
- 6) Please insert here your comments. A refund of 110? per month is tax free. Costs supported by the employee are deductible up to 110 per month
- 7) Provided there is a double taxation treaty with the home country and the centre of vital interest (tax home) is not in Austria
- 8) Provided there is a double taxation treaty with the home country and the centre of vital interest (tax home) is not in Austria
- 9) Provided there is a double taxation treaty with the home country and the centre of vital interest (tax home) is not in Austria
- 10) Provided there is a double taxation treaty with the home country and the centre of vital interest (tax home) is not in Austria
- 11) rent for allocation in Austria: max. 2.200 per month; travelling between home and Austria: EUR 2.100 p.a.; education costs for children: EUR 110 per month

Cyprus:

- 1) June 30
- 2) Arbitrary
- 3) % private use
- 4) Up to one sixth of taxable income
- 5) Up to one sixth of taxable income
- 6) Only if the property is situated in Cyprus
- 7) Available for three years following the year of employment. Maximum deduction ?8,700 per annum

Czech Republic:

- 1) March 31 or June 30

Finland:

- 1) January 31
- 2) or 1.4% of the invoiced price + 240-250 euros / month
- 3) euros/square meters
- 4) When realized
- 5) 100%

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- 6) 100%
- 7) If it is a cash money or cash salary without any expenses
- 8) If an expatriate stays less than 183 days, only tax at source will be taxed. Depending on a tax treaty

France:

- 1) Delay expire on 31st March or on 15 April in case of declaration by internet
- 2) 9% of the invoiced price
- 3) If petrol is paid by the company for private use the rate of benefits in kind will be 12% instead 9%
- 4) 160 per number of rooms / month
- 5) 8 046 per year for non obligatory pension scheme
- 6) Maximum 3 862? per year
- 7) deducted from income tax with special condition
- 8) maximum amount deductible from income tax with special conditions
- 9) 25% of amount invested in capital of a new individual company with a maximum of 40 000 ? deductible from tax
- 10) Deducted from income tax
- 11) Twice return tickets per year tax free
- 12) Twice return tickets per year tax free
- 13) Bonus for expatriation could be non taxable in France

Germany:

- 1) May 31
- 2) If social security treaty

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Information up-to-date as at:	Jan. 1, 2007	Jan 1, 2007	May 14, 2007	Jan 1, 2007	Jan. 1, 2007	Jan. 1, 2007
Declaration Date (end)	May ¹⁾	May ¹⁾	September	March	March ¹⁾	June
Tax computation						
Cost to employer as % of Net Salary	173.62 %	188.42 %	131.55 %	219.72 %	154.76 %	165.02 %
Cost to the employer	€111.418	€120.740	€111.820	€123.810	€110.319	€110.000
Employers Social security	€11.418	€20.740	€11.820	€23.810	€10.319	€10.000
Gross Salary	€100.000	€100.000	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€11.298	€11.826	€4.388	€9.890	€11.610	€0
Income Tax	€24.530	€24.092	€10.607	€33.760	€17.107	€33.340
Net Salary	€64.172	€64.081	€85.005	€56.350	€71.283	€66.660
Net Salary as % of Gross Salary	64.17 %	64.08 %	85.01 %	56.35 %	71.28 %	66.66 %
Taxation of Benefits in Kind						
Company Car	Y	N	Y ¹⁾	Y	Y	Y
Basis: Catalogue Cost	Y	N	N	Y	Y	Y
Basis: Invoiced price	N	N	Y	N	N	N
Calculation Method (% per annum or amount)	12.00 %	0.00 %	0.00 % ²⁾	0.00 % ²⁾	18.00 %	14.00 %
Petrol	N	N	Y	N	N	Y
Other	N	N	Y	N	N	Y
Company Accommodation	Y	Y	Y	Y	Y	Y
Basis: % of rent paid	100.00 %	100.00 %	100.00 %	0.00 % ³⁾	75.00 %	0.00 %
Utilities: Electricity, Taxes, etc	Y	Y	Y	Y	Y	Y

