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Salary taxes, Social Security and Expatriate taxation - 2009

A European Comparison

Country	Austria	Belgium	Bulgaria	Cyprus	Czech Republic	Denmark
Information up-to-date as at:	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009
Declaration Date (end)	April	July ¹⁾	April	April	March ¹⁾	June
Tax computation						
Cost to employer as % of Net Salary	203.62 %	277.59 %	115.20 %	141.92 %	175.84 %	0.00 %
Cost to the employer	€113.886	€135.000	€102.282	€105.844	€134.000	€100.000
Employers Social security	€13.886	€35.000	€2.282	€5.844	€34.000	€0
Gross Salary	€100.000	€100.000	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€10.089	€13.070	€1.595	€3.027	€11.000	€0
Income Tax	€33.980	€38.297	€9.615	€22.394	€12.795	€42.000
Net Salary	€55.931	€48.633	€88.790	€74.578	€76.205	€58.000
Net Salary as % of Gross Salary	55.93 %	48.63 %	88.79 %	74.58 %	76.20 %	58.00 %
Taxation of Benefits in Kind						
Company Car	Y	Y	Y	Y	Y	Y
Basis: Catalogue Cost	Y	N	N	N	N	N
Basis: Invoiced price	Y	N	Y	Y	Y	Y
Calculation Method (% per annum or amount)	18.00 %	0.00 % ²⁾	25.00 % ¹⁾	0.00 % ¹⁾	12.00 %	25.00 %
Petrol	N	N	Y	N	Y	N
Other	N	Y ³⁾	Y	N	Y	N
Company Accommodation	Y	Y	Y	Y	N	Y
Basis: % of rent paid	75.00 %	0.00 %	100.00 %	100.00 %	0.00 %	100.00 %
Utilities: Electricity, Taxes, etc	Y	Y	Y	Y	N	Y
Insurance	Y	N	Y ²⁾	Y	Y	Y
Company Pension Scheme	0.00 %	0.00 %	100.00 %	100.00 %	0.00 %	0.00 %

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Country	Austria	Belgium	Bulgaria	Cyprus	Czech Republic	Denmark
Life, Invalidation, Surviving Spouse	100.00 %	0.00 %	0.00 % ³⁾	100.00 %	0.00 %	0.00 %
Share Options	Y	Y	Y	Y	Y	Y
Quoted (G= Grant ; E= Exercise)	E	G	E	E		E
Non-quoted (G= Grant ; E= Exercise)	E	G	E	E		E
Mobile Phone	N	Y	N	Y	Y	Y
Purchase Cost	N	N	N	Y	Y	N
Call Cost (% = % Private Use)	0.00 %	0.00 %	0.00 %	0.00 % ²⁾	0.00 %	0.00 %
Meal & Hotel Allowance	N	N	Y	N	N	Y
Non Business Limit tax free per day	€26	€5	€1	€0	€0	€65
Business Limit	N	N	Y	N	N	Y
Computers	N	Y	N	N	N	N ¹⁾
Lap-top cost	N	EUR 180	N/A	N/A	N/A	
Desk-top cost	N	EUR 180	N/A	N/A	N/A	
Internet connection	N	EUR 60	N/A	N/A	N/A	
Personal Deductions (max)						
Total for Married 2 children	€0	€11.100	€30.648	€0	€11.926	€0
Standard	€0	€5.660	€0	€0	€926	€0
Personal Loan interest	€0	€0	€0	€0	€0	€0
Mortgage Loan Interest	€0	€3.000 ⁴⁾	€2.256 ⁴⁾	€0	€11.000	€0
Life, Medical, 3rd party Insurances	€0	€1.830	€19.228 ⁵⁾	€0 ³⁾	€0 ²⁾	€0
Pension Insurance	€0	€610	€9.164 ⁶⁾	€0 ⁴⁾	€0 ³⁾	€0
Investment/Savings allowances	€0	€0	€0	€0	€0	€0

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Country	Austria	Belgium	Bulgaria	Cyprus	Czech Republic	Denmark
Education allowances	€0	€0	€0	€0	€0	€0
Taxation of Benefits for Expatriates						
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)	N	N	Y	N	Y	Y
Accommodation	Y	Y	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	Y	Y	Y	Y	Y	Y
Health care plan	Y	Y	Y	N	Y	Y
Taxation of personal income for expatriates						
Interest	N	Y	N	Y	Y	Y
Dividends	N	Y	Y	Y	Y	Y
Capital Gains - movable privately held assets	N	N	Y	N	Y	Y
Capital Gains - immovable privately held assets (real estate)	N	N	Y	Y	⁵⁾ Y	N
Salary taxable < 183 days	N	N	Y	Y	Y	Y
Travelling between home and your country	Y	N	Y	Y	Y	Y
Special expatriate deduction (% or amount)	0.00 %	0.00 %	⁵⁾ 0.00 %	20.00 %	⁶⁾ 0.00 %	0.00 %
				⁷⁾		

