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TAX

KPMG's Individual Income Tax and Social Security Rate Survey 2012

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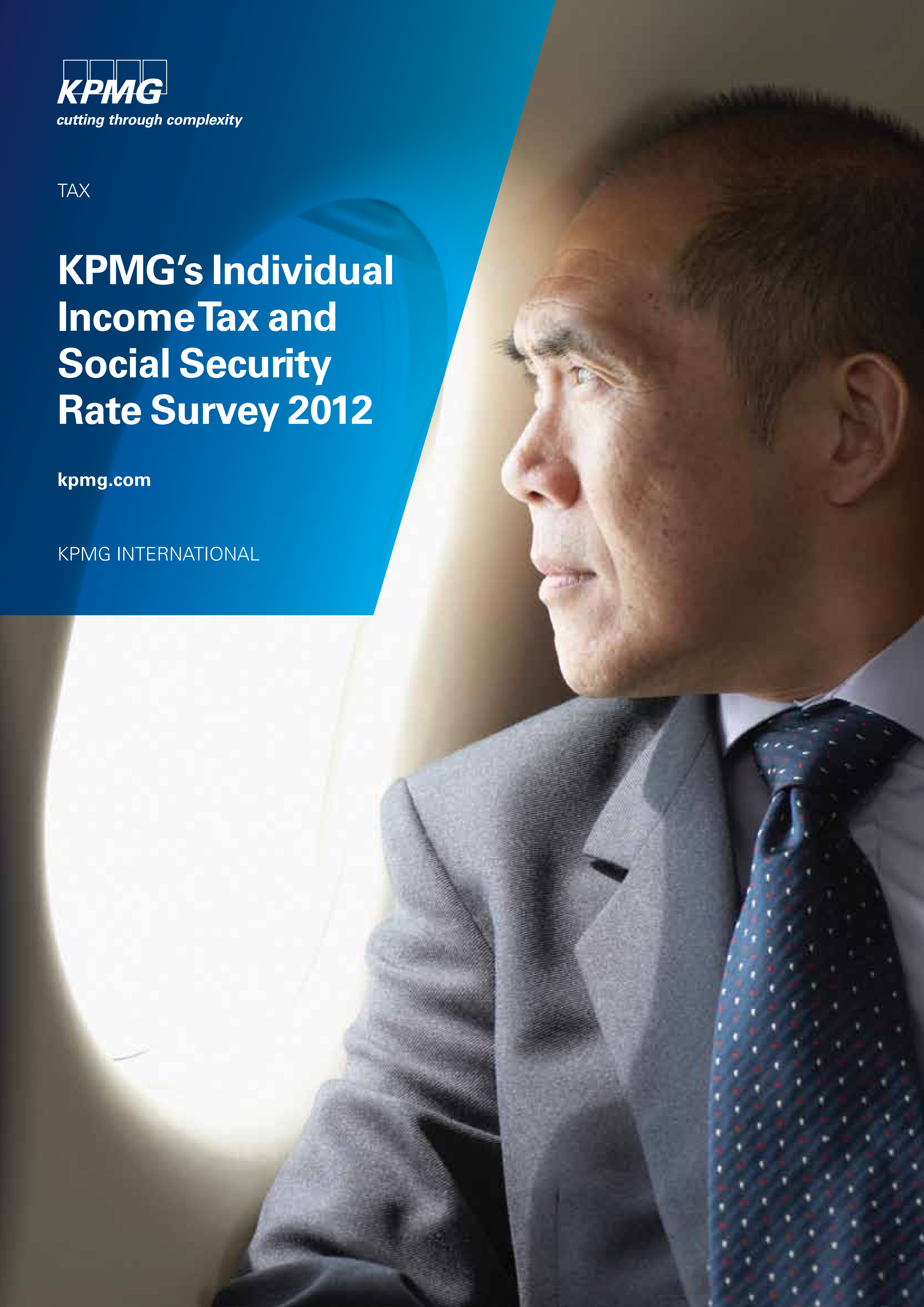

Each year KPMG International strives to make this Individual Income Tax and Social Security Rate Survey a better product for all our stakeholders.

As such, year-over-year you will note that we have made many improvements.

Please note the following when reviewing the information in this report. As always, for a more detailed analysis and information, please contact your local KPMG International Executive services professional.

- Information is current as of time of review and the report and data presented is intended only to be a snapshot in a particular time frame. Changes to rate information following final review will be reflected in future annual reports. For the latest rates please visit our online rate tool kpmg.com/taxrates.
- Data has been provided and verified by participating KPMG member firms, based on current regulations in their respective countries.
- Countries have been assigned to their sub-region based on United Nations definitions.
- Footnote and rates provided by KPMG member firms. All charts and graphs are produced by KPMG International, 2012.

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KPMG's Individual Income Tax and Social Security Rate Survey 2012

Commentary

There are many surveys that provide a snapshot of taxes on personal incomes around the world for the current year. But very few look at how taxes have changed over a period of time, with the aim of drawing conclusions on how people are taxed in different parts of the world and how different governments approach the difficult task of raising funds for necessary public services without losing the support of their citizens.

Welcome to the 2012 edition of KPMG International's Individual Income Tax and Social Security Rate Survey. This is the fifth year that KPMG's International Executive Services (IES) practice has produced this resource. Drawing on KPMG's global network of professionals from KPMG member firms around the world, IES has compiled personal income tax and social security rates from 114 countries for each of the past 10 years.

For ease of comparison, we have again concentrated on the highest rates of personal income tax payable to central governments in each country. Our review also extends to include social security. However, it must be noted that all countries have been considered equally, and weightings to account for strength and size of national economies have not been applied.

From 2003 to 2009, we observed a gradual decline in top personal income tax rates. While the average rate did climb in 2010, largely due to rate increases sparked by deficit concerns, we note that the average rate did fall in 2011, primarily due to tax reforms in some of the smaller economies within Southern Europe, Eastern Europe, Southern Asia and the Caribbean. That being said, there is evidence that last year's figures may have masked the fact that – despite personal tax rate discussions gaining a high profile on the 2011 agenda – most countries essentially remained in a holding pattern.

In 2012, we have seen a return to increase with the average top personal income tax rate across all countries surveyed up by 0.3 percent. Interestingly, this is only the third time that an increase has been observed over the past 10 years. In large part, this upward tick in personal tax rates is the result of a lack of economic recovery and increasing debt concerns.

That being said, it seems that the increase would have been even higher had it not been for Fiji, who cut their highest marginal tax rate by 11 percent in 2012. But while this clearly represents a significant reduction, it was largely offset by the introduction of a 'Social Responsibility Levy' which may, in fact, leave high earners worse off than before. The other notable tax rate decrease involved Luxembourg which saw a 1 percent drop.

Overall, however, the very few cases of tax rate decreases were largely overshadowed by increases in 2012. Many economies deemed it necessary to increase their highest rate of personal income tax through one of two approaches: either through the creation of new income tax rate bands for very high income earners, or through the introduction of temporary taxes to address immediate budgetary deficit concerns. The most prominent examples of this can be seen in the recent French and Spanish reforms.

Commentary

Regional review

France's reforms saw the introduction of two new tax rate bands for high income earners which has resulted in the top rate increasing from 41 percent to 45 percent. The rate increases are generally deemed as an 'exceptional contribution' which impacts individuals reporting incomes of above EUR250,000. Further increases may be the horizon, with incoming President François Hollande considering the introduction of a 75 percent tax rate band for taxpayer earning over EUR1,000,000.

Starting in January 2012, Spain's 'complimentary tax' aims to help address the country's public deficit. The tax applies to all taxpayers, and ranges from 0.75 percent to 7 percent depending on the individual's income level. This effectively means that the rate of tax for individuals earning above EUR300,000 has risen from 45 percent to 52 percent.

Elsewhere in Europe, there is very little change to the landscape.

Western Europe continues to lay claim to the highest personal tax rates of any sub-region globally (46.1 percent). Within this sub-region, the availability of an attractive personal tax rate environment remains effectively limited to certain cantonal pockets within Switzerland.

The average rate for Eastern Europe (16.7 percent) is still less than half of that of other European sub-regions, largely due to the prevalence of low flat tax initiatives. As well as co-hosting this summer's European football championships, Poland and Ukraine are notable for being the only two Eastern European countries of those surveyed to maintain a progressive tax band structure.

In Northern Europe, the average top personal income tax rate is 36.5 percent. Very little movement was observed in this sub-region during 2012, with the only changes being on the municipal front, as combined rates in Finland, Sweden and Iceland all experienced minor adjustments. Change, however, is on the way in the United Kingdom where the government has already announced plans to reduce the current top tax rate from 50 percent down to 45 percent effective April 2013.

Aside from the changes in Spain, rates in Southern Europe have remained relatively stable at an average of 31.7 percent. Of those countries that introduced temporary solidarity surcharges last year, Portugal maintains the charge but decreased the rate and level of income to which it applies, whereas Italy will continue to apply its charge through the end of 2013. Interestingly, while world's eyes have been keenly focused on Greece's economy for much of 2012, the country's top rate has remained unchanged at 45 percent ever since 2010 when it was increased from 40 percent.

Some change has also been noted in Africa with Egypt introducing a new 25 percent tax band to target super-high income earners, and Zimbabwe increasing its top tax rate by over 10 percent (bringing it back in line with 2008 levels).

Western Asia has also seen some movement in tax rates over the past year. In October 2011 (shortly after the publication of last year's survey), Cyprus increased its top marginal income tax rate from 30 percent to 35 percent, and applied the change retroactively from 1 January 2011. In 2012, Armenia also raised its tax rate by 5 percent and plans to introduce a further 1 percent increase in 2013. Israel also increased its top marginal tax rate (by 3 percentage points to 48 percent) and Georgia, which has not altered its top rate of tax for several years, signaled an intention to decrease its rate from 20 to 18 percent effective 2013.

And while the remainder of Asia was largely quiet on the rate change front, South Korea introduced an additional tax band with a 3 percent increase in an effort to target high earners as a source of additional revenue.

Hong Kong and Singapore continue to offer very attractive personal income tax rates, and rates remained constant in the other Asian heavyweights (China, Japan and India) who have not altered their top rate of tax in any of the years in which we have been collecting data for this survey. That being said, there are indications that this trend is set to change with permanent residents of Japan soon becoming subject to a Special Reconstruction Surtax which will start next year with the intention of helping fund the rebuild in the aftermath of the Great East Japan Earthquake.

Aside from the Fijian reforms mentioned above, top rates in the Oceania region remain stable.

While top rates across North America remained relatively unchanged throughout the year, Canada's most populated province (Ontario) recently announced a hike for high income earners which will increase the top combined federal and provincial rate by 1.56 percent, putting the jurisdiction onto the list of locations that introduced an additional tax band for its highest earners in 2012. And while there were no changes to top federal rates in the United States in 2012, the Bush Tax Cuts are once again scheduled to expire at year's end meaning that, if the expiration remains on schedule, the top US Federal tax rate would increase from 35 percent to 39.6 percent in 2013.

Overall, Latin America has also kept top rates constant during 2012, with some notable exceptions. Mexico is scheduled to decrease its top rate from 30 percent to 29 percent next year, and a further reduction to 28 percent is scheduled for 2014. Guatemala is also scheduled to decrease its top rate in 2013.

Highs and lows

In terms of the highest income tax rates in the world, the small Caribbean island of Aruba again took this accolade with a top rate of 58.95 percent, while other countries with top rates in excess of 50 percent are largely European: Sweden (56.6 percent rate), Denmark (55.4 percent rate), Netherlands (55 percent rate), Austria (50 percent rate), Belgium (50 percent rate) and United Kingdom (50 percent rate). The exceptions to this were from Asia and Africa, specifically Japan (50 percent rate), and new survey participant Senegal (50 percent rate).

While these top rates may appear high, it is important to remember that a country's highest personal income tax rate is only one indicator of what taxes individuals may pay on their income. Just as influential are which other taxes may apply and on which income thresholds those rates are charged.

With regards to thresholds, our survey again highlights taxable income levels where top rates take effect. From the chart on page 29, it is clear that the largest thresholds tend to rest with the larger economies, as six of the 10 largest thresholds are offered by G20 member countries.

The influence of social security rates

Our broader analysis, which compares both effective income tax and social security rates on USD100,000 and USD300,000 of gross income, further emphasizes the point that other taxes and the impact of deductions clearly need to be considered. Effective rates are derived by taking total taxes over gross income prior to any deductions (which may include social security) to allow for better comparison (as deductions can vary greatly across countries). Interestingly, the difference between top tax rates and effective combined tax and employee social security rates shows that neither of the two countries with the largest top marginal tax rates (Aruba and Sweden) feature among the top five countries when we use either USD100,000 or USD300,000 as a basis for comparison.

When comparing effective income tax and social security rates charged on USD300,000 of gross income, we note that each of the 11 countries with combined effective rates of greater than 46 percent are European, with Italy and Portugal being the only two countries in this list located outside Northern or Western Europe.

Whether social security is a true tax may is a topic of continued debate, but in terms of cost, it can be material and should not be ignored. Once again, we have included a review of both the employee and employer contributions for completeness.

Social security can vary significantly by country, employer and employee type. And so, for ease of comparison across countries, we have again restricted the review to recognized core contribution requirements for employees earning gross income of USD100,000 and USD300,000. The results show that France and Belgium have the highest combined rates under both scenarios (above 48 percent for each). While the higher ranks of the list are – once again – dominated by European countries, some Latin American countries (such as Costa Rica and Argentina) do feature.

Given the aging population across the globe, social insurance is arguably more important now than ever before. With current demands on the social security infrastructures set to continue and even increase, we expect social security contribution requirements to remain a vitally important economic and political policy point.

For the sake of completeness and given the importance of the personal tax implications of investment, we have again included a review of capital gains taxation. Our analysis highlights that the majority of countries do offer real incentives either via reduced or zero capital gains tax rates, to promote ongoing (and often much needed) investment in their region to help turn around the economy.

Looking forward

With most countries now focused on trying to achieve the right balance to increase overall net revenues, one can reasonably expect diverse approaches to emerge with relation to personal income tax rates, wealth tax rates, tax credits and social security mechanisms. Comprehensive solutions could also extend beyond the personal tax arena to areas like indirect and corporate taxation.

This year, we saw several countries identify their highest income earners as a source of additional tax revenue and therefore new tax rate bands and temporary taxes were introduced to target these individuals. While – ultimately – the vast majority of countries have kept their highest personal income tax rate unchanged, there is a high probability that increasing economic pressures may make the wealthy more of a target. But given that mobility is often a very real option for this population, it will be interesting to monitor whether countries with increased top rates receive any backlash as lower tax countries like Switzerland, Singapore and Hong Kong start to look more attractive now than ever.

Highest Rates of Personal Income Tax

OECD	Africa	Asia	Europe	Latin America	North America	Oceania	Country	2004	2005	2006	2007	2008	2009	2010	2011	2012
		●					Afghanistan	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	**20.0%**
			●				Albania	25.0%	25.0%	20.0%	20.0%	10.0%	10.0%	10.0%	10.0%	**10.0%**
	●						Angola	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	17.0%	17.0%	**17.0%**
				●			Argentina	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	**35.0%**
		●					Armenia	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	**25.0%**
				●			Aruba	60.1%	60.1%	60.1%	59.0%	59.0%	59.0%	59.0%	59.0%	**59.0%**
●						●	Australia	47.0%	47.0%	47.0%	45.0%	45.0%	45.0%	45.0%	45.0%	**45.0%**
●			●				Austria	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	**50.0%**
				●			Bahamas	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	**0.0%**
		●					Bahrain	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	**0.0%**
		●					Bangladesh	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	**25.0%**
			●				Belarus	30.0%	30.0%	30.0%	30.0%	30.0%	12.0%	12.0%	12.0%	**12.0%**
●			●				Belgium	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	**50.0%**
					●		Bermuda	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	**0.0%**
			●				Bosnia-Herzegovina	5.0%	5.0%	5.0%	5.0%	5.0%	10.0%	10.0%	10.0%	**10.0%**
	●						Botswana	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	**25.0%**
				●			Brazil	27.5%	27.5%	27.5%	27.5%	27.5%	27.5%	27.5%	27.5%	**27.5%**
		●					Brunei Darussalam	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	**0.0%**
			●				Bulgaria	29.0%	24.0%	24.0%	24.0%	10.0%	10.0%	10.0%	10.0%	**10.0%**
●					●		Canada	46.4%	46.4%	46.4%	46.4%	46.4%	46.4%	46.4%	46.4%	**48.0%**
				●			Cayman Islands	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	**0.0%**
●				●			Chile	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	**40.0%**
		●					China	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	**45.0%**
				●			Colombia	35.0%	38.5%	38.5%	34.0%	33.0%	33.0%	33.0%	33.0%	**33.0%**
				●			Costa Rica	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	**15.0%**
			●				Croatia	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	40.0%	**40.0%**
				●			Curaçao	57.2%	57.7%	49.4%	49.4%	49.4%	49.4%	49.4%	49.4%	**49.0%**
		●					Cyprus	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	35.0%	**35.0%**
●			●				Czech Republic	32.0%	32.0%	32.0%	32.0%	15.0%	15.0%	15.0%	15.0%	**15.0%**
●			●				Denmark	59.0%	59.0%	59.0%	59.0%	62.3%	62.3%	55.4%	55.4%	**55.4%**
				●			Dominican Republic	25.0%	25.0%	30.0%	29.0%	25.0%	25.0%	25.0%	25.0%	**25.0%**
				●			Ecuador	25.0%	25.0%	25.0%	25.0%	35.0%	35.0%	35.0%	35.0%	**35.0%**
	●						Egypt	34.0%	34.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	**25.0%**
●			●				Estonia	26.0%	24.0%	23.0%	22.0%	21.0%	21.0%	21.0%	21.0%	**21.0%**
						●	Fiji	31.0%	31.0%	31.0%	31.0%	31.0%	31.0%	31.0%	31.0%	**20.0%**
●			●				Finland	53.5%	53.5%	51.4%	51.0%	50.7%	49.8%	49.6%	49.2%	**49.0%**
●			●				France	48.1%	48.1%	40.0%	40.0%	40.0%	40.0%	41.0%	41.0%	**45.0%**
		●					Georgia	20.0%	12.0%	12.0%	12.0%	25.0%	20.0%	20.0%	20.0%	**20.0%**
●			●				Germany	45.0%	42.0%	42.0%	45.0%	45.0%	45.0%	45.0%	45.0%	**45.0%**
			●				Gibraltar	45.0%	45.0%	42.0%	40.0%	40.0%	40.0%	40.0%	40.0%	**40.0%**
●			●				Greece	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	45.0%	45.0%	**45.0%**
				●			Guatemala	31.0%	31.0%	31.0%	31.0%	31.0%	31.0%	31.0%	31.0%	**31.0%**
			●				Guernsey	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	**20.0%**
				●			Honduras	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	**25.0%**
		●					Hong Kong	16.0%	16.0%	16.0%	16.0%	15.0%	15.0%	15.0%	15.0%	**15.0%**
●			●				Hungary	38.0%	38.0%	36.0%	36.0%	36.0%	36.0%	32.0%	16.0%	**16.0%**
●			●				Iceland	25.8%	24.8%	36.7%	35.7%	35.7%	37.2%	46.1%	46.2%	**46.2%**
		●					India	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	**30.0%**
		●					Indonesia	35.0%	35.0%	35.0%	35.0%	35.0%	30.0%	30.0%	30.0%	**30.0%**
●			●				Ireland	42.0%	42.0%	42.0%	41.0%	41.0%	46.0%	47.0%	48.0%	**48.0%**
			●				Isle Of Man	18.0%	18.0%	18.0%	18.0%	18.0%	18.0%	20.0%	20.0%	**20.0%**
●		●					Israel	49.0%	49.0%	49.0%	48.0%	47.0%	46.0%	45.0%	45.0%	**48.0%**
●			●				Italy	45.0%	43.0%	43.0%	43.0%	43.0%	43.0%	43.0%	43.0%	**43.0%**
				●			Jamaica	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	35.0%	25.0%	**25.0%**
●		●					Japan	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	**50.0%**
			●				Jersey	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	**20.0%**
		●					Jordan	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%	14.0%	**14.0%**
●		●					Korea (South)	36.0%	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	**38.0%**

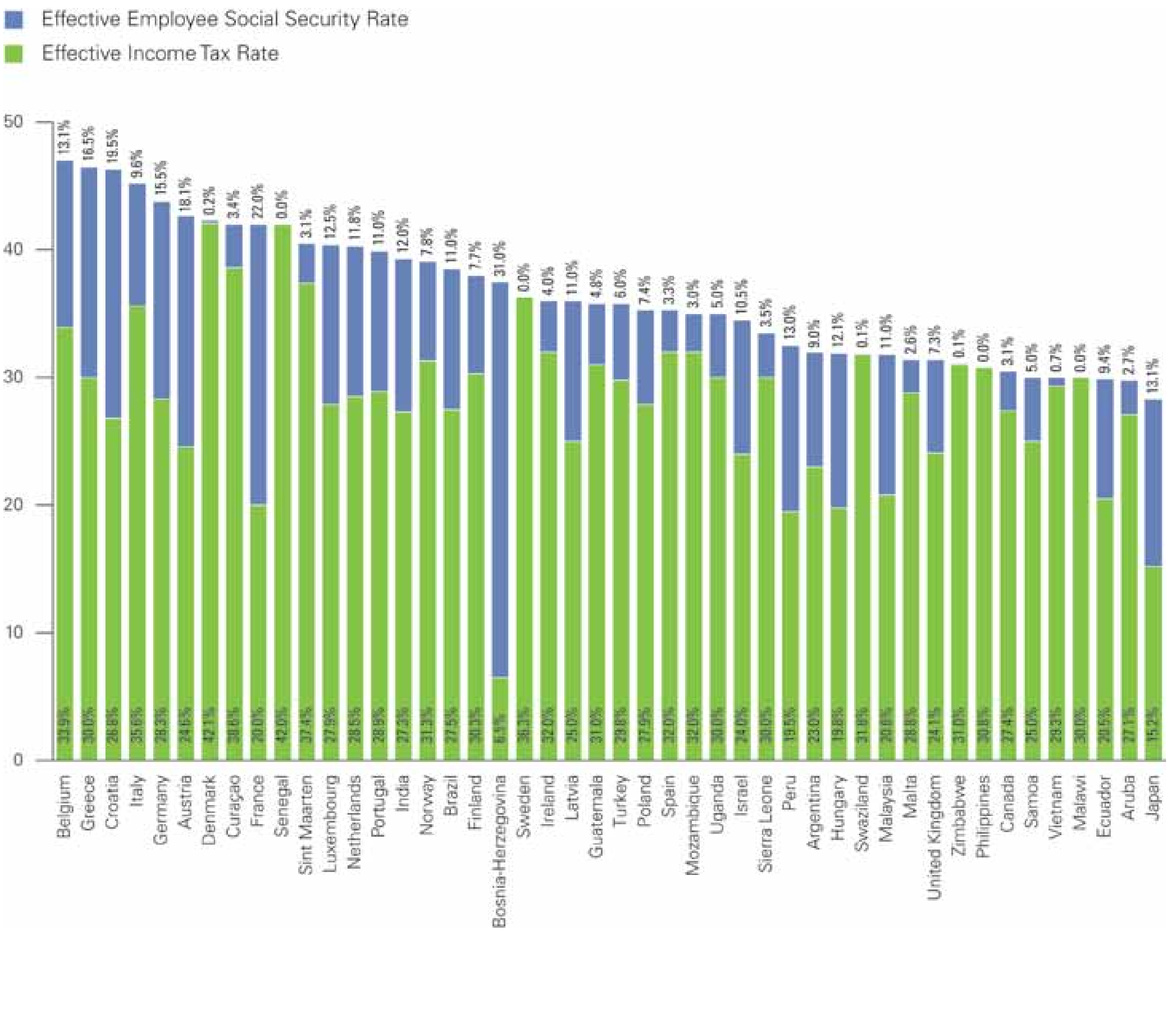
Notes

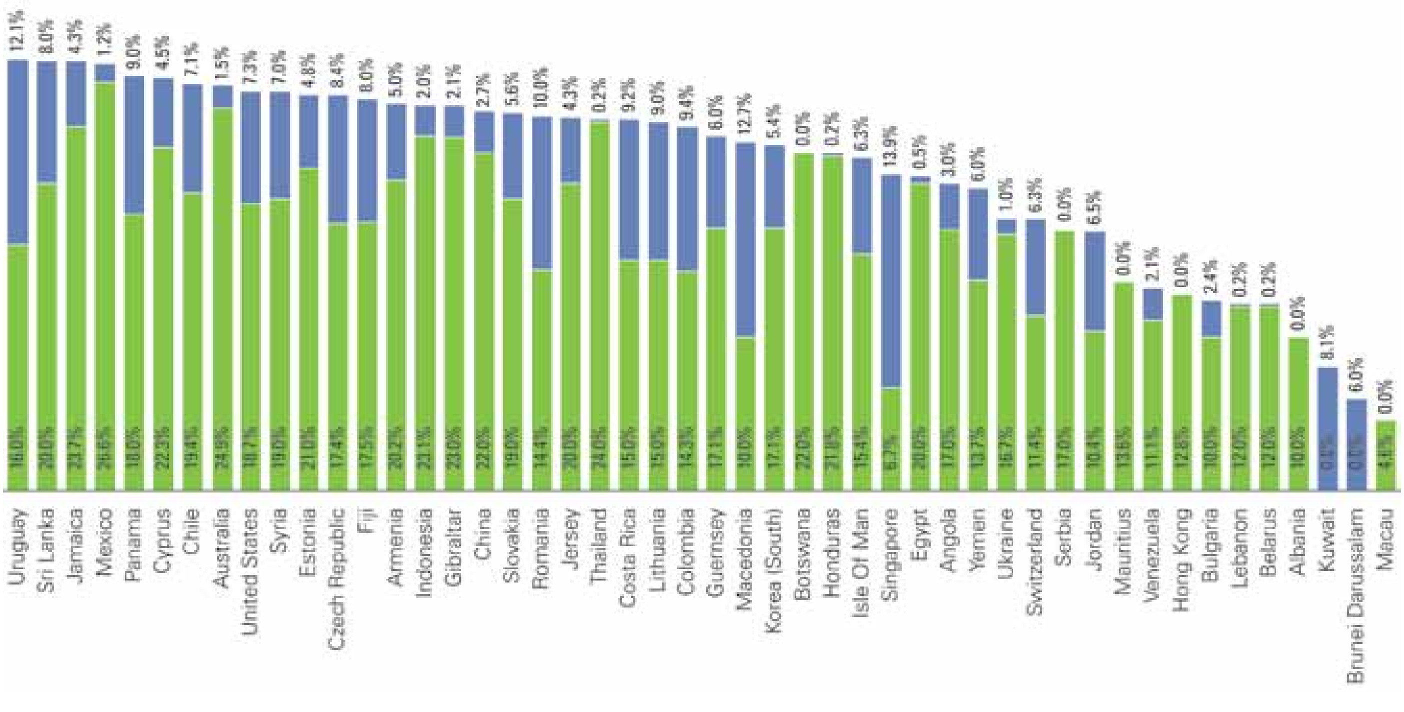
- 0.0% = No personal income taxes are levied.
- For countries that tax sections of income at different levels, only the top level is presented.
- All tax rates are for residents.
- With the exception of Switzerland where the figure quoted includes the Zurich cantonal and communal rate, Canada where the figure quoted includes Ontario's provincial rate and Sweden, Finland and Iceland where the figures quoted include average rate across municipalities, amounts reported do not include state/provincial rates (i.e. the amount reported for the US represents the highest personal income tax rates charged at a federal level only).
- No other taxes have been included (such as social security tax, employment tax, etc.). The exception includes Sweden, Denmark (2003-2007 rates only) and Norway where the rates include a social security component.