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Country	Germany	Greece	Isle of Man	Italy	Luxembourg	Malta
Insurance	Y	N	Y	Y	Y	N
Company Pension Scheme	0.00 %	0.00 %	0.00 %	0.00 %	20.00 % ²⁾	0.00 %
Life, Invalidity, Surviving Spouse	100.00 %	0.00 %	100.00 %	100.00 %	20.00 % ⁴⁾	0.00 % ³⁾
Share Options	Y	N	N	Y	5) Y	Y
Quoted (G= Grant ; E= Exercise)	G	N/A		E	G	
Non-quoted (G= Grant ; E= Exercise)	G	N/A		E	E	
Mobile Phone	N	N	N	Y	N	Y
Purchase Cost	N	N	N	Y	N	N
Call Cost (% = % Private Use)	0.00 %	0.00 %	100.00 %	0.00 %	0.00 %	0.00 %
Meal & Hotel Allowance	Y	Y	Y	3) Y	N	N
Non Business Limit tax free per day	€24	€0	€0	€5	€6	€0
Business Limit	N	N	N	N	N	Y
Computers	N	N	N	N	N	Y
Lap-top cost	N/A	N/A		N/A	N/A	
Desk-top cost	N/A	N/A		N/A	N/A	
Internet connection	N/A	N/A		N/A	N/A	
Personal Deductions (max)						
Total for Married 2 children	€24.231	€24.900	€38.233	€687	€22.480	€0
Standard	€15.329	€13.000	€30.733 ⁴⁾	€0 ⁶⁾	€2.016	€0

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Country	Germany	Greece	Isle of Man	Italy	Luxembourg	Malta
Personal Loan interest	€0	€0	€0	5) €0	€2.688	€0
Mortgage Loan Interest	€0	€7.500	€7.500	€687	€6.000	€0
Life, Medical, 3rd party Insurances	€4.002	€550	€0	€0	€2.688	€0
Pension Insurance	€0	€550	€0	€0	€6.400	€0
Investment/Savings allowances	€2.740	€0	€0	€0	€2.688	€0
Education allowances	€2.160	€3.300	€0	€0	€0	€0
Taxation of Benefits for Expatriates						
Equity based compensation	Y	Y	Y	Y	Y	Y
Home leave-cash	Y	Y	Y	Y	Y	N
Home leave air tickets and travel expenses	Y	Y	Y	Y	Y	N
Relocation expenses (shipment & staorage household goods)	Y	Y	N	Y	Y	N
Accomodation	Y	Y	Y	Y	Y	Y
Children's education	Y	Y	Y	Y	Y	Y
tax on income paid by the employer (equalisation)	Y	Y	Y	Y	Y	Y
Car expenses	Y	N	Y	Y	N	4) Y
Health care plan	Y	N	Y	N	Y	Y
Taxation of personal income for expatriates						
Interest	Y	Y	Y	Y	Y	N
Dividends	Y	Y	Y	Y	Y	N

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Country	Germany	Greece	Isle of Man	Italy	Luxembourg	Malta
Capital Gains - movable privately held assets	Y	Y	N	Y	Y	N
Capital Gains - immovable privately held assets (real estate)	Y	Y	N	Y	Y	Y
Salary taxable < 183 days	Y	Y	Y	N	Y	N
Travelling between home and your country	Y	Y	Y	Y	Y	N
Special expatriate deduction (% or amount)	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %
Avoidance your country' social security contributions	Y	N	Y	N	Y	N
Entitlement to buy a house in your country	Y	Y	Y	Y	Y	Y

Notes:

Greece: 1) May 2

Isle of Man: 1) Tax based on engine size we have assumed 1999cc
 2) Based on engine size up to ? 28173 then on price, up to ? 42441 benefit in kind is 6035
 3) If on business trip, away from home town
 4) First 30766 Tax free personal allowance for married couple
 5) Interest paid to residents of the Isle of Man and UK financial institutions

Italy: 1) March 15
 2) 30% x kilometer cost
 3) Cadastral value
 4) Must be deduct from the gross tax
 5) Taxation on grant if the employee may use the option without any restriction
 6) there are not deductions on the income higher than 80.000
 7) It depends