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Country	Austria	Belgium	Bulgaria	Cyprus	Czech Republic	Denmark
Avoidance your country' social security contributions	Y	Y	Y	N	Y	Y
Entitlement to buy a house in your country	Y	Y	Y	8)	Y	Y

Notes:

Austria:

Belgium:

- 1) June 30
- 2) 5.000 km p.a.
- 3) The benefit is calculated on the horsepower and co2 emissions of the car
- 4) The mortgage interest realized in view of the purchase of an immovable asset are deductible from rental income. The mortgage interests realized to the acquisition as good as new, under construction or for the renovation of a main residence are deductible
- 5) EUR 11,250

Bulgaria:

- 1) No written regulation. 25% is the maximum allowed depreciation which should compensate minimum rent.
- 2) If requested by law.
- 3) Under certain circumstances.
- 4) Interest expenses on mortgage of maximum BGN 100,000 (EUR 51,129) is exempt for young couples with one house. If the interest rate is 5% we can deduct EUR 2,256 from the taxable income.
- 5) Life and medical insurance capped to 10% of taxable income each.
- 6) Capped to 10% of taxable income.
- 7) Depending of agreements for social security between states.
- 8) For certain group of foreigners acquisition of land is not allowed.

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 Euro 8,543 per annum

Czech

Republic:

- 1) March 31 or June 30
- 2) Life Insurance and Pension Insurance - both together can be max. EUR 895 per year.
- 3) Life Insurance and Pension Insurance - both together can be max. EUR 895 per year.

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Denmark: 1) If the internet connection is primarily used for business purposes

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Country	Estonia	Finland	France	Germany	Greece	Hungary
Information up-to-date as at:	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009
Declaration Date (end)	March	January ¹⁾	June ¹⁾	May ¹⁾	May ¹⁾	January
Tax computation						
Cost to employer as % of Net Salary	168.84 %	227.64 %	187.64 %	184.97 %	183.21 %	243.28 %
Cost to the employer	€133.642	€123.438	€143.177	€111.004	€120.740	€133.500
Employers Social security	€33.642	€23.438	€43.177	€11.004	€20.740	€33.500
Gross Salary	€100.000	€100.000	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€600	€0	€21.141	€11.401	€11.826	€8.863
Income Tax	€20.249	€45.776	€2.553	€28.588	€22.270	€36.262
Net Salary	€79.151	€54.224	€76.306	€60.011	€65.904	€54.875
Net Salary as % of Gross Salary	79.15 %	54.22 %	76.31 %	60.01 %	65.90 %	54.88 %
Taxation of Benefits in Kind						
Company Car	Y	Y	Y	Y	N	Y
Basis: Catalogue Cost	Y ¹⁾	Y	N	Y	N	N
Basis: Invoiced price	N	N	Y	N	N	Y
Calculation Method (% per annum or amount)	100.00 %	22.80 % ²⁾	9.00 % ²⁾	12.00 %	0.00 %	0.00 %
Petrol	N ²⁾	N	Y ³⁾	N	N	N
Other	Y	N	N	N	N	N
Company Accommodation	Y	Y	Y	Y	Y	N
Basis: % of rent paid	100.00 %	0.00 % ³⁾	0.00 % ⁴⁾	100.00 %	100.00 %	0.00 %
Utilities: Electricity, Taxes, etc	Y	Y	Y	Y	Y	N

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Country	Estonia	Finland	France	Germany	Greece	Hungary
Insurance	Y	N	Y	Y	N	N
Company Pension Scheme	68.30 %	0.00 %	0.00 % ⁵⁾	0.00 %	0.00 %	0.00 %
Life, Invalidity, Surviving Spouse	68.30 %	0.00 %	0.00 % ⁶⁾	100.00 %	0.00 %	0.00 %
Share Options	Y	Y	Y	Y	N	N
Quoted (G= Grant ; E= Exercise)	E	G ⁴⁾	E	G	N/A	E
Non-quoted (G= Grant ; E= Exercise)	E	G ⁵⁾	E	E	N/A	E
Mobile Phone	Y	Y	Y	N	N	Y
Purchase Cost	Y	N	N	N	N	N
Call Cost (% = % Private Use)	0.00 %	0.00 % ⁶⁾	0.00 %	0.00 %	0.00 %	20.00 %
Meal & Hotel Allowance	Y	N	N	Y	Y	N
Non Business Limit tax free per day	€0	€5	€5	€24	€0	€2
Business Limit	Y	N	N	N	N	Y
Computers	N	N	Y ⁷⁾	N	N	N
Lap-top cost	N/A	N/A	%	N/A	N/A	N/A
Desk-top cost	N/A	N/A	%	N/A	N/A	N/A
Internet connection	N/A	N/A	%	N/A	N/A	N/A
Personal Deductions (max)						
Total for Married 2 children	€28.293	€16.336	€55.664	€23.330	€25.100	€0
Standard	€6.902	€3.550	€34.012	€15.668	€14.000	€0

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Country	Estonia	Finland	France	Germany	Greece	Hungary
Personal Loan interest	€0	€0	€0	€0	€0	€0
Mortgage Loan Interest	€6.391	€4.286 ⁷⁾	€3.400 ⁸⁾	€0	€7.500	€0
Life, Medical, 3rd party Insurances	€0	€0	€0	€4.002	€600	€0
Pension Insurance	€15.000	€8.500 ⁸⁾	€7.886 ⁹⁾	€0	€600	€0
Investment/Savings allowances	€0	€0	€10.000 ¹⁰⁾	€1.500	€0	€0
Education allowances	€0	€0	€366 ¹¹⁾	€2.160	€2.400	€0
Taxation of Benefits for Expatriates						
Equity based compensation	Y	Y	N	Y	Y	N
Home leave-cash	Y	Y ⁹⁾	N	Y	Y	N
Home leave air tickets and travel expenses	Y	N	N	Y ¹²⁾	Y	N
Relocation expenses (shipment & storage household goods)	Y	N	N	Y	Y	N
Accommodation	Y	Y	N	Y	Y	N
Children's education	Y	Y	N	Y	Y	N
tax on income paid by the employer (equalisation)	Y	Y	N	Y	Y	N
Car expenses	Y	Y	N	Y	N	N
Health care plan	Y	N	N	Y	N	N
Taxation of personal income for expatriates						
Interest	N	N	Y ¹³⁾	Y	Y	N
Dividends	N	N	Y ¹⁴⁾	Y	Y	N

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Capital Gains - movable privately held assets	N	N	Y ^{1 5)}	Y	Y	N
Capital Gains - immovable privately held assets (real estate)	Y	N	Y ^{1 6)}	Y	Y	N
Salary taxable < 183 days	N	N ^{1 0)}	Y ^{1 7)}	Y	Y	N
Travelling between home and your country	Y	N	Y ^{1 8)}	Y	Y	N
Special expatriate deduction (% or amount)	0.00 %	0.00 %	0.00 % ^{1 9)}	0.00 %	0.00 %	0.00 %
Avoidance your country' social security contributions	Y	Y	N ^{2 0)}	Y ²⁾	N	N
Entitlement to buy a house in your country	Y	Y	Y	Y	Y	N

Notes:

Estonia: 1) Fringe benefit is EUR 0.32 per kilometer of private travels but not more than EUR 256 in one month.
2) If company's car, no additional benefit. If personal car, Yes.

Finland: 1) January 31
2) Varied from 1.4% to 1,0% of the invoiced price + 270-300 euros / month
3) euros/square meters
4) When realized
5) When realized
6) 20 euro / month / mobile
7) 100%
8) 100%
9) If it is a cash money or cash salary without any expenses
10) If an expatriate stays less than 183 days, only tax at source will be taxed. Depending on a tas treaty

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% if 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%

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- 4) 160 per number of rooms / month
- 5) Obligatory pension scheme is included in social security contribution and deductible. In case a capitalized retirement scheme is added the deductibility is limited per year.
- 6) A coverage is included in obligatory social contribution. In case a complementary insurance is set up the contribution is limited per year.
- 7) If there is a personal use, the advantage could be valued at 10% of the value.
- 8) deducted from income tax with special condition
- 9) amount deductible from income tax with special conditions and maximum amount
- 10) 25% of amount invested in capital of a new individual company with a maximum of 40 000 ? deductible from tax
- 11) Deducted from income tax
- 12) Twice return tickets per year tax free
- 13) if he is tax resident
- 14) if he is tax resident
- 15) if he is tax resident
- 16) taxation if real estate are located in France in case of tax residence
- 17) withholding tax
- 18) Twice return tickets per year tax free
- 19) Bonus for expatriation could be non taxable in France
- 20) depending of social security treaty

Germany:

- 1) May 31
- 2) If there exist a social security treaty.

Greece:

- 1) May 2

Hungary:

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Country	Ireland	Isle of Man	Italy	Liechtenstein	Luxembourg	Malta
Information up-to-date as at:	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009
Declaration Date (end)	October ¹⁾	September	February ¹⁾	April	March ¹⁾	June
Tax computation						
Cost to employer as % of Net Salary	172.34 %	133.33 %	219.72 %	123.86 %	154.74 %	165.02 %
Cost to the employer	€112.040	€111.995	€123.810	€111.100	€110.760	€110.000
Employers Social security	€12.040	€11.995	€23.810	€11.100	€10.760	€10.000
Gross Salary	€100.000	€100.000	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€5.294	€3.547	€9.890	€8.300	€12.218	€0
Income Tax	€29.696	€12.457	€33.760	€2.000	€16.202	€33.340
Net Salary	€65.010	€83.996	€56.350	€89.700	€71.580	€66.660
Net Salary as % of Gross Salary	65.01 %	84.00 %	56.35 %	89.70 %	71.58 %	66.66 %
Taxation of Benefits in Kind						
Company Car	Y	N ¹⁾	Y	Y	Y	Y
Basis: Catalogue Cost	Y	N	Y	Y	Y	Y
Basis: Invoiced price	N	Y ²⁾	N	N	N	N
Calculation Method (% per annum or amount)	30.00 %	0.00 % ³⁾	0.00 % ²⁾	10.00 % ¹⁾	18.00 %	14.00 %
Petrol	N	Y	N	N	N	Y
Other	N	Y	N	N ²⁾	N	Y
Company Accommodation	Y	Y	Y	Y	Y	Y
Basis: % of rent paid	100.00 % ²⁾	0.00 %	0.00 % ³⁾	100.00 %	75.00 %	0.00 %
Utilities: Electricity, Taxes, etc	Y	Y	Y	Y	Y	Y

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Country	Ireland	Isle of Man	Italy	Liechtenstein	Luxembourg	Malta
Insurance	Y	Y	Y	Y	Y	N
Company Pension Scheme	0.00 %	0.00 %	0.00 %	100.00 % ³⁾	20.00 % ²⁾	0.00 %
Life, Invalidity, Surviving Spouse	100.00 %	0.00 %	100.00 % ⁴⁾	100.00 % ⁴⁾	20.00 % ³⁾	0.00 %
Share Options	Y	N	Y	Y	Y	Y
Quoted (G= Grant ; E= Exercise)	E		E	G	G	
Non-quoted (G= Grant ; E= Exercise)	E		E	G	E	
Mobile Phone	N ³⁾	N	Y	N	N	Y
Purchase Cost	N ⁴⁾	N	Y	N	N	N
Call Cost (% = % Private Use)	0.00 %	100.00 %	0.00 %	0.00 % ⁵⁾	0.00 %	0.00 %
Meal & Hotel Allowance	N ⁵⁾	Y ⁴⁾	Y	Y	N	N
Non Business Limit tax free per day	€0	€0	€5	€16	€6	€0
Business Limit	Y ⁶⁾	N	N	N	N	Y
Computers	N ⁷⁾	N	N	N	N	Y
Lap-top cost	N ⁸⁾		N/A	N/A ⁶⁾	N/A	
Desk-top cost	N ⁹⁾		N/A	N/A ⁷⁾	N/A	
Internet connection	N ¹⁰⁾		N/A	N/A ⁸⁾	N/A	
Personal Deductions (max)						
Total for Married 2 children	€6.690 ¹⁾	€27.740	€6.075	€29.715	€21.880	€0
	1	5)	5)			

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Country	Ireland	Isle of Man	Italy	Liechtenstein	Luxembourg	Malta
Standard	€5.490 ²⁾	€20.240	€0	€14.065	€1.416	€0
Personal Loan interest	€0 ^{1 3)}	€0 ⁶⁾	€0	€0	€2.688	€0
Mortgage Loan Interest	€1.200	€7.500	€6.075	€0	€6.000	€0
Life, Medical, 3rd party Insurances	€0 ^{1 4)}	€0	€0	€3.875	€2.688	€0
Pension Insurance	€0 ^{1 5)}	€0	€0	€11.775	€6.400	€0
Investment/Savings allowances	€0	€0	€0	€0	€2.688	€0
Education allowances	€0	€0	€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 & storage household goods)	N ^{1 6)}	N	Y	Y	Y	N
Accommodation	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 ^{1 7)}	Y	Y	Y	N ⁴⁾	Y
Health care plan	Y ^{1 8)}	Y	N	Y	Y	Y
Taxation of personal income for expatriates						
					5)	

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Country	Ireland	Isle of Man	Italy	Liechtenstein	Luxembourg	Malta
Interest	Y	Y	Y	N	Y	N
Dividends	Y	Y	Y	N	Y	N ⁶⁾
Capital Gains - movable privately held assets	Y	N	Y	N	Y ⁹⁾	N ⁷⁾
Capital Gains - immovable privately held assets (real estate)	Y	N	Y	N	Y ¹⁰⁾	Y ⁸⁾
Salary taxable < 183 days	Y ¹⁹⁾	Y	N	N	Y ¹¹⁾	N ⁹⁾
Travelling between home and your country	Y	Y	Y ⁶⁾	N	Y	N ¹⁰⁾
Special expatriate deduction (% or amount)	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %
Avoidance your country' social security contributions	Y ²⁰⁾	Y	N	N	Y	N ¹¹⁾
Entitlement to buy a house in your country	Y	Y	Y	N	Y	Y

Notes:

- 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: 3,660; Employee credit: 1,830; Total 5,490
 - 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.