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

OECD	Africa	Asia	Europe	Latin America	North America	Oceania	Country	2004	2005	2006	2007	2008	2009	2010	2011	2012
		●					Kuwait	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	**0.0%**
			●				Latvia	25.0%	25.0%	25.0%	25.0%	25.0%	23.0%	26.0%	25.0%	**25.0%**
		●					Lebanon	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	**20.0%**
			●				Lithuania	33.0%	33.0%	33.0%	27.0%	24.0%	15.0%	15.0%	15.0%	**15.0%**
●			●				Luxembourg	39.0%	39.0%	39.0%	39.0%	39.0%	39.0%	39.0%	42.0%	**41.0%**
		●					Macau	12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	**12.0%**
			●				Macedonia	18.0%	24.0%	24.0%	12.0%	10.0%	10.0%	10.0%	10.0%	**10.0%**
	●						Malawi	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	**30.0%**
		●					Malaysia	28.0%	28.0%	28.0%	28.0%	28.0%	27.0%	26.0%	26.0%	**26.0%**
			●				Malta	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	**35.0%**
	●						Mauritius	30.0%	30.0%	30.0%	22.5%	15.0%	15.0%	15.0%	15.0%	**15.0%**
●				●			Mexico	33.0%	30.0%	29.0%	28.0%	28.0%	28.0%	30.0%	30.0%	**30.0%**
	●						Morocco	44.0%	44.0%	44.0%	42.0%	42.0%	40.0%	38.0%	38.0%	**38.0%**
	●						Mozambique	32.0%	32.0%	32.0%	32.0%	32.0%	32.0%	32.0%	32.0%	**32.0%**
●			●				Netherlands	52.0%	52.0%	52.0%	52.0%	52.0%	52.0%	52.0%	52.0%	**52.0%**
●						●	New Zealand	39.0%	39.0%	39.0%	39.0%	39.0%	38.0%	35.5%	33.0%	**33.0%**
●			●				Norway	55.3%	51.3%	47.8%	47.8%	47.8%	47.8%	47.8%	47.8%	**47.8%**
		●					Oman	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	**0.0%**
				●			Panama	33.0%	27.0%	27.0%	27.0%	27.0%	27.0%	25.0%	25.0%	**25.0%**
						●	Papua New Guinea	47.0%	47.0%	45.0%	42.0%	42.0%	42.0%	42.0%	42.0%	**42.0%**
				●			Peru	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	**30.0%**
		●					Philippines	32.0%	32.0%	32.0%	32.0%	32.0%	32.0%	32.0%	32.0%	**32.0%**
●			●				Poland	40.0%	40.0%	40.0%	40.0%	40.0%	32.0%	32.0%	32.0%	**32.0%**
●			●				Portugal	40.0%	40.0%	42.0%	42.0%	42.0%	42.0%	45.9%	46.5%	**46.5%**
		●					Qatar	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	**0.0%**
			●				Romania	40.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	16.0%	**16.0%**
			●				Russia	13.0%	13.0%	13.0%	13.0%	13.0%	13.0%	13.0%	13.0%	**13.0%**
						●	Samoa	27.0%	27.0%	27.0%	27.0%	27.0%	27.0%	27.0%	27.0%	**27.0%**
		●					Saudi Arabia	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	**0.0%**
	●						Senegal	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%	**50.0%**
			●				Serbia	10.0%	10.0%	10.0%	15.0%	15.0%	15.0%	15.0%	15.0%	**15.0%**
	●						Sierra Leone	35.0%	35.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	**30.0%**
		●					Singapore	22.0%	21.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	**20.0%**
				●			Sint Maarten	0.0%	0.0%	0.0%	0.0%	47.5%	47.5%	47.5%	47.5%	**47.5%**
●			●				Slovakia	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	19.0%	**19.0%**
	●						South Africa	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	**40.0%**
●			●				Spain	45.0%	45.0%	45.0%	43.0%	43.0%	43.0%	43.0%	45.0%	**52.0%**
		●					Sri Lanka	30.0%	30.0%	30.0%	35.0%	35.0%	35.0%	35.0%	24.0%	**24.0%**
	●						Swaziland	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	33.0%	**33.0%**
●			●				Sweden	56.7%	56.8%	56.8%	56.8%	56.7%	56.7%	56.6%	56.6%	**56.6%**
●			●				Switzerland	40.4%	40.4%	40.4%	40.4%	40.0%	40.0%	40.0%	40.0%	**40.0%**
		●					Syria	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	22.0%	22.0%	**22.0%**
		●					Taiwan	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	**40.0%**
	●						Tanzania	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	**30.0%**
		●					Thailand	37.0%	37.0%	37.0%	37.0%	37.0%	37.0%	37.0%	37.0%	**37.0%**
●		●					Turkey	40.0%	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	**35.0%**
	●						Uganda	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	**30.0%**
			●				Ukraine	13.0%	13.0%	13.0%	15.0%	15.0%	15.0%	15.0%	17.0%	**17.0%**
		●					United Arab Emirates	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	**0.0%**
●			●				United Kingdom	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	50.0%	50.0%	**50.0%**
●					●		United States	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%	**35.0%**
				●			Uruguay	0.0%	0.0%	0.0%	25.0%	25.0%	25.0%	25.0%	25.0%	**25.0%**
				●			Venezuela	34.0%	34.0%	34.0%	34.0%	34.0%	34.0%	34.0%	34.0%	**34.0%**
		●					Vietnam	40.0%	40.0%	40.0%	40.0%	40.0%	35.0%	35.0%	35.0%	**35.0%**
		●					Yemen	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	15.0%	**15.0%**
	●						Zimbabwe	46.4%	41.2%	36.1%	48.9%	48.9%	38.6%	36.1%	36.1%	**46.4%**
							Average	**30.1%**	**29.5%**	**29.2%**	**29.2%**	**29.3%**	**28.8%**	**29.0%**	**28.6%**	**28.9%**

Effective Income Tax and Social Security Rates on USD100,000 of Gross Income





Notes

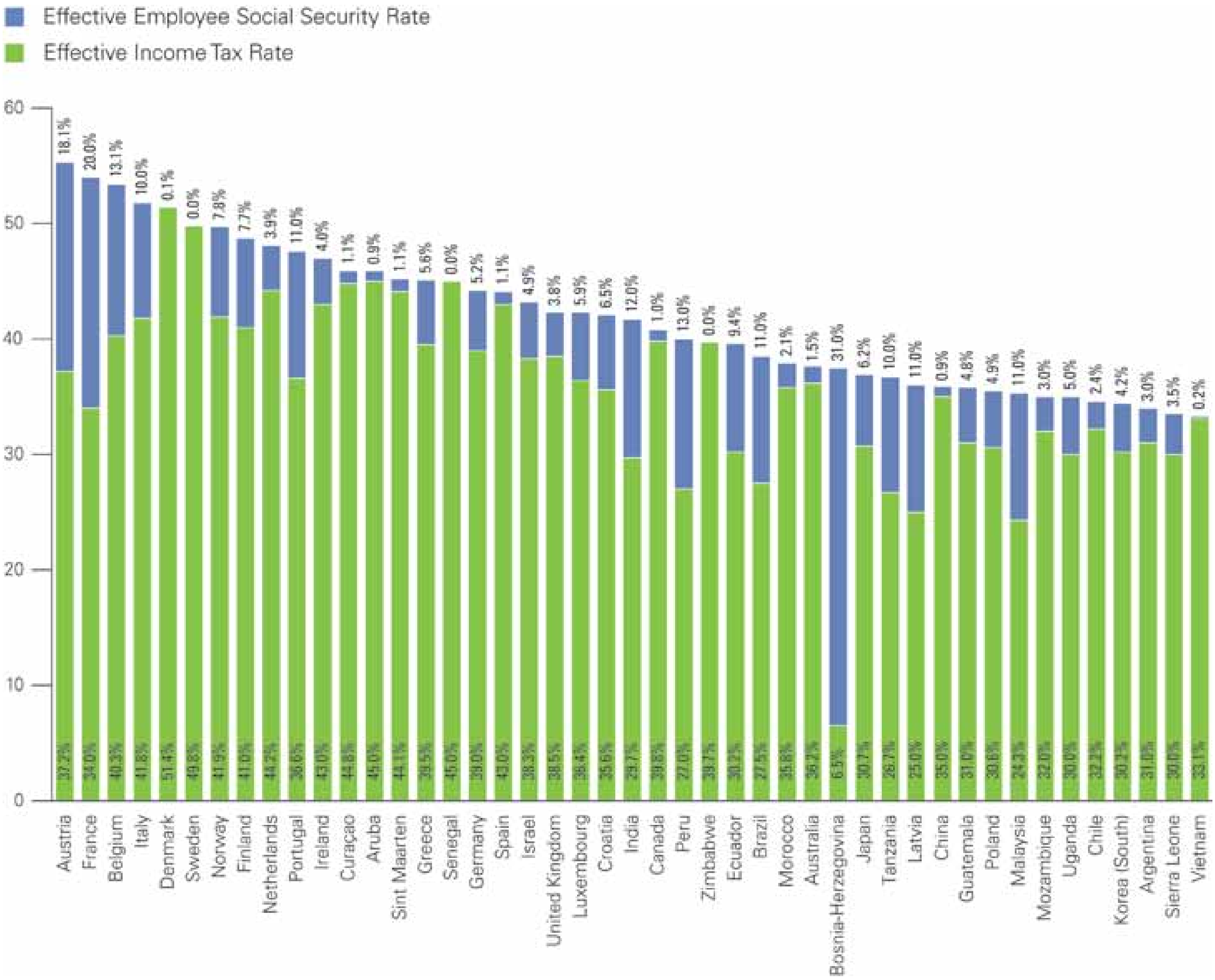
Effective rates were derived by taking total income tax and/or social security over gross income prior to any deductions (which may include social security). This allows for better comparison as deductions can vary greatly across countries.

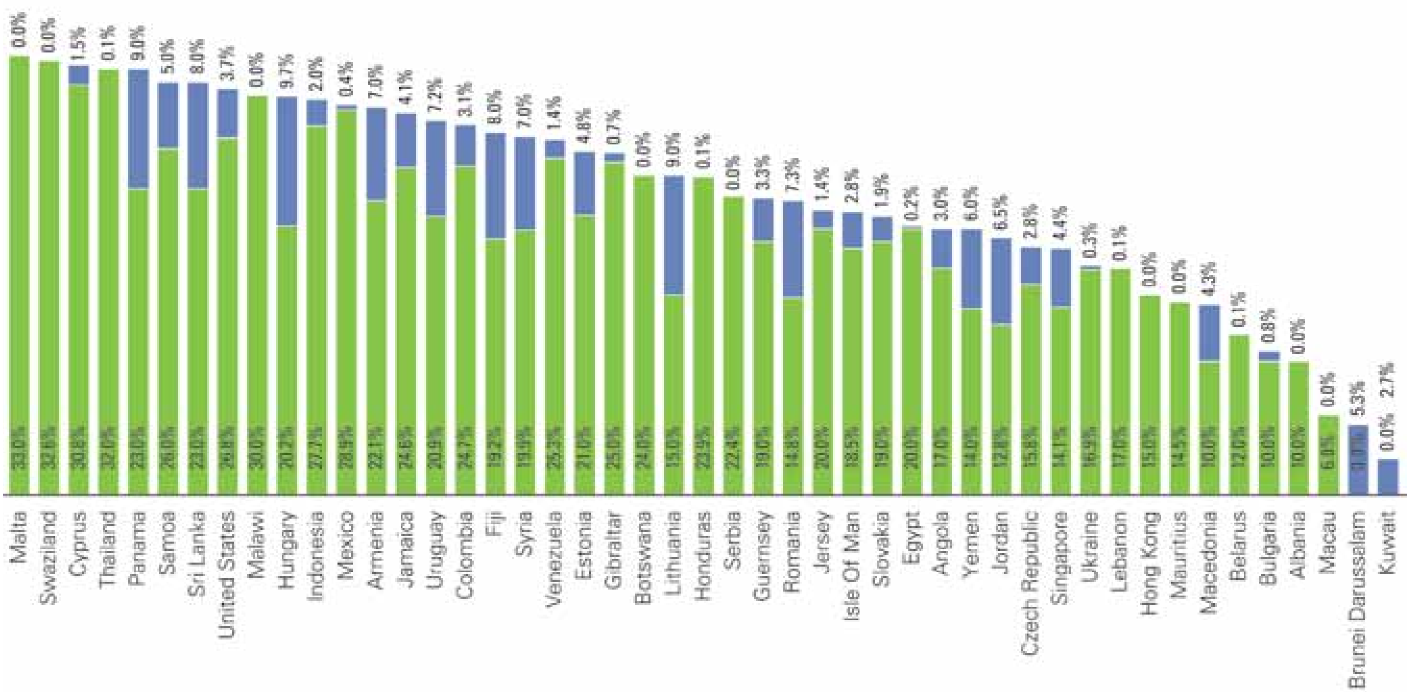
In addition to federal taxes, the US calculation factors in the state of New York; the Canadian calculation factors in the province of Ontario; the Finnish calculation factors in Helsinki; and the Swiss calculation factors in Zurich canton and community.

Calculations assume individual is single with no children.

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Effective Income Tax and Social Security Rates on USD300,000 of Gross Income





Notes

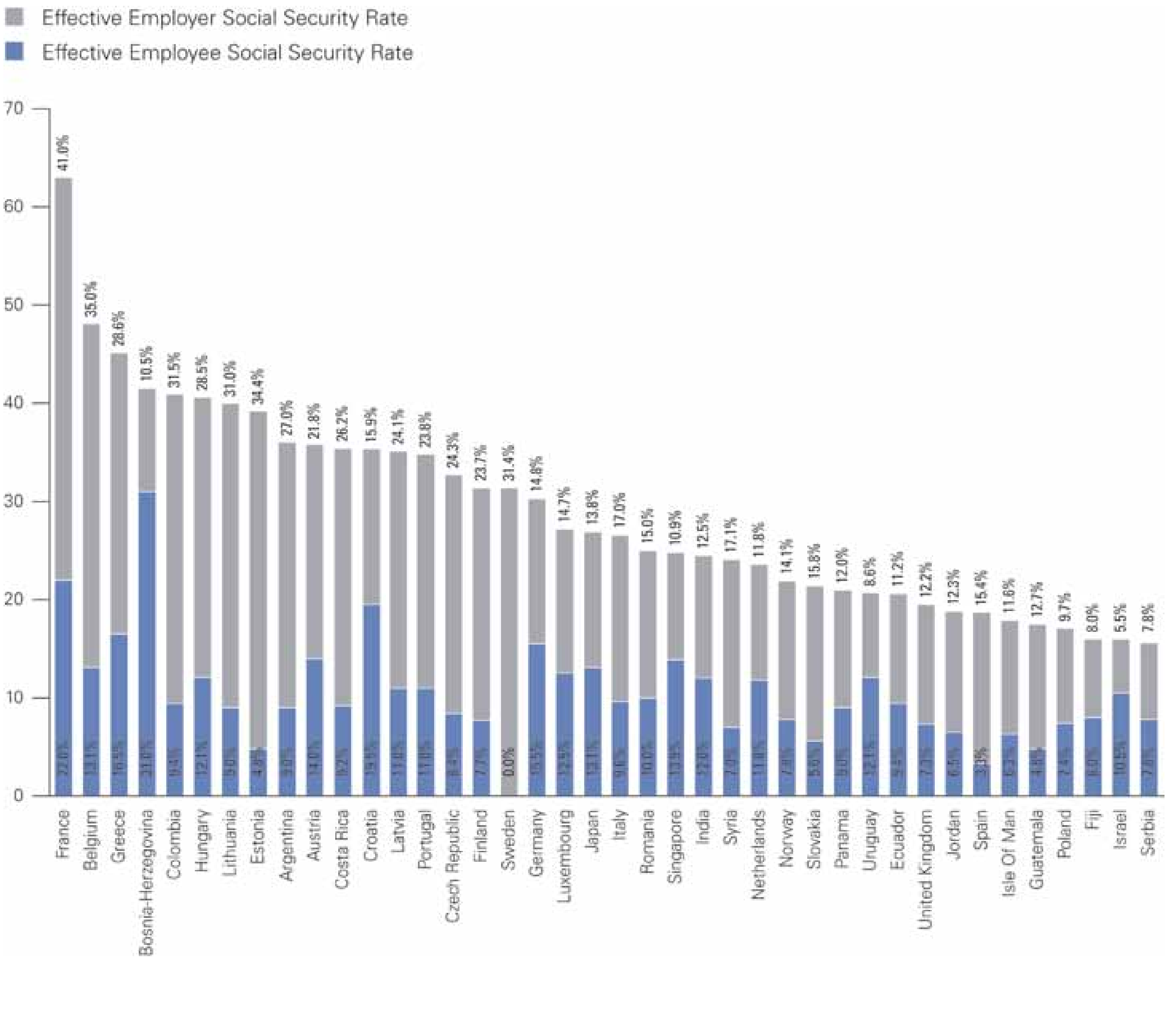
Effective rates were derived by taking total income tax and/or social security over gross income prior to any deductions (which may include social security). This allows for better comparison as deductions can vary greatly across countries.

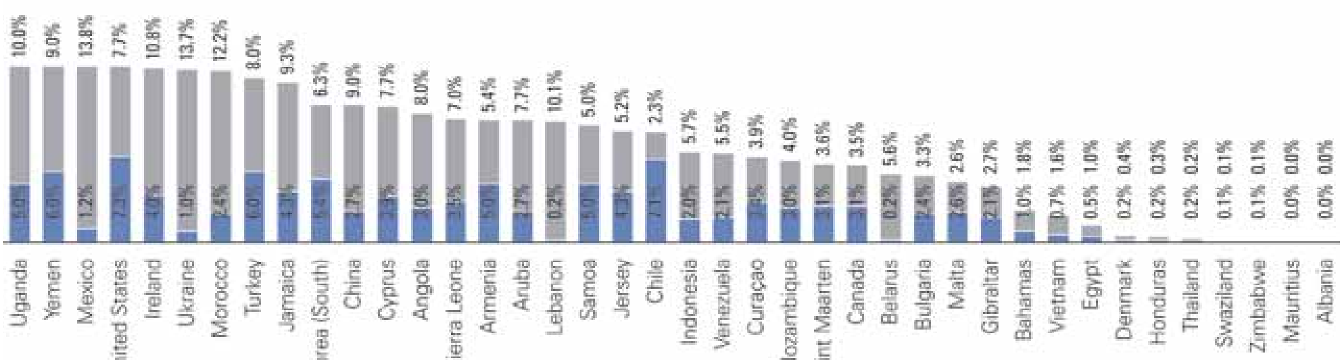
In addition to federal taxes, the US calculation factors in the state of New York; the Canadian calculation factors in the province of Ontario; the Finnish calculation factors in Helsinki; and the Swiss calculation factors in Zurich canton and community.

Calculations assume individual is single with no children.

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Effective Employer and Employee Social Security Rates on USD100,000 of Gross Income





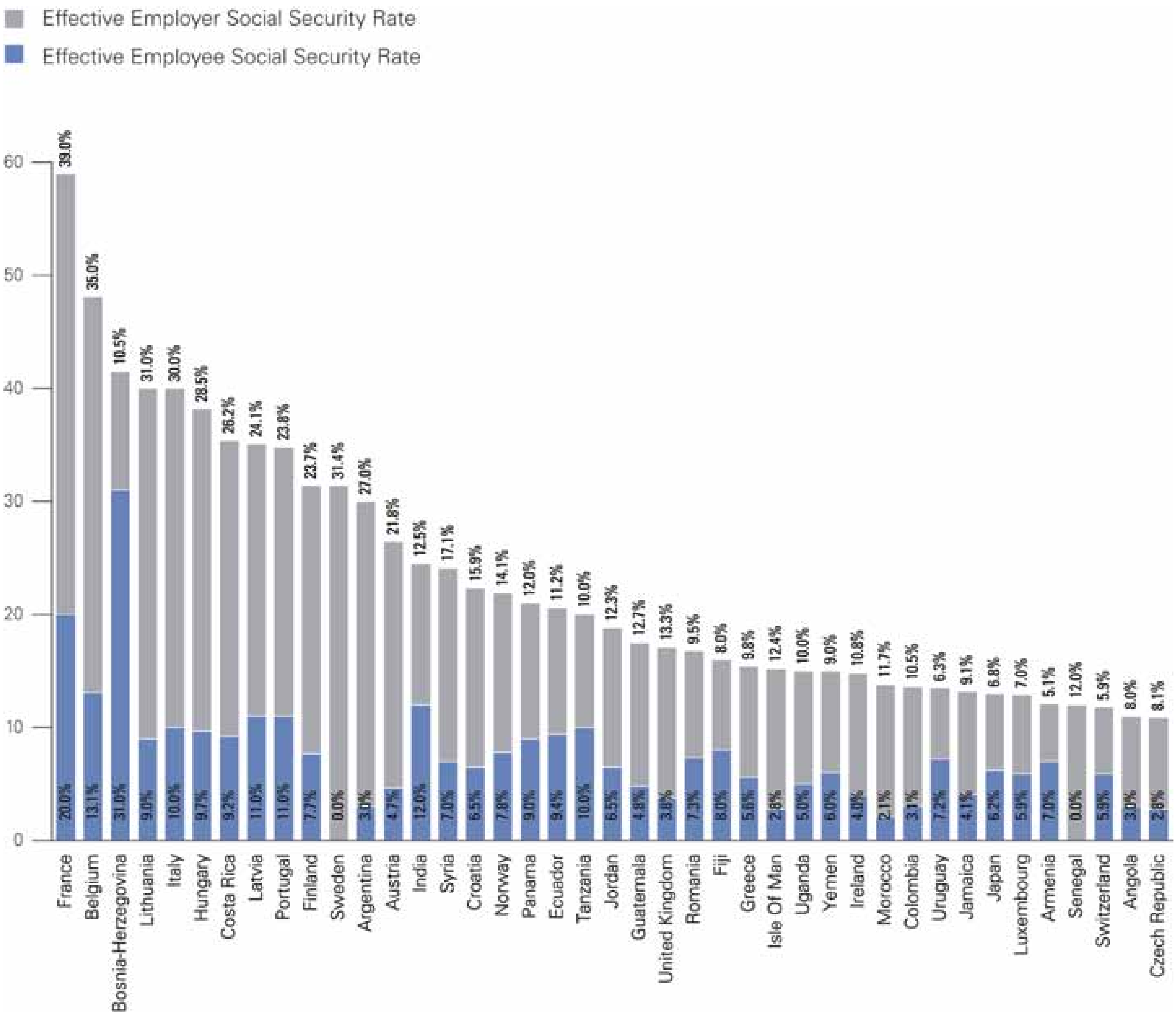
Notes

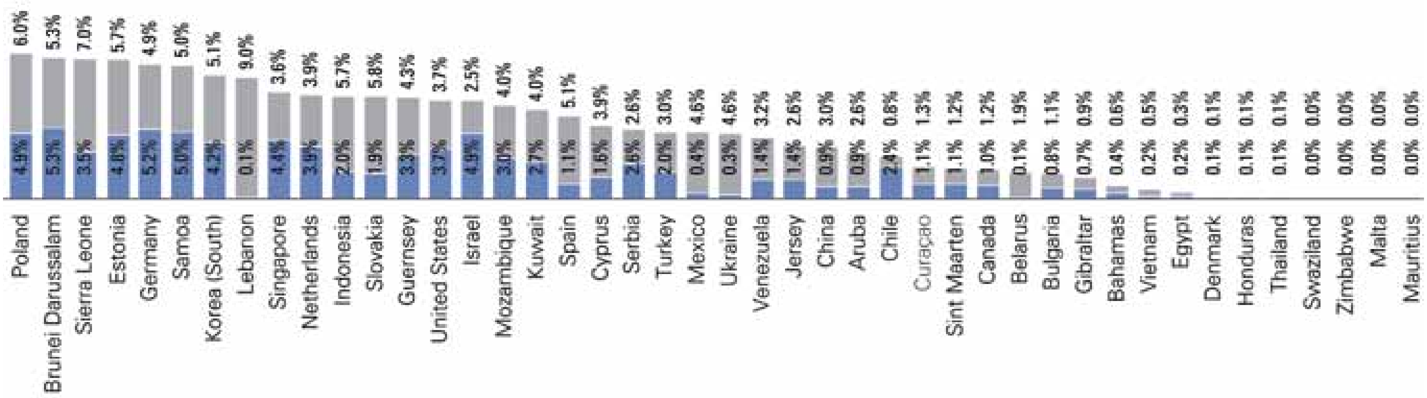
Effective rates were derived by taking total social security over gross income prior to any deductions. This allows for better comparison as deductions can vary across countries. Social security components can vary significantly by country, employer and employee type.

Calculations assume individual is single with no children.

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Effective Employer and Employee Social Security Rates on USD300,000 of Gross Income





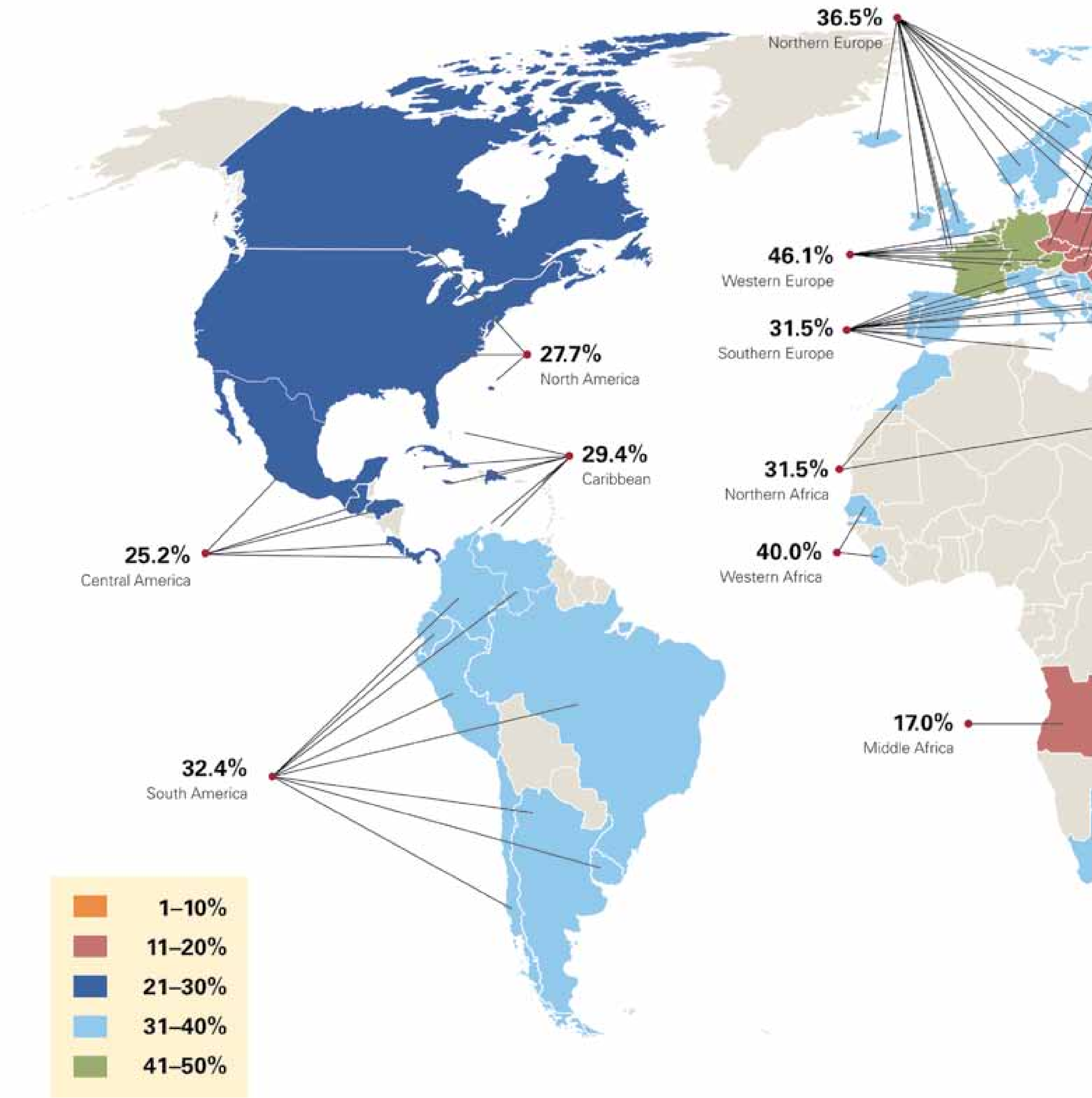
Notes

Effective rates were derived by taking total social security over gross income prior to any deductions. This allows for better comparison as deductions can vary across countries. Social security components can vary significantly by country, employer and employee type.