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Luxembourg	<ol style="list-style-type: none">1) March 31
g:	<ol style="list-style-type: none">2) On premium3) On premium4) If used for business5) See if double tax treaty6) If social security treaty
Netherland	<ol style="list-style-type: none">1) April 15. This can be extended (mostly to professional offices) to march 1 st. of the year after that. So for example: income tax year
s:	<ol style="list-style-type: none">2003 has to be declared before april 1st. 2004, or when you got approval by the authorities, before march 1st. 2005.2) Max. 52%3) Max. 52%4) Max. 80 per employee5) 30% tax free compensation6) 30% tax free compensation7) 30% tax free compensation8) 30% tax free compensation9) 30% tax free compensation10) 30% tax free compensation11) 30% tax free compensation12) 30% tax free compensation13) 30% tax free compensation
Portugal:	<ol style="list-style-type: none">1) April 15; May 25 for people also with income other than employee income and pensions2) $0,75\% * (\text{Car cost} + \text{VAT}) \times 12 \text{ months}$3) If it is an individual insurance4) There is no taxation in case mobile phone is in name of the company and used for professional purposes.5) EUR 57.986) This value is deductible to the tax due and not to the gross salary.7) 30% of expenses without no limit8) if higher, 5% of taxable income9) Only for the acquisition of a permanent habitation10) 30% of education expenses with the EUR 644,80 limit.11) May be deductible at least in some part.12) May benefit from a 50% deduction in case some conditions are verified.13) May be exempt in case of permanent residence capital gains.14) If there is a Social Security Treaty and if while are working in Portugal compulsory social security contributions are made

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Information up-to-date as at:	Jan. 1, 2007	Jan. 1, 2007	Aprl. 16, 2007	Jan. 1, 2007	Jan. 1, 2007	Jan. 1, 2007
Declaration Date (end)	April ¹⁾	April ¹⁾	January	April ¹⁾	April ¹⁾	June ¹⁾
Tax computation						
Cost to employer as % of Net Salary	190.74 %	202.00 %	147.57 %	120.36 %	274.94 %	173.17 %
Cost to the employer	€106.150	€123.750	€100.477	€104.715	€125.400	€110.622
Employers Social security	€6.150	€23.750	€477	€4.715	€25.400	€10.622
Gross Salary	€100.000	€100.000	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€1.658	€11.396	€18.061	€0	€24.094	€2.204
Income Tax	€42.690	€27.340	€13.850	€13.000	€30.296	€33.914
Net Salary	€55.652	€61.264	€68.089	€87.000	€45.610	€63.882
Net Salary as % of Gross Salary	55.65 %	61.26 %	68.09 %	87.00 %	45.61 %	63.88 %
Taxation of Benefits in Kind						
Company Car	Y	Y	Y	N	Y	Y
Basis: Catalogue Cost	Y	N	N	N	N	Y
Basis: Invoiced price	N	Y	Y	N	Y	N
Calculation Method (% per annum or amount)	22.00 %	9.00 % ²⁾	16.00 %	0.00 %	22.50 %	20.00 %
Petrol	N	Y	Y	N	Y	N
Other	N	Y	Y	N	Y	Y
Company Accommodation	Y	Y	N	Y	Y	Y
Basis: % of rent paid	52.00 % ²⁾	100.00 %	0.00 %	100.00 % ²⁾	100.00 % ⁴⁾	10.00 % ²⁾
Utilities: Electricity, Taxes, etc	Y ³⁾	Y	N	Y	Y	Y

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Country	Netherlands	Portugal	Romania	Russia	Slovenia	Spain
Insurance	N	Y	Y	Y	3) Y	N
Company Pension Scheme	0.00 %	100.00 %	3) 0.00 %	13.00 %	4) 0.00 %	5) 0.00 %
Life, Invalidity, Surviving Spouse	0.00 %	100.00 %	0.00 %	13.00 %	5) 100.00 %	0.00 %
Share Options	Y	Y	Y	Y	Y	Y
Quoted (G= Grant ; E= Exercise)	E	E	E	G	6) E	E
Non-quoted (G= Grant ; E= Exercise)	E	E	E	G	7) E	E
Mobile Phone	Y	Y	4) Y	Y	N	N
Purchase Cost	N	N	Y	N	N	N
Call Cost (% = % Private Use)	0.00 %	0.00 %	100.00 %	0.00 %	0.00 %	6) 0.00 %
Meal & Hotel Allowance	N	Y	Y	Y	8) N	N
Non Business Limit tax free per day	€3	€6	€4	€0	€15	7) €0
Business Limit	Y	4) Y	5) Y	Y	9) N	Y
Computers	N	Y	N	N	10) N	N
Lap-top cost	N/A	N/A	N/A	N	N/A	
Desk-top cost	N/A	N/A	N/A	N	N/A	
Internet connection	N/A	N/A	N/A	N	N/A	
Personal Deductions (max)						
Total for Married 2 children	€9.490	€1.984	6) €1.299	€30.365	11) €11.038	€12.100
					8)	