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- 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 Medical 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 cost over ?31,900
 - 3) Based on engine size up to ? 28173 then on price, up to ? 42441 benefit in kind is 6035
 - 4) If on business trip, away from home town
 - 5) First 30766 Tax free personal allowance for married couple
 - 6) Interest paid to residents of the Isle of Man and UK financial institutions

- Italy:**
- 1) February 28
 - 2) 30% x kilometer cost
 - 3) Cadastral value
 - 4) Must be deduct from the gross tax
 - 5) there are not deductions on the income higher than 80.000
 - 6) It depends

- Liechtenstein:**
- 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:**
- 1) March 31
 - 2) On premium
 - 3) On premium
 - 4) If used for business
 - 5) See if double tax treaties
 - 6) See if double tax treaties
 - 7) See if double tax treaties

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Country	Ireland	Isle of Man	Italy	Liechtenstein	Luxembourg	Malta
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- 8) See if double tax treaties
- 9) See if double tax treaties
- 10) Can be exempted under conditions
- 11) If social security treaty

Malta:

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Salary taxes, Social Security and Expatriate taxation - 2009

A European Comparison

Country	Netherlands	Norway	Poland	Portugal	Romania	Russia
Information up-to-date as at:	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009
Declaration Date (end)	April ¹⁾	April	April	April ¹⁾	February	April ¹⁾
Tax computation						
Cost to employer as % of Net Salary	189.84 %	184.42 %	158.56 %	217.05 %	144.98 %	118.41 %
Cost to the employer	€106.996	€114.100	€107.113	€123.750	€100.445	€104.174
Employers Social security	€6.996	€14.100	€7.113	€23.750	€445	€4.174
Gross Salary	€100.000	€100.000	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€0	€0	€4.774	€11.396	€16.467	€0
Income Tax	€43.639	€38.132	€27.673	€31.590	€14.252	€12.025
Net Salary	€56.361	€61.868	€67.553	€57.014	€69.281	€87.975
Net Salary as % of Gross Salary	56.36 %	61.87 %	67.55 %	57.01 %	69.28 %	87.98 %
Taxation of Benefits in Kind						
Company Car	Y	Y	N	Y	Y	N ²⁾
Basis: Catalogue Cost	Y ²⁾	Y	N	N	N	N
Basis: Invoiced price	N	Y ¹⁾	N	Y ²⁾	Y	N
Calculation Method (% per annum or amount)	25.00 % ³⁾	30.00 % ²⁾	0.00 %	9.00 %	16.00 %	0.00 %
Petrol	N	N	N	Y	Y	N ³⁾
Other	N	N	N	Y	Y	N ⁴⁾
Company Accommodation	Y	Y	Y	Y	N	Y
Basis: % of rent paid	52.00 % ⁴⁾	100.00 %	100.00 % ¹⁾	100.00 %	0.00 %	100.00 % ⁵⁾
Utilities: Electricity, Taxes, etc	Y ⁵⁾	Y	Y	Y	N	Y

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Salary taxes, Social Security and Expatriate taxation - 2009

A European Comparison

Country	Netherlands	Norway	Poland	Portugal	Romania	Russia
Insurance	N	Y	Y	2) Y	N	Y
Company Pension Scheme	0.00 %	0.00 %	0.00 %	3) 100.00 %	3) 0.00 %	0.00 %
Life, Invalidity, Surviving Spouse	0.00 %	0.00 %	0.00 %	4) 100.00 %	0.00 %	0.00 %
Share Options	Y	Y	Y	Y	N	Y
Quoted (G= Grant ; E= Exercise)	E	G		E		G
Non-quoted (G= Grant ; E= Exercise)	E	G		E		G
Mobile Phone	N	6) Y	N	Y	4) N	N
Purchase Cost	N	7) Y	3) N	N	N	N
Call Cost (% = % Private Use)	10.00 %	0.00 %	4) 0.00 %	0.00 %	100.00 %	0.00 %
Meal & Hotel Allowance	N	Y	N	5) Y	Y	Y
Non Business Limit tax free per day	€4	€5	5) €0	€6	€8	€0
Business Limit	Y	Y	N	6) Y	5) Y	Y
Computers	N	N	6) N	Y	N	N
Lap-top cost	N/A	N	7) N	N/A	N/A	N
Desk-top cost	N/A	N	8) N	N/A	N/A	N
Internet connection	N/A	N	9) N	N/A	N/A	N
Personal Deductions (max)						
Total for Married 2 children	€11.598	€26.394	€0	7) €2.161	6) €1.098	€9.628