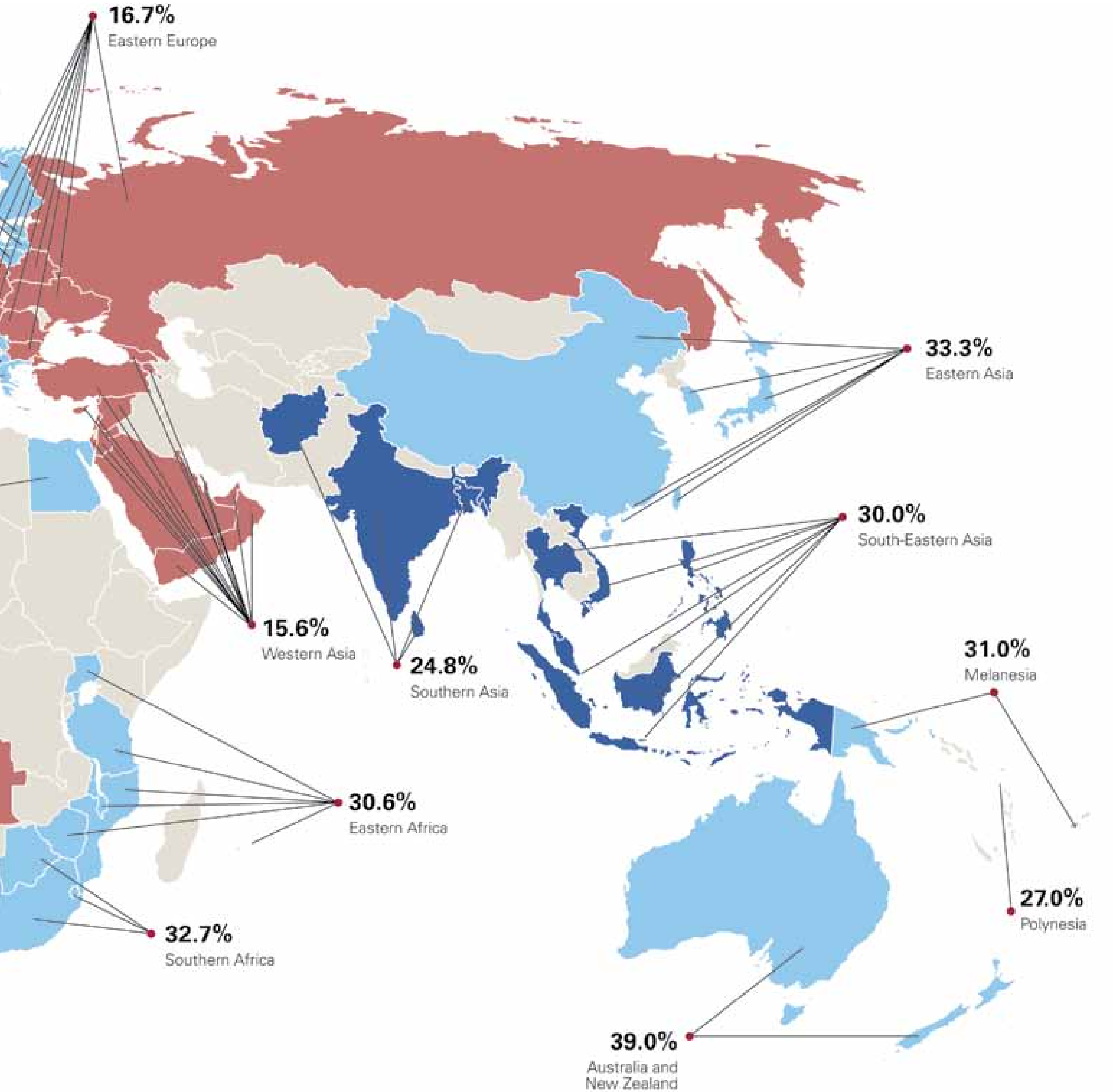
Calculations assume individual is single with no children.

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Highest Rates of Personal Income Tax: 2012 Regional Averages

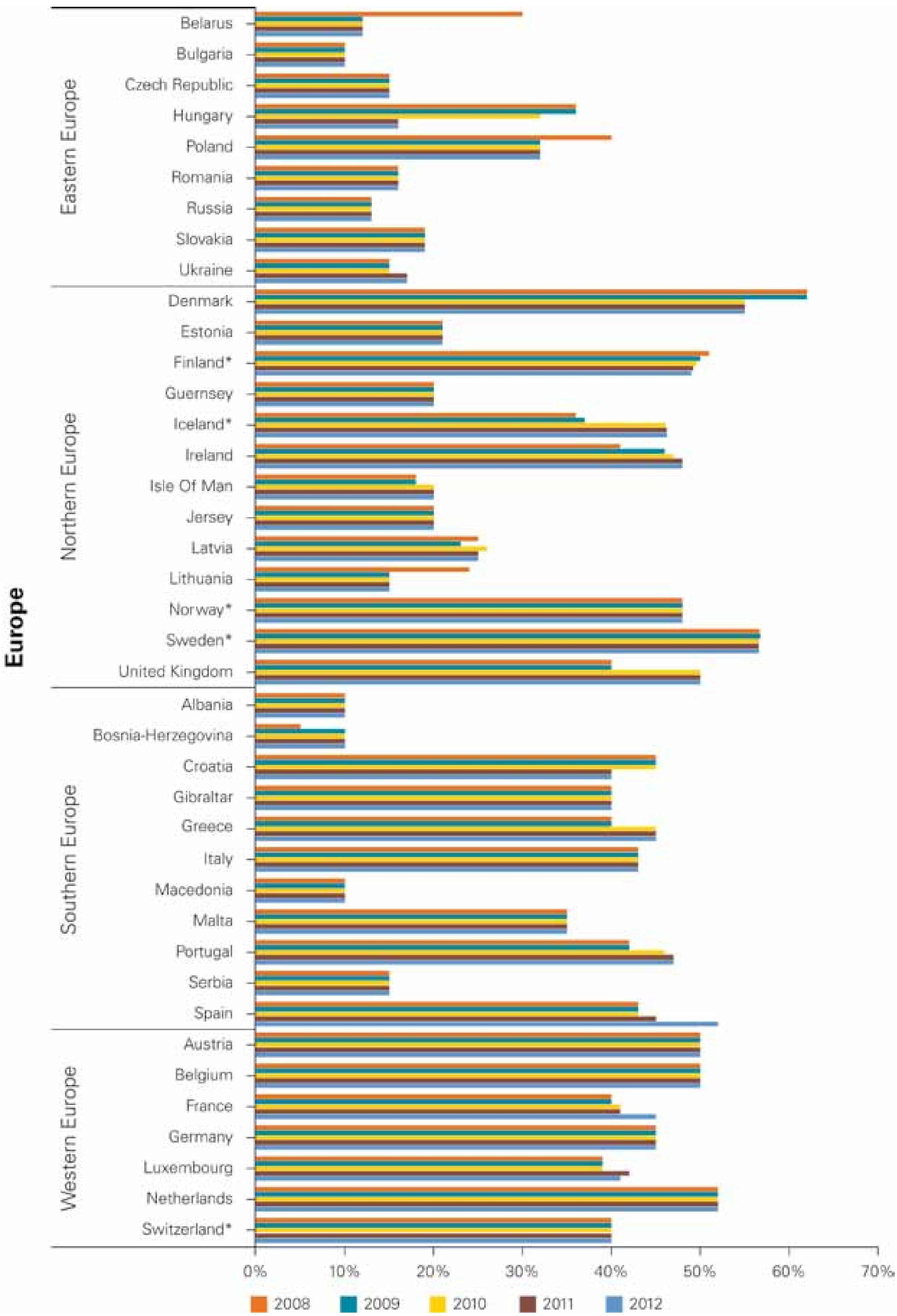


Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.


16.7%
Eastern Europe
33.3%
Eastern Asia
30.0%
South-Eastern Asia
15.6%
Western Asia
24.8%
Southern Asia
31.0%
Melanesia
30.6%
Eastern Africa
27.0%
Polynesia
32.7%
Southern Africa
39.0%
Australia and
New Zealand

Highest Rates of Personal Income Tax: 2008 to 2012

Europe



Notes*

- With the exception of Switzerland where the figure quoted includes the Zurich cantonal and communal rate, and Sweden, Finland and Iceland where the figures quoted include average rate across municipalities, amounts reported do not include state/provincial rates.
- No other taxes have been included (such as social security tax, employment tax, etc.). The exception includes Sweden and Norway where the rates include a social security component.

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

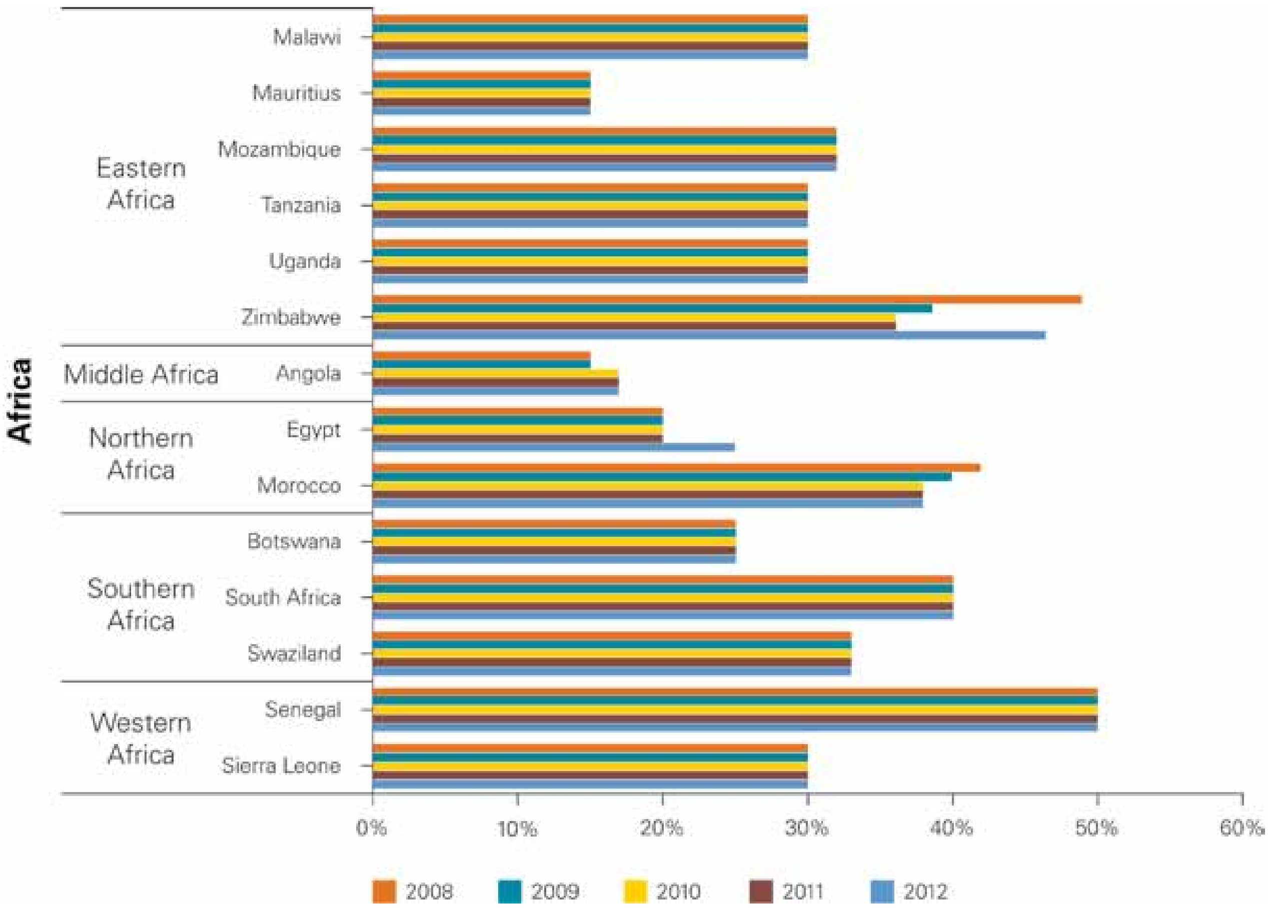
Highest Rates of Personal Income Tax – 2012

1–10%	Albania, Bosnia-Herzegovina, Bulgaria and Macedonia
11–20%	Belarus, Czech Republic, Guernsey, Hungary, Isle of Man, Jersey, Lithuania, Romania, Russia, Serbia, Slovakia and Ukraine
21–30%	Estonia and Latvia
31–40%	Croatia, Gibraltar, Malta, Poland, Switzerland
41–50%	Austria, Belgium, Finland, France, Germany, Greece, Iceland, Ireland, Italy, Luxembourg, Norway, Portugal and United Kingdom
51%+	Denmark, Netherlands, Spain and Sweden
Flat Rate	Belarus, Bulgaria, Czech Republic, Guernsey, Hungary, Jersey, Latvia, Lithuania, Macedonia, Romania, Russia and Slovakia

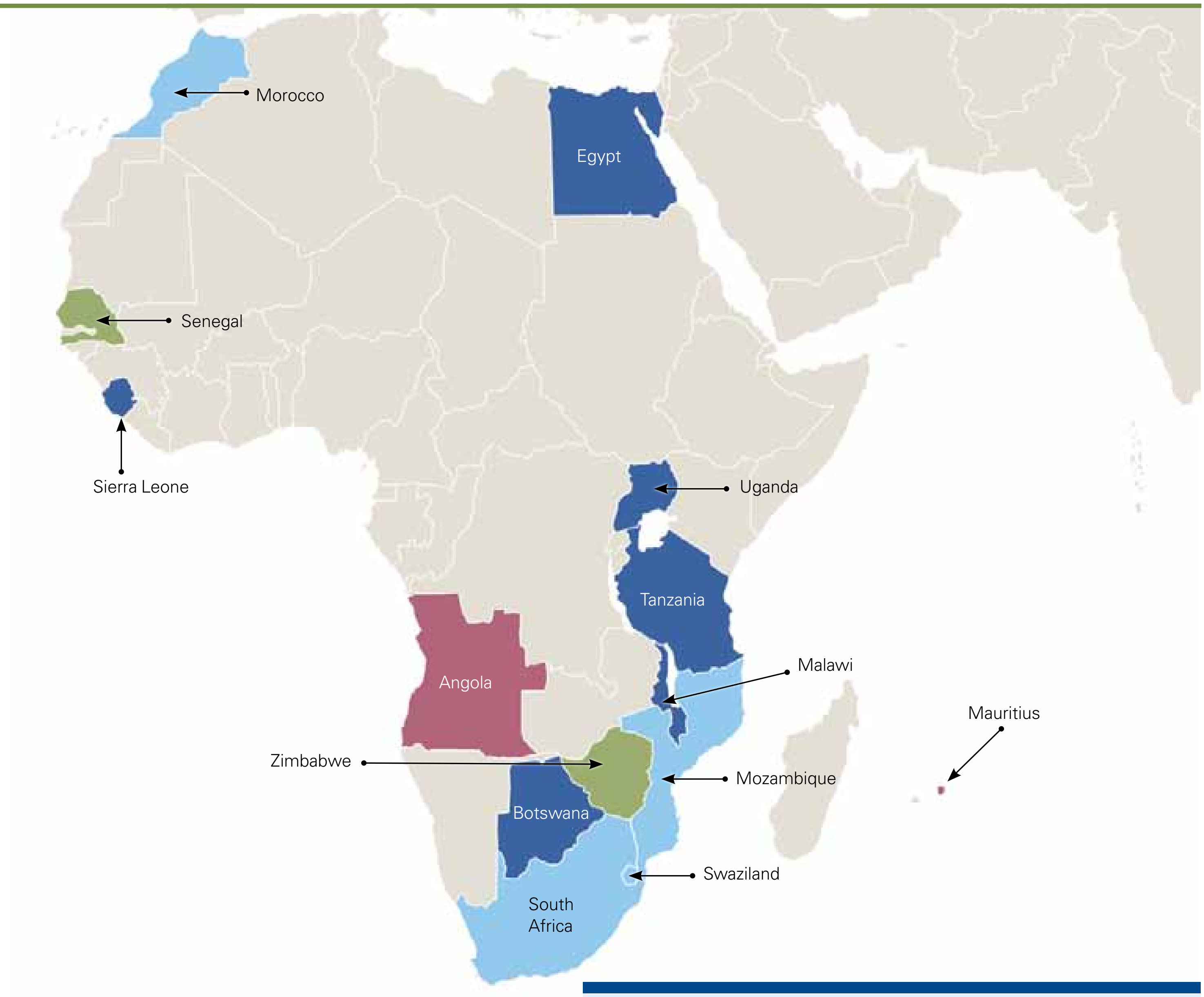
Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Highest Rates of Personal Income Tax: 2008 to 2012

Africa



Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.



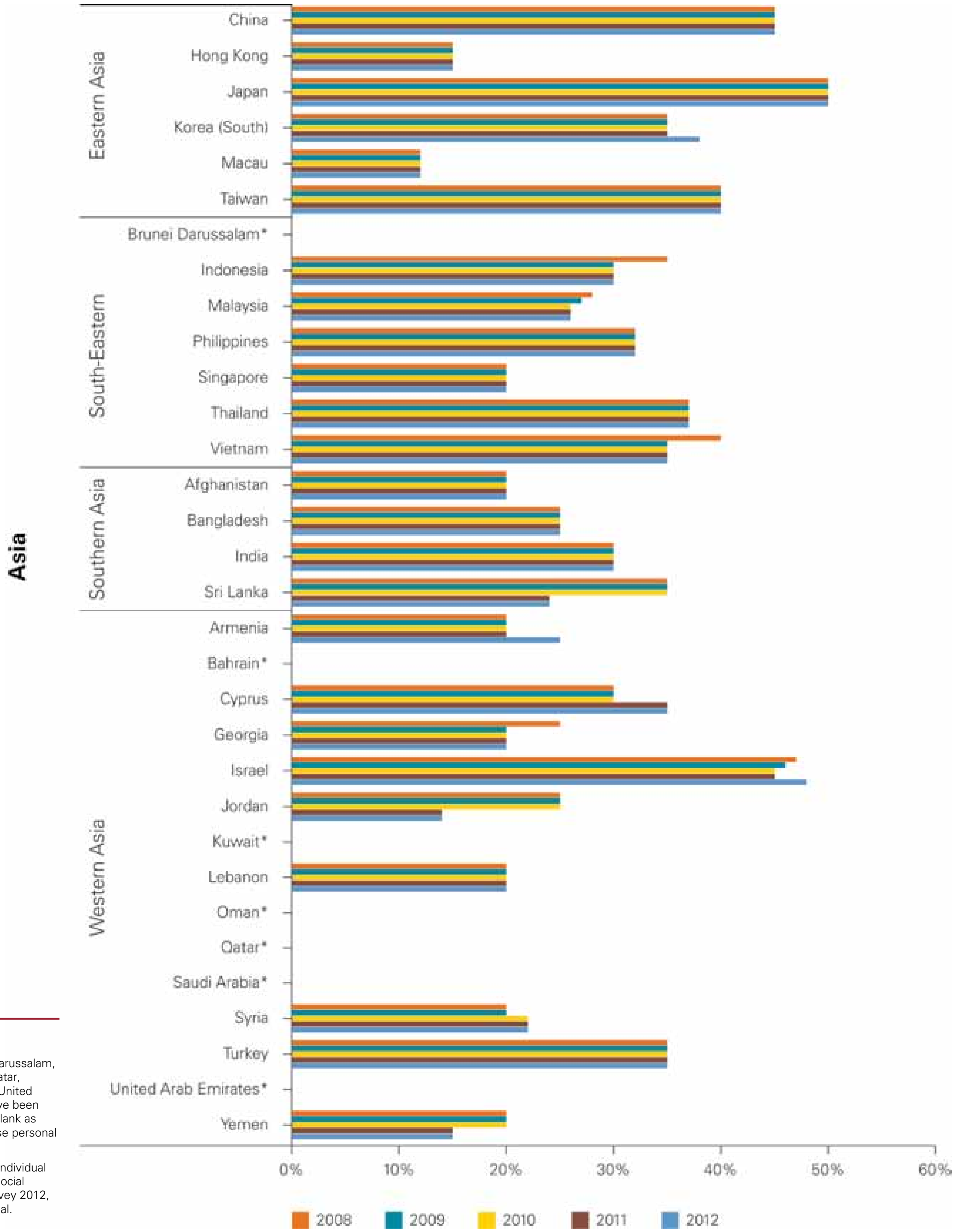
Highest Rates of Personal Income Tax – 2012

1–10%	Not Applicable
11–20%	Angola and Mauritius
21–30%	Botswana, Egypt, Malawi, Sierra Leone, Tanzania and Uganda
31–40%	Morocco, Mozambique, South Africa and Swaziland
41–50%	Senegal and Zimbabwe
51%+	Not Applicable

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Highest Rates of Personal Income Tax: 2008 to 2012

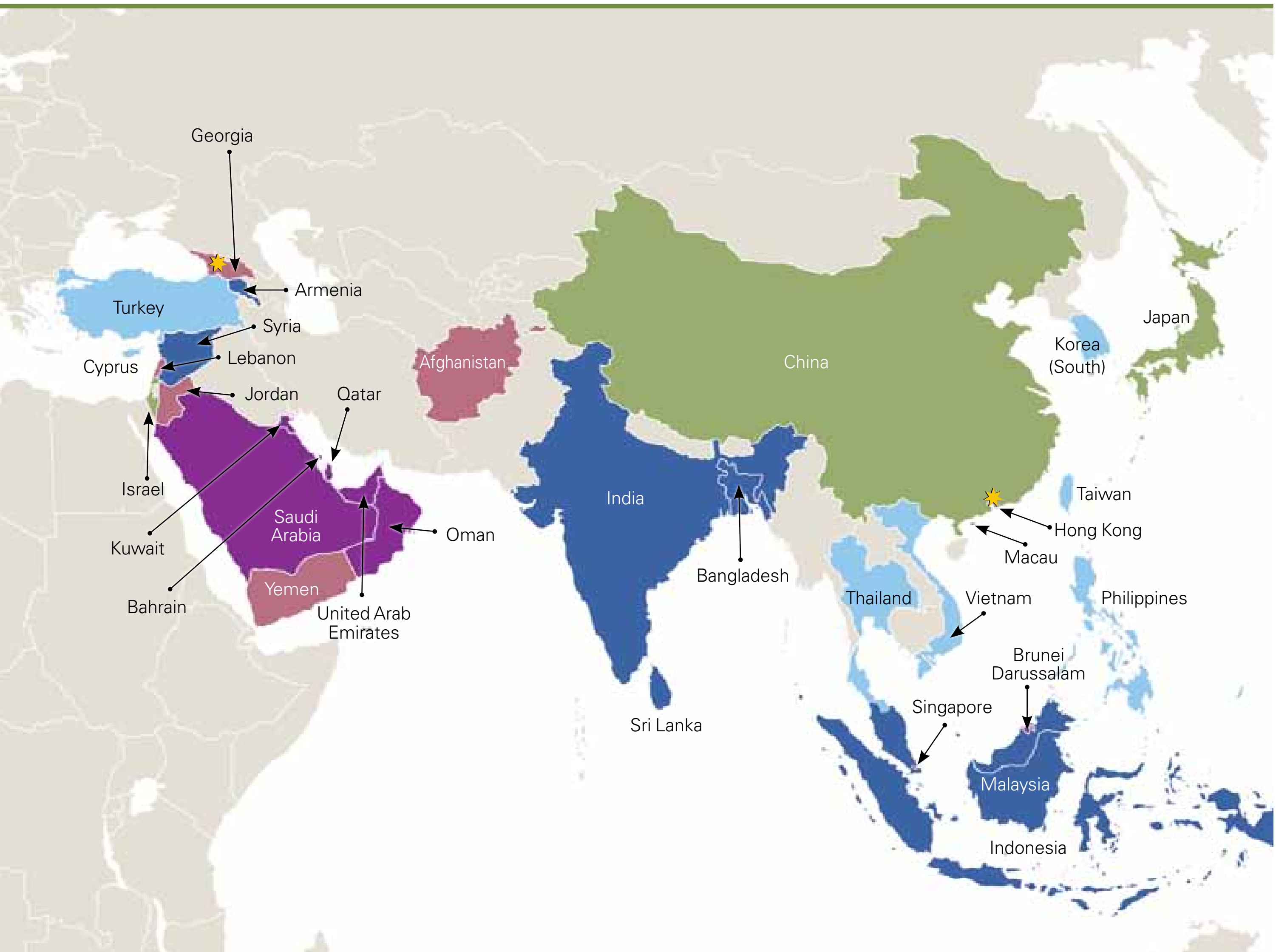
Asia



Notes*

Bahrain, Brunei Darussalam, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates have been intentionally left blank as they do not impose personal income tax.

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.



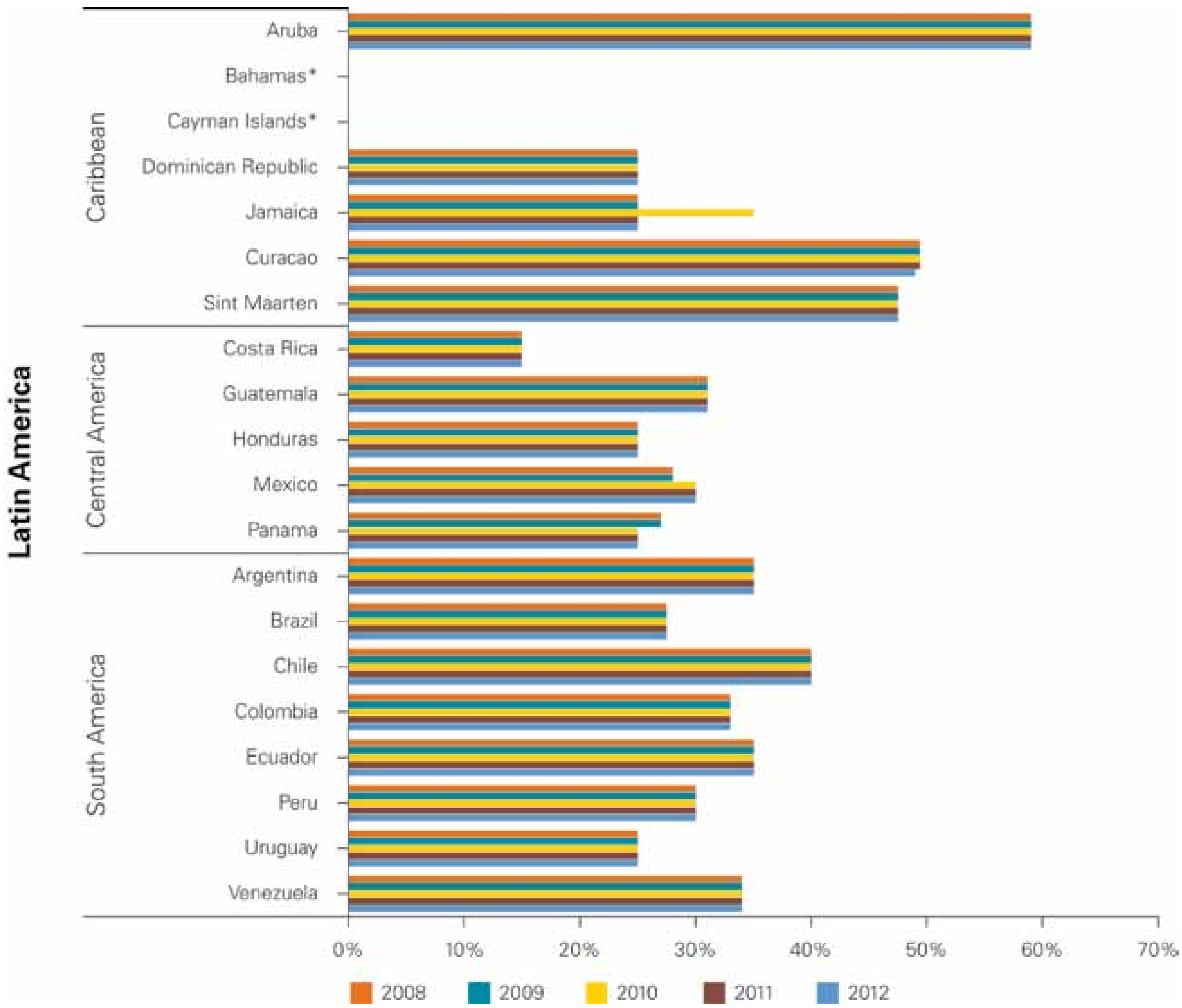
Highest Rates of Personal Income Tax – 2012

No personal income tax	Bahrain, Brunei Darussalam, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates
1–10%	Not Applicable
11–20%	Afghanistan, Georgia, Hong Kong, Jordan, Lebanon, Macau, Singapore and Yemen
21–30%	Armenia, Bangladesh, India, Indonesia, Malaysia, Sri Lanka and Syria
31–40%	Cyprus, Korea (South), Philippines, Taiwan, Thailand, Turkey and Vietnam
41–50%	China, Israel and Japan
51%+	Not Applicable
Flat Rate	Georgia and Hong Kong

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Highest Rates of Personal Income Tax: 2008 to 2012

Latin America



Notes*

Bahamas and Cayman Islands have been intentionally left blank as they do not impose personal income tax.