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Country	Netherlands	Portugal	Romania	Russia	Slovenia	Spain
Standard	€1.990	€766	€899	€0	€11.038	€12.100
Personal Loan interest	€0	€0	€0	€0	€0	€0
Mortgage Loan Interest	€7.500	€574	€0	€0	1) 2) €0	9) €0
Life, Medical, 3rd party Insurances	€0	€0	7) €200	€0	1) 3) €0	1) 0) €0
Pension Insurance	€0	€0	8) €200	€0	1) 4) €0	1) 1) €0
Investment/Savings allowances	€0	€0	9) €0	€29.253	€0	1) 2) €0
Education allowances	€0	€645	1) 0) €0	€1.112	1) 5) €0	1) 3) €0
Taxation of Benefits for Expatriates						
Equity based compensation	Y	5) Y	N	Y	Y	Y
Home leave-cash	Y	6) Y	N	Y	Y	Y
Home leave air tickets and travel expenses	Y	7) Y	Y	Y	Y	N
Relocation expenses (shipment & staorage household goods)	Y	8) Y	Y	Y	Y	N
Accomodation	Y	9) Y	Y	Y	Y	Y
Children's education	Y	1) 0) Y	N	Y	Y	Y
tax on income paid by the employer (equalisation)	Y	1) 1) Y	Y	N	Y	Y
Car expenses	Y	1) 2) Y	Y	N	Y	Y
Health care plan	Y	1) 3) Y	1) 1) Y	Y	Y	Y
Taxation of personal income for expatriates						

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Country	Netherlands	Portugal	Romania	Russia	Slovenia	Spain
Interest	N	Y	N	Y	N	Y ^{1 4)}
Dividends	N	Y	Y ^{1 2)}	Y	Y	Y ^{1 5)}
Capital Gains - movable privately held assets	N	Y	N	Y	N	Y ^{1 6)}
Capital Gains - immovable privately held assets (real estate)	N	Y	N ^{1 3)}	Y	Y	Y ^{1 7)}
Salary taxable < 183 days	N	Y	N	Y	Y	Y ⁸⁾
Travelling between home and your country	N	Y	N	Y	Y	Y
Special expatriate deduction (% or amount)	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 % ^{1 8)}
Avoidance your country' social security contributions	N	Y	N ^{1 4)}	Y	N	Y
Entitlement to buy a house in your country	Y	Y	N	Y	Y	Y

Notes:

- Russia:**
- 1) April 30
 - 2) Income tax rate applicable
 - 3) Except for the cases when physical entity insurance is implemented through obligatory insurance agreements and through voluntary insurance agreements, when the latter provide compensation for damage to life, health and (or) medical expenses of the physica
 - 4) Income tax rate applicable
 - 5) Income tax rate applicable
 - 6) December 31 p.a.
 - 7) December 31 p.a.
 - 8) Except for business trips.
 - 9) Depends on country of business trip
 - 10) When computer is provided for production necessity.
 - 11) 1 EUR = 34,19 RUR on the 01/01/2004
 - 12) Deduction available after the year of apartment purchase (maximum 27, 000 EUR)
 - 13) Income received as insurance payments is deducted in the following cases: 1) Under obligatory insurance agreements in compliance with current legislation; 2) under voluntary long-term life insurance agreements timed no less than 5 years, that don't provid
 - 14) Income received as insurance payments is deducted under voluntary pension insurance agreements concluded with insurance

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companies (after the pension payments conditions are put in force in compliance with current legislation).