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A European Comparison

Country	Netherlands	Norway	Poland	Portugal	Romania	Russia
Standard	€4.098	€18.894 ⁰⁾	€0	€855	€698	€0
Personal Loan interest	€0	€0	€0	€0	€0	€0
Mortgage Loan Interest	€7.500	€7.500	€0	€586	€0 ⁷⁾	€7.500 ^{1 6)}
Life, Medical, 3rd party Insurances	€0	€0	€0	€0	€200 ⁸⁾	€0 ^{1 7)}
Pension Insurance	€0	€0	€0	€0	€200 ⁹⁾	€1.064 ^{1 8)}
Investment/Savings allowances	€0	€0	€0	€0	€0 ^{1 0)}	€0
Education allowances	€0	€0	€0	€720	€0 ^{1 1)}	€1.064 ^{1 9)}
Taxation of Benefits for Expatriates						
Equity based compensation	Y	Y ⁸⁾	Y	Y	Y	Y
Home leave-cash	Y	Y ⁹⁾	Y	Y	N	Y
Home leave air tickets and travel expenses	Y	Y ^{1 0)}	Y	N	Y	Y
Relocation expenses (shipment & staorage household goods)	Y	Y ^{1 1)}	Y	N	Y	Y
Accomodation	Y	Y ^{1 2)}	Y	Y	Y	Y
Children's education	Y	Y ^{1 3)}	Y	Y	N	Y
tax on income paid by the employer (equalisation)	Y	Y ^{1 4)}	Y	Y	Y	Y
Car expenses	Y	Y ^{1 5)}	Y	N	Y	Y
Health care plan	Y	Y ^{1 6)}	Y	Y	Y ^{1 2)}	Y
Taxation of personal income for expatriates						

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A European Comparison

Country	Netherlands	Norway	Poland	Portugal	Romania	Russia	
Interest	N	Y	Y	Y	Y	Y	2 0)
Dividends	N	N	Y	Y	¹ ₃₎ Y	Y	2 1)
Capital Gains - movable privately held assets	N	Y	Y	Y	N	Y	2 2)
Capital Gains - immovable privately held assets (real estate)	N	Y	Y	Y	¹ ₄₎ N	Y	2 3)
Salary taxable < 183 days	N	¹ ₇₎ N	Y	^{9) Y}	N	Y	2 4)
Travelling between home and your country	N	Y	N	Y	N	Y	2 5)
Special expatriate deduction (% or amount)	0.00 %	10.00 %	¹ ₁₎ 0.00 %	0.00 %	0.00 %	0.00 %	
Avoidance your country' social security contributions	N	Y	Y	¹ ₀₎ Y	¹ ₅₎ N	Y	2 6)
Entitlement to buy a house in your country	Y	Y	N	Y	Y	Y	

Notes:

- Netherlands:**
- 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) or 20 to 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) when used for at least 10 % for business reasons completely tax free
 - 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

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16) 30% tax free compensation

17) In the Netherlands there is a verdict of the supreme court that questions the 183 day rule specially for labour agencies. It is not clear yet, what direction this discussion will go.

Norway:

- 1) Invoiced price of car options must be taken into consideration
- 2) 30% of catalogue price < Euro 32.000, 20% for rest catalogue price > 32.000. When car > 3 years, reduction of % calculation to 75% of catalogue price.
- 3) No taxation if company property
- 4) Limited amount for taxation NOK 4.000 if 1 phone, NOK 6.000 if 2 phones
- 5) NOK 40 pr day
- 6) No taxation when company property
- 7) No taxation when company property
- 8) No taxation when company property
- 9) When company as billing recipient, 50% subject to taxation.
- 10) For two children NOK 40.000, personal deduction max NOK 111.150/ min 72.600. Total NOK 151.150/112.600.
- 11) Max NOK 40.000/Euro 5.000

Poland:

- 1) actuals
- 2) taxable - except for some finely defined schemes
- 3) must fall under state approved scheme (third pillar) - taxed at entrance!
- 4) None
- 5) all taxable but only beyond very low thresholds.
- 6) depends on distance - how many hours out etc! very complex system.
- 7) It is possible to file return based on household revenue, much similar to the French system of `parts`
- 8) There is no allowance worth mentioning in the Polish system.
- 9) 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
- 10) Some non EU countries have treaty (USA) - EU system for the 27 countries

Portugal:

- 1) April 15; May 25 for people also with income other than employee income and pensions
- 2) $0,75\% \times (\text{Car cost} + \text{VAT}) \times 12 \text{ months}$
- 3) If it is an individual insurance
- 4) There is no taxation in case mobile phone is in name of the company and used for professional purposes.
- 5) EUR 57.98
- 6) This value is deductible to the tax due and not to the gross salary.
- 7) According to the taxable income, there are several deduction rates.
- 8) 30% of expenses without no limit
- 9) if higher, 5% of taxable income
- 10) Only for the acquisition of a permanent habitation
- 11) 30% of education expenses with a ? 720 limit.
- 12) May be deductible at least in some part.