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

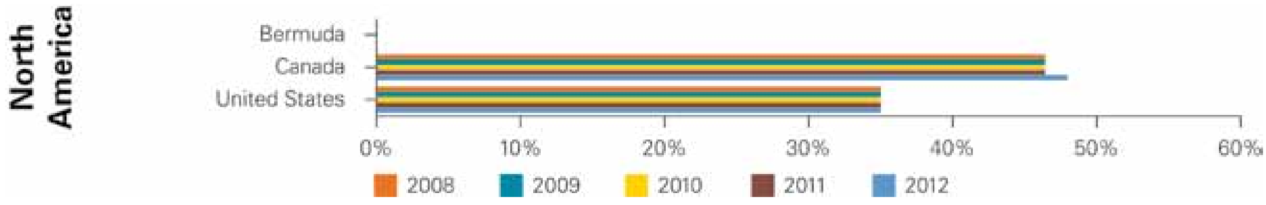
Highest Rates of Personal Income Tax – 2012

No personal income tax	Bahamas and Cayman Islands
1–10%	Not Applicable
11–20%	Costa Rica
21–30%	Brazil, Dominican Republic, Honduras, Jamaica, Mexico, Panama, Peru and Uruguay
31–40%	Argentina, Chile, Colombia, Ecuador, Guatemala and Venezuela
41–50%	Curaçao and Sint Maarten
51%+	Aruba

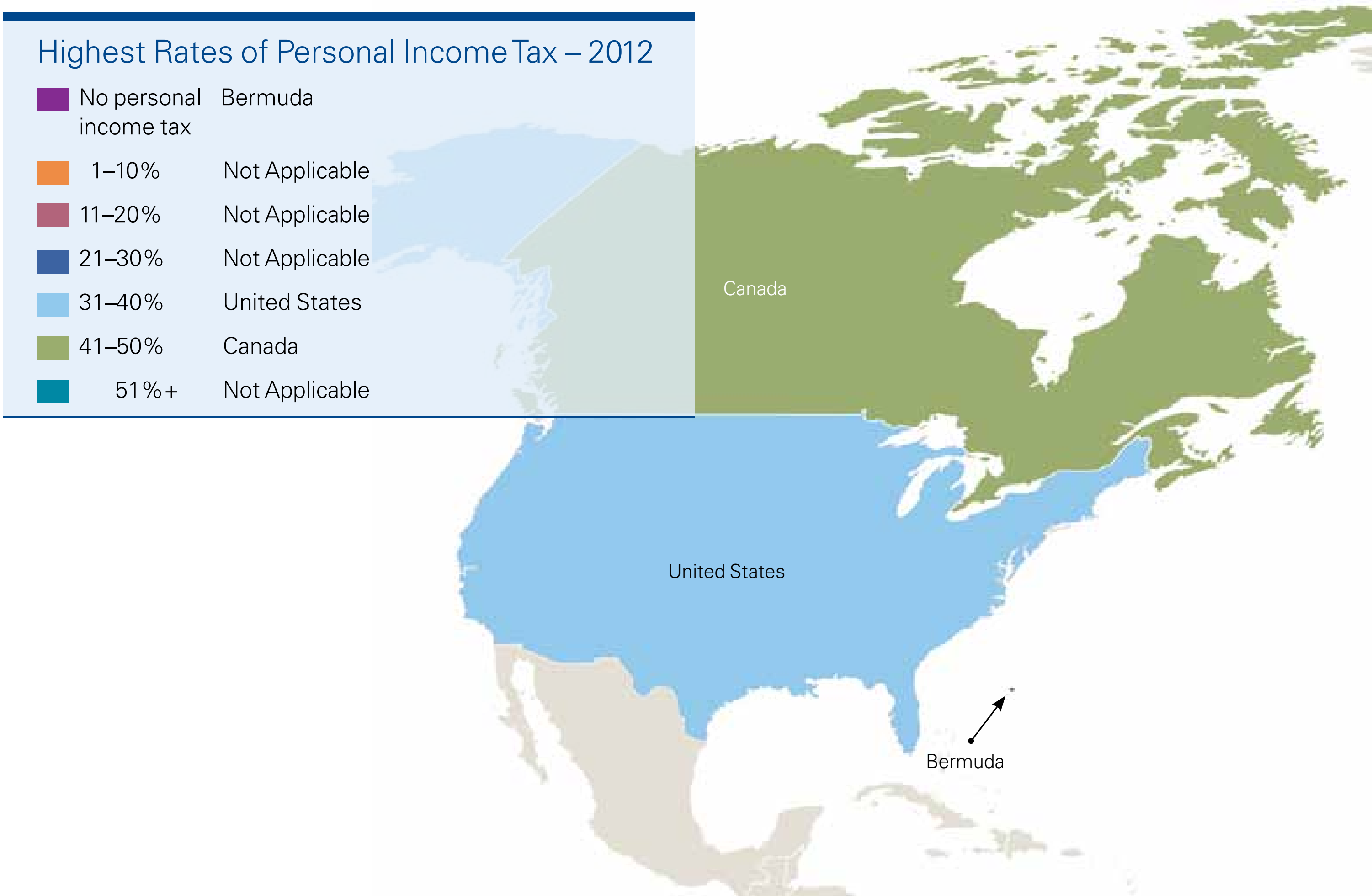
Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Highest Rates of Personal Income Tax: 2008 to 2012

North America



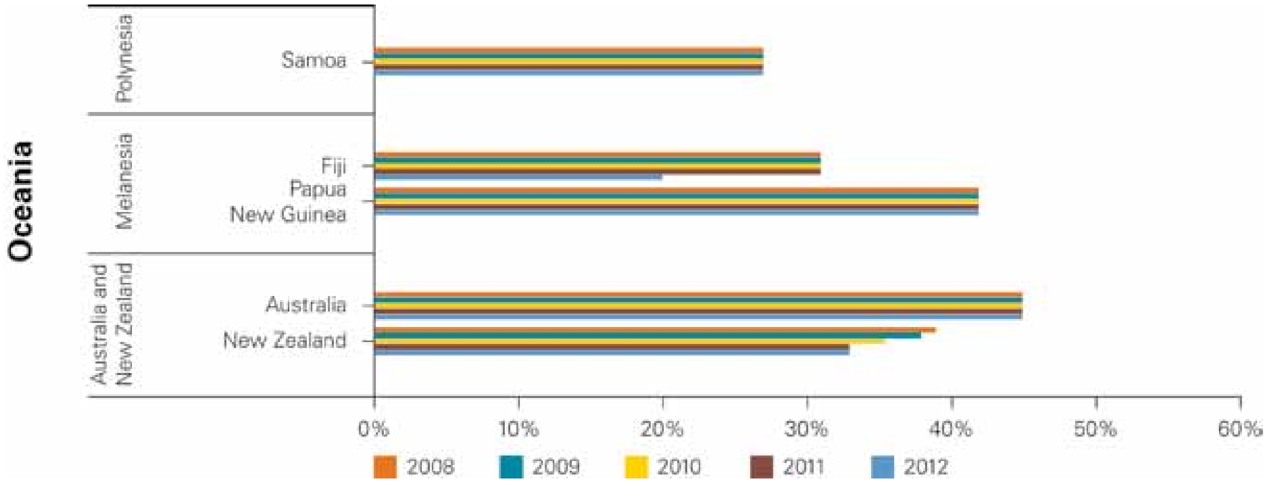
Notes*
Bermuda has been intentionally left blank as they do not impose personal income tax.
The amounts reported for the United States and Canada represent the highest personal income tax rates charged at a federal level only.



Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Highest Rates of Personal Income Tax: 2008 to 2012

Oceania



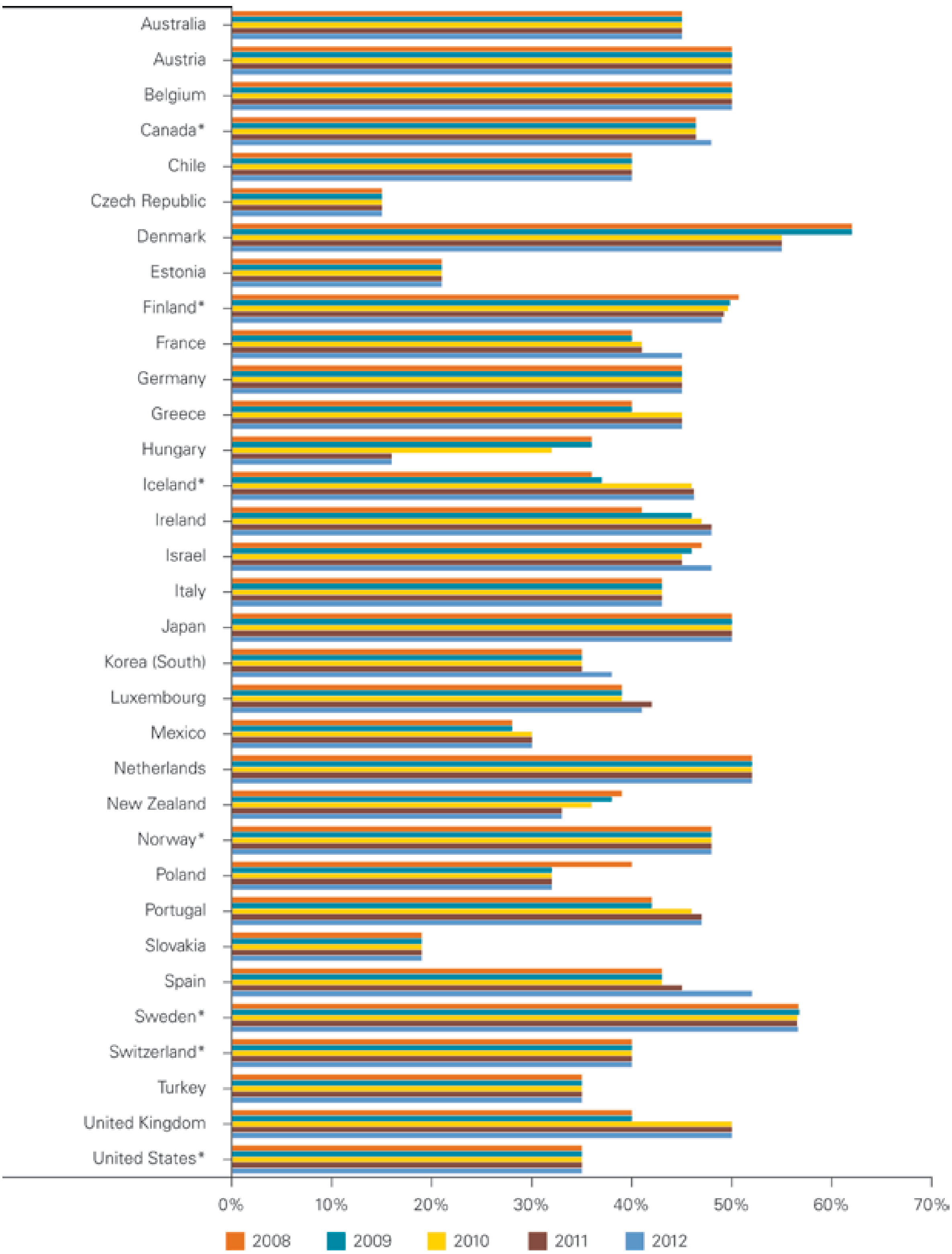
Highest Rates of Personal Income Tax – 2012

1–10%	Not Applicable
11–20%	Fiji
21–30%	Samoa
31–40%	New Zealand
41–50%	Australia and Papua New Guinea
51%+	Not Applicable

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Highest Rates of Personal Income Tax: 2008 to 2012

OECD

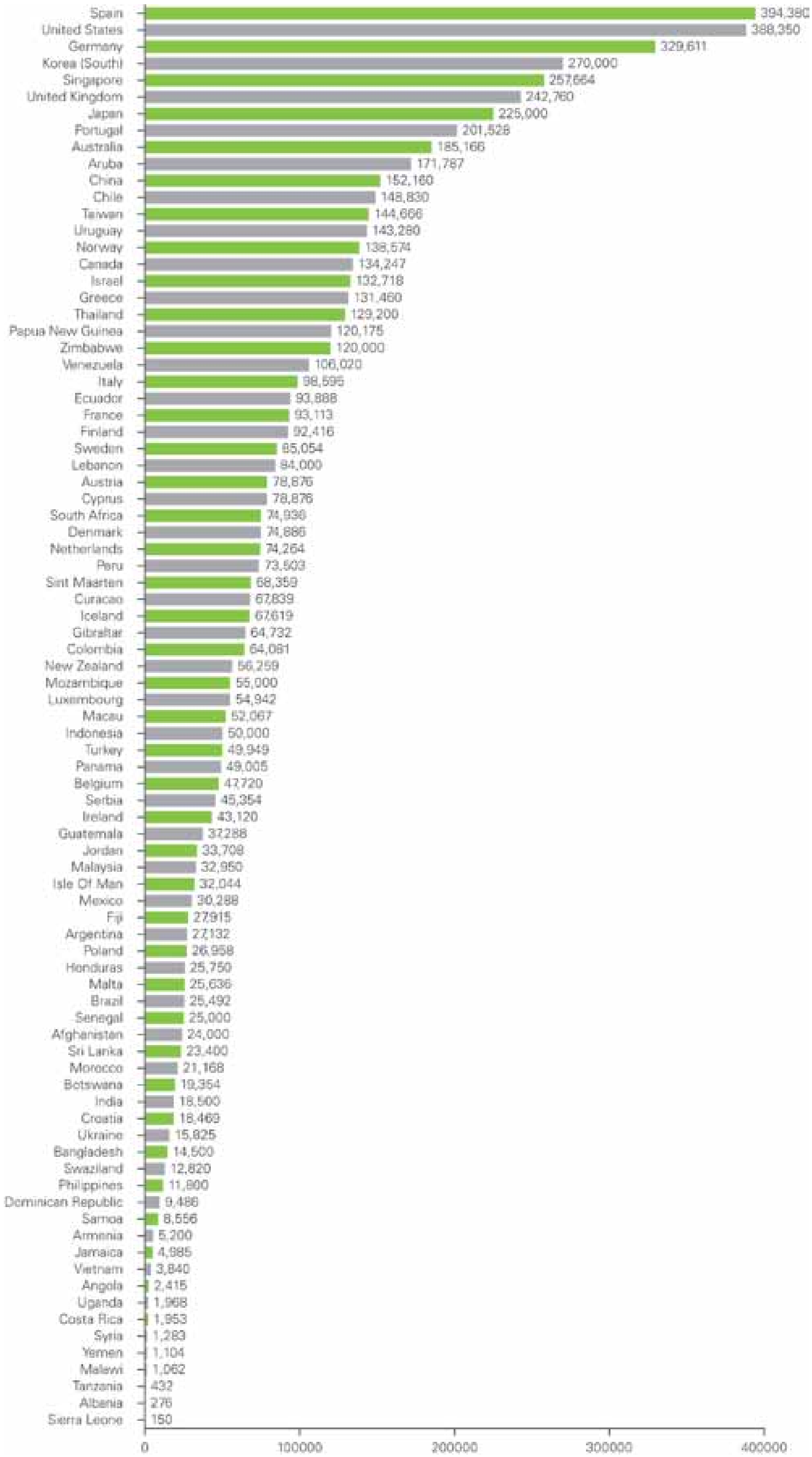


Notes*

- With the exception of Switzerland where the figure quoted includes the Zurich cantonal and communal rate, and Sweden, Finland and Iceland where the figures quoted include average rate across municipalities, amounts reported do not include state/provincial rates (i.e., the amounts reported for the United States and Canada represent the highest personal income tax rates charged at a federal level only).
- No other taxes have been included (such as social security tax, employment tax, etc.). The exception includes Sweden and Norway where the rates include a social security component.

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Taxable Income Level (in USD) Where Highest Rates of Personal Income Tax Take Effect



Notes

Tax brackets for Swiss cantons and communities can differ from Swiss federal tax brackets. Considering this, along with the material impact of canton and communities within Swiss tax rates, Switzerland has been excluded from this analysis.

Prior to July 2011, Egypt's highest marginal rate of income tax (then, 20%) took effect at an income level of approximately USD 6,500. As of July 2011, Egypt inserted an additional marginal tax rate band of 25% to apply to income above the equivalent of approximately USD 1,650,000. Egypt has not been captured graphically within this analysis.

All amounts listed in USD based on currency exchange rates from May 2012.

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Capital Gains Tax

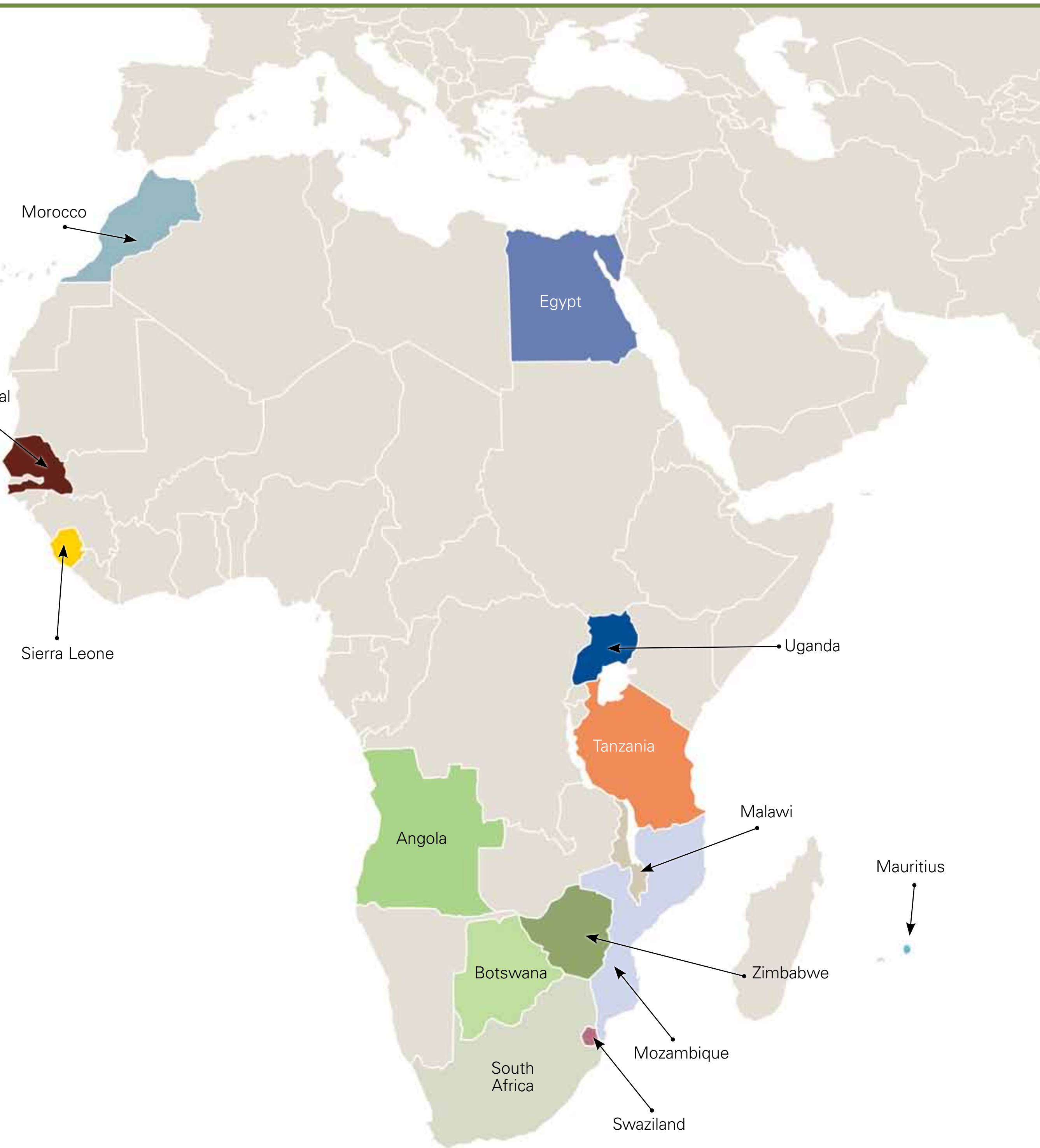
Europe

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Region	Country	Does your country tax capital gains?	If your country does tax capital gains, is the tax rate different than the income tax rate?	If the capital gains tax rate is different than the income tax rate, please confirm capital gains tax rate.
Eastern Europe	Belarus	No	N/A	N/A
	Bulgaria	Yes	No	N/A
	Czech Republic	Yes	No	N/A
	Hungary	Yes	No	N/A
	Poland	Yes	Yes	19% flat rate
	Romania	Yes	No	N/A
	Russia	Yes	No	N/A
	Slovakia	Yes	No	N/A
	Ukraine	Yes	No	N/A
Northern Europe	Denmark	Yes	Yes	The rate is 27–42% on share income approximately 37.3%–45.5% on other capital gains.
	Estonia	Yes	No	N/A
	Finland	Yes	Yes	30% or 32% for income exceeding EUR50,000.
	Guernsey	No	N/A	N/A
	Iceland	Yes	Yes	20%
	Ireland	Yes	Yes	30%
	Isle of Man	No	N/A	N/A
	Jersey	No	N/A	N/A
	Latvia	Yes	Yes	15%
	Lithuania	Yes	No	N/A
	Norway	Yes	Yes	28%
	Sweden	Yes	Yes	30%
	United Kingdom	Yes	Yes	Basic rate taxpayer continue to pay capital gains tax at 18%. Higher and additional rate taxpayers pay at 28%.
Southern Europe	Albania	Yes	No	N/A
	Bosnia-Herzegovina	Yes	No	N/A
	Croatia	No	N/A	N/A
	Gibraltar	No	N/A	N/A
	Greece	Yes	Yes	Gain from the sale of listed shares acquired as of 1 January 2013 is taxed on the basis of general tax brackets. The sale of listed shares acquired up to 31 December 2012 are subject to 0.20% tax on the sale price.
	Italy	Yes	Yes	Starting from 2012, 20%, except qualifying shareholdings.
	Macedonia	Yes	No	N/A
	Malta	Yes	Yes	Capital gains are taxed at the normal rates. However, immovable property situated in Malta is generally taxed at 12%.
	Portugal	Yes	Yes	25%
	Serbia	Yes	Yes	10%
	Spain	Yes	Yes	Capital gains are taxed at a rate of 21% for amounts up to EUR6,000, 25% for income in an amount between EUR6,000 and 24,000 and 27% for amounts exceeding EUR24,000.
Western Europe	Austria	Yes	Yes	25%
	Belgium	Yes	Yes	CGT only applies in limited cases (see Country Specific Information), flat rates that are lower than progressive rates are usually available but depend on the type of capital gain and the holding period of the assets.
	France	Yes	Yes	34.5% (19% flat tax rate for income tax and 15.5% social surcharges).
	Germany	Yes	Yes	25%
	Luxembourg	Yes	Yes	Highest individual tax rate: 41.34% (included surcharge for unemployment fund); taxation at half the global rate on the sale of significant shareholdings.
	Netherlands	Yes	Yes	The rate is 25% for alienation of substantial interests.
	Switzerland	No	N/A	N/A

Capital Gains Tax

Africa



Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Region	Country	Does your country tax capital gains?	If your country does tax capital gains, is the tax rate different than the income tax rate?	If the capital gains tax rate is different than the income tax rate, please confirm capital gains tax rate.
Eastern Africa	Malawi	Yes	No	N/A
	Mauritius	No	N/A	N/A
	Mozambique	Yes	No	N/A
	Tanzania	No	N/A	Income Tax Act 2004, does not include capital gain tax terminology, instead it is called single instalment tax on land and building with the same tax rate (i.e. 30%)
	Uganda	Yes	No	N/A
	Zimbabwe	Yes	Yes	20%
Middle Africa	Angola	No	N/A	N/A
Northern Africa	Egypt	No	N/A	N/A
	Morocco	Yes	Yes	20%
Southern Africa	Botswana	Yes	No	N/A
	South Africa	Yes	Yes	Twenty-five percent of taxable gain (after a ZAR20,000 exclusion) is included in income and taxed at the individual's top marginal rate of 40%, the effective capital gains tax is 10%.
	Swaziland	No	N/A	N/A
Western Africa	Senegal	Yes	Yes	25%
	Sierra Leone	Yes	No	N/A

Capital Gains Tax

Asia

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

		Does your country tax capital gains?	If your country does tax capital gains, is the tax rate different than the income tax rate?	If the capital gains tax rate is different than the income tax rate, please confirm capital gains tax rate.
Eastern Asia	China	Yes	Yes	20%
	Hong Kong	No	N/A	N/A
	Japan	Yes	Yes	The tax rate varies according to the source of the capital gains. Details regarding the Japanese capital gains tax rates for stock transactions are listed in the Country Specific Information section of this document.
	Korea (South)	Yes	Yes	Please see other taxes.
	Macau	No	N/A	N/A
	Taiwan	Yes	No	N/A
South-Eastern Asia	Brunei Darussalam	No	N/A	N/A
	Indonesia	Yes	No	N/A
	Malaysia	Yes	Yes	Effective 2012, 10% for disposal of properties which were owned less than 2 years, 5% for properties owned more than 2 years but less than 5 years, 0% for properties owned more than 5 years.
	Philippines	Yes	No	For capital gains on sale of shares of stock, the tax rate is 5% on the first PHP100,000.00 and 10% on any amount in excess of PHP100,000.00.
	Singapore	No	N/A	N/A
	Thailand	Yes	No	N/A
	Vietnam	Yes	Yes	Twenty percent on net gain or 0.1% on sale proceed.
Southern Asia	Afghanistan	Yes	No	N/A
	Bangladesh	Yes	Yes	15%
	India	Yes	Yes	20.6%/15.45% (In a particular case, capital gains can also be taxed at Individual slab rates, the maximum rates being 30.90%).
	Sri Lanka	No	N/A	N/A
Western Asia	Armenia	Yes	Yes	10%
	Bahrain	No	N/A	N/A
	Cyprus	Yes	Yes	20%
	Georgia	Yes	No	N/A
	Israel	Yes	Yes	Generally 20% or 25%, but certain transitional rates exist for assets purchased prior to 1 January 2003.
	Jordan	No	N/A	N/A
	Kuwait	No	N/A	N/A
	Lebanon	Yes	Yes	10%
	Oman	Yes	No	N/A
	Qatar	No	N/A	N/A
	Saudi Arabia	Yes	No	N/A
	Syria	No	N/A	N/A
	Turkey	Yes	No	N/A
	United Arab Emirates	No	N/A	N/A
	Yemen	No	N/A	N/A