15) maximum

Slovenia:

- 1) March 31
- 2) Every year we can lower invoicing price for 12,5% year depreciation. After 8 years and onward the basis is set at 10 % of purchase value of the car.
- 3) Relation between private trips and business trips
- 4) Company Acc. must be in the contract, rent is benefit in kind for employee
- 5) Companies payments for additional pension insurance for employees up to 2291 ? yearly are not considered as benefits in kind
- 6) basis for this kind of benefit is fixed and amounts 13 ? monthly
- 7) For trips in foreign countries these amounts are higher and depend on the country employee is traveling to
- 8) includes 2.518 ? standard deductions, 4.216 ? deductions for 2 children and additional deduction in amount of 2.020 ? for surviving spouse.
- 9) Paid mortgage interests can be included in special deductions, which amount maximum 2% of the basis. Basis in our case is 86,929.70 ?.
- 10) Can be included in 2 % of special deductions.
- 11) Additional pension insurance payments in maximum height of 2.337 ? is tax deductible.
- 12) Included in special deductions (Max. 2 % of the basis)
- 13) Included in special deductions (Max. 2 % of the basis)
- 14) If interests are achieved in Slovenia (have source in Slovenia) by resident of other EU country these interests are not taxable in Slovenia.
- 15) If dividends are achieved in Slovenia (have source in Slovenia) this dividends are taxable in Slovenia.
- 16) In case expatriate achieved income (profit) from the sale of predominant share in Slovenian company this profit is taxable in Slovenia (We are talking about predominant share if a person owns at least 10 % of the capital).
- 17) If these gains are achieved from real estate located in Slovenia they are taxable in Slovenia
- 18) Residents of other EU member states are in certain cases entitled to special deductions.

Spain:

- 1) June 30
- 2) of cadastral value
- 3) Amounts paid
- 4) EUR 52.91
- 5) maximum base amounts to be deducted and after a ratio is applied between 16 and 10%
- 6) Pension plan as long as this amount is allocated also as a benefit in kind
- 7) UP TO 500 ? per family member per year
- 8) See double tax treaties

Sweden:

- 1) May 3
- 2) No limit
- 3) There are special rules for so called key persons
- 4) See if double tax treaty
- 5) It is also deductible

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Country	Netherlands	Portugal	Romania	Russia	Slovenia	Spain
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6) If social security treaty

Switzerland

- 1) April 30 each year; extension can be asked up to September 30.
- 2) 9,6% yearly on paid price.
- 3) Basicly at exercise, unless is possible to evaluate them; in such a case taxation at grant might be possible.
- 4) Basically, private use has to be reimbursed.
- 5) Forfait for professional incurred expenses (meal, transportation, others)
- 6) 100%
- 7) Mortgage interests are deductible, but a figurative own house amount shall be taxed. The relevant amount depends on the tax value of the house.
- 8) Depend on marital status and children.
- 9) Maximum 3'870 per year.
- 10) 0.3% of assets
- 11) Children deduction only if < 18 years old or up to 25 years old when they are studing.
- 12) Interest are taxed on residence Country, when Double Taxation Agreement is applicable.
- 13) Dividends are taxed on residence Country, when Double Taxation Agreement is applicable.
- 14) Only when a Double Taxation Agreement applies.
- 15) When a Double Social Security Agreement applies or when the residence Country is in a UE member State.
- 16) Only when he is permantly residend and subject to authorization procedure.

United Kingdom:

- 1) January 05
- 2) The rate is 15% for cars with CO2 emissions of 145g/km up to 35% for 245 g/km
- 3) Taxable amount between ?3,218 and ?7,510 depending on CO2 emissions
- 4) As a general rule, insurance paid for by the employer is taxable on the employeee at normal income tax rates
- 5) Usually tax free. A company pension scheme is tax free for the employees of the company.
- 6) Normal rates 10%, 22% and 40%
- 7) Unless tax approved scheme and option at market value
- 8) Unless tax approved scheme and option at market value
- 9) Travel expenses are tax-free
- 10) From 6 April 2006, employees can contribute up to 100% of salary to a pension scheme, up to a maximum of GBP 215,000 = EUR 316,000
- 11) It is depends if the equity based remuneration relates to work in Great Britain, then yes.
- 12) Up to ?11,920 exempt
- 13) If used for business
- 14) Interest earned on accounts outside Great Britain are exempt
- 15) Dividends earned on shares in companies outside Great Britain are exempt
- 16) Capital gains on assets outside Great Britain are exempt
- 17) Capital gains in assets outside Great Britain are exempt. Capital gain on sale of own residence exempt.
- 18) IF expatriate from other EU country or social security agreement - usually first 52 weeks exempt.

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Country	Sweden	Switzerland	United Kingdom
Information up-to-date as at:	Jan. 1, 2007	Jan. 1, 2007	May 08 2007
Declaration Date (end)	May ¹⁾	April ¹⁾	January ¹⁾
Tax computation			
Cost to employer as % of Net Salary	247.98 %	156.20 %	188.96 %
Cost to the employer	€134.949	€115.200	€111.862
Employers Social security	€34.949	€15.200	€11.862
Gross Salary	€100.000	€100.000	€100.000
Employees Social Security	€625	€14.070	€5.200
Income Tax	€44.955	€12.180	€35.600
Net Salary	€54.420	€73.750	€59.200
Net Salary as % of Gross Salary	54.42 %	73.75 %	59.20 %
Taxation of Benefits in Kind			
Company Car	Y	Y	Y
Basis: Catalogue Cost	Y	Y	Y
Basis: Invoiced price	N	Y	Y
Calculation Method (% per annum or amount)	0.00 %	9.60 % ²⁾	35.00 % ²⁾
Petrol	Y	N	Y ³⁾
Other	N	N	N
Company Accommodation	Y	Y	Y
Basis: % of rent paid	100.00 %	100.00 %	100.00 %
Utilities: Electricity, Taxes, etc	Y	Y	Y

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Country	Sweden	Switzerland	United Kingdom	
Insurance	Y	N	Y	4)
Company Pension Scheme	0.00 %	0.00 %	0.00 %	5)
Life, Invalidity, Surviving Spouse	0.00 %	100.00 %	100.00 %	6)
Share Options	Y	Y	Y	
Quoted (G= Grant ; E= Exercise)	G	E	E	7)
Non-quoted (G= Grant ; E= Exercise)	E	E/G	E	3) 8)
Mobile Phone	Y	N	N	
Purchase Cost	N	N	N	
Call Cost (% = % Private Use)	0.00 %	0.00 %	0.00 %	4)
Meal & Hotel Allowance	N	N	Y	9)
Non Business Limit tax free per day	€22	€0	€0	
Business Limit	N	N	N	
Computers	N	N	N	
Lap-top cost	N/A	N/A	N/A	
Desk-top cost	N/A	N/A	N/A	
Internet connection	Y	N/A	N/A	
Personal Deductions (max)				
Total for Married 2 children	€15.400	€20.745	€323.070	

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Country	Sweden	Switzerland	United Kingdom
Standard	€900	€4.250	€7.070
Personal Loan interest	€0	€0	€0
Mortgage Loan Interest	€7.500	€2.063	€0
Life, Medical, 3rd party Insurances	€0	€2.937	€0
Pension Insurance	€7.000	€3.870	€316.000
Investment/Savings allowances	€0	€0	€0
Education allowances	€0	€7.625	€0
Taxation of Benefits for Expatriates			
Equity based compensation	Y	Y	Y
Home leave-cash	Y	Y	Y
Home leave air tickets and travel expenses	Y	Y	N
Relocation expenses (shipment & storage household goods)	Y	Y	N
Accommodation	Y	Y	Y
Children's education	Y	Y	Y
tax on income paid by the employer (equalisation)	Y	Y	Y
Car expenses	Y	N	N
Health care plan	Y	Y	Y
Taxation of personal income for expatriates			
Interest	Y	N	N

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Country	Sweden	Switzerland	United Kingdom
Dividends	Y	N	N
Capital Gains - movable privately held assets	Y	N	N
Capital Gains - immovable privately held assets (real estate)	Y	Y	N
Salary taxable < 183 days	Y	N	Y
Travelling between home and your country	Y	Y	N
Special expatriate deduction (% or amount)	0.00 %	0.00 %	0.00 %
Avoidance your country' social security contributions	Y	Y	Y
Entitlement to buy a house in your country	Y	Y	Y

Notes:

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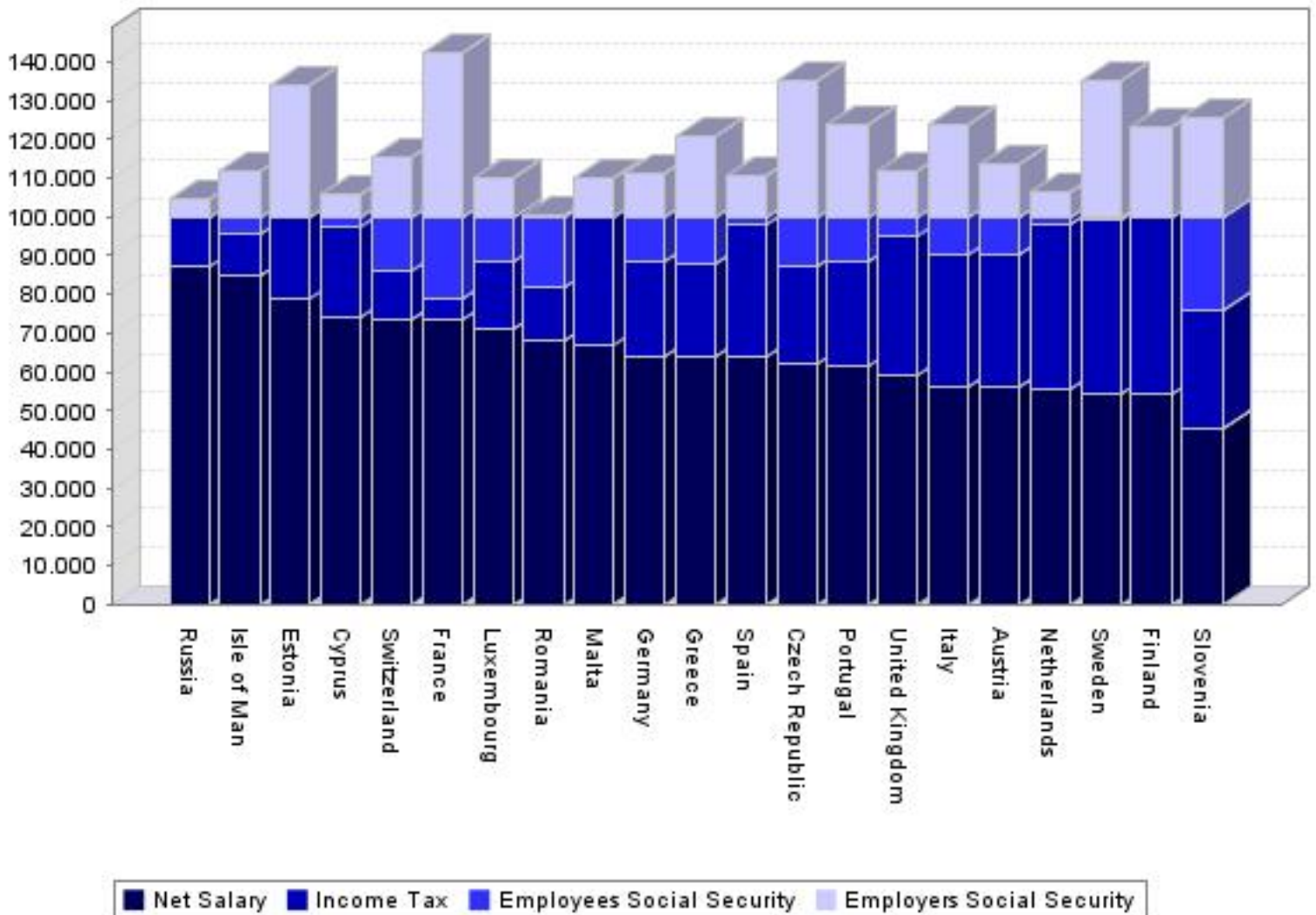
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