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A European Comparison

Country	Netherlands	Norway	Poland	Portugal	Romania	Russia
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- 13) May benefit from a 50% deduction in case some conditions are verified.
- 14) May be exempt in case of permanent residence capital gains.
- 15) If there is a Social Security Treaty and if while are working in Portugal compulsory social security contributions are made

Romania:

- Russia:**
- 1) April 30
 - 2) Assuming that the asset is used in the favour of the company only
 - 3) Assuming that the asset is used in the favour of the company only
 - 4) Assuming that the asset is used in the favour of the company only
 - 5) Income tax rate applicable
 - 6) 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
 - 7) Not more than 12.000 RUB a year per person
 - 8) Income tax rate applicable
 - 9) December 31 p.a.
 - 10) December 31 p.a.
 - 11) Assuming that the asset is used in the favour of the company only
 - 12) Except for business trips.
 - 13) In fact there are no limits for PIT
 - 14) Depends on country of business trip
 - 15) Assuming that the asset is used in the favour of the company only
 - 16) Deduction available after the year of apartment purchase (maximum 27, 000 EUR)
 - 17) 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
 - 18) Total education+pension deductions should not exceed 100,000 RUB
 - 19) maximum
 - 20) This depends on a tax treaty with the corresponding country
 - 21) This depends on a tax treaty with the corresponding country
 - 22) This depends on a tax treaty with the corresponding country
 - 23) This depends on a tax treaty with the corresponding country
 - 24) This depends on a tax treaty with the corresponding country
 - 25) This depends on a tax treaty with the corresponding country
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Salary taxes, Social Security and Expatriate taxation - 2009

A European Comparison

Country	Spain	Sweden	Ukraine	United Kingdom
Information up-to-date as at:	Jan. 1, 2009	Jan. 1, 2009	Jan. 1, 2009	Feb. 9, 2009
Declaration Date (end)	June ¹⁾	May ¹⁾	April	January ¹⁾
Tax computation				
Cost to employer as % of Net Salary	182.50 %	240.76 %	169.33 %	202.21 %
Cost to the employer	€111.360	€132.420	€138.000	€112.035
Employers Social security	€11.360	€32.420	€38.000	€12.035
Gross Salary	€100.000	€100.000	€100.000	€100.000
Employees Social Security	€2.413	€0	€3.500	€4.747
Income Tax	€36.568	€45.000	€15.000	€39.849
Net Salary	€61.019	€55.000	€81.500	€55.404
Net Salary as % of Gross Salary	61.02 %	55.00 %	81.50 %	55.40 %
Taxation of Benefits in Kind				
Company Car	Y	Y	Y	Y
Basis: Catalogue Cost	Y	Y	Y	Y
Basis: Invoiced price	N	N	N	N
Calculation Method (% per annum or amount)	20.00 %	0.00 %	15.00 %	35.00 % ²⁾
Petrol	N	Y	Y	Y ³⁾
Other	Y	N	Y	N
Company Accommodation	Y	Y	Y	Y
Basis: % of rent paid	10.00 % ²⁾	100.00 %	15.00 %	100.00 %
Utilities: Electricity, Taxes, etc	Y	Y	Y	Y

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Salary taxes, Social Security and Expatriate taxation - 2009

A European Comparison

Country	Spain	Sweden	Ukraine	United Kingdom
Insurance	N	Y	Y	Y
Company Pension Scheme	0.00 %	0.00 %	33.20 %	0.00 %
Life, Invalidity, Surviving Spouse	0.00 %	0.00 %	4.00 %	100.00 %
Share Options	Y	Y	Y	Y
Quoted (G= Grant ; E= Exercise)	E	E	E	E
Non-quoted (G= Grant ; E= Exercise)	E	E	E	E
Mobile Phone	N	N	Y	N
Purchase Cost	N	N	Y	N
Call Cost (% = % Private Use)	0.00 %	0.00 %	0.00 %	0.00 %
Meal & Hotel Allowance	N	N	Y	Y
Non Business Limit tax free per day	€0	€23	€0	€0
Business Limit	Y	N	Y	N
Computers	N	N	Y	N
Lap-top cost		N/A		N/A
Desk-top cost		N/A		N/A
Internet connection		N/A		N/A
Personal Deductions (max)				
Total for Married 2 children	€12.100	€10.150	€0	€323.070

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Salary taxes, Social Security and Expatriate taxation - 2009

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Country	Spain	Sweden	Ukraine	United Kingdom
Standard	€12.100	€1.300	€0	€7.070
Personal Loan interest	€0	€0	€0	€0
Mortgage Loan Interest	€0	€7.500	€0	€0
Life, Medical, 3rd party Insurances	€0	€0	€0	€0
Pension Insurance	€0	€1.350	€0	€316.000
Investment/Savings allowances	€0	€0	€0	€0
Education allowances	€0	€0	€0	€0
Taxation of Benefits for Expatriates				
Equity based compensation	Y	Y	Y	Y
Home leave-cash	Y	Y	Y	Y
Home leave air tickets and travel expenses	N	Y	Y	N
Relocation expenses (shipment & staorage household goods)	N	N	Y	N
Accomodation	Y	Y	Y	Y
Children's education	Y	Y	Y	Y
tax on income paid by the employer (equalisation)	Y	Y	Y	Y
Car expenses	Y	Y	Y	N
Health care plan	Y	Y	Y	Y
Taxation of personal income for expatriates				
Interest	Y	Y	Y	N

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Salary taxes, Social Security and Expatriate taxation - 2009

A European Comparison

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

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
 - 7) See if double tax treaty
 - 8) It is also deductible

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Salary taxes, Social Security and Expatriate taxation - 2009

A European Comparison

9) If E101

Ukraine:

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 employee 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 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.

The information shown above is for information and comparative purposes only. You should seek professional advice before taking any action.

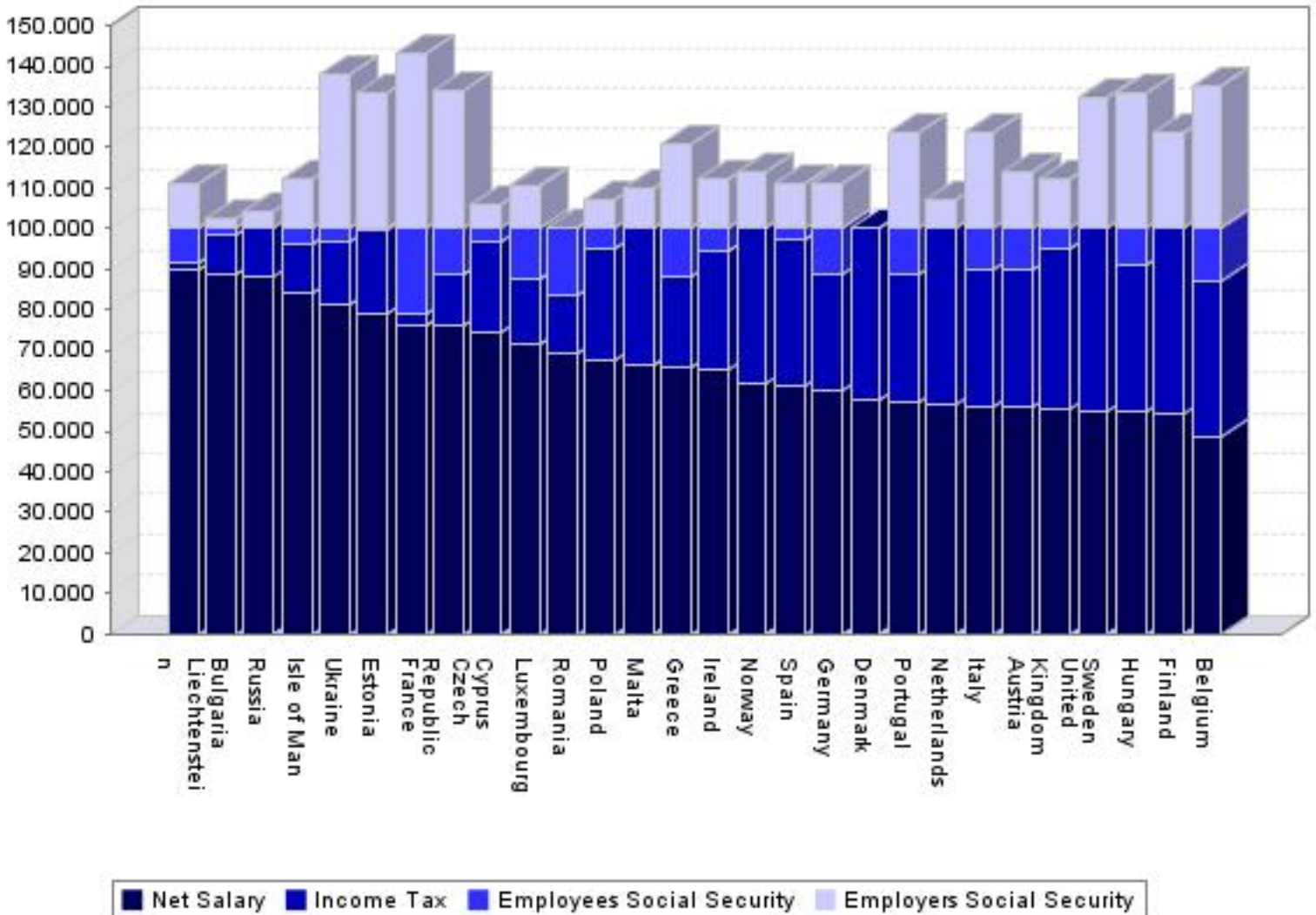
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