Capital Gains Tax

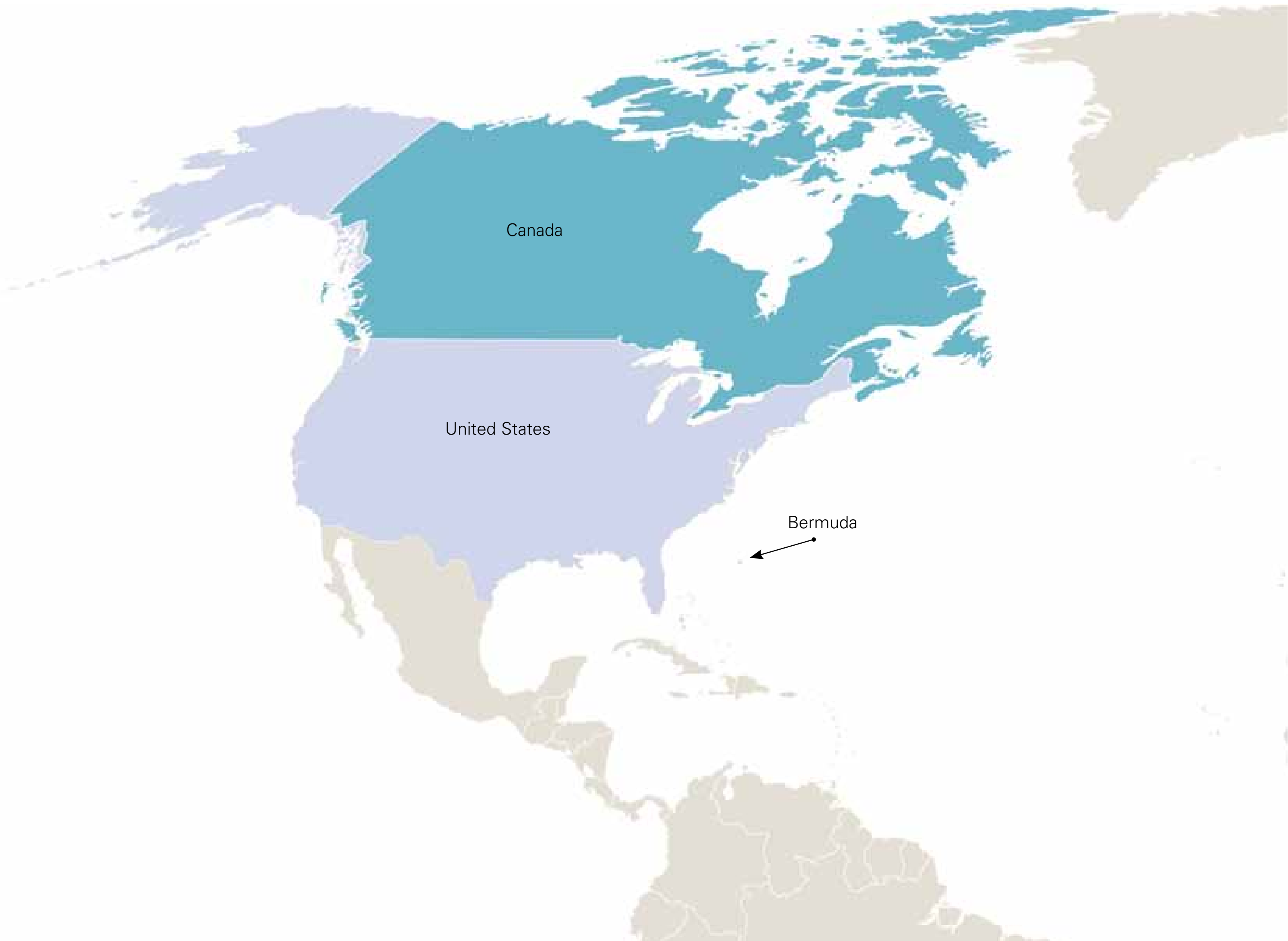
Latin America

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Region	Country	Does your country tax capital gains?	If your country does tax capital gains, is the tax rate different than the income tax rate?	If the capital gains tax rate is different than the income tax rate, please confirm capital gains tax rate.
Caribbean	Aruba	No	N/A	N/A
	Bahamas	No	N/A	N/A
	Cayman Islands	No	N/A	N/A
	Dominican Republic	Yes	No	N/A
	Jamaica	No	N/A	N/A
	Curaçao	No	N/A	N/A
	Sint Maarten	No	N/A	N/A
Central America	Costa Rica	No	N/A	N/A
	Guatemala	Yes	Yes	5% or 31% depending on the income tax system adopted.
	Honduras	Yes	Yes	10%
	Mexico	Yes	No	N/A
	Panama	Yes	Yes	10%
South America	Argentina	No	N/A	N/A
	Brazil	Yes	Yes	15%
	Chile	Yes	Yes	By default, the capital gains tax rate is equal to the income tax rate. However, if certain requirements are met, the capital gains tax rate may be reduced to 17% or even 0%.
	Colombia	Yes	No	N/A
	Ecuador	No	N/A	N/A
	Peru	Yes	Yes	5%
	Uruguay	Yes	Yes	12%
	Venezuela	Yes	No	N/A

Capital Gains Tax

North America

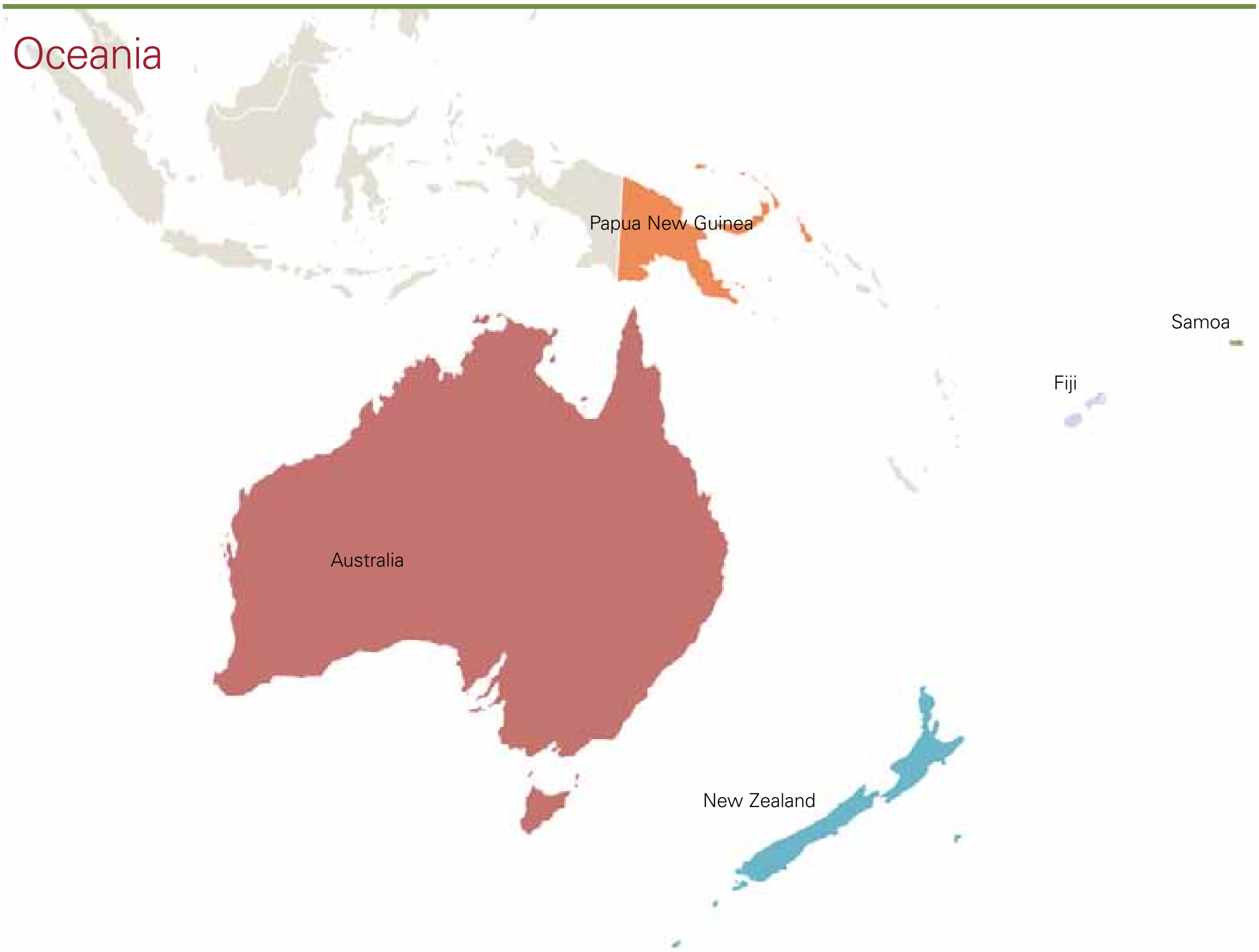


		Does your country tax capital gains?	If your country does tax capital gains, is the tax rate different than the income tax rate?	If the capital gains tax rate is different than the income tax rate, please confirm capital gains tax rate.
Northern America	**Bermuda**	No	N/A	N/A
	Canada	Yes	Yes	50% of regular tax rate
	United States	Yes	Yes	Generally, capital gains on assets held for more than 12 months (“long term”) are taxed at a maximum rate of 15 percent. If the taxpayer’s taxable income falls within the 15% or lower tax bracket the capital gains tax rate is 0%.

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Capital Gains Tax

Oceania



		Does your country tax capital gains?	If your country does tax capital gains, is the tax rate different than the income tax rate?	If the capital gains tax rate is different than the income tax rate, please confirm capital gains tax rate.
Australia and New Zealand	**Australia**	Yes	No	N/A
	New Zealand	No	N/A	N/A
Melanesia	**Fiji**	Yes	Yes	10%
	Papua New Guinea	No	N/A	N/A
Polynesia	**Samoa**	Yes	Yes	27%

Source: KPMG's Individual Income Tax and Social Security Rate Survey 2012, KPMG International.

Country Specific Information

Tax rate and social security information for each country provided by the KPMG member firm in each respective country.

Afghanistan

(2012/13 rate = 20%)

- The top marginal tax rate kicks in at AFS100,000 of monthly taxable income.
- The tax year-end is 20 March.

  Different tax years may be approved in certain circumstances.
- The filing deadline is 21 June.

  For approved special tax years, the filing deadline is the end of the third month.
- There are no social security taxes in Afghanistan.
- There are fixed taxes on small businesses such as transport, cinemas etc.

Albania

(2012/13 rate = 10%)

- The top marginal rate kicks in at ALL30,000 per annum.
- The tax year-end is 31 December.
- For the year 2011, the filing deadline is 30 September 2012. For 2012 filings and beyond, the filing deadline is 30 April of the year following the income year.
- There are social security taxes in Albania.

Angola

(2012 rate = 17%)

- The top marginal tax rate kicks in at AKZ230,000 of taxable income.
- The tax year-end is 31 December.
- The paying entity must withhold the tax and subsequently remit it to the tax administration.

  Personal income tax must be paid by the end of the month following the month in which the personal income was paid.
- There are social security taxes in Angola.
- There are no other individual taxes.

Argentina

(2012 rate = 35%)

- The top marginal tax rate kicks in at ARS120,000 of taxable income.
- The tax year-end is 31 December.
- The tax return filing due date is mid-April/May (if the person holds shares of companies whose fiscal year-end is 31 December and the shares are not traded in the stock exchange, the due date is in May) with no extensions. However, for individuals whose only source of income is employment income that has been subject to withholding at source, and if the person is not a regular board member, there is no need to file a tax return unless their annual gross salary exceeds ARS144,000. The deadline for filing annual informative income tax returns is 30 June.
- The employee social security rate is 17 percent, although the monthly maximum assessable base is subject to a ARS21,248.45 cap (updated every 6 months). The employer social security rate varies between 23 percent and 27 percent, depending on the employer's activity and annual turnover, and is calculated by considering the total compensation without a cap.
- Argentina has a wealth tax ("tax on personal assets") that is levied on worldwide assets held at the end of each year by individuals domiciled in Argentina, where the value of the assets surpass AR$305,000. Tax rates range from 0.5 percent to 1.25 percent. Where an individual is domiciled abroad, the tax will only be levied on assets located in Argentina, at a 1.25 percent tax rate. A tax credit is allowed for similar taxes paid abroad, limited to the Argentine tax on assets located abroad. Capital gains tax (CGT) is not applicable in Argentina.
- Married couples file returns separately.

Armenia

(2012 rate = 25%)

- The top marginal tax rate kicks in at AMD2,000,000 of monthly taxable income.
- The tax year-end is 31 December.
- The tax return filing due date is 15 April. However, individuals need not file a tax return if their only source of income is employment income that has been subjected to withholding tax at source.
- There are mandatory social security payments in Armenia.
- Property tax is levied on the owner of real property (buildings and vehicles). The rates depend on the cadastral value for buildings and the power (horse power) of vehicles.

Aruba

(2012 rate = 58.95%)

- The top marginal tax rate kicks in at AWG309,131,00 of taxable income.
- The tax year-end is 31 December.
- Tax returns must be filed within two months of the date of issue of the return.
- There are social security taxes in Aruba.
- Aruba has the following other individual taxes: Wage tax (withholding tax to be offset against income tax).

  Twenty-five percent tax on income and gains derived from substantial participations (at least 5 percent of share capital).

  Inheritance tax (5 tariff groups with a minimum rate of 2 percent and a maximum of 24 percent).
- A married couple may opt for joined filing.

Australia

(2012/13 rate = 45%)

- The top marginal tax rate kicks in at AUD180,000 of taxable income.
- The tax year-end is 30 June (fiscal year filing).
- The tax return filing due date is generally 31 October. However, filing extensions are possible if the taxpayer is enrolled with a tax agent before 31 October.
- Taxpayers are required to pay a Medicare Levy of 1.5 percent on employment income. The Medicare Levy is only applicable to Australian citizens and permanent residents and taxpayers from the United Kingdom, Northern Ireland, Italy, Malta, Sweden, the Netherlands, Finland, Belgium, New Zealand, Slovenia and Norway. Taxpayers with taxable income exceeding AUD84,000 (or AUD168,000 for families) that do not maintain appropriate private health care insurance are liable to an additional Medicare Levy Surcharge ranging from 1 to 1.5 percent of their taxable income, based on a sliding scale of their income level. Rates shown are those for the 2012/2013 tax year.
- Employers are required to withhold 9 percent of gross salary and transfer the withheld amount into a superannuation fund of their choice to a maximum earnings level of AUD45,750 per quarter (for a private pension plan). Above this level of earnings, contributions do not need to be made. Generally, all non-cash fringe benefits provided to employees are subject to Fringe Benefits Tax (FBT), a tax payable by the employer, with the value of such benefits being exempt from income tax in the hands of the employees. The Australian taxation system includes a general capital gains tax (CGT), which in broad terms applies to assets acquired after 19 September 1985. Gains taxed under the CGT provisions are not taxed separately but are included in assessable income and taxed at the individual's marginal rates. If the asset is held for more than 12 months, the gain may be discounted by up to 50 percent. Alternatively, indexation of the cost basis may be available.
- Married couples file returns separately.

Austria

(2012 rate = 50%)

- The top marginal tax rate kicks in at EUR60,000 of taxable income.
- The tax year-end is 31 December.
- The tax return filing due date is generally 30 June for electronic filing and 30 April in case electronic filing is not possible. Upon formal written request, further extensions are granted. If the return is prepared by a tax consultant, an automatic extension is granted without application.
- The Austrian social security rate (employee portion) is 18.07 percent for recurring salary (monthly maximum assessable base in 2012 is EUR4,230) and 17.07 percent for non-recurring payments (max EUR8,460 per year).
- There are Special payments for employees (the Christmas bonus and holiday bonus, respectively constituting a thirteenth and fourteenth month's pay, other one-time payments) are taxed, up to a limit of one sixth of annual regular compensation, at a flat rate of only 6 percent. Gains taxed under Austria CGT provisions are not taxed separately but are included in assessable income and taxed at the individual's marginal rates albeit some relief may be available. No inheritance and gift tax since 31 July 2008. Reporting requirements in case gifted/inherited amount/value exceeds certain limit.
- Married couples file returns separately.

Bahamas

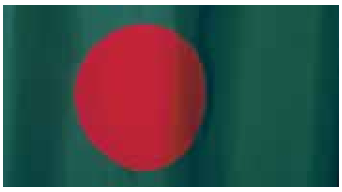
(2012 rate = 0%)

- There is a form of social security called National Insurance. The maximum rate for an employed person is 9.8 percent of salary to a maximum of BSD26,000 per annum, payable 3.9 percent by the employee and 5.9 percent by the employer. The salary maximum is scheduled to increase to BSD31,200 per annum on 1 July 2012.
- There is no income, capital gains, wealth, succession or gift taxes in the Bahamas. There are real estate acquisition taxes (stamp duty) and holding taxes (real property taxes).
- No income tax filings required.

Bahrain

(2012 rate = 0%)

- There is no personal income tax in Bahrain. However Social Insurance and Unemployment Tax apply. Bahraini citizens are subject to Social Insurance Tax on their total compensation at a flat rate of 7 percent. Employers of Bahraini citizens must pay Social Insurance Tax at a rate of 12 percent for those employees. Employers of expatriates must pay Social Insurance Tax at a rate of 3 percent for those expatriate employees.



Bangladesh

(2012/13 rate = 25%)

- The top marginal tax rate kicks in at USD14,500 of taxable income.
- The tax year-end is 30 June.
- The filing deadline is 30 September.

Belarus

(2012 rate = 12%)

- There is a flat tax rate of 12 percent.
- The tax year-end is 31 December.
- The filing deadline is 1 March of the following year.
- There are social security taxes in Belarus.
- There is a real estate tax of 0.1 percent per annum.
- Married couples file tax returns separately.

Belgium

(2012 rate = 50%)

- The top marginal rate kicks in at EUR36,300 of taxable income.
- The tax year-end is 31 December.
- Tax returns are due within a period of at least one month of receipt of the tax form from the tax authorities. Tax returns filed electronically usually benefit from a longer period than tax returns filed on paper. In practice, the Belgian tax authorities define separate due dates for resident (most often on 30 June for returns filed on paper) and non-resident tax returns (most often in October/November for returns filed on paper). Extensions are possible if the taxpayer has valid reasons. Tax returns (both resident and non-resident) filed electronically by a mandated tax adviser are typically due on 31 October.
- Belgium's employee social security rate is 13.07 percent of total income and is fully deductible for income tax purposes. Employer contributions are approximately 35 percent of total income.
- Municipal income taxes are also assessed and determined as a percentage of the national income tax due. For resident taxpayers, this percentage is fixed by the municipal authorities and varies from community to community (between 0 percent and 11 percent). For non-resident taxpayers it is fixed at 7 percent. Capital gains are exempt if realized in the normal management of private assets. Capital gains tax (CGT) exists for speculative capital gains and short-term capital gains on the sale of real estate. Capital gains are taxed separately at flat rates (usually 16.5 percent or 33 percent and relief may be available. Private income is taxed at separate flat rates. Interest income is taxed at a standard flat rate of 21 percent, although specific kinds of interest may benefit from a reduced rate of 15 percent. The standard rate for dividends is 25 percent, although in specific cases this is reduced to 21 percent. If total interest and dividend income is in excess of EUR20,020, interest and dividends taxed at 21 percent may be subject to an additional 4 percent tax on the excess. Belgium has an inheritance and gift tax, although relief is available. Inheritance and gift tax are regional taxes.
- Married couples are required to file jointly (except for the year of marriage, year of declaration of legal co-habitation, or if they are living separately). Expatriate tax concessions are available for executives temporarily assigned to Belgium or directly recruited from abroad. These concessions provide for substantial income tax relief. Assuming the executive is travelling 25 percent of his/her time on business, the top marginal rate is reduced to 37.5 percent (or 40.125 percent once municipal income taxes are considered).

Bermuda

(2012 rate = 0%)

- There are mandatory social insurance contributions of BMD61.14 per week (half paid by the employer, half by the employee).
- While there is no income tax in Bermuda, a payroll tax equal to 14 percent of compensation is payable by employers on the first BMD750,000 of compensation income per employee. A portion of the payroll tax (up to 5.25 percent) may be recovered from the employee at the discretion of the employer.

Bosnia-Herzegovina

(2012 rate = 10%)

- Please note that Bosnia and Herzegovina consists of two territorial and administrative entities: the Federation of Bosnia and Herzegovina and the Republic of Srpska. Legislation related to individual income tax and social security contributions is enacted at the level of entities.

  Tax year-end is 31 December (in both the Federation of Bosnia and Herzegovina and the Republic of Srpska).
- The filing deadline is 31 March of the following year (in both the Federation of Bosnia and Herzegovina and the Republic of Srpska).
- The effective income tax rates reported on the charts on pages 8-11 of this document represent effective individual income tax rates for the Federation of Bosnia and Herzegovina.
- Total social security contribution rates in the Federation of Bosnia and Herzegovina amount to 41.5 percent applied to gross salary. Out of that sum, 31 percent is withheld from the employee's salary and 10.5 percent is paid by the employer in addition to the employee's salary.

  Total social security contributions rates in the Republic of Srpska amount to 33 percent applied to gross salary. All 33 percent is withheld from the employee's salary. There are no employer social security contributions in the Republic of Srpska.

  Employee social security contributions are deductible for individual income tax purposes in both the Federation of Bosnia and Herzegovina and the Republic of Srpska.
- Real Estate Transfer Tax (RETT) is regulated at the cantonal level in the Federation of Bosnia and Herzegovina (i.e. there are currently 10 different laws applicable in the Federation of Bosnia and Herzegovina), and in the Republic of Srpska at the entity level.

  RETT applies to transfer of land and all transfers of real estate that are VAT exempt, (i.e. all transfers of real estate except the first transfer of newly constructed objects). RETT is irrecoverable.

  The RETT rate applicable in all 10 Cantons in the Federation of Bosnia and Herzegovina is 5 percent.

  In the Republic of Srpska, the Law on Real Estate Tax (RET) became applicable as of 1 January 2012. The RET rates applicable range from 0.05 percent to 0.5 percent of the real estate value per annum. The onus is on the local authorities to set their own tax rates, not however exceeding the range proposed by the law on RET.
- Married couples file tax returns separately.

Botswana

(2012/13 rate = 25%)

- The top marginal tax rate kicks in at BWP144,001 of taxable income.
- The tax year-end is 30 June.
- The filing deadline is 30 September following tax year end.
- There are no social security taxes in Botswana.
- Capital Transfer Tax is applicable to donations, gifts and estates.

Brazil

(2012 rate = 27.5%)

- Top marginal tax rate kicks in at BRL49,051.80 of taxable income.
- Tax year-end is 31 December.
- Tax return filing due date is 30 April with no extensions.
- The Brazilian social security rate is upwards of 11 percent (monthly maximum assessable base is approximately BRL430.78).
- Flat rate of 15 percent generally applies to gains taxed under Brazilian capital gains tax. An inheritance and gift tax (4 percent total rate) was implemented for the State of São Paulo. This rate may differ in other states within Brazil. Under certain circumstances, a portion of the inheritance or gift may be exempt from tax.
- Married couples may file their returns jointly or separately.

Brunei Darussalam

(2012 rate = 0%)

- There is currently no personal income tax in Brunei Darussalam.
- There is an Employee Trust Fund and Supplemental Contributory Pensions Scheme.
- There are no other individual taxes.

Bulgaria

(2012 rate = 10%)

- As of 1 January 2008 Bulgaria introduced a 10 percent flat tax applicable for all income levels.
- Tax year-end is 31 December.
- There are two deadlines for filing returns and payment of the outstanding liabilities: a preliminary (10 February of the following year) and final (30 April of the following year). If the preliminary filing and payment deadline is met, the individuals would be granted a 5 percent deduction from their outstanding personal income tax liabilities. The same deduction is also applicable if the tax return is filed electronically. However, the two are not cumulative. No extensions are possible beyond the final deadline.
- The employee portion of Bulgarian mandatory social security amounts to 12.9 percent, while the employer portion is approximately 18.1 percent (depending on the industry in which the employer is involved, as the employment accident fund varies accordingly between 0.4 and 1.1 percent). The maximum insurable income for year 2012 is capped at BGN2,000 per month.
- There is a 5 percent tax on dividends.

Canada

2012 rate = 29 percent federal. Provincial rates can vary (e.g. there is a combined 47.97 percent total rate for the province of Ontario)

- Canadian income tax includes a federal and provincial component. The tax rate varies with the province of residence/employment. The top marginal federal rate of 29 percent kicks in at CAD132,407 of taxable income. When provincial taxes are included, total top marginal tax rates vary from approximately 39 percent to 50 percent.
- The tax year-end is 31 December.
- The tax return filing due date is 30 April with no extensions.
- The Canadian social security rate is upwards of 6.78 percent but caps out. The maximum employee contribution is approximately CAD3,147 per annum.
- Gains taxed under the Canadian capital gains tax provisions are not taxed separately, but are included in assessable income and taxed at the individual's marginal rates, although the gain may be discounted by up to 50 percent.
- In all provinces except Québec, the individual files a single tax return with the federal government, which collects both federal and provincial taxes. Married couples file returns separately.

Cayman Islands

(2012 rate = 0%)

- The Cayman Islands does not have income tax or social security. However under the Cayman Islands' National Pensions Law (Pensions Law) every employer must provide a pension plan for every person working for the employer, including expatriates who have been working for a continuous period of nine months in the Cayman Islands. Partners, owners and directors must also be covered by the pension plan. In almost all instances the pension plan is to be a registered Cayman Islands pension plan. A person is treated as working in the Cayman Islands if:

  - He/she reports to work to an office of their employer located in the Cayman Islands.
  - He/she is normally resident in the Cayman Islands and is paid from an office that is situated in the Cayman Islands.

  Full and part-time employees are required to be covered, as are casual employees, probationary staff and those employees on short-term contracts.

  Where an employee is employed by more than one employer, each employer shall be liable to pay contributions to a pension plan for that employee, based on the employee's earnings with that employer.

  Contributions:
  The contributions are related to total earnings. Earnings include salary, wages, leave pay, fees, commission or gratuity, as well as bonus payments that exceed 20 percent of basic pay. Earnings do not include severance payments, retirement long service recognition payments, or health insurance premiums that are paid by the employer.

  Persons earning more than KYD60,000 are not required to make pension contributions on the amount above KYD60,000.

  Every self-employed person must contribute a sum equivalent to 10 percent of his/her earnings.

  - Every employee must have contributions paid for them by their employer.
  - That employee shall not be required without their consent to pay more than 5 percent of their earnings.
  - Their employer may not contribute less than 5 percent of that employee's earnings.

  Late contributions will be subject to interest. The employee's contributions must be deducted at regular intervals and together with the employer's contribution paid directly into the pension fund. Contributions must be made within 15 days of the last day of the month in which the contributions were due.

  Returning to the home country:
  If the member becomes a non-resident or is an expatriate leaving the Cayman Islands, the member may elect to apply for a refund. In general, the pensions law states that refunds are not allowed from a pension plan. In the event that a member's account is under KYD5,000, the pension law gives the trustees of the pension plan the discretion to pay out a refund and to set the conditions under which a refund may be paid.

  In general, a trustee may pay a refund if all of the following are true:

  - The value of the member's pension account is less than KYD5,000.
  - The member's employment is terminated.
  - The member no longer resides in the Cayman Islands. A waiting period and/or proof of non-residency may be required (i.e. work visa, a current utility bill in the member's name from their new address, sworn affidavit of non-residency, etc.).

  If the value of the member's account is greater than KYD5,000, they may transfer their account (with the Superintendent of Pensions' approval) to a retirement account in another country. Otherwise, the Pensions Law requires a two-year waiting period before the member's pension can be paid out in a lump sum.

  A person is deemed to have ceased to be a resident in the Cayman Islands when they have been absent from the Cayman Islands for a period of six months or more. When calculating a period of absence, any periods of residence in the Cayman Islands for a continuous period of less than three months will not be taken into account.

  In any event, the member's pension cannot be paid out or transferred until their employer makes the final contribution to their account. This may be six weeks or more after the member has stopped working. As a result a refund or transfer may take three months or more.

Chile

(2012 rate = 40%)

- The top marginal tax rate kicks in at CLP70,871,400 of annual taxable income as of February 2012. (This amount changes on a monthly basis, due to price level adjustments).
- The tax year-end is 31 December.
- The filing deadline is 30 April of the following year. No extensions are available.
- The employee social security rate is between 18.14 percent and 19.36 percent, calculated over a compensation capped to CLP18,167,904 per annum (the amount of capped compensation is linked to the consumer price index, so changes daily). In addition, the employee must contribute to the unemployment insurance, at a 0.6 percent rate of compensation capped at CLP27,251,856 per annum (this amount also changes daily as it is linked to the consumer price index).

