

GREECE

As per 1 January 2015

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EXPATRIATE AND EMPLOYER TAX COMPLIANCE AND ADVISORY

Tax rate	Progressive tax rate for employment income: 22% – 42%; Progressive tax rate for real estate income: 11% – 33%; Flat tax rate for dividend income: 10%; Flat tax rate for interests income: 15%; Flat tax rate for royalties income: 20%.
Tax period	Calendar year
Tax residency / Domicile according to domestic law	Domicile in Greece or habitual place of residence in Greece or “centre of vital interests” in Greece. Continual presence in Greece for more than 183 days during any consecutive 12-month period.
Tax registration	A foreign resident who earns real income derived from business activities in Greece has to be registered in the Tax Office for Foreigners and will be taxed in Greece only for the specific income(s).
Employment income definition	Any remuneration and benefits in cash or in kind over EURO 300 received by an employee for services rendered per year under an employment agreement (e.g. the private usage of a company car, the cost of living allowance, the home leave allowance, the bonus)
Examples of tax exemption	Certain payments are tax exempted for individuals, e.g. reimbursement of travel costs/allowances, severance payment for dismissal and retirement (under certain conditions in the limited amount), certain disability benefits.
Specific expatriate concession	Taxed on worldwide income starting with the 1st of January of the following calendar year after the tax residency conditions are met.
Income of board members	Generally, it is taxed as employment income.
Tax returns	Local employment agreement: the employer is liable for the monthly tax compliance. Foreign employment agreement: the employer is liable for the monthly tax compliance. For both individuals (Greeks and foreigners) the same deadline is applied for PIT
Tax payments	Local employment agreement: by the end of the second subsequent month of the relative payment (payroll, fee etc.). The employer must pay all tax arising. The income tax for individual income is paid in three bi-monthly remits. Persons who are self-employed, freelancers, etc. are responsible for paying their own taxes and social insurance. Foreign employment agreement: by the end of the second subsequent month of the relative payment (payroll, fee etc.). the employer must pay all tax arising.

TAX TREATIES

Employment income / income from board members	Art. 15/16 Model OECD Tax Convention
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INTERNATIONAL SOCIAL SECURITY

Cross border employments	EU Regulation No 883/2004 and EU regulation No. 1408 / 71
Exception under Art 16 of Reg. 883/2004 and Art 17 of Reg. 1408/71	Generally applicable.

Social Security Cost as % from gross salary and absolute amounts

The Social Security Cost at the gross salary amounts to 40,06% for employee and employer. The percentage for the employee is 15,5% and for employer 24,56%. These amounts are distributed as follows: Due by the Employee: 2,15% Health Care contribution in kind (as contributions in kind Social Security Office means all the services that it provides except cash), 0,4% Health Care Contribution in cash, 6,67% Pension Contribution, 3,00% Supplementary Pension from ETEAM, 1,93% for the organisation of employment manpower and 1,35% for the organisation of workers
Due by the Employer: 4,30% Health Care contribution in kind, 0,25% Health Care Contribution in cash, 13,33% Pension Contribution, 3,00% Supplementary Pension from ETEAM, 3,68% for the organisation of employment manpower.

Note: The Calculation of contributions have as limit of gross salary the 5.543,55€

IMMIGRATION

Work permit

EU and EEA nationals do not need a work permit to work in Greece, they will just have to submit relevant documents to the Greek Police.

Non – EU and EEA nationals need to obtain a work-residency permit.

Visa

EU and EEA citizens do not need a visa to enter Greece. Non EU and EEA citizens from particular countries (that do not implement the Schengen Agreement) may be obliged to apply for a visa before entering Greece.

Residency permits / registration certificate

EU and EEA citizens need to submit certain documents to the Greek Police if their stay exceeds three months.

A foreigner can apply for the residence permit for a specified period of time according to the reason for his/her staying in Greece (labour, BoD member etc.).

Driving license

In general the EU directives are applied. (The driving licence issued in other EU countries (provided that the person holding the license is over 18 years old) or in third countries with which Greece retains relative conventions (Switzerland, Norway, Iceland, Lichtenstein) as well as the International Driving Permit are recognized.)

STOCK OPTION PLAN

Tax treatment depends upon the conditions of the Stock Option Plan.



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