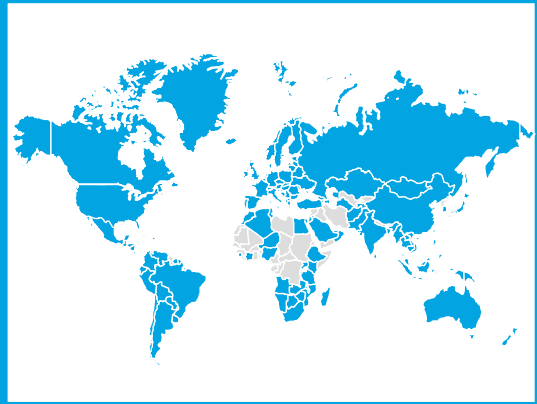


INPATRIATES

Denmark

Tax facts for international assignees



INCOME TAX: WHO IS LIABLE

Individuals become resident in Denmark if they permanently reside, or are present, in Denmark for longer than six months.

Persons resident in Denmark are taxed on worldwide income.

Non-resident individuals are taxed on Danish-source income. This includes income from a permanent establishment in Denmark, salaries paid in Denmark for work performed in Denmark, directors' fee, real property in Denmark, dividends and royalties and similar income.

An individual is taxed separately with the possibility to transfer losses or certain allowances to the spouse.

A special Expatriate Tax Regime applies for salary earned by individuals employed with a Danish-resident employer. The individuals can choose to be taxed at a rate of 32.84 % for seven years. The gross salary must amount to at least DKK 65,100 on average per month. The amount is after a tax-deductible pension contribution.

Denmark does not levy a net wealth tax.

If the individual has a child or children under the age of 18 it is possible to receive child allowances.

The Danish Tax Authorities accept deductions for transportation between home and work, mortgage and investment interest, as well as donations to Danish charities.

REGISTRATION/FORMALITIES

EU/EEA citizens and Swiss citizens can live and work in Denmark under the EU regulations on freedom of movement. Consequently, they do not need a residence or work permit.

Citizen of a country outside the Nordic countries or the EU/EEA must hold a residence and work permit in order to reside and work in Denmark. The application is available online at www.nyidanmark.dk/en-us/.

When the individual arrives in Denmark, he/she will have to apply for a CPR-number (civil registration number) at either the National Register or with the Danish tax authorities (depending on the situation).

When the individual leaves Denmark he/she will have to de-register from the National Register. However the tax return will have to be filed the following year.

An individual arriving in Denmark will have to value certain assets to the fair market value at the date of arriving in Denmark.

An individual arriving in Denmark can choose a pension scheme (tax deductible or not tax deductible).

The filing date for tax returns is 1 May or 1 July of the following income year.

INCOME TAX RATES

Tax rate	
32.84 %	Expatriate Tax Regime flat Rate Tax (max. 7 years)
38.9 / 40.0* %	Marginal Tax Rate for income below DKK 531,000 yearly
56.5 %	Marginal Tax Rate for income above DKK 531,000 yearly

*If income below 195,800 DKK

SOCIAL TAX RATES

DKK 1,136 - Employee contribution (yearly).

Approx. DKK 10 - 15,000 - Employer contribution (yearly).

For further information and to register for future updates contact expat@bdo.global

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