

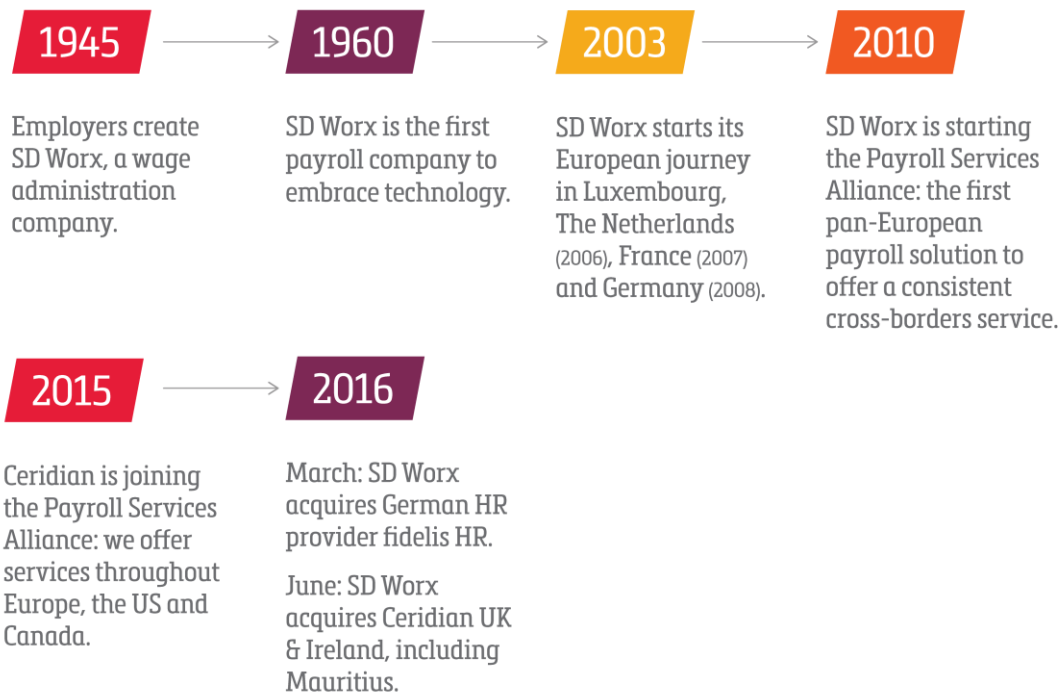
2 May 2019

The logo for sdworx, consