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**Salary taxes, Social Security and Expatriate taxation - 2008**

A European Comparison

Country	Austria	Cyprus	Czech Republic	Estonia	France	Germany
Information up-to-date as at:	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008
Declaration Date (end)	April <sup>1)</sup>	April	March <sup>1)</sup>	March	May <sup>1)</sup>	May <sup>1)</sup>
<b>Tax computation</b>						
<b>Cost to employer as % of Net Salary</b>	<b>202.67 %</b>	<b>141.54 %</b>	<b>180.17 %</b>	<b>168.84 %</b>	<b>185.58 %</b>	<b>164.91 %</b>
Cost to the employer	€113.612	€105.683	€135.000	€133.642	€142.134	€110.855
<b>Employers Social security</b>	<b>€13.612</b>	<b>€5.683</b>	<b>€35.000</b>	<b>€33.642</b>	<b>€42.134</b>	<b>€10.855</b>
Gross Salary	€100.000	€100.000	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€9.864	€2.900	€12.500	€600	€21.120	€11.244
Income Tax	€34.080	€22.433	€12.570	€20.249	€2.292	€21.536
<b>Net Salary</b>	<b>€56.057</b>	<b>€74.667</b>	<b>€74.930</b>	<b>€79.151</b>	<b>€76.588</b>	<b>€67.220</b>
<b>Net Salary as % of Gross Salary</b>	<b>56.06 %</b>	<b>74.67 %</b>	<b>74.93 %</b>	<b>79.15 %</b>	<b>76.59 %</b>	<b>67.22 %</b>
<b>Taxation of Benefits in Kind</b>						
Company Car	Y	Y	Y	Y	Y	Y
Basis: Catalogue Cost	Y <sup>2)</sup>	N	N	Y <sup>1)</sup>	N	Y
Basis: Invoiced price	Y <sup>3)</sup>	Y	Y	N	Y	N
Calculation Method (% per annum or amount)	18.00 %	0.00 % <sup>1)</sup>	12.00 %	100.00 %	9.00 % <sup>2)</sup>	12.00 %
Petrol	N	N	Y	N <sup>2)</sup>	Y <sup>3)</sup>	N
Other	N	N	Y	Y	N	N
<b>Company Accommodation</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>
Basis: % of rent paid	75.00 %	100.00 %	0.00 %	100.00 %	0.00 % <sup>4)</sup>	100.00 %
Utilities: Electricity, Taxes, etc	Y	Y	N	Y	Y	Y
<b>Insurance</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>
Company Pension Scheme	0.00 %	100.00 %	0.00 %	68.30 %	0.00 % <sup>5)</sup>	0.00 %

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Country	Austria	Cyprus	Czech Republic	Estonia	France	Germany
Life, Invalidity, Surviving Spouse	100.00 % <sup>4)</sup>	100.00 %	0.00 %	68.30 %	0.00 % <sup>6)</sup>	100.00 %
<b>Share Options</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>
Quoted (G= Grant ; E= Exercise)	E	E		E	E	G
Non-quoted (G= Grant ; E= Exercise)	E	E		E	E	G
<b>Mobile Phone</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>N</b>
Purchase Cost	N	Y	Y	N	N	N
Call Cost (% = % Private Use )	0.00 %	0.00 % <sup>2)</sup>	0.00 %	0.00 %	0.00 %	0.00 %
<b>Meal &amp; Hotel Allowance</b>	<b>N</b>	<b>N</b>	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>
Non Business Limit tax free per day	€26	€0	€0	€0	€5	€24
Business Limit	N	N	N	Y	N	N
<b>Computers</b>	<b>N</b>	<b>N</b>	<b>N</b>	<b>N</b>	<b>Y</b>	<b>N</b>
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
<b>Personal Deductions (max)</b>						
<b>Total for Married 2 children</b>	<b>€0</b>	<b>€0</b>	<b>€10.828</b>	<b>€28.293</b>	<b>€55.664</b>	<b>€22.991</b>
Standard	€0	€0	€828	€6.902	€34.012	€15.329
Personal Loan interest	€0	€0	€0	€0	€0	€0
Mortgage Loan Interest	€0	€0	€10.000	€6.391	€3.400 <sup>7)</sup>	€0
Life, Medical, 3rd party Insurances	€0	€0 <sup>3)</sup>	€0 <sup>2)</sup>	€0	€0	€4.002
Pension Insurance	€0 <sup>5)</sup>	€0 <sup>4)</sup>	€0	€15.000	€7.886 <sup>8)</sup>	€0
Investment/Savings allowances	€0	€0	€0	€0	€10.000 <sup>9)</sup>	€1.500

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**Salary taxes, Social Security and Expatriate taxation - 2008**

A European Comparison

Country	Austria	Cyprus	Czech Republic	Estonia	France	Germany
Education allowances	€0	6) €0	€0	€0	€366	10) €2.160
<b>Taxation of Benefits for Expatriates</b>						
Equity based compensation	Y	Y	Y	Y	N	Y
Home leave-cash	Y	7) Y	Y	Y	N	Y
Home leave air tickets and travel expenses	Y	Y	Y	Y	N	11) Y
Relocation expenses (shipment & storage household goods)	N	N	Y	Y	N	Y
Accommodation	Y	Y	Y	Y	N	Y
Children's education	Y	8) Y	Y	Y	N	Y
tax on income paid by the employer (equalisation)	Y	Y	Y	Y	N	Y
Car expenses	Y	Y	Y	Y	N	Y
Health care plan	Y	N	Y	Y	N	Y
<b>Taxation of personal income for expatriates</b>						
Interest	N	9) Y	Y	N	Y	12) Y
Dividends	N	10) Y	Y	N	Y	13) Y
Capital Gains - movable privately held assets	N	11) N	Y	N	Y	14) Y
Capital Gains - immovable privately held assets (real estate)	N	12) Y	5) Y	Y	Y	15) Y
Salary taxable < 183 days	N	Y	Y	N	Y	16) Y
Travelling between home and your country	Y	Y	Y	Y	Y	17) Y
Special expatriate deduction (% or amount)	0.00 %	13) 20.00 %	6) 0.00 %	0.00 %	0.00 %	18) 0.00 %

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

**Notes:**

**Austria:**

- 1) April 30
- 2) For used cars the monthly basis are the catalogue costs of, if verifiable, the invoiced price. See also note 3 about the monthly benefit in kind
- 3) The monthly benefit in kind is 1,5 % if the invoiced price. The upper limit for the invoiced price is 40 TEUR. If the invoiced price is higher than 40 TEUR, only 40 TEUR are applicable for the benefit.
- 4) No taxation up to an amount of EUR 300
- 5) Unlimited
- 6) Please insert here your comments. Costs of an university study are deductible
- 7) Please insert here your comments. travelling costs up to an amount of 2.664 EUR per year are deductible
- 8) Please insert here your comments. A refund of 110EUR per month is tax free. Costs supported by the employee are deductible up to 110 per month
- 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) Provided there is a double taxation treaty with the home country and the centre of vital interest (tax home) is not in Austria
- 12) Provided there is a double taxation treaty with the home country and the centre of vital interest (tax home) is not in Austria
- 13) 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) Arbitrary
- 2) % private use
- 3) Up to one sixth of taxable income
- 4) Up to one sixth of taxable income
- 5) Only if the property is situated in Cyprus
- 6) Available for three years following the year of employment. Maximum deduction Euro8,700 per annum

**Czech Republic:**

- 1) March 31 or June 30
- 2) Life Insurance and Pension Insurance - both together can be max. EUR 668 per year.

**Estonia:**

- 1) Fringe benefit is EUR 0.32 per kilometer of private travels but not more than EUR 128 in one month.
- 2) If company's car, no additional benefit. If personal car, Yes.

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**Salary taxes, Social Security and Expatriate taxation - 2008**

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- France:**
- 1) Delay expire on 31st March or on 15 April in case of declaration by internet
  - 2) 9% of the invoiced price with vat (or 12% is fuel is paid by the company for private use)
  - 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) yes with a maximum amount depending of the salary
  - 6) yes with a maximum amount depending of the salary
  - 7) deducted from income tax with special condition
  - 8) amount deductible from income tax with special conditions and maximum amount
  - 9) 25% of amount invested in capital of a new individual company with a maximum of 40 000 ? deductible from tax
  - 10) Deducted form income tax
  - 11) Twice return tickets per year tax free
  - 12) if he is tax resident
  - 13) if he is tax resident
  - 14) if he is tax resident
  - 15) taxation if real estate are located in France in case of tax residence
  - 16) withholding tax
  - 17) Twice return tickets per year tax free
  - 18) Bonus for expatriation could be non taxable in France
  - 19) depending of social security treaty
- Germany:**
- 1) May 31
  - 2) If social security treaty

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A European Comparison

Country	Greece	Hungary	Ireland	Isle of Man	Italy	Liechtenstein
Information up-to-date as at:	Jan. 1, 2008	Jan. 1, 2008	Jan. 29, 2008	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008
Declaration Date (end)	May <sup>1)</sup>	January	October <sup>1)</sup>	September	March <sup>1)</sup>	April
Tax computation						
Cost to employer as % of Net Salary	184.95 %	242.75 %	159.16 %	131.55 %	219.72 %	123.86 %
Cost to the employer	€120.740	€133.500	€112.045	€111.820	€123.810	€111.100
Employers Social security	€20.740	€33.500	€12.045	€11.820	€23.810	€11.100
Gross Salary	€100.000	€100.000	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€11.826	€8.744	€3.743	€4.388	€9.890	€8.300
Income Tax	€22.891	€36.262	€25.860	€10.607	€33.760	€2.000
Net Salary	€65.283	€54.994	€70.397	€85.005	€56.350	€89.700
Net Salary as % of Gross Salary	65.28 %	54.99 %	70.40 %	85.01 %	56.35 %	89.70 %
Taxation of Benefits in Kind						
Company Car	N	Y	Y	Y <sup>1)</sup>	Y	Y
Basis: Catalogue Cost	N	N	Y	N	Y	Y
Basis: Invoiced price	N	Y	N	Y	N	N
Calculation Method (% per annum or amount)	0.00 %	0.00 %	30.00 %	0.00 % <sup>2)</sup>	0.00 % <sup>2)</sup>	10.00 % <sup>1)</sup>
Petrol	N	N	N	Y	N	N
Other	N	N	N	Y	N	N <sup>2)</sup>
Company Accommodation	Y	N	Y	Y	Y	Y
Basis: % of rent paid	100.00 %	0.00 %	100.00 % <sup>2)</sup>	100.00 %	0.00 % <sup>3)</sup>	100.00 %
Utilities: Electricity, Taxes, etc	Y	N	Y	Y	Y	Y

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Country	Greece	Hungary	Ireland	Isle of Man	Italy	Liechtenstein
<b>Insurance</b>	N	N	Y	Y	Y	Y
Company Pension Scheme	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	100.00 % <sup>3)</sup>
Life, Invalidity, Surviving Spouse	0.00 %	0.00 %	100.00 %	100.00 %	100.00 %	100.00 % <sup>4)</sup>
<b>Share Options</b>	N	N	Y	N	Y	Y <sup>5)</sup>
Quoted (G= Grant ; E= Exercise)	N/A	E	E		E	G
Non-quoted (G= Grant ; E= Exercise)	N/A	E	E		E	G
<b>Mobile Phone</b>	N	Y	N	<sup>3)</sup>	Y	N
Purchase Cost	N	N	N	<sup>4)</sup>	Y	N
Call Cost (% = % Private Use )	0.00 %	0.00 %	0.00 %	100.00 %	0.00 %	0.00 % <sup>5)</sup>
<b>Meal &amp; Hotel Allowance</b>	Y	N	N	<sup>5)</sup>	Y <sup>3)</sup>	Y
Non Business Limit tax free per day	€0	€2	€0		€5	€16
Business Limit	N	Y	Y	<sup>6)</sup>	N	N
<b>Computers</b>	N	N	N	<sup>7)</sup>	N	N
Lap-top cost	N/A	N/A	N	<sup>8)</sup>	N/A	N/A <sup>6)</sup>
Desk-top cost	N/A	N/A	N	<sup>9)</sup>	N/A	N/A <sup>7)</sup>
Internet connection	N/A	N/A	N	<sup>10)</sup>	N/A	N/A <sup>8)</sup>
<b>Personal Deductions (max)</b>						
<b>Total for Married 2 children</b>	<b>€25.900</b>	<b>€0</b>	<b>€5.630</b>	<sup>1)</sup> <b>€38.233</b>	<b>€687</b>	<b>€29.715</b>
			1	4)	6)	

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Country	Greece	Hungary	Ireland	Isle of Man	Italy	Liechtenstein
Standard	€14.000	€0	€4.430	2) €30.733	€0	€14.065
Personal Loan interest	€0	€0	€0	1) 3) €0	5) €0	€0
Mortgage Loan Interest	€7.500	€0	€1.200	€7.500	€687	€0
Life, Medical, 3rd party Insurances	€550	€0	€0	1) 4) €0	€0	€3.875
Pension Insurance	€550	€0	€0	1) 5) €0	€0	€11.775
Investment/Savings allowances	€0	€0	€0	€0	€0	€0
Education allowances	€3.300	€0	€0	€0	€0	€0
<b>Taxation of Benefits for Expatriates</b>						
Equity based compensation	Y	N	Y	Y	Y	Y
Home leave-cash	Y	N	Y	Y	Y	Y
Home leave air tickets and travel expenses	Y	N	Y	Y	Y	Y
Relocation expenses (shipment & storage household goods)	Y	N	N	1) 6) N	Y	Y
Accommodation	Y	N	Y	Y	Y	Y
Children's education	Y	N	Y	Y	Y	Y
tax on income paid by the employer (equalisation)	Y	N	Y	Y	Y	Y
Car expenses	N	Y	N	1) 7) Y	Y	Y
Health care plan	N	Y	Y	1) 8) Y	N	Y
<b>Taxation of personal income for expatriates</b>						

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Country	Greece	Hungary	Ireland	Isle of Man	Italy	Liechtenstein
Interest	Y	N	Y	Y	Y	N
Dividends	Y	N	Y	Y	Y	N
Capital Gains - movable privately held assets	Y	N	Y	N	Y	N
Capital Gains - immovable privately held assets (real estate)	Y	N	Y	N	Y	N
Salary taxable < 183 days	Y	N	Y	<sup>1</sup> <sub>9)</sub>	N	N
Travelling between home and your country	Y	N	Y	Y	Y	<sup>7)N</sup>
Special expatriate deduction (% or amount)	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %
Avoidance your country' social security contributions	N	N	Y	<sup>2</sup> <sub>0)</sub>	N	N
Entitlement to buy a house in your country	Y	N	Y	Y	Y	N

**Notes:**

**Greece:** 1) May 2

- Ireland:**
- 1) October 31
  - 2) If the property is owned by the employer, taxable benefit is current market rent or 8% of the market value of the property will be accepted
  - 3) to business use there is no BIK
  - 4) Benefit calculated on the private use %.
  - 5) Not taxable when on business, where allowance is below the limits set for the country being visited.
  - 6) Daily lunch limit is ?14.34, when on business.
  - 7) Unless supplied for business use only and any private use is incidental to business use.
  - 8) Unless supplied for business use only and any private use is incidental to business use.
  - 9) Unless supplied for business use only and any private use is incidental to business use.
  - 10) Unless supplied for business use only and any private use is incidental to business use.
  - 11) Personal Reliefs are by way of credits against tax due, not as deduction from income
  - 12) Married credit: 3,160; Employee credit: 1,270; Total 4,430

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- 13) In calculating the taxable amount in respect of preferential loans the specified rate is 11% on non mortgage loans. The charge is on the difference between the interest on the loan at the specified rate and the interest actually paid on the loan for the y
- 14) Relief is available at 20% for medical insurance only - given at source by insurance company.
- 15) Relief depends on age, at age 50 maximum = 30% of salary
- 16) Not taxable if within the same organisation and are reasonable.
- 17) Private Expenses are taxable, but business expenses are not
- 18) Relief may be available, @ 20% in respect of Mediactal Insurance.
- 19) Yes unless treaty protection
- 20) If Social Security Treaty and confirmation of payment of home country Social Security is available.

- 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

- Liechtenste in:**
- 1) Approx. 10%, depending on private kilometers travelled.
  - 2) Compensation per km drive for work reason.
  - 3) If employee`s share of insurance is paid by company too.
  - 4) If employee`s share of insurance is paid by company too.
  - 5) Actual private share.
  - 6) If in connection with business.
  - 7) If in connection with business.
  - 8) If in connection with business.
  - 9) To be checked individually.
  - 10) If real estate is not situated in Liechtenstein.
  - 11) To be checked individually.

- Luxembourg g:**
- 1) March 31
  - 2) On premium
  - 3) On premium
  - 4) If used for business

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**Salary taxes, Social Security and Expatriate taxation - 2008**

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Country	Greece	Hungary	Ireland	Isle of Man	Italy	Liechtenstein
5) See if double tax treaty 6) If social security treaty						

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Country	Luxembourg	Malta	Netherlands	Norway	Poland	Portugal
Information up-to-date as at:	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008
Declaration Date (end)	March <sup>1)</sup>	June	April <sup>1)</sup>	April	April	April <sup>1)</sup>
Tax computation						
Cost to employer as % of Net Salary	153.27 %	165.02 %	193.48 %	168.10 %	228.59 %	212.50 %
Cost to the employer	€110.760	€110.000	€106.996	€101.762	€120.410	€123.750
Employers Social security	€10.760	€10.000	€6.996	€1.762	€20.410	€23.750
Gross Salary	€100.000	€100.000	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€11.610	€0	€1.060	€0	€18.710	€11.396
Income Tax	€16.125	€33.340	€43.639	€39.462	€28.614	€30.369
Net Salary	€72.265	€66.660	€55.301	€60.538	€52.676	€58.235
Net Salary as % of Gross Salary	72.26 %	66.66 %	55.30 %	60.54 %	52.68 %	58.24 %
Taxation of Benefits in Kind						
Company Car	Y	Y	Y	Y	N	Y
Basis: Catalogue Cost	Y	Y	Y <sup>2)</sup>	Y	N	N
Basis: Invoiced price	N	N	N	Y <sup>1)</sup>	N	Y
Calculation Method (% per annum or amount)	18.00 %	14.00 %	25.00 % <sup>3)</sup>	0.00 %	0.00 %	9.00 % <sup>2)</sup>
Petrol	N	Y	N	N	N	Y
Other	N	Y	N	N	N	Y
Company Accommodation	Y	Y	Y	Y	Y	Y
Basis: % of rent paid	75.00 %	0.00 %	52.00 % <sup>4)</sup>	100.00 %	0.00 % <sup>1)</sup>	100.00 %
Utilities: Electricity, Taxes, etc	Y	Y	Y <sup>5)</sup>	Y	Y	Y

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**Salary taxes, Social Security and Expatriate taxation - 2008**

A European Comparison

Country	Luxembourg	Malta	Netherlands	Norway	Poland	Portugal
<b>Insurance</b>	Y	N	N	Y	Y	2) Y
Company Pension Scheme	20.00 %	2) 0.00 %	0.00 %	0.00 %	0.00 %	3) 100.00 %
Life, Invalidity, Surviving Spouse	20.00 %	3) 0.00 %	0.00 %	0.00 %	0.00 %	4) 100.00 %
<b>Share Options</b>	Y	Y	Y	Y	Y	Y
Quoted (G= Grant ; E= Exercise)	G		E	G		E
Non-quoted (G= Grant ; E= Exercise)	E		E	G		E
<b>Mobile Phone</b>	N	Y	N	6) Y	N	4) Y
Purchase Cost	N	N	N	Y	2) N	N
Call Cost (% = % Private Use )	0.00 %	0.00 %	10.00 %	0.00 %	3) 0.00 %	0.00 %
<b>Meal &amp; Hotel Allowance</b>	N	N	N	Y	N	5) Y
Non Business Limit tax free per day	€6	€0	€4	€5	4) €0	€6
Business Limit	N	Y	Y	Y	N	6) Y
<b>Computers</b>	N	Y	N	N	5) N	Y
Lap-top cost	N/A		N/A	N	6)	N/A
Desk-top cost	N/A		N/A	N	7)	N/A
Internet connection	N/A		N/A	N	8)	N/A
<b>Personal Deductions (max)</b>						
<b>Total for Married 2 children</b>	<b>€22.480</b>	<b>€0</b>	<b>€11.598</b>	<b>€23.850</b>	<b>€0</b>	<b>€2.077</b>
Standard	€2.016	€0	€4.098	€16.350	9) €0	€809

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**Salary taxes, Social Security and Expatriate taxation - 2008**

A European Comparison

Country	Luxembourg	Malta	Netherlands	Norway	Poland	Portugal
Personal Loan interest	€2.688	€0	€0	€0	€0	€0
Mortgage Loan Interest	€6.000	€0	€7.500	€7.500	€0	€586
Life, Medical, 3rd party Insurances	€2.688	€0	€0	€0	€0	€0
Pension Insurance	€6.400	€0	€0	€0	€0	€0
Investment/Savings allowances	€2.688	€0	€0	€0	€0	€0
Education allowances	€0	€0	€0	€0	€0	€682
<b>Taxation of Benefits for Expatriates</b>						
Equity based compensation	Y	Y	Y	Y	Y	Y
Home leave-cash	Y	N	Y	Y	Y	Y
Home leave air tickets and travel expenses	Y	N	Y	Y	N	Y
Relocation expenses (shipment & staorage household goods)	Y	N	Y	Y	N	Y
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	N	Y	Y	Y	N	Y
Health care plan	Y	Y	Y	Y	Y	Y
<b>Taxation of personal income for expatriates</b>						
Interest	Y	N	N	Y	Y	Y
Dividends	Y	N	N	N	Y	Y

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A European Comparison

Country	Luxembourg	Malta	Netherlands	Norway	Poland	Portugal
Capital Gains - movable privately held assets	Y	N	N	Y	Y	Y
Capital Gains - immovable privately held assets (real estate)	Y	Y	N	Y	Y	Y <sup>1 3)</sup>
Salary taxable < 183 days	Y <sup>5)</sup>	N	N <sup>1 6)</sup>	N	Y <sup>7)</sup>	Y
Travelling between home and your country	Y	N	N	Y	N	Y
Special expatriate deduction (% or amount)	0.00 %	0.00 %	0.00 %	10.00 % <sup>1 0)</sup>	0.00 %	0.00 %
Avoidance your country' social security contributions	Y <sup>6)</sup>	N	N	Y	Y	Y <sup>1 4)</sup>
Entitlement to buy a house in your country	Y	Y	Y	Y	Y	Y

**Notes:**

- Netherland s:**
- 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 2007 has to be declared before april 1st. 2008, or when you got approval by the authorities, before march 1st. 2009.
  - 2) Including VAT and BPM. BPM is a government tax
  - 3) 14% when a car is used that is kind for the enviroment ( like hybrid cars)
  - 4) Max. 52%
  - 5) Max. 52%
  - 6) if more then 10% used for business
  - 7) 30% tax free compensation
  - 8) 30% tax free compensation
  - 9) 30% tax free compensation
  - 10) 30% tax free compensation
  - 11) 30% tax free compensation
  - 12) 30% tax free compensation
  - 13) 30% tax free compensation
  - 14) 30% tax free compensation
  - 15) 30% tax free compensation
  - 16) In the Netherlands there is a verdict of the supreme court that questions the 183 day rule specialy for labour agencies. It is not clear yet, what direction this discussion will go.

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## Salary taxes, Social Security and Expatriate taxation - 2008

### A European Comparison

<b>Norway:</b>	<ol style="list-style-type: none"><li>1) Invoiced price of car options must be taken into consideration</li><li>2) No taxation if company property</li><li>3) Limited amount for taxation NOK 4.000 if 1 phone, NOK 6.000 if 2 phones</li><li>4) NOK 40 pr day</li><li>5) No taxation when company property</li><li>6) No taxation when company property</li><li>7) No taxation when company property</li><li>8) When company as billing recipient, 50% subject to taxation.</li><li>9) For two children NOK 30.000, personal deduction max NOK 100.800/ min 68.800</li><li>10) Max NOK 40.000/Euro 5.000</li></ol>
<b>Poland:</b>	<ol style="list-style-type: none"><li>1) actuals</li><li>2) taxable - except for some finely defined schemes</li><li>3) must fall under state approved scheme (third pillar) - taxed at entrance!</li><li>4) None</li><li>5) all taxable but only beyond defined thresholds.</li><li>6) depends on distance - how many hours out etc! very complex system.</li><li>7) very complex definition of where expatriates have the center of their economic life - taxation below 183 days depends on answer, which is essentially treaty driven</li></ol>
<b>Portugal:</b>	<ol style="list-style-type: none"><li>1) April 15; May 25 for people also with income other than employee income and pensions</li><li>2) <math>0,75\% * (\text{Car cost} + \text{VAT}) \times 12 \text{ months}</math></li><li>3) If it is an individual insurance</li><li>4) There is no taxation in case mobile phone is in name of the company and used for professional purposes.</li><li>5) EUR 57.98</li><li>6) This value is deductible to the tax due and not to the gross salary.</li><li>7) 30% of expenses without no limit</li><li>8) if higher, 5% of taxable income</li><li>9) Only for the acquisition of a permanent habitation</li><li>10) 30% of education expenses with the EUR 644,80 limit.</li><li>11) May be deductible at least in some part.</li><li>12) May benefit from a 50% deduction in case some conditions are verified.</li><li>13) May be exempt in case of permanent residence capital gains.</li><li>14) If there is a Social Security Treaty and if while are working in Portugal compulsory social security contributions are made</li></ol>
<b>Russia:</b>	<ol style="list-style-type: none"><li>1) April 30</li><li>2) Income tax rate applicable</li><li>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 physical</li><li>4) Income tax rate applicable</li><li>5) Income tax rate applicable</li></ol>

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A European Comparison

Country	Luxembourg	Malta	Netherlands	Norway	Poland	Portugal
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- 6) December 31 p.a.
- 7) December 31 p.a.
- 8) Except for business trips.
- 9) In fact there are no limits for PIT
- 10) Depends on country of business trip
- 11) When computer is provided for production necessity.
- 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 provide
- 14) Income received as insurance payments is deducted under voluntary pension insurance agreements concluded with insurance 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.

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A European Comparison

Country	Romania	Russia	Slovenia	Spain	Sweden	Switzerland
Information up-to-date as at:	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008	Jan. 1, 2008
Declaration Date (end)	January	April <sup>1)</sup>	January <sup>1)</sup>	June <sup>1)</sup>	May <sup>1)</sup>	April <sup>1)</sup>
Tax computation						
Cost to employer as % of Net Salary	146.86 %	118.72 %	251.75 %	173.17 %	240.76 %	156.06 %
Cost to the employer	€100.466	€104.444	€120.500	€110.622	€132.420	€115.200
Employers Social security	€466	€4.444	€20.500	€10.622	€32.420	€15.200
Gross Salary	€100.000	€100.000	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€17.530	€0	€24.094	€2.204	€0	€14.070
Income Tax	€14.062	€12.025	€28.040	€33.914	€45.000	€12.113
Net Salary	€68.408	€87.975	€47.865	€63.882	€55.000	€73.817
Net Salary as % of Gross Salary	68.41 %	87.98 %	47.87 %	63.88 %	55.00 %	73.82 %
Taxation of Benefits in Kind						
Company Car	Y	N	Y	Y	Y	Y
Basis: Catalogue Cost	N	N	N	Y	Y	Y <sup>2)</sup>
Basis: Invoiced price	Y	N	Y <sup>2)</sup>	N	N	Y <sup>3)</sup>
Calculation Method (% per annum or amount)	16.00 %	0.00 %	22.50 %	20.00 %	0.00 %	9.60 % <sup>4)</sup>
Petrol	Y	N	Y	N	Y	N
Other	Y	N	Y <sup>3)</sup>	Y	N	N
Company Accommodation	N	Y	Y	Y	Y	Y
Basis: % of rent paid	0.00 %	100.00 % <sup>2)</sup>	100.00 % <sup>4)</sup>	10.00 % <sup>2)</sup>	100.00 %	100.00 %
Utilities: Electricity, Taxes, etc	N	Y	Y	Y	Y	Y

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Country	Romania	Russia	Slovenia	Spain	Sweden	Switzerland
<b>Insurance</b>	Y	Y	<sup>3)</sup> Y	N	Y	<sup>2)</sup> N
Company Pension Scheme	0.00 %	13.00 %	<sup>4)</sup> 0.00 %	<sup>5)</sup> 0.00 %	<sup>3)</sup> 0.00 %	0.00 %
Life, Invalidity, Surviving Spouse	0.00 %	0.00 %	<sup>5)</sup> 100.00 %	0.00 %	0.00 %	100.00 %
<b>Share Options</b>	Y	Y	Y	Y	Y	Y
Quoted (G= Grant ; E= Exercise)	E	G	<sup>6)</sup> E	E	E	<sup>3)</sup> E
Non-quoted (G= Grant ; E= Exercise)	E	G	<sup>7)</sup> E	E	E	<sup>4)</sup> E/G <sup>5)</sup>
<b>Mobile Phone</b>	Y	Y	N	N	Y	N
Purchase Cost	N	N	N	N	N	N
Call Cost (% = % Private Use )	100.00 %	0.00 %	0.00 %	<sup>6)</sup> 0.00 %	0.00 %	0.00 % <sup>6)</sup>
<b>Meal &amp; Hotel Allowance</b>	Y	Y	<sup>8)</sup> N	N	N	N
Non Business Limit tax free per day	€4	€0	<sup>9)</sup> €15	<sup>7)</sup> €0	€23	€0
Business Limit	Y	Y	<sup>10)</sup> N	Y	<sup>4)</sup> N	N
<b>Computers</b>	N	N	<sup>11)</sup> N	N	N	N
Lap-top cost	N/A	N	N/A		N/A	N/A
Desk-top cost	N/A	N	N/A		N/A	N/A
Internet connection	N/A	N	N/A		N/A	N/A
<b>Personal Deductions (max)</b>						
<b>Total for Married 2 children</b>	€1.224	€31.507	€9.701	€12.100	€10.350	€20.853
			<sup>8)</sup>			<sup>7)</sup>

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Country	Romania	Russia	Slovenia	Spain	Sweden	Switzerland
Standard	€824	€0	€9.701	€12.100	€1.500	€4.250
Personal Loan interest	€0	€0	€0	€0	5) €0	5) €0
Mortgage Loan Interest	€0	€7.500	1) 2) €0	9) €0	€7.500	€2.063
Life, Medical, 3rd party Insurances	€200	€0	1) 3) €0	1) 0) €0	€0	€2.937
Pension Insurance	€200	€0	1) 4) €0	1) 1) €0	6) €1.350	€3.978
Investment/Savings allowances	€0	€19.897	€0	1) 2) €0	€0	€0
Education allowances	€0	€4.110	1) 5) €0	1) 3) €0	€0	€7.625
<b>Taxation of Benefits for Expatriates</b>						
Equity based compensation	N	Y	Y	Y	Y	6) Y
Home leave-cash	N	Y	Y	Y	Y	Y
Home leave air tickets and travel expenses	Y	Y	Y	N	Y	Y
Relocation expenses (shipment & staorage household goods)	Y	Y	Y	N	N	Y
Accomodation	Y	Y	Y	Y	Y	Y
Children's education	N	Y	Y	Y	Y	Y
tax on income paid by the employer (equalisation)	Y	N	Y	Y	Y	Y
Car expenses	Y	Y	Y	Y	Y	N
Health care plan	Y	Y	Y	Y	7) Y	Y
<b>Taxation of personal income for expatriates</b>						
				1		1

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Country	Romania	Russia	Slovenia	Spain	Sweden	Switzerland			
Interest	N	Y	N	4)	Y	Y	N	4)	
Dividends	Y	Y	Y	1 5)	Y	Y	N	1 5)	
Capital Gains - movable privately held assets	N	Y	N	1 6)	Y	Y	N		
Capital Gains - immovable privately held assets (real estate)	N	Y	Y	1 7)	Y	Y	Y		
Salary taxable < 183 days	N	Y	Y		Y	8)	N	7) 1 6)	
Travelling between home and your country	N	Y	Y		Y		Y	8)	
Special expatriate deduction (% or amount)	0.00 %	0.00 %	0.00 %	1 8)	0.00 %	0.00 %	0.00 %		
Avoidance your country' social security contributions	N	Y	N		Y	Y	9)	Y	1 7)
Entitlement to buy a house in your country	N	Y	Y		Y	Y	Y	Y	1 8)

**Notes:**

- 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) Work related insurance is not taxed. Pension Schemes are not taxed until payment to individual.
  - 3) Depends on the terms of agreement
  - 4) Depends on the terms of agreement
  - 5) No limit
  - 6) There are special rules for so called key persons

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- 7) See if double tax treaty
- 8) It is also deductible
- 9) If social security treaty

Switzerland

- 1) April 30 each year; extension can be asked up to September 30.
- 2) in Switzerland the company car is a taxable benefit. The taxation is 0.8% monthly of the effective invoiced price (VAT non included), minimum CHF 150 per month.
- 3) By leasing the basis is the correspondend price that would have been in cash or the catalog price(VAT non included).
- 4) 9,6% yearly on paid price.
- 5) Basicly at exercise, unless is possible to evaluate them; in such a case taxation at grant might be possible.
- 6) Basically, private use has to be reimbursed.
- 7) Forfait for professional incurred expenses (meal, transportation, others)
- 8) 100%
- 9) Mortgage interests are deductible, but a figurative own house amount shall be taxed. The relevant amount depends on the tax value of the house.
- 10) Depend on marital status and children.
- 11) Maximum 3'870 per year.
- 12) 0.3% of assets
- 13) Children deduction only if < 18 years old or up to 25 years old when they are studing.
- 14) Interest are taxed on residence Country, when Double Taxation Agreement is applicable.
- 15) Dividends are taxed on residence Country, when Double Taxation Agreement is applicable.
- 16) Only when a Double Taxation Agreement applyes.
- 17) When a Double Social Security Agreement applyes or when the residence Country is in a UE member State.
- 18) 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

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Country	Romania	Russia	Slovenia	Spain	Sweden	Switzerland
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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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**Salary taxes, Social Security and Expatriate taxation - 2008**

A European Comparison

Country	Ukraine	United Kingdom	
Information up-to-date as at:	Jan. 1, 2008	Feb. 29, 2008	
Declaration Date (end)	April	January	1)
Tax computation			
<b>Cost to employer as % of Net Salary</b>	<b>169.33 %</b>	<b>206.11 %</b>	
Cost to the employer	€138.000	€111.934	
<b>Employers Social security</b>	<b>€38.000</b>	<b>€11.934</b>	
Gross Salary	€100.000	€100.000	
Employees Social Security	€3.500	€4.786	
Income Tax	€15.000	€40.905	
<b>Net Salary</b>	<b>€81.500</b>	<b>€54.309</b>	
<b>Net Salary as % of Gross Salary</b>	<b>81.50 %</b>	<b>54.31 %</b>	
Taxation of Benefits in Kind			
Company Car	Y	Y	
Basis: Catalogue Cost	Y	Y	
Basis: Invoiced price	N	N	
Calculation Method (% per annum or amount)	15.00 %	35.00 %	2)
Petrol	Y	Y	3)
Other	Y	N	
<b>Company Accommodation</b>	<b>Y</b>	<b>Y</b>	
Basis: % of rent paid	15.00 %	100.00 %	
Utilities: Electricity, Taxes, etc	Y	Y	

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**Salary taxes, Social Security and Expatriate taxation - 2008**

A European Comparison

Country	Ukraine	United Kingdom	
<b>Insurance</b>	Y	Y	4)
Company Pension Scheme	33.20 %	0.00 %	5)
Life, Invalidity, Surviving Spouse	4.00 %	100.00 %	6)
<b>Share Options</b>	Y	Y	
Quoted (G= Grant ; E= Exercise)	E	E	7)
Non-quoted (G= Grant ; E= Exercise)	E	E	8)
<b>Mobile Phone</b>	Y	N	
Purchase Cost	Y	N	
Call Cost (% = % Private Use )	0.00 %	0.00 %	
<b>Meal &amp; Hotel Allowance</b>	Y	Y	9)
Non Business Limit tax free per day	€0	€0	
Business Limit	Y	N	
<b>Computers</b>	Y	N	
Lap-top cost		N/A	
Desk-top cost		N/A	
Internet connection		N/A	
<b>Personal Deductions (max)</b>			
<b>Total for Married 2 children</b>	<b>€0</b>	<b>€323.070</b>	

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**Salary taxes, Social Security and Expatriate taxation - 2008**

A European Comparison

Country	Ukraine	United Kingdom	
Standard	€0	€7.070	
Personal Loan interest	€0	€0	
Mortgage Loan Interest	€0	€0	
Life, Medical, 3rd party Insurances	€0	€0	
Pension Insurance	€0	€316.000	1 0)
Investment/Savings allowances	€0	€0	
Education allowances	€0	€0	
<b>Taxation of Benefits for Expatriates</b>			
Equity based compensation	Y	Y	1 1)
Home leave-cash	Y	Y	
Home leave air tickets and travel expenses	Y	N	
Relocation expenses (shipment & staorage household goods)	Y	N	1 2)
Accommodation	Y	Y	
Children's education	Y	Y	
tax on income paid by the employer (equalisation)	Y	Y	
Car expenses	Y	N	1 3)
Health care plan	Y	Y	
<b>Taxation of personal income for expatriates</b>			
Interest	Y	N	1 4)

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A European Comparison

Country	Ukraine	United Kingdom	
Dividends	Y	N	1 5)
Capital Gains - movable privately held assets	Y	N	1 6)
Capital Gains - immovable privately held assets (real estate)	Y	N	1 7)
Salary taxable < 183 days	Y	Y	
Travelling between home and your country	Y	N	
Special expatriate deduction (% or amount)	0.00 %	0.00 %	
Avoidance your country' social security contributions	Y	Y	1 8)
Entitlement to buy a house in your country	Y	Y	

**Notes:**

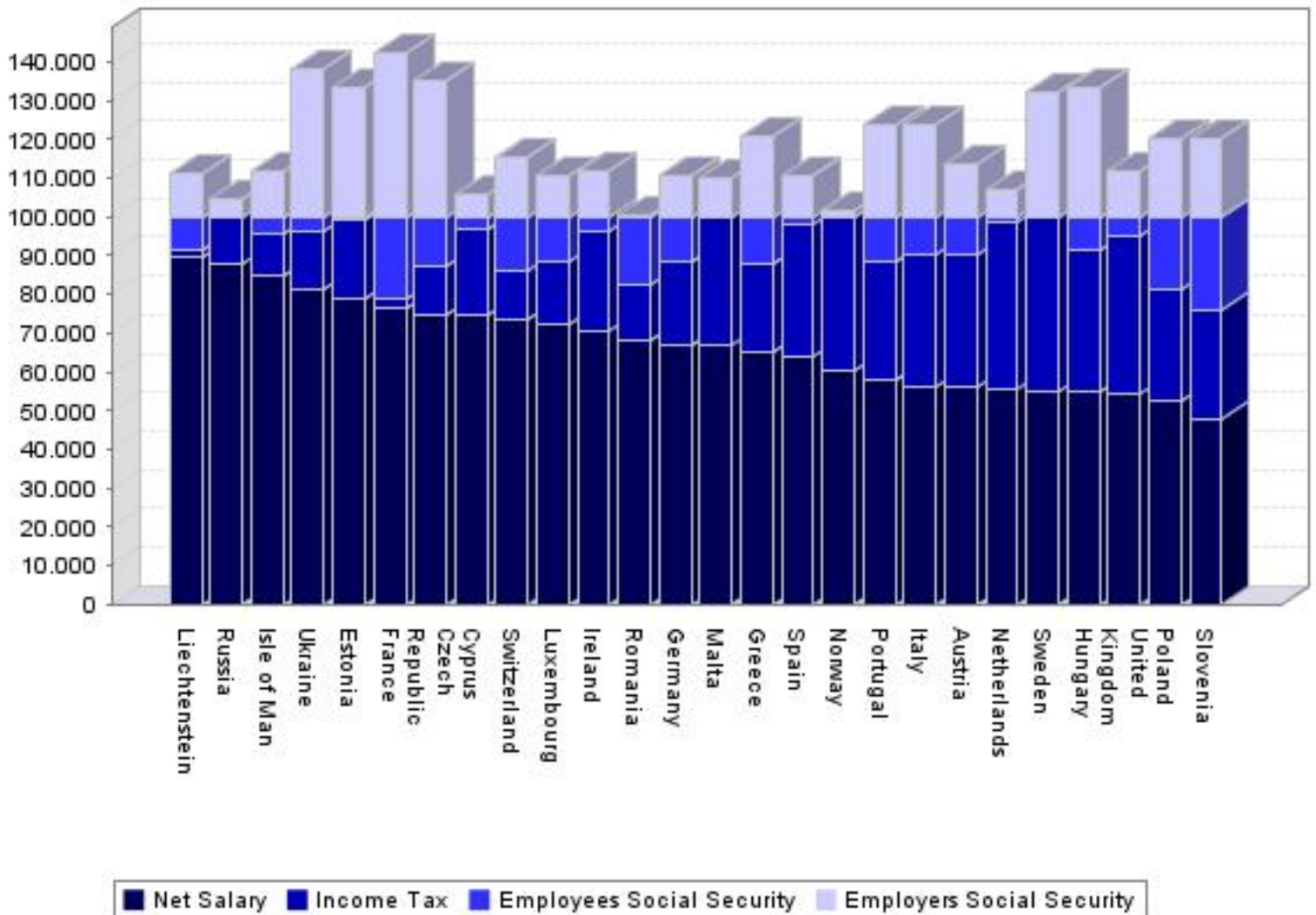
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