  The employer must also contribute to the unemployment insurance (2.4 percent). The employer must also contribute to an Accidental and Work Diseases Insurance (between 0.95 percent and 3.4 percent, depending on the risk at the work place) and to a Survival and Disability Insurance (1.49 percent). The capped compensation for calculating the employer unemployment insurance contribution is CLP27,251,856 per annum and the capped compensation for employer contributions to Accidents and Disability Insurances is CLP18,167,904 per annum.
- Real estate tax is based on the value of the real estate as assessed by the tax authority and must be paid in four installments (in March, June, September and December).

  Individuals are also subject to inheritance tax, based upon the amount of the inheritance allocated to the inheritor, with an exempted amount. The rate varies between 1 percent and 25 percent, depending on the amount of inheritance and the blood link between the inheritor and the deceased.
- Generally, married couples file separate returns, although in certain cases a joint return is accepted.

China

(2012 rate = 45%)

- The top marginal tax rate (applicable for each month) kicks in at CNY80,000 of monthly taxable income (i.e. gross monthly income less mandatory social security for the employee, and a standard deduction of RMB3,500 for local staff or RMB4,800 for expatriates).
- There is an annual individual income tax return. The tax year-end is 31 December for those individuals earning more than CNY120,000 with full residence in China.
- There are monthly individual income tax returns, which should be filed and tax paid by the 15th of the month following the month of receipt of income. For annual filing, the deadline is 31 March following the close of the year.
- There are no social security taxes in China. However, the Chinese social security contribution is mandatory for individuals of China domicile employed in China, and for foreign nationals with work permits. Rates vary by local government. Generally, social security tax is assessed against salary, and the maximum salary assessed is capped at three times the average city salary of the prior year. Social security rates vary by city and are subject to change annually. Shanghai is used as a reference city only.
- Married couples file returns separately.

Colombia

(2012 rate = 33%)

- The top marginal tax rate kicks in at COP106,800,900 of taxable income.
- The tax year-end is 31 December.
- The tax return filing due date follows an annually published schedule. It generally begins in July/August following the close of the year.
- The Colombian total social security rate (including pension, medical, family welfare and risk insurance plans) can be over 10 percent for the employee portion and 30 percent for the employer portion, but is subject to monthly salary caps.

  In addition, the employer should make a professional risk contribution that varies between 0.522 percent and 8.7 percent, depending on the level of risk of the employee. Consequently the calculations for the effective rates can be considered to average 4 percent.
- Married couples file separately. There is no deduction for children.

Costa Rica

(2012/13 rate = 15%)

- The top marginal tax rate kicks in at CRC1,028,000 of taxable income.
- The tax year-end is 30 September (fiscal year filing). Employed individuals are however subject to monthly final withholdings levied by the employer. Employed individuals are not required to file personal tax returns. The income tax withholding returns are due within the first 10 business days following the month being reported.
- The tax year-end is 30 September (fiscal year filing). Employed individuals are however subject to monthly final withholdings levied by the employer. Employed individuals are not required to file personal tax returns. The income tax withholding returns are due within the first 10 business days following the month being reported.
- The Costa Rican social security rate is 9.17 percent (employee's contribution to social security) and 26.17 percent (employer's contribution to social security), uncapped.
- Rates in Costa Rica are updated on 1 October each year. In Costa Rica, there is also a mandatory annual Christmas bonus (effectively a 13th month of salary) that is not subject to social security or income tax.
- As a general rule, capital gains are not taxable, but may be taxable if originated from the sale of depreciable assets or from habitual activities. Under such circumstances, capital gains would be deemed as ordinary income, subject to income tax rate (the corporate income tax rate is 30 percent; the individual income tax rate is 25 percent).

Croatia

(2012 rate = 40%)

- From 1 March 2012 the top marginal rate of 40 percent kicks in at HRK8,800 of taxable income on a monthly basis, that is at HRK105,600 of taxable income on an annual basis.
- The tax year-end is 31 December.
- The tax return filing due date is 28 February. Extensions are possible in very limited cases (i.e. where natural hazards prevented the taxpayer from filing).
- Social security contributions on income from employment with a Croatian company are assessed as follows: employee pension contributions are assessed at the rate of 20 percent (deducted from gross salary and capped at the monthly amount of HRK46,536); employer contributions are assessed at the rate of 15.2 percent (including health insurance, contributions for unemployment and contributions against injuries at work) applied on gross salary (no cap).
- In addition to employment income being taxed, the following types of income are also taxed in Croatia: income from self employment; income from property and property rights; income from capital (dividends); certain types of insurance income; and other income (i.e. authorship income, income earned based on work on contracts, benefits in kind provided by a third party and not the employer etc.). If the individual is a Croatian tax resident, then he/she is subject to city surtax (not all cities impose city surtax and rates vary greatly). The highest city surtax rate is in Zagreb, at 18 percent. City surtax is applied on the total amount of tax due.
- Married couples file returns separately.

Curaçao

(2012 rate = 49%)

- The top marginal tax rate kicks in at ANG123,456 per annum.
- The tax year-end is 31 December.
- The filing deadline is within two months of the date that the return is issued.
- There are social security taxes in Curaçao.
- There are other individual taxes:
  - wage tax (withholding tax to be offset against income tax)
  - nineteen and a half percent tax on substantial interest (at least 5 percent of share capital)
  - inheritance tax (5 tariff groups with a minimum tax rate of 2 percent and a maximum of 24 percent).
- A married couple can choose to file jointly.

Cyprus

(2012 rate = 35%)

- The top marginal tax rate kicks in at EUR60,000 of taxable income.
- The tax year-end is 31 December.
- The tax return filing due date for individuals is 30 April of the year following the year of income. Individuals submitting their tax return electronically via the Taxisnet system are allowed an extension up to 31 July.

  Self-employed Individuals with gross income which is less than EUR70.000 must submit a return by 30 June of the year following the year of income. Individuals submitting their tax return electronically via the Taxisnet system are allowed an extension up to 30 September.

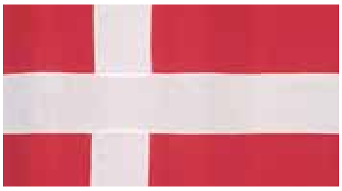
  Self-employed Individuals with gross income more than EUR70.000 must submit a return by 31 December of the year following the year of income. Individuals submitting their tax return electronically via the Taxisnet system are allowed an extension up to 31 March.
- The Cyprus social security rate is 6.8 percent (the monthly maximum assessable base is EUR4,442).
- There is also Special Contribution for Defense tax for the following types of income:
  - Interest income earned from sources within and outside Cyprus at a rate of 15 percent.
  - Dividend income earned from sources within and outside Cyprus at a rate of 20 percent.
  - Rental income minus 25 percent (residents only) is taxed at a rate of 3 percent.
  - Interest income from Government development bonds and Government saving bonds is taxed at a rate of 3 percent.
  - Interest is taxed at a rate of 3 percent if the individual annual income does not exceed EUR12,000.

  Further, every employee of the private sector, self-employed individuals and private sector pensioners will have to pay, as a percentage of their gross income, a special contribution as from 1 January 2012, which will be applicable for two years until 31 December 2013. The highest rate of special contribution will be 3.5 percent on monthly gross income of EUR4,500 or more. For employees, the payment of the special contribution will be paid 50 percent by the employer and 50 percent by the employee.
- Married couples file returns separately. Capital gains of 20 percent are only applicable to profits on immovable property situated in Cyprus.

Czech Republic

(2012 rate = 15%)

- From 2008 there is a 15 percent flat tax rate in the Czech Republic. For employment income, 15 percent income tax is calculated from the super-gross salary; which is gross salary increased by an amount corresponding to employer's Czech social security contributions, even if the employee is not subject to the Czech social security scheme (annual limits for social security apply).
- The tax year-end is 31 December.
- The tax return filing due date is 1 April but can be extended up to three months if a taxpayer grants a power of attorney to a certified tax advisor.
- The Czech social security employee's rate is 11 percent (4.5 percent for health insurance and 6.5 percent for social insurance) and employer's rate is 34 percent (9 percent for health insurance and 25 percent for social insurance). There are upper limits on the salary that is subject to contributions. For 2012 the annual limits are CZK1,809,864 for health insurance contributions and CZK1,206,576 for social insurance contributions.
- Inheritance and gift tax is levied on persons who acquire property by inheritance or gift, at rates depending on the closeness of the relationship between deceased/donor and the recipient. Please note that inheritance tax exemption and gift tax exemption is applied when heirs belong to the direct (close) family of the deceased.



Denmark

(2012 rate = 55.38%)

- Taxation is based on categories of income, and different tax rates apply to the different categories. The combined top marginal rate in the ordinary scheme - which applies to employment income and certain types of investment income - kicks in at DKK423,804 (2012). Generally, share income (dividends and capital gains) is taxed in a separate tax scheme at 27-42 percent, depending on income level, while certain types of investment income are taxed in the ordinary tax scheme at rates up to 45.5 percent.
- The tax year-end is 31 December.
- The filing due date is 1 May if the tax payer receives a pre-printed form from the tax authorities: otherwise, the due date is 1 July.
- The Danish employee social security rate is a monthly lump-sum contribution of DKK90 (DKK1,080 per year). Employer contributions include contributions to a number of funds; total contributions amount to approximately DKK8-10,000 per employee per year.
- Members of the Danish church are liable to church tax although membership of the church is voluntary. Danish inheritance tax is payable, provided the deceased was domiciled in Denmark at the time of death, or if the property in question is real property situated in Denmark or property relating to a permanent establishment in Denmark. The rate depends on the relationship between the heir and the deceased. Estates above DKK2,595,100 are also subject to tax. Gifts to unrelated parties are treated as personal income in the hands of the recipient, while gifts over a certain threshold to certain close relatives are subject to 15 percent gift tax. Real estate tax applies to property available to the owner; 1 percent of value up to DKK3,040,000 and 3 percent of value in excess of this value. The relevant value is not necessarily the current year's value but can be indexed back to 2001 value plus 5 percent, using special calculation guidelines issued by the tax authorities.
- Married couples generally file returns separately; certain unused allowances and thresholds can be transferred between the married individuals.

Dominican Republic

(2012 rate = 25%)

- The top marginal tax rate kicks in at RDD372,000 per annum.
- The tax year-end is 31 December.
- The filing deadline is 28 February if the return is final, or 31 March ordinarily.
- There is a social security tax in the Dominican Republic. This scheme does not apply to expatriates if they are covered by their home country's social security.
- There is real estate tax of 1 percent on properties with a cost of USD128,205 or higher.
- Married couples file separately, but only if the individuals receive income from a Dominican source.

Ecuador

(2012 rate = 35%)

- The top marginal tax rate kicks in at USD93.890 of taxable income per annum.
- The tax year-end is 31 December.
- A tax return is not required for employees. The employer should issue a certificate of income paid and tax withheld, which is the equivalent of a return. However, if the employee has income other than that under a labor relationship, or if income is not derived from a labor relationship, the tax return filing is due between 10 and 28 March following the end of the tax year.
- There are no social security taxes in Ecuador.
- There are no other individual taxes.
- Married couples file returns separately, based on their individual income.

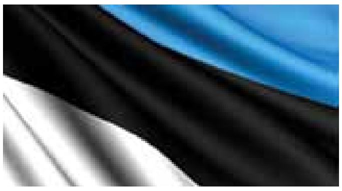
Egypt

(2012 rate = 25%)

- The top marginal tax rate kicks in where annual taxable income exceeds EGP10,000,000 (a new tax bracket was recently introduced; the top rate previously kicked in at EGP40,000)
- The tax year-end is 31 December.
- Tax filing is the employer's responsibility (handled via monthly salary tax withholding at source).
- The employee social security rate is upwards of 14 percent on the basic salary and 11 percent on the variable elements (e.g. allowance, overtime.). As from July 2012, the social security wage ceiling will be increased to be EGP1,962.50. The employer is required to pay 3 percent to the social insurance office to cover work injuries, where there is a reciprocity agreement between Egypt and the foreign jurisdiction of the employee.
- There are no capital gains taxes for individuals except for disposals of land or buildings within a city, which are subject to tax at 2.5 percent of the value of the property (provided that the individual is not in the business of buying and selling properties). Property tax of approximately 10 percent is levied on the annual rental value of land and buildings.
- It is the employer's responsibility to withhold the tax due and remit it to the tax authority within fifteen days following the month end.

  The effective employer social security rate is as follows:

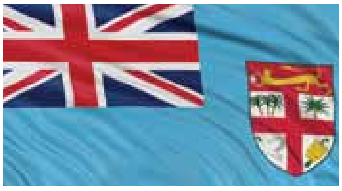
  - 0.15 percent on a USD100,000 annual salary
  - 0.04 percent on a USD300,000 annual salary.



Estonia

(2012 rate = 21%)

- Estonia applies a flat tax rate of 21 percent. A basic exemption exists for the first EUR1,728 of income.
- The tax year-end is 31 December.
- The tax return filing due date is 31 March with no extension. Certain exceptions apply where a resident becomes bankrupt, and for non-residents.
- There are social security taxes in Estonia.
- Land tax is collected from the owners of real estate. The tax obligation is based on the value and nature of the land (e.g. business land, agricultural land, forest etc.). However, since 2012 in Tallinn, and 2013 in the rest of Estonia, the land under a taxpayer's home will not be taxed.
- Married couples may file their returns jointly.



Fiji

(2012 rate = 20%)

- The top marginal tax rate kicks in at FJD50,000 of taxable income per annum.
- The tax year-end is 31 December.
- The filing deadline is 31 March of the following year.

  An extension of up to 6 months may be granted if lodged under the Tax Agents Lodgment Program.
- There is a national provident fund scheme.
- There is a Social Responsibility Levy (SRL) for:
  - Residents, commencing at 23 percent of chargeable income exceeding FD270,000.
  - Non-residents, commencing at 19 percent of the first dollar earned.

  For example, on USD300,000, the effective rate of SRL is 47.16 percent.
- Generally married couples file separate returns but can opt to file joint returns.

Finland

(2012 rate = 49%)

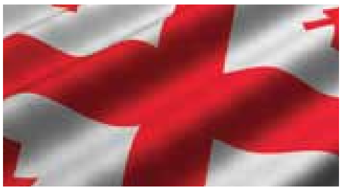
- The top marginal tax rate kicks in at EUR70,300 of taxable income. However, municipal tax rates are significant in Finland (and can vary between approximately 16.25 percent and 21.75 percent). If the individual belongs to a Finnish church, a church tax of approximately 1 percent to 2 percent may also be due.
- The tax year-end is 31 December.
- All individual taxpayers will receive a pre-completed tax return in April (covering the prior year). In 2012, the tax return has to be filed with corrections to the tax office on 8 May or 15 May.
- Employee social security taxes are unemployment insurance premiums, pension insurance premiums and sickness insurance premiums (divided into medical treatment contribution and daily allowance contribution). Employer social security taxes are the employer's social security contribution, pension insurance contribution, unemployment insurance contribution, accident insurance and group life insurance contributions.
- In 2012, employee social security taxes are imposed at a rate of 7.79 percent if the employee is under 53 years of age. If the employee is 53 years old or older, the applicable rate is 9.14 percent.
- Employer social security taxes are imposed at varying rates, depending on the amount salary paid, the age of the worker, and the type of work being undertaken.

France

(2012 rate = 45%)

- The top marginal tax rate kicks in at EUR70,830 of net taxable income for 2011 (for a single taxpayer – double this amount if the taxpayer is married with no dependents).

  These are the latest voted rates; rates are usually voted at the end of the year for the prior year.
- The tax year-end is 31 December.
- While the official filing deadline is 1 March, in recent years the tax administration has extended the date to the end of May.
- Social security contributions are tax deductible except for CRDS (social debt repayment contributions) and part of the CSG contributions (general social contributions). French social security is a broad term that covers obligatory health insurance, basic and complementary pension contributions, unemployment insurance and a variety of other charges and surtaxes. Rates for some of these items may vary from company to company and according to industry. The employee portion of social charges and surtaxes ranges from approximately 18 to 22 percent of gross remuneration.
- Wealth tax:
  - For French tax residents, wealth tax is due when their net worldwide assets are valued at more than EUR1.3 million. The tax rate applicable to net assets valued between EUR1.3 million and EUR3 million are taxed at 0.25 percent. The above is taxed at 0.5 percent.
  - For non-French tax residents, the threshold and taxation are the same as above mentioned, but only those assets located in France are taken into account (except for financial investment).
  - French surtax is due on passive income such as interest, dividends, capital gain, rental income. The applicable rate is 13.5 percent.
  - Dwelling tax is due by taxpayers who have at their disposal an apartment/house in France on 1 January of the year concerned. This is a local tax and the rates vary from one town to another.
  - Property tax is due by taxpayers who own an apartment/house in France on 1 January of the year concerned. This is a local tax and the rates vary from one town to another.
  - Inheritance tax: rates and brackets are specific depending on the relationship with the deceased.
- Married couples must file their returns jointly. Dependent children in a fiscal household are included in the return.



Georgia

(2012 rate = 20%)

- Georgia applies a flat income tax rate of 20 percent.
- The tax year-end is 31 December.
- The tax return filing due date is 31 March.
- There are no social security taxes in Georgia.
- Buildings/constructions or their parts owned by an individual are subject to property tax. The tax is based on the market value of the property. The tax rate depends on the income level of individual's family for the tax year; the rates are determined by local authorities within the range (0.05 percent to 1 percent) provided by Tax Code of Georgia (tcg).

  A taxable object of a property tax is a land plot owned by a person. The annual base tax rate on non-agricultural land is GEL0.24 per square meter, which can be further adjusted by a territorial coefficient not exceeding 1.5. The annual base tax rate on agricultural land is determined by the Government and per 1 hectare varies from GEL1.5 to GEL100. The rate can further be adjusted by a territorial coefficient of up to 150 percent.

Germany

(2012 rate = 45%)

- The top marginal tax rate kicks in at EUR250,731 of taxable income (for a single taxpayer – double that if married). In addition to income tax, there is a solidarity surcharge of 5.5 percent of the income tax and, where applicable, a church tax of 8 or 9 percent of the income tax may be levied.
- The tax year-end is 31 December.
- The tax return filing due date is 31 May. If the tax return is prepared by a professional tax consultant, an automatic extension until 31 December is granted without application. Upon formal written request further extensions can be granted as an exception.
- The employee social security rate for pension and unemployment contributions is 11.3 percent, capped at a monthly income of EUR5,600. Contributions to health and long-term nursing care are basically 9.18 percent for persons with children and 9.43 percent for persons without children, capped at a monthly income of EUR3,825. Characteristics exist in Saxony.
- In addition to the income tax rates indicated above, the following taxes and surcharges are levied on all types of income:
  - Solidarity surcharge: 5.5 percent of the income tax.
  - Church tax: 8 or 9 percent of the income tax; church tax is only levied if the taxpayer is a member of a church that is recognized for church tax purposes. If securities bought after 31 December 2008 are sold at a gain, a tax rate of 25 percent plus solidarity surcharge and church tax (if applicable) is applied on the gain. However, if the taxpayer's personal income tax rate is below 25 percent, the lower personal income tax rate will be applied. Special rules apply to securities that were bought before 1 January 2009. Dividends and interest are also subject to the special 25 percent rate plus solidarity surcharge and, if applicable, church tax, as explained above.
  - Special rules apply to the sale of assets other than securities.
- Married couples can file tax returns jointly or as separate individuals.

Gibraltar

(2012 rate = 40%)

- Gibraltar has a dual tax system, based on either allowances or gross income. On the allowance based system the top rate of 40 percent kicks in at GIP16,000 of taxable income. Allowances are given for married couples, child allowance, mortgage interest, home purchases allowance, life insurance policies, medical insurance policies and pension contributions.

  On the gross income system, the top rate of tax is 28 percent and does not kick in until GIP40,000 of taxable income but decreases again after GIP105,000 of taxable income.
- The tax year-end is 30 June.
- The tax return filing deadline for individuals is 5 months after the tax year end, i.e. 30 November.
- Social security tax is as follows: employer's contribution is 20 percent of an employee's gross earnings subject to a maximum of GIP32.97 per week and a minimum of GIP15 per week. Employee's contribution is 10 percent of employee's gross earnings subject to a maximum of GIP25.16 per week and a minimum of GIP5 per week.
- There are no other individual taxes.

Greece

(2012 rate = 45%)

- The top marginal tax rate kicks in at EUR100,000 of taxable income.
- The tax year-end is 31 December.
- The tax return filing due date ranges between 1 March and 31 May (date depends on the category of income earned and on the last digit of an individual's Greek tax number).
- Greece does not have a uniform social security system. There are many different social security funds covering various sectors of the population. In addition to the basic social security funds, employed persons must also be covered by a supplementary retirement fund. The main funds applicable to employed persons are the Social Insurance Fund (IKA) and the Employees' Supplementary Insurance Fund (TEAM). The social security contribution rates (both IKA and TEAM) are 16.5 percent for the employee and 28.56 percent for the employer, limited to a monthly salary ceiling. Furthermore, the monthly salary ceiling applicable to individual registered with IKA for the first time before 1 January 1993 is EUR2,432.25 and for individuals registered for the first time with IKA after 1 January 1993 is EUR5,543.55.
- Special solidarity contributions apply as follows:
  - one percent for total income from EUR12,001 to EUR20,000
  - two percent for total income from EUR20,001 to 50,000
  - three percent for total income from EUR50,001 to 100,000
  - four percent for total income exceeding EUR100,001.

  The solidarity contribution is imposed on income earned in financial years 2010, 2011, 2012, 2013 and 2014 (fiscal years 2011, 2012, 2013, 2014 and 2015 respectively). In calculating the solidarity contribution, the net income, including all types of income (i.e. rental income, employment income, professional income, investment income, agricultural income etc.) is taken into consideration. The contribution is imposed on the total income reported, not taking into consideration any tax credits or deductions stipulated under the Greek tax law.
- Married persons are taxed separately. However, a joint income tax return is filed.

Guatemala

(2012 rate = 31%)

- The top marginal tax rate kicks in when the taxable income is higher than GTQ295,000 per year.
- The tax year-end is at 31 December.
- The employer is required to withhold personal income tax on a monthly basis. Monthly tax withheld by the employer from the employee shall be declared and remitted to the local tax authority by the 10th working day of the following month.
- Employees of a local company are required to make contributions to social security on a monthly basis. The rates are 4.83 percent and 12.67 percent for the employee and the employer respectively.
- There are no other individual taxes.
- Married couples file separately.

Guernsey

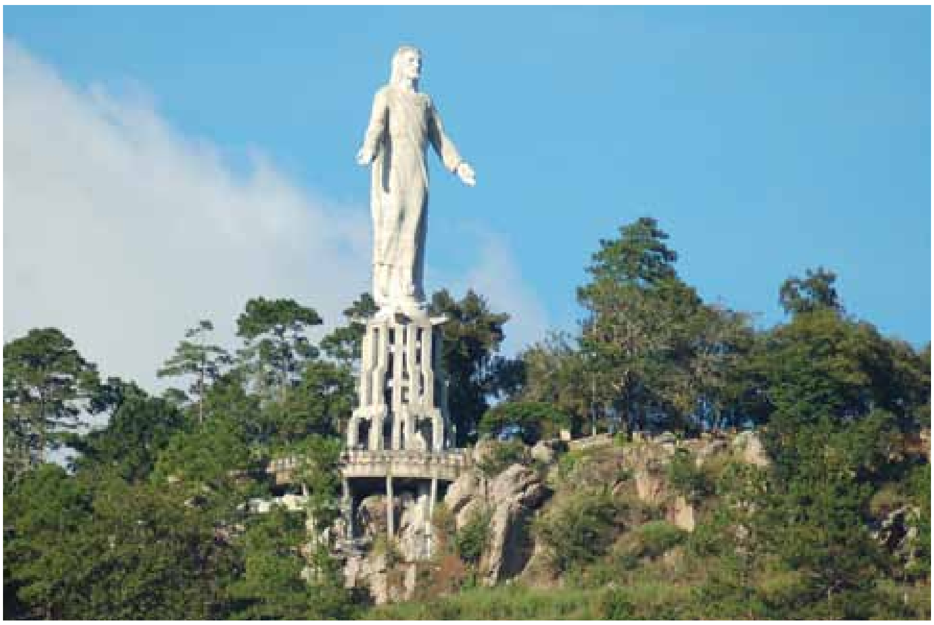
(2012 rate = 20%)

- Guernsey applies a flat tax rate of 20 percent.
- The tax year-end is 31 December.
- Issued returns should be filed by 30 November following the year of charge. Returns issued after 9 November are due for submission within 21 days of issue.

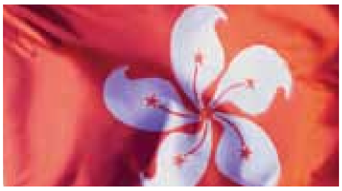
  An individual chargeable with income tax, who has not received a return, should notify the local tax authority by 14 July in the year following the taxable year.
- Guernsey social security payable by employees is deducted at the rate of 6 percent (the monthly maximum assessable base in 2012 is GBP8,762).
- There are no other individual taxes.
- Married couples file tax returns jointly.

Honduras

(2012 rate = 25%)



- The top marginal tax rate kicks in at HNL500,000 of monthly taxable income.
- The tax year-end is 31 December.
- The filing deadline is April 30 of the following year.
- The employee social security rate is 3.5 percent. The employer social security rate is 7.2 percent.
- There are municipal taxes.
- The effective employee social security rate has changed dramatically because the actual ceiling is HNL7,000. The devaluation of the Lempira against the dollar is also another factor causing the rates to increase.



Hong Kong

(2012/13 rate = 15%)

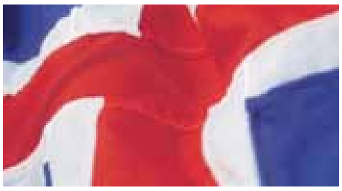
- Hong Kong Salaries Tax is charged using graduated tax rates, on net income less charitable donations, allowable deductions and personal allowances, ranging from 2 percent to 17 percent. However, the actual tax charged cannot exceed the standard tax rate of 15 percent of net assessable income less charitable donations and allowable deductions. The top effective rate of taxation in Hong Kong is therefore 15 percent.
- The tax year-end is 31 March.
- The tax return filing due date for employees is generally one month after the date of issue of the tax return form by the Inland Revenue Department (IRD). The granting of an extension is at the discretion of the IRD.
- There are no social security taxes in Hong Kong.
- There are no investment income, estate, gift or wealth taxes in Hong Kong.

  Although there is no social security in Hong Kong, there is a Mandatory Provident Fund which employers and employees may be required to contribute to. The mandatory contributions are relatively low and there are a number of exemptions available.
- A husband and wife can elect to be assessed jointly. Generally, they will be separately assessed on their respective income on the same basis as unmarried taxpayers. Each spouse is individually responsible for the lodgment of returns.

Hungary

(2012 rate = 16%)

- There is only one tax income rate in Hungary (16 percent). However because of the tax base increasing element the effective income tax rate is 20.32 percent. The tax base increasing element should not be added for annual gross income up to HUF2,424,000. Above this limit, the 27 percent tax base increasing element would be applicable. The effective tax rate would be 16 percent up to HUF2,424,000 annual gross incomes, but above this limit the rate would be 20.32 percent.
- The tax year-end is 31 December.
- The tax return filing due date is 21 May 2012 although it is possible to receive an extension to November 20 2012.
- The employee social security rate is 18.5 percent. It consists of health insurance (7 percent uncapped), pension (10 percent capped at an annual income of HUF7,942,200) and unemployment insurance (1.5 percent uncapped). The employer pays 27 percent social security charge (uncapped), and 1.5 percent contribution to the Training Fund (uncapped).
- The income tax rate for all kinds of personal income is 16 percent.
- Real estate tax may be levied by the local municipality, the maximum rate is HUF1100/m2 or 3.2 percent of the corrected market value. Land tax rate is HU 200/m2 or 3 percent of the corrected market value.
- Inheritance stamp duty and gift stamp duty could be also levied, but the rate will vary depending on the relationship between the individuals.
- Married couples file returns separately.



Iceland

(2012 rate = 46.24%)

- There are progressive tax rates (national and municipal) which range from 37.34 percent – 46.24 percent. The 37.34 percent tax rate is levied on income from ISK0 – 2,760,000, a 40.24 percent tax rate on income between ISK2,760,001 – 8,452,404 and a top rate of 46.24 percent on income above ISK8,452,405.
- The tax year-end is 31 December.
- At the beginning of each year the Director of Internal Revenue determines when tax returns have to be filed. The filing date is usually at the end of March each year.
- Employees do not make separate social security contributions. However employers pay social security contribution on all remuneration paid for dependent personal services.
- There is a progressive wealth tax:
  - Zero percent for assets under ISK75,000,000 for individuals and ISK100,000,000 for couples.
  - A tax rate of 1.5 percent for assets between ISK75,000,000 and ISK150,000,000 for individuals and ISK100,000,000 and ISK200,000,000 for couples.
  - A tax rate of 2 percent for assets over ISK150,000,000 for individuals and ISK200,000,000 for couples.
- Inheritance tax is 10 percent but the first ISK1,500,000 is not taxed.
- Married couples – and cohabiting persons who fulfill certain requirements for taxation as married couples – are taxed jointly. Net financial revenues of both spouses have tax applied to the spouse whose total income is higher.

India

(2012/13 rate = 30%)

- The top marginal tax rate triggers at INR1,000,000 of taxable income. Education cess at a rate of 3 percent is applicable on the amount of tax. The maximum marginal income tax rate on employment income is 30.9 percent including an education cess of 3 percent levied on tax.
- The tax year-end is 31 March.
- An individual's tax return must be filed by 31 July immediately following the end of the tax year. An individual whose total income includes business income, and where the accounts must be audited, has to file the return by 30 September following the tax year.
- In 2008, the Government of India issued a notification whereby a new concept of "International Workers" (IWs) was introduced, which included expatriates (foreign passport holders) working for an employer in India and Indian employees working overseas in a country with which India has entered into a Social Security Agreement (SSA). The existing IWs were required to become members by joining the Provident Fund Scheme and the pension scheme effective from 1 November 2008. A relief is provided to IWs who are from a country with which India has entered into a SSA and who enjoy the status of detached worker. The exemption limit and the salary cap of INR6,500 per month for Indian employees (in relation to contributions under the Social Security Scheme) is also applicable to IWs.
- Wealth tax: If the total wealth of a individual in India exceeds INR30,00,000 as on the last date of the relevant tax year (i.e. 31 March), the individual will be liable to pay wealth tax at 1 percent over the same amount. The due date to file a wealth tax return is same as the India tax return.
- Married persons file tax returns as separate individuals except in certain circumstances, when the income of an individual is combined with the income of the individual's spouse.

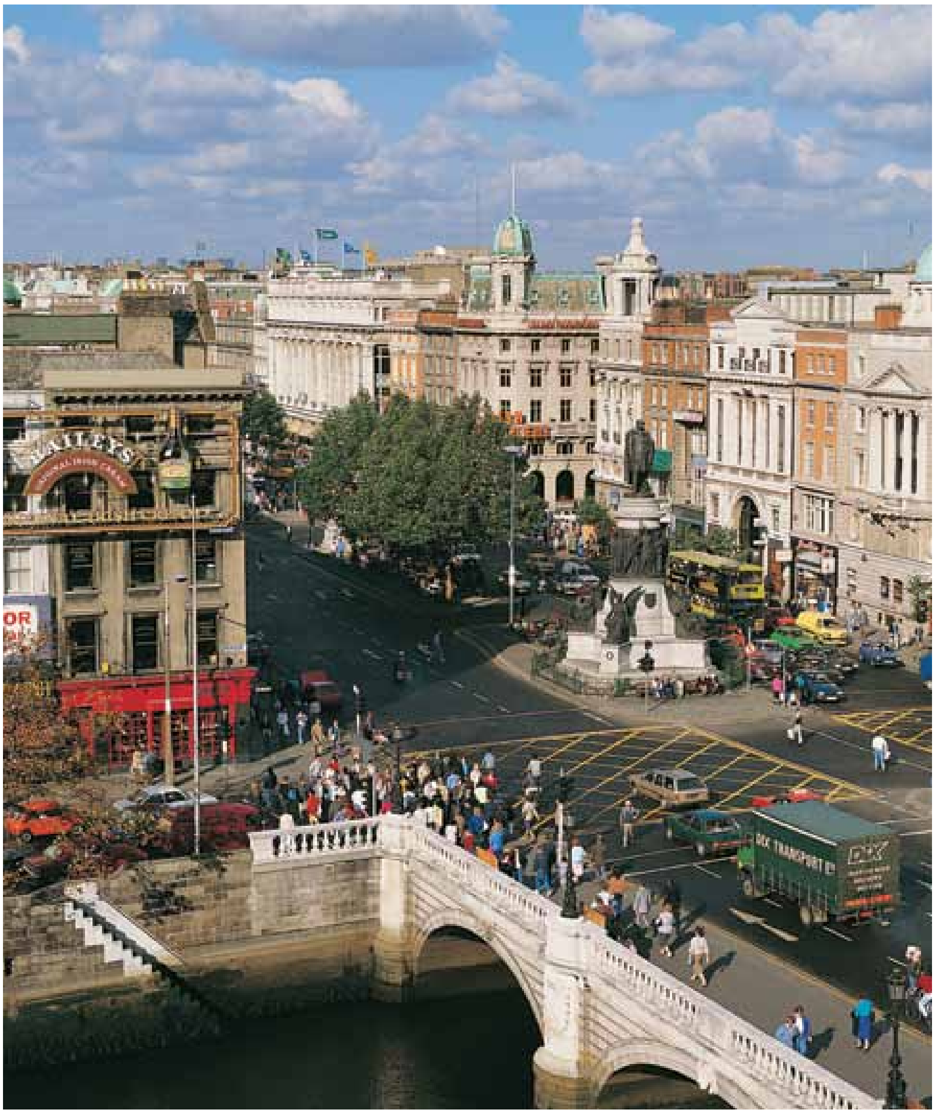
Indonesia

(2012 rate = 30%)

- The top marginal tax rate kicks in at IDR500,000,000 of taxable income.
- The tax year-end is 31 December.
- The tax return filing due date is 31 March but can be extended to 31 May.
- Employee social security contributions are 2 percent; while the employer's mandatory contribution ranges between 4.24 percent and 5.74 percent depending on the industry. The employer's contribution is considered as deductible expense for the company.
- Individuals are taxed on worldwide income. Onshore bank interest, dividend, rental income and capital gains from sale of property and shares are taxed at final rates. Other onshore income and all offshore income are combined with employment income and taxed at regular rates.
- A married couple file separately and will pay a higher income tax, as the income tax is calculated based on "family" income rather than per individual.

Ireland

(2012 rate = 48%)



- The top marginal tax rate kicks in at EUR32,801 of taxable income.
- The tax year-end is 31 December.
- The tax return filing due date is 31 October.
- Employee social security is charged at 4 percent.
- There is a House Hold Charge of EUR100 per property.
- Married couples file tax returns jointly. A married couple may alternatively opt to file as single persons.

Isle Of Man

(2012/13 rate = 20%)

- The top marginal tax rate kicks in at GBP19,800 for single persons and GBP39,600 for married couples.
- The tax year-end is 5 April. The effective rate calculations within this publication are based on the allowances and tax rates in force in the year ended 5 April 2013.
- The tax return filing due date is 6 October following the end of the tax year.
- The employee social security rate is 11 percent on an individual's weekly earnings between GBP118 and GBP770 per week. An additional 1 percent rate is applied to earnings above GBP770 per week.

  Employers pay social security at a rate of 12.8 percent on all weekly earnings above GBP118.
- There are no other individual taxes.
- Following a couple's marriage or commencement of residence after 6 April 2006, couples are assessed independently for Isle of Man (IOM) tax purposes, unless they elect for joint taxation. Where couples are independently assessed, each spouse will file his or her own tax return and will be responsible for paying his or her own tax liability. If a couple chooses joint taxation, both are responsible for filing a joint tax return and are jointly and severally liable for any outstanding tax liability. An individual's tax liability is capped at GBP120,000 for the year to 5 April 2013.

Israel

(2012 rate = 48%)

- The top marginal tax rate currently kicks in at NIS501,960 per year in 2012.
- The tax year-end is 31 December.
- The statutory tax return filing due date is 30 April, although in practice extensions are often provided.
- Social security contributions are comprised of both an employer's portion and an employee's portion. The employee's portion is in turn comprised of both national insurance and health insurance.
- A municipality tax is payable, based on details of the individual's residence, and the charge varies from district to district, with no connection to income.
- Married couples may elect to file tax returns jointly or separately, and receive a joint or separate tax calculation.

Italy

(2012 rate = 43%)

- The top marginal tax rate kicks in at EUR75,000. There may be an additional regional tax (from 0.9 percent up to 1.7 percent) and municipal tax (up to 0.9 percent) depending on the location in which the individual has his/her domicile.
- The tax year-end is 31 December.
- The filing due date is 30 September if the tax return is prepared electronically and filed by electronic submission (which means by an approved intermediary). The tax return may be filed late but within 90 days from the deadline by paying a penalty. After this time-frame of 90 days the tax return is considered omitted.
- The employee social security rate ranges from 9.19 percent to 10.49 percent of taxable compensation, depending on the classification of the employee (worker, executive or manager) and depending upon the employer's activity.
- Capital gains are treated as miscellaneous income and depending on the underlying nature of the asset may be taxed with a final tax rate at 20 percent (for non-qualifying shareholdings) or may contribute up to 49.72 percent to the personal income of the employee, and consequently taxed according to the Italian progressive tax rates (for qualifying shareholdings).
- Foreign investment declarations need to be completed on an "RW form". The foreign investment declaration has to be filed by tax resident individuals who own foreign investments exceeding EUR10,000 and/or transfer money, shares, bonds from Italy to abroad, from abroad to Italy and from a foreign country to another foreign country (not including Italy) for an overall amount exceeding EUR10.000 during the tax year. This declaration is a different declaration from the tax return and if due, it is mandatory on a personal basis even if the Italian income tax return is not due. For instance, an assignee's spouse holding a joint investment account abroad must personally file such a declaration. Since according to this information the Italian Tax Authorities may determine individual's higher Italian taxable income, there are severe penalties for failure to complete this declaration. These penalties could range from 10 percent up to 50 percent of the amount invested abroad/transferred and not declared.
- Married couples file tax returns as separate individuals.

Jamaica

(2012 rate = 25%)

- For non-resident individuals, Jamaica applies a flat tax rate of 25 percent. For resident individuals, the 25 percent tax rate applies to income over the tax-free threshold of JMD441,168 per annum.
- The tax year-end is 31 December.
- The tax return filing due date is 15 March. Extensions are at the discretion of authorities.
- Employee social security has several components:
  - national insurance scheme of 2.5 percent, capping out at annual income of JMD1,000,000
  - national housing trust of 2 percent uncapped
  - education tax of 2 percent uncapped.
- There is no capital gains tax but there is a stamp duty and transfer tax on the transfers of land, leases of land and securities and beneficial interest under certain types of settlements and on death.
- Married couples file tax returns as separate individuals. However, they may elect to attribute the wife's income to the husband.

Japan

(2012 rate = 50%)

- The top marginal tax rate (40 percent) kicks in at JPY18,000,000 of taxable income. Local inhabitant (municipal and prefectural) tax of additional 10 percent is also payable.
- The tax year-end is 31 December.
- The tax return filing due date is 15 March of the following year. No extension is available.
- Employee social security has several components and can vary by employer and/or age of employee. The general breakdown is as follows:
  - welfare insurance of 8.206 percent capped at JPY50.877 a month
  - health insurance of 4.985 percent capped at JPY60,318 a month
  - employment insurance of 0.5 percent uncapped.
- Capital gains from stock transactions are taxed at 20 percent (15 percent National Tax and 5 percent Local Inhabitant Tax) if the listed shares are traded through a securities company not registered in Japan. However, if the listed shares are traded through a securities company registered in Japan, the capital gains are taxed at 10 percent (7 percent National Tax and 3 percent Local Inhabitant Tax) for the period from 1 January 2003 to 31 December 2013, and 20 percent (15 percent National Tax and 5 percent Local Inhabitant Tax) thereafter. In addition, depending on individual's circumstances, Japanese individual taxes such as inheritance tax, gift tax, car tax and property tax may be applied.
- All taxpayers (including spouses and children) file tax returns separately.

Jersey

(2012 rate = 20%)

- Jersey applies a flat tax rate of 20 percent. This kicks in after relief for personal allowances dependent on circumstances.
- The tax year-end is 31 December.
- Returns are issued to taxpayers by the local authorities on the first working day in January following the end of the tax year. The return should be filed within 60 days of issue. Notices are placed in the local official Gazette in May each year advising individuals to notify the local tax authorities if they have not received a return. If a return is not filed by the final Friday of May then a penalty of GBP250 arises. If however, the taxpayer has engaged a professional agent to complete the return, then the deadline is extended to the final Friday in July, where the GBP250 penalty is imposed if the return is not submitted by this deadline.
- The Jersey social security rate is 6 percent for an employee and 6.5 percent for an employer (the monthly maximum assessable base is GBP3,686).
- There are no capital gains, gift or estate taxes.
- Married couples generally file tax returns jointly. Separate filing is possible upon request; however, there must be no reduction in tax liability gained by separate assessment.

Jordan

(2012 rate = 14%)

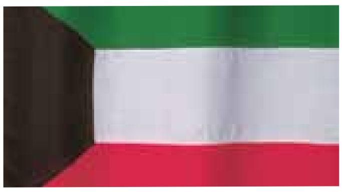
- The top rate of tax kicks in at JOD24,000 for single individuals and JOD36,000 for married individuals.
- The tax year-end is 31 December.
- The filing deadline is 30 April.
- There are social security taxes in Jordan.

Korea (South)

(2012 rate = 38%)

- The top marginal tax rate kicks in at KRW300,000,000 in taxable income. Individuals are also charged a resident surtax at the rate of 10 percent of the income tax liability. Instead of the regular progressive tax rates, foreigners can elect to pay a flat tax rate (15 percent) in calculating their taxes on Korea-sourced earned income. When flat tax rate is elected, no deductions or credits are allowed (as such, flat tax rate election is generally beneficial to high-income individuals earning approximately KRW120,000,000 or more annually).
- The tax year-end is 31 December.
- The annual tax return filing due date is 31 May of the year following the tax year. Where compensation is paid or borne by a local entity, monthly payroll tax returns need to be filed, and the year-end tax reconciliation submitted by the employer (by March 10 of the following year) may finalize the employee's annual payroll tax liability. Filing of the annual tax return may not be required if there is no other income to report.
- Employee social security has the following components:
  - national pension of 4.5 percent capped at KRW175,050 a month
  - employment insurance of 0.55 percent)
  - health insurance of 3.08995 percent capped at KRW2,413,250 a month.

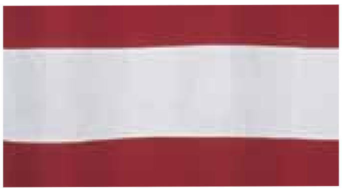
  Employer social security has the following components:
  - national pension of 4.5 percent capped at KRW175,050 per month
  - employment insurance of 0.8 to 1.4 percent depending on total employee population
  - health insurance of 3.08995 percent capped at KRW2,413,250 per month
  - industrial accident insurance of 0.6 to 35.4 percent depending on industry type.
- Capital gains tax is charged using either flat rates or a progressive schedule, depending on the category of assets. There is preferential treatment for securities.
- As a rule, Korea has only one filing status. Accordingly, married couples file tax returns individually and the income of a child is reported under the name of the child.



Kuwait

(2012 rate = 0%)

- According to Kuwait tax law, individuals are exempted from Kuwait taxation. However, social security contributions are required for employees with Kuwaiti nationality.
- For employees with Kuwaiti nationality, the employer is required to make monthly social security contributions of 11 percent of the salary of the employee to the Kuwait Institution for Social Security. The employee is also required to contribute 7.5 percent (effective from 1 August 2010) of his/her salary for this purpose. The employee's contribution is deducted from his/her salary and the employer is expected to ensure that the above contributions are made on a timely basis. The above contribution is required for a maximum salary limit of KD2,500 for the employee.
- There are no other individual taxes.



Latvia

(2012 rate = 25%)

- Latvia has a 25 percent flat tax on employment income.
- The tax year-end is 31 December.
- The filing deadline is from 1 March to 1 June of the following taxation year (for 2011 income onwards).
- The employee social security rate is 11 percent. The employer rate is 24.09 percent.
- There are no other individual taxes.

Lebanon

(2012 rate = 20%)

- The top marginal tax rate kicks in at LBP120 million per annum.
- The tax year-end is 31 December.
- The filing deadline is 28 February of the following year.
- There are social security taxes in Lebanon.
- Real estate is subject to a registration fee of 6 percent. There is also inheritance tax.
- Married couples file separately.

Lithuania

(2012 rate = 15%)

- Lithuania applies a flat rate of tax.
- The tax year-end is 31 December.
- The filing deadline is 1 May of the following year.
- There are social security taxes in Lithuania.
- There are no other individual taxes.
- Married couples file separately.

Luxembourg

(2012 rate = 41%)

- The top marginal tax rate kicks in at EUR41,794 of taxable income. The income tax due includes a surcharge of 4 percent for the benefit of the employment fund (6 percent for the taxable income exceeding EUR150,000 in tax class 1 and 1a or EUR300,000 in tax class 2).
- The tax year-end is 31 December.
- The tax return filing due date is 31 March of the following tax year.
- The employee social security rate for sickness (3.05 percent on the ordinary base salary and 2.80 percent on non-periodic remunerations (13th month, bonus and gratifications) and pension (8 percent)) apply up to an annual salary of EUR108,089.16. Employees are also subject to a dependence insurance (1.4 percent) uncapped, calculated on the gross salary minus an annual deduction of EUR5,404.47. The dependency insurance is not tax deductible.
- A 10 percent withholding tax is levied on interest paid by resident paying agents or paying agents (located in Luxembourg) to resident individuals, including interest on bank deposits, government bonds and profit-sharing bonds, as long as they fall within the scope of the law. The withholding tax constitutes the final tax and is not reported in the individual's annual tax return.
- A specific tax regime applies to highly skilled workers relocating to Luxembourg as from 1 January 2011, if different conditions related to the employee, the Luxembourg employer and the salaried employment performed in Luxembourg are fulfilled.

Macau

(2012 rate = 12%)

- The top tax rate kicks in for an annual taxable income over MOP424,000.
- The tax year-end is 31 December.
- It is the responsibility of the employer to file returns for its employees.

  For employees classified under Article 32 (Macau residents or work permit holders) of the Macau Professional Tax Ordinance, quarterly returns must be submitted together with the withheld amount by the employer to the Macau Tax Authority on or before 15 days after quarter end.

  For employees classified under Article 36 (others) of the Macau Professional Tax Ordinance, returns must be submitted together with the withheld amount by the employer to the Macau Tax Authority on or before 15 days after the remuneration is paid.
- Where an employee is a resident of Macau, the employer and employee are required to make fixed quarterly contributions to the Social Security Fund of MOP30 and MOP15 respectively.

  For work permit holders, the employer is required to pay a recruitment levy of MOP200 per month, payable on a quarterly basis.
- There are no other individual taxes.

Macedonia

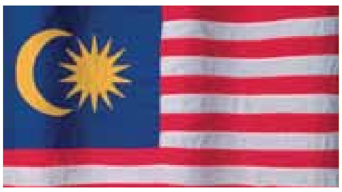
(2012 rate = 10%)

- As of 1 January 2008 Macedonia introduced a 10 percent flat tax applicable for all income levels.
- The tax year-end is 31 December.
- The tax return filing due date is 15 March of the year following the income year.
- Social contributions are fully borne by employees, with a pension insurance contribution of 18 percent, health insurance contribution of 7.3 percent, unemployment contribution of 1.2 percent, and an additional health insurance of 0.5 percent in the event of accidents at work and work-related injuries. The maximum insurable income for year 2012 is capped at MKD83,546 per month.
- 30 percent of the capital gains from the sale of immovable property, securities and equity participations is exempt from personal income tax, i.e. personal income tax is due on 70 percent of the realized gain. Depending on the circumstances, other local taxes may apply such as transfer tax, immovable property tax and inheritance tax. The tax for the transfer of immovable property ranges from 2 percent to 4 percent and is levied on the market value of the property; the property tax is levied on the market value of the property on an annual basis, at a rate which ranges from 0.10 percent to 0.20 percent.
- Married couples file returns separately.

Malawi

(2012/13 rate = 30%)

- The top tax rate kicks in at MK15,000 per month or MK180,000 per annum.
- The tax year-end is 30 June .
- Every person chargeable with income tax under the Malawi Taxation Act shall within 180 days from the end of the year of assessment, or such longer time as the Commissioner General may allow, prepare and deliver to the Commissioner General a return of income.
- There are no social security taxes in Malawi.
- There are no other individual taxes.
- Married couples may opt to file jointly or separately.



Malaysia

(2012 rate = 26%)

- The top marginal tax rate kicks in at MYR100,000 of taxable income.
- The tax year-end is 31 December.
- The tax return filing due date is 30 April (for non business income) and 30 June (for business income) with no further extension.
- The employee and employer social security rates are 11 percent and 12 percent respectively. The scheme is the Employee Provident Fund (EPF), which is like a retirement fund established by the Government. All Malaysians must contribute to EPF.

  Effective from 1 Jan 2012, the employer's contribution is increased by 1 percent from 12 percent to 13 percent for employees earning not more than RM5,000 per month.

  The employee and the employee may both opt to contribute at rates higher than the minimum required.
- In Malaysia the gain derived from the disposal of real property or shares in a real property company are taxable. Other capital gains are not taxed.
- Married couples may choose to file tax returns jointly or separately.

Malta

(2012 rate = 35%)

- The 35 percent income tax rate kicks in at EUR28,501 for individuals applying married rates and at EUR19,501 for individuals applying single rates. A new tax bracket for parents was introduced in 2012, with the 35 percent income tax rate kicking in at EUR21,201.
- The tax year-end is 31 December.
- The filing deadline is 30 June of the following year.
- There are social security taxes in Malta.

  Employees contribute 10 percent of their weekly salary, up to a maximum of EUR33.50 if born up to 31/12/61 and up to a maximum of EUR37.85 if born from 01/01/62 onwards. The employer and the government will contribute the same amount.

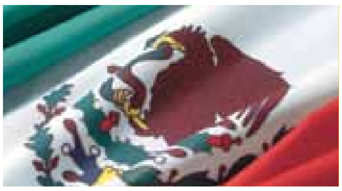
  The social security percentage on the two amounts below, namely EUR100,000 and EUR300,000, is based on the maximum amount applicable to individuals born from 01/01/62 onwards.

  The self-employed contribute 15 percent of their weekly earnings, up to a maximum of EUR50.24 if born up to 31/12/61 and up to a maximum of EUR56.78 if born from 01/01/62 onwards.
- There are no other individual taxes.
- Typically, married couples file jointly. However, married couples may opt to file separately if both the husband and wife earn taxable income that is derived from a trade, employment, business, profession, vocation, office or pension. Where filing separately, other income, such as dividends, interest and rents, must be added to the income of the spouse with the highest earned income.

Mauritius

(2012 rate = 15%)

- Not applicable.
- The tax year-end is 31 December.
- The filing deadline is 2 April, and 16 April for taxpayers that file electronically and pay through internet banking.
- There are social security taxes in Mauritius.
- There are no other individual taxes.
- If the spouse is working, a separate return is required where the gross income of the spouse exceeds USD3,586 (Rs110,000).



Mexico

(2012 rate = 30%)

- The top marginal tax rate kicks in at approximately MXP32,737 per month (MXP392,842 per annum) taxable income.
- The tax year-end is 31 December.
- The tax filing due date is 30 April following the end of the tax year. In general, individual income tax is withheld on a monthly basis from compensation payments. All Mexican employers are required to withhold the tax. Where there is no Mexican employer, the compensation is paid and borne by a foreign company (not charged-back); the individual is responsible for the payment of the tax on a monthly basis via the internet (from a Mexican personal bank account) on all compensation received from the foreign employer.
- The employee social insurance rate is 2.727 percent and annual contributions are capped at MXP15,553.
- Employer social insurance rates vary depending on the risk premium factor of the company. Such annual contributions for a capped employee can range between MXP96,578 and MXP179,274 (including Housing and Retirement fund contributions).
- The social security rates are applicable only if there is a charge-back of the cost of the salary to the Mexican entity, or if the individual is on the local payroll. Employer social security rates can vary depending on the risk premium factor of the company.
- Married couples file tax returns separately.

Morocco

(2012 rate = 38%)

- The top marginal tax rate kicks in at MAD180,001 per annum.
- The tax year-end is 31 December.
- The tax return filing due date is 28 February of the year following the income year.
- There are social security taxes in Morocco.
- There is a 15 percent levy on gross interest and dividends from a foreign source.

  Property tax ("Taxe d'habitation") applies to buildings used by their owners as a primary or secondary residence. The property tax is calculated annually by applying the property tax rate (0 percent, 10 percent, 20 percent or 30 percent) to the rental value of the buildings. Buildings used as a primary residence benefit from a 75 percent reduction. The property tax is annually assessed by the tax authorities and the tax bill is sent to the taxpayer.
- Married couples file tax returns separately.

Mozambique

(2012 rate = 32%)

- The top tax rate kicks in at USD55,000.
- The tax year-end is 31 December.
- The filing deadline is 31 March for those who only obtain income from employment, and 30 April in all other cases.
- There are social security taxes in Mozambique.
- There are no other individual taxes.
- Married couple file jointly.

Netherlands

(2012 rate = 52%)

- The top marginal tax rate kicks in at approximately EUR56,492 of taxable income.
- The tax year-end is 31 December.
- The tax office sends a form to the taxpayer ("aangiftebiljet") after the end of the year, usually in February, consisting of a questionnaire seeking responses to questions concerning income, family circumstances, expenses to be deducted and the wages tax that has been withheld. The form must be returned by 1 April, unless there has been a request for an extension.
- There are social security taxes in the Netherlands.
- Municipal tax (property tax) is assessed on the owner of real property according to the value of the property (generally the range is EUR350 to EUR600 per year for both). The rates vary from town to town. Inheritance tax is levied on the net assets inherited from a person who is a resident of the Netherlands or who died as a Dutch citizen within ten years of leaving the Netherlands. The inheritance tax imposes less of a burden on close family members compared with that imposed on distant relatives or unrelated persons. Specific tax advice is required for estate planning. Property tax is levied on the owner of real property. The rates depend on the value of the property and vary from town to town.

New Zealand

(2012/13 rate = 33%)

- The top marginal tax rate applies from NZD70,000 of taxable income.
- The tax year-end is 31 March.
- Returns are usually required to be filed by 7 July. An extension to 31 March of the following year may be possible if an extension of time arrangement has been made through a tax agent.
- All employees are subject to workplace accident compensation (an Accident Compensation Corporation earner levy). This is included within Pay As You Earn (PAYE) deductions forwarded to the Inland Revenue Department (IRD). From 1 April 2012, the earner levy rate is 1.7 percent but capped at maximum annual earnings of NZD113,768. Once an employee's earnings exceed this amount there is no further amount to pay. Employers are also subject to a levy, determined by the nature of their industry, and administered by the Accident Compensation Corporation (outside of the tax system).
- New Zealand does not have a comprehensive capital gains tax regime. However, certain gains that would normally be considered to be capital in nature are taxed as ordinary income. These include: gains on the sale of real and personal property that was acquired with the purpose of resale or was generally acquired as part of a profit-making activity; gains on financial arrangements, including any profit on realization and gains arising from foreign exchange fluctuations. Losses are subject to the normal tests of deductibility.
- New Zealand taxpayers file separately with no provision for joint filing.

Norway

(2012 rate = 47.8%)

- Generally, the top marginal tax rate (7.8 percent plus 28 percent plus 12 percent) kicks in at NOK796,400s taxable income. The top tax level (9 percent) applies for income in excess of NOK490,00.
- The tax year-end is 31 December.
- The filing deadline is 30 April the year after the income year. This applies for both residents as well as for foreign nationals that work for foreign employers and have income taxable in Norway. Spouses may deliver a joint tax return. A completed pre-printed income tax return will be sent by post to all taxpayers mid-March or in the beginning of April. This return has to be checked and reviewed by the taxpayer. The revised tax return has to be signed and returned to the tax authorities by 30 April. The assessments will be sent to the tax payers, either in June, August, September or October. The assessment will normally be made public in October of the same year.
- The employee has to pay 7.8 percent (uncapped) of gross income to the social security scheme. The contribution is included in the general tax assessment.
- Gains deriving from the sale of shares are liable to taxation as ordinary income and a loss is deductible (at a rate of 28 percent).Shares acquired below market value from the employer will be taxed at the marginal tax rate of 47.8 percent. The tax rate of 28 percent applies for interest income and interest deduction.
- Married couples and cohabiting persons who fulfill certain requirements for taxation as married couples are taxed together. The couple will then be taxed in the most favorable way, e.g. by granting tax class 2 if the one party is supported financially, reducing the net basis for asset taxations and further. Spouses may deliver a joint tax return.

Oman

(2012 rate = 0%)

- Oman does not have any personal taxation.

Panama

(2012 rate = 25%)

- The top marginal tax rate kicks in at approximately PAB50,000 of taxable income.
- The tax year-end is 31 December.
- The tax filing due date is 15 March. A two-month extension may be requested (i.e. extending the deadline to 15 May).
- The employee social insurance rate payable is 9 percent.
- There is a 10 percent tax on capital gain on the sale of movable goods or real property held for more than two years. Short term capital gains are considered as ordinary income, with tax on these gains payable at 1.5 percent by the employer and 1.25 percent by the employee.
- Married couples generally file tax returns as separate individuals. However, they may choose to report their income and pay any tax jointly.

Papua New Guinea

(2012 rate = 42%)

- The top marginal tax rate kicks in at PKG250,000.
- The tax year-end is 31 December.
- Individuals who do not lodge an income tax return through an approved tax agent must lodge a return within two months of the end of the year of income (i.e. 28 February). Individuals lodging through an approved tax agent usually lodge within six months of the end of the year of income (i.e. 30 June). Where the only income derived by an individual is salary or wages, and salary or wages tax has been paid, income tax returns do not have to be lodged.
- Social security taxes are not compulsory for expatriates.
- There are no other individual taxes.
- Married couples must file separate returns where a return is required.

Peru

(2012 rate = 30%)

- The top marginal tax rate kicks in at approximately 54 tax units (one tax unit value for the year 2011 is PEN3,600: approximately USD1,355).
- The tax year-end is 31 December.
- Tax filing due dates are between late March and early April.
- The employee social security rate payable is 13 percent for the National Pension Plan or approximately 13 percent for the Private Pension Plan.
- There are no other individual taxes.
- Married couples generally file tax returns as separate individuals. However, they can elect to file a joint return.

Philippines

(2012 rate = 32%)

- The top marginal rate kicks in at approximately PHP500,000.
- The tax year-end is 31 December.
- The tax filing due date is 15 April.
- The employee social insurance maximum is PHP1,590 per month.
- Fringe benefits granted by the employer to the employee are generally subject to 32 percent Fringe Benefits Tax.

Poland

(2012 rate = 32%)

- The top marginal tax rate kicks in at PLN85,528.
- The tax year-end is 31 December.
- The tax filing due date is 30 April. Monthly advance payment requirements apply to income derived from items such as foreign employment contracts (these are due by the 20th of the month following the month that the income was earned).
- There is employee social insurance with a maximum rate of 13.71 percent, up to a cap of PLN105,780.
- There is a flat rate tax on interest and dividends of 19 percent.
- There is a mandatory health insurance system in Poland with obligatory monthly contributions payable along with social security at 9 percent of net income. However, most of this (7.75 percent) is deductible from tax. The individual therefore finances 1.25 percent from his or her net income.

Portugal

(2012 rate = 46.5%)

- The top marginal tax rate kicks in at approximately EUR153,300.
- The tax year-end is 31 December.
- The tax return filing due date is up to the end of March (paper filing) or up to the end of April (online filing), if employment and/or pension income only is received. Where any other type of income is reported, the applicable filing deadlines are the end of April (paper filing) or up to the end of May (online filing).
- Portuguese resident and non resident employees are liable to social security contributions at a rate of 11 percent on their gross remuneration.
- Gains arising from the sale of real estate and other intellectual property by tax residents are subject to taxation at marginal rates. For the sale of real estate, the taxation at the normal rates applies only on 50 percent of the gain.

  Capital gains arising on from the sale of shares are taxed at a 25 percent special rate unless the capital gain is less than EUR500, in which case it is tax exempt. Capital gains on the sale of unquoted equity of micro- and small companies are only taxable at 50 percent. Non-residents individuals are usually tax exempt but some anti avoidance rules may apply.
- Unless the spouses claim that they no longer live together due to a break up of the marriage, married couples file tax returns jointly according to an income splitting system, which allows the couple to combine their income and then split it by a factor of two for the purpose of applying the progressive tax rates. However, married couples may also file separate tax returns (indicating their personal status as if they are separated) if one of the spouses spent less than 183 days in Portugal during the relevant tax year and provided that he/she demonstrates that most of his/her economic activities are not linked to the Portuguese territory.

Qatar

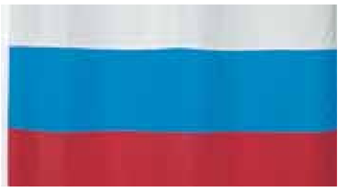
(2012 rate = 0%)

- The tax year-end is 31 December.
- The tax filing due date is 30 April.
- The employee social security rate is 5 percent and the employer social security rate is 10 percent for Qatari local employees.
- Qatar levies no taxes on employment income, dividends, profits, capital gains, wealth, property or transfers, including death duties.

Romania

(2012 rate = 16%)

- Romania applies a flat income tax rate of 16 percent.
- The tax year-end is 31 December.
- The annual filing due date is 25 May. Individuals deriving employment income from non-Romanian employers have a personal obligation to calculate, declare and pay the Romanian income tax on a monthly basis, by 25th of the following month.
- In addition to social security contributions (10.5 percent for employee and 20.8 percent for employer as standard), there are also:
  - health insurance contributions (5.5 percent for employee and 5.2 percent for employer)
  - unemployment insurance contributions (0.5 percent for employee and 0.5 percent for employer)
  - accidents at work insurance (between 0.15 and 0.85 percent for employer)
  - medical leaves insurance (0.85 percent for employer)
  - salaries guarantee fund (0.25 percent for employer).
- There is tax on income from the sale of real estate properties, and tax on income from gambling.
- The effective employer social security rates mentioned on pages 12–15 have been calculated on the basis that the employer has only one employee earning the gross income indicated in the relevant question. The effective employer social security rate depends upon the level of gross income of all employees within a company and therefore this number cannot be precisely determined.



Russia

(2012 rate = 13%)

- Russia applies a flat tax rate of 13 percent applicable to Russian tax residents. Russian tax non-residents pay tax at a 30 percent rate applicable to Russia sourced income only (dividends paid by Russian companies are taxable at a 15 percent rate).
- The tax year-end is 31 December.
- The filing deadline is 30 April of the following year.
- No employee social security contributions are payable. Employers pay social security contributions only in relation to employees (except for highly-qualified specialists for whom these contributions are not payable).

  Employers are also required to pay contributions for mandatory social insurance against occupational accidents and diseases. These contributions are payable on the total payroll at a flat rate that varies depending on the risk category of the employing company. The minimum rate is 0.2 percent of payroll; the maximum is 8.5 percent.
- There are no other individual taxes.
- No joint filing is possible. Personal income tax must be paid from an individual's personal bank account. Income tax payment from a corporate bank account would not be accepted by the Russian tax authorities.

Samoa

(2012 rate = 27%)

- The top marginal tax rate kicks in at WSD20,000 per annum.
- The tax year-end is 31 December.
- The filing deadline is 31 March of the following year.
- There are social security taxes in the form of contributions to the National Provident Fund.
- There are no other individual taxes.
- Married couples file separately.

Saudi Arabia

(2012 rate = 0%)

- Saudi Arabia does not impose a tax on salaries. However, self-employed expatriates are taxed at a rate of 20 percent.
- The tax year-end is usually 31 December.
- Self-employed expatriates must file a tax return within 120 days of the end of the financial year.
- For all Saudi employees there is a 9 percent employee contribution plus a 9 percent employer contribution to the General Organization Social Insurance (GOSI) in Saudi Arabia. For all employees (Saudi and expatriates) there is an additional 2 percent occupational hazard charge payable to GOSI.
- There are no other individual taxes.

Senegal

(2012 rate = 50%)

- The top marginal rate kicks in at XOF12,500,000 per annum.
- The tax year-end is 31 December.
- The filing deadline is 31 March of the following year.
- Social Security is 8-12 percent of XOF63000 – only the employer contributes.
- Married couples file separate returns.

Serbia

(2012 rate = 15%)

- Personal income tax is levied at progressive rates ranging from 10 percent to 15 percent. The top individual annual income tax rate of 15 percent kicks in when annual net income exceeds approximately EUR34,500.
- The tax year-end is 31 December.
- The annual tax return filing due date is 15 March of the year following the close of the tax year.
- Social security contributions are payable by employees and employers at rates of 11 percent each for health insurance, 6.15 percent each for pension and disability insurance and 0.75 percent each for unemployment insurance. They should be calculated, paid and withheld by the employer.
- Real estate tax is levied on immovable property located in Serbia. The taxable base is the value of the property on 31 December of the previous year, as determined by the local municipality.

  For individual taxpayers, the rates of property tax vary between 0.4 percent and 2 percent.
- Married couples file separate returns.

Sierra Leone

(2012 rate = 30%)

- The op marginal rate kicks in at SLL750,000 per annum.
- The tax year-end is 31 December.
- The filing deadline is 31 March of the following year.
- There are social security taxes in Sierra Leone.
- There is real estate tax, inheritance tax, business income tax, capital gains tax, and withholding tax on interest, dividends and royalties.
- Married couples file separate returns.

Singapore

(2012 rate = 20%)

- The top marginal rate kicks in at SGD320,000 of taxable income.
- The tax year-end is 31 December.
- Returns are to be filed by 15 April of the year of assessment. An extension beyond 15 April is generally allowed if there are valid reasons.
- Social security or Central Provident Fund (CPF) contributions are mandatory for Singapore citizens or permanent residents who are employed in Singapore. Employees are generally required to contribute to the CPF at 20 percent of their ordinary wages, subject to an annual wage cap of SGD54,000 (SGD76,500 when considering additional wages such as a bonus).
- Capital gains are not subject to tax in Singapore. There property tax and goods and services tax.
- Married couples file separate returns.

Sint Maarten

(2012 rate = 47.5%)

- The top marginal rate kicks in at ANG124,403,00 per annum.
- The tax year-end is 31 December.
- The filing deadline is within two months of the date that the return is issued.
- There are social security taxes in Sint Maarten.
- There are other individual taxes:
  - wage tax (withholding tax to be offset against income tax)
  - nine and a half percent tax on substantial interest (at least 5 percent of share capital)
  - inheritance tax (5 tariff groups with a minimum tax rate of 2 percent and a maximum of 24 percent).
- A married couple can opt for joint filing.

Slovakia

(2012 rate = 19%)

- As of 1 January 2004, the progressive tax rates were replaced by a flat tax rate of 19 percent.
- The tax year-end is 31 December.
- Returns are to be filed by 31 March following the calendar year; extensions are available.
- There are social security taxes in Slovakia.
- Real estate tax is calculated with reference to the size and location of the property.
- Married couples file separately.

South Africa

(2012/13 rate = 40%)

- The top marginal rate kicks in at ZAR580,001 for the tax year ended February 2012.
- The tax year-end is 28 or 29 February.
- The filing deadline for non-provisional taxpayers is usually the end of November (actual date not yet released) after the end of the tax year. For provisional taxpayers, it is usually 31 January in the following year (final date not yet released).
- In general, there is no social security system in South Africa. However, private sector employees must make contributions to the unemployment insurance fund, which provides limited benefits if they become unemployed. The rate is currently 2 percent of remuneration paid to the employee. The employer and employee contribute equally to the monthly contribution (e.g. 1 percent each). The 2 percent contribution is levied on the first ZAR11,662 remuneration paid to an employee during a month. To the extent that an individual earns more than this amount, he/she will pay the capped amount.
- A Skills Development Levy is payable by employers at a rate of 1 percent of taxable remuneration. Donations tax is levied at 20 percent on the value of any property donated. The tax is levied on the donor and is payable within 3 months of the donation being made. The first ZAR100,000 of property donated each year by a natural person is exempt. This is only applicable to donations made by tax residents. Taxes on capital gains are payable by all South African tax residents on all capital gains accrued after 1 October 2001 from any assets, irrespective of where the asset is held. In the case of an individual, 25 percent of the gain, less a ZAR20,000 exemption, is added to taxable income in a particular year and taxed at the individual's marginal tax rates.
- Individual taxpayers can be registered as provisional taxpayers, requiring the submission of two or three additional returns, along with payment of the provisional tax estimate due. Certain individuals are required to register as such and others can be registered as such by the Commissioner. In general, foreign nationals earning remuneration from a non-South African entity will be registered as provisional taxpayers on assessment of their first tax return. No joint filing is possible. Taxpayers married in community of property are required to declare 50 percent of investment income each. "Married in community of property" is a legal term that applies to marriages in South Africa – the assets of each spouse are shared 50-50.

Spain

(2012 rate = 52%)

- The top marginal rate kicks in at EUR 300,000. In certain autonomous regions the top tax rate can exceed 52 percent. For example, high income earners residing in Catalonia could be subject to a top rate of as high as 56 percent as a result of the additional community taxes charged in that region.
- The tax year-end is 31 December.
- Individuals must submit their tax returns between 1 May and 30 June of the following tax year.
- The employee portion of Spanish Social Insurance is taxed at a general rate of 6.35 percent on annual wages up to a maximum of EUR39,150 for 2012. The employer portion is taxed at a general rate of 29.90 percent (applying to the same maximum annual wages) plus a percentage to cover labor accidents and illness.

  The additional percentage will vary depending on the labor activities.
- Net Wealth Tax has been re-established for the 2011 and 2012 tax years.
- Gift and Inheritance Tax also applies in Spain.
- Married couples (or legally registered couples) can choose between joint or separate filing, if both members are regarded as tax residents in Spain.

Sri Lanka

(2012/13 rate = 24%)

- The top marginal rate kicks in at LKR3,000,000 (for resident/ non resident individuals).
- The tax year-end is 31 March.
- The filing date is 30 November following the year of assessment. No extensions are available.
- There are social security taxes in Sri Lanka.
- There are no other individual taxes.
- All taxpayers (including spouses and children) file tax returns separately.

Swaziland

(2012/13 rate = 33%)

- The top marginal tax rate kicks in at SZL100,000 per annum.
- The tax year-end is 30 June.
- The filing deadline is 31 October of the following year.
- There are social security taxes in Swaziland.
- Dividends are taxed at 10 percent.

  Interest earned is taxed at 10 percent.
- All taxpayers are taxed as individuals, so married couples file separately.

  Social security is a maximum of SZL150 per annum.

Sweden

(2012 rate = 56.6%)

- The top marginal tax rate kicks in at SEK574,300 of taxable income.
- The tax year-end is 31 December.
- The filing date is 2 May following the income year. Extensions are available.
- Sweden has a comprehensive social security system including retirement pension insurance, health insurance, parenthood insurance, survivor's pension insurance, rehabilitation insurance and occupational accident insurance. Both employers and employees contribute to the social charges. The employee social security rate is capped at SEK440,622 and the maximum contribution is SEK30,800. A tax credit is granted for 100 percent of the employee social security contributions. The employer social security contributions are levied at a rate of 31.42 percent, uncapped. However, there is a reduced rate (22.21 percent) for foreign employers who do not have a permanent establishment in Sweden. Lower rates apply for employees under the age of 25 and over the age of 65.
- There is a flat tax rate of 30 percent on investment income. A municipal real estate fee applies to real estate in Sweden.
- Married people file separately in Sweden.

Switzerland

2012 rate = 11.5 percent federal. Cantonal/communal rates can vary significantly (e.g. there is a combined 40 percent total rate for Zurich city)

- While higher marginal tax rates can kick in at lower income levels, the top effective federal rate of 11.5 percent starts at approximately CHF751,400 for single taxpayers. This does not include cantonal, communal or church taxes, which can vary significantly. Combined highest marginal rates range from approximately 20 percent to over 45 percent.
- The tax year-end is 31 December.
- Filing deadlines vary by canton but are generally the end of March with extensions available.
- The employee social security rate is 5.15 percent uncapped plus 1.1 percent on annual income up to CHF126,000 and 0.5 percent on annual income from CHF126,000 to CHF315,000.
- Capital gains taxes are generally not levied on the sale of securities in Switzerland, unless an individual is deemed to be a "securities dealer". Most cantons will however levy capital gains taxes on the gains relating to the sale of Swiss immovable property (for example real estate or businesses that are located in Switzerland).
- Married couples file jointly.
- Switzerland applies a wealth tax that varies from canton to canton. It is mostly progressive and depends on the total value of the net assets.

Syria

(2012 rate = 22%)

- The top marginal tax rate kicks in at SYP75,000 per annum.
- The tax year-end is 31 December.
- The filing deadline is: 15 July 2012 for salaries of the first half of 2012; 15 January 2013 for salaries of the second half of 2012.
- There are social security taxes in Syria.
- There are no other individual taxes.

Taiwan

(2012 rate = 40%)

- The top marginal tax rate kicks in at TWD4,230,000 for 2011.
- The tax year-end is 31 December.
- The filing date is 31 May following the income year, with no extensions.
- There is no social insurance program in Taiwan. However, there is a labor and health insurance program.
- Capital gains, other than gains from securities and land, will be taxed at the regular income tax rate. Gains from securities and land are not subject to income tax at present, but securities transfer tax and land value increment tax will be imposed.

Tanzania

(2012 rate = 30%)

- The top marginal tax rate kicks in at approximately TShs720,000 of taxable income per month.
- The tax year-end is 31 December.
- The filling deadlines are:
  - 31 March for the first quarter
  - 30 June for the second quarter
  - 30 September for the third quarter
  - 31 December for the fourth quarter
  - 30 June of the coming year for the final return.
- There are social security taxes in Tanzania.
- There are no other individual taxes.
- Married couples file separately.

Thailand

(2012 rate = 37%)

- The top marginal tax rate kicks in at THB4,000,000.
- The tax year-end is 31 December.
- The filing date is 31 March following the income year.
- Employees pay contributions to the Social Security Fund at 4 percent for January to June 2012 and 3 percent for July to December 2012, increasing to 5 percent in 2013. Contributions are subject to a maximum salary of THB15,000 per month (maximum contribution for the first half of 2012 is THB450 and for the second half of 2012 is THB600 per month).
- There are no other individual taxes.
- Generally, married couple file jointly, except for employment income.

Turkey

(2012 rate = 35%)

- The top marginal tax rate kicks in at TRY88,000.
- The tax year-end is 31 December.
- The tax filing due date is 25 March.
- There are social security taxes in Turkey, with a monthly cap.
- There are no other individual taxes.

Uganda

(2012/13 rate = 30%)

- The Top marginal tax rate kicks in at UGX4,920,000 per annum.
- The tax year-end is 30 June.
- The tax filing deadline for employees with a tax resident employer is the 15th day of the month following the month when payment was made.

  For employee with a non tax resident employer, the following applies:

  - By 30 September, a provisional return must be submitted, estimating the income for the year and paying 25 percent of the tax projected to the Ugandan Revenue Authority (URA).
  - By 31 December, the second installment payment must be paid to the URA.
  - By 31 March the third installment payment must be paid to the URA.
  - By 30 June the fourth installment payment must be paid to the URA.
  - By 31 December of the following year, the final self assessment return is due along with any balance owing.
- There are social security taxes in Uganda.
- There is a Local Service Tax.

Ukraine

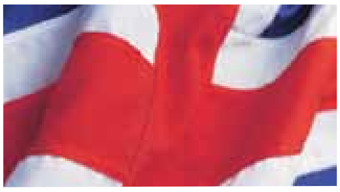
(2012 rate = 17%)

- The top individual income tax rate of 17 percent applies to income in excess of the monthly threshhold of 10 times the minimum wage (UAH10,730 as at 1 January 2012).
- The tax year-end is 31 December.
- The tax return filing due date is 30 April of the year following the reporting year.
- Income paid through a local entity payroll is subject to the unified social security contribution due from both the employer and the employee. For 2011, the employer is required to make contributions of between 36.76 percent and 49.7 percent (depending on the occupational risk) and the employee is required to contribute 3.6 percent. The taxable base for the contribution is capped at UAH18,241 per month as of 1 January 2012 and will be gradually increased to UAH19,278 by the end of 2012.

United Arab Emirates

(2012 rate = 0%)

- Individual income tax is not assessed.
- Expatriate employees do not make contributions to UAE Social Insurance. However, the employer of a UAE national must make monthly social security and pension contributions of 12.5 percent of the employee's basic salary and allowances (for a private employer) and 15 percent of the employee's basic salary and allowances (for a public employer). The employee must also make monthly contributions at a rate of 5 percent of total remuneration.
- There is no capital gains tax for individuals. For branches of foreign banks and foreign oil companies engaged in the exploration and production of oil, the capital gains income of businesses is taxed as ordinary business income.



United Kingdom

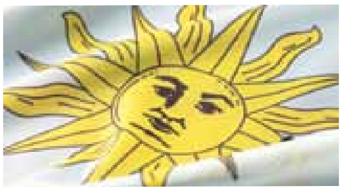
(2012/13 rate = 50%)

- The top marginal tax rate kicks in at GBP150,000.
- The tax year-end is 5 April.
- The deadline for submission of tax returns electronically is 31 January following the end of the year of assessment, by which time payment of any additional tax for the year should also be made. If the taxpayer wishes to file a paper tax return, the tax return must be lodged by the earlier date of 31 October.
- Employee social security (National Insurance contributions) is payable at a rate of 12 percent on compensation between GBP146 and GBP817 per week. A further liability at the rate of 2 percent arises on all earnings above GBP817 per week.
- The UK allows for some preferential tax treatment on capital gains; for example the first GBP10,600 is tax free. The capital gains tax rate is 18 to 28 percent. UK applies a council tax on property; this local tax is based on the value of an individual's home. The charge varies from district to district. A similar tax applies to secondary residences.
- Although 50 percent is the top rate of tax, the phase out of personal allowances on income over GBP100,000 can result in a marginal tax rate of 60 percent. Married couples file tax returns as separate individuals.

United States

(2012 rate = 35%)

- For 2012 the top marginal tax rate kicks in at USD388,350 (for all filing statuses except Married Filing Separate, which reaches the top marginal rate at USD194,175). Each state and local government in the US has its own set of rules with respect to taxing income (and real and personal property and consumption).
- The tax year-end is 31 December.
- The filing deadline is 15 April of the following year. If the 15th falls on a weekend or legal holiday, the due date is the next business day. A six-month automatic extension is available, which extends the time to file the tax return but not to pay the tax.
- The US social security tax (often referred to as "FICA", for Federal Insurance Contributions Act) consists of two parts, each of which is imposed at the same rate against the employer and the employee. Tax at the rate of 6.2 percent is applied against the wage base for Old Age, Survivors and Disability Insurance (OASDI). For 2012 only, the rate was reduced to 4.2 percent for January and February for the employee share only. The wage base consists of all compensation income, not adjusted by any contributions to qualified retirement plans, up to a maximum amount. The OASDI maximum wage base for 2012 is USD110,100. In addition, a tax of 1.45 percent is applied for Medicare (hospital insurance). There is no limit to the amount of wages subject to the 1.45 percent Medicare tax. The employer withholds the employee's FICA taxes from the employee's wages, and remits the amount withheld, together with the employer's contribution, to the Internal Revenue Service. In addition to the social security taxes discussed above, federal and state unemployment tax may be imposed on every employer with respect to individuals in their employ.
- Generally, capital gains on assets held for more than 12 months are taxed at a maximum rate of 15 percent, and if held for 12 months or less are taxed at regular income tax rates. "Qualified" dividends (dividends received from a domestic corporation or a qualified foreign corporation) are also taxed at 15 percent. An individual holding real property in the US may be subject to real estate tax at a rate determined by the jurisdiction where the property is located.
- Married couples may elect to file tax returns jointly or separately. If they elect to file separately, the highest marginal tax rate applies to a much lower taxable income level. Also, married non-residents generally may not file jointly.



Uruguay

(2012 rate = 25%)

- The top marginal rate kicks in at UYU2,900,400.
- The tax year-end is 31 December.
- Tax returns have to be filed by May. However in the case of labor income, monthly withholdings are applied by the employer, and in most cases the employee will not have to file a tax return him or herself.
- Compensation paid to employees for personal activities developed in Uruguay is also subject to social security contributions. These contributions are paid monthly, charged on both employers and employees.
- Capital tax applies to the fiscal value of local assets on rates that go from 0.7 percent to 1.8 percent, with a non taxable minimum of UYU2,383,000.
- Married couples have the option to file jointly or separately.

Venezuela

(2012 rate = 34%)

- The top marginal tax rate for resident individuals of 34 percent kicks in at 6,001 fiscal units (1 tax unit is equivalent to VEF76 for the 2011 tax year) for tax residents (VEF456.976 = US$106,064).

  For non resident individuals the tax rate of 34 percent kicks in at any level of Venezuela source income.

  We have estimated that the value of the tax unit for 2012 would be VEF97. At the time of writing, the tax administration has not published the official value.
- The tax year-end is 31 December.
- The filing deadline is 31 March of the following year, with no extension available.
- The employee social security rate is 4 percent, based on a maximum ceiling tax contribution of 5 times the minimum salary (USD1,800). The unemployment insurance rate is 0.5 percent; based on a maximum ceiling tax contribution of 10 times the minimum salary (USD3,600); the contributions cap is calculated based on the minimum salary level.
- Inheritance and gift tax is levied at rates that vary depending on the relationship of the beneficiary to the deceased or donor.

  Dividend tax is 34 percent flat on any taxable amount.
- Married couples may elect to file joint or separate tax returns.

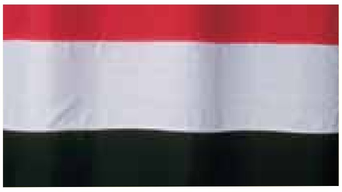
Vietnam

(2012 rate = 35%)

- The top marginal tax rate kicks in at VND80,000,000 per month for both citizens and non-citizens.
- The first tax year is 12 months from an individual's day of arrival in Vietnam; and the subsequent tax year-end is 31 December.
- The employer is required to withhold personal income tax on a monthly basis. Monthly tax withheld by the employer from the employee shall be declared and remitted to the local tax department by the 20th of the following month. Monthly provisional personal income tax is calculated on that month's income and finalized at the end of the calendar year when the annual tax return is filed (that is, within 90 days from the end of such a tax year). Any tax shortage (based on the annual tax return) shall be remitted to the local tax department by the same date of submission of the annual tax return.

  A tax finalization return should be filed before leaving Vietnam and within 45 days from the date of assignment termination. Any tax shortage based on the tax finalization return shall be remitted to the local tax department by the same date of submission as the tax return.
- Only Vietnamese employees are required to make contributions to the Social Insurance, Health Insurance and Unemployment Insurance Funds on a monthly basis.

  Non-Vietnamese citizens with employment contracts in Vietnam are subject to health insurance only.
- There is tax on non-employment income (personal income) including business income, income from capital investment, capital assignment, securities transfer, real property transfers, inheritances and gifts.
- According to recent official letters effective from 2010 onwards, an individual who is a tax resident of Vietnam in a calendar year is required to report pre-arrival income earned from the beginning of that year.



Yemen

(2012 rate = 15%)

- The top marginal rate kicks in at YER240,000 per annum.
- The tax year-end is 31 December.
- The filing deadline is 30 April of the following year.
- There are social security taxes in Yemen.
- There is rental income tax at 8 1/3 percent of real estate rental income.

  There is real estate sales tax at 1 percent of gross sale value.

Zimbabwe

(2012 rate = 46.35%)

- The top tax rate kicks in at USD10,000 per month (USD120,000 per annum).

  Zimbabwe uses the US Dollar as its official home currency.
- The tax year-end is 31 December.
- The filing deadline is 30 April of the following year.
- There are social security taxes in Zimbabwe. These are administered by the National Social Security Authority (NSSA).
- There are no other individual taxes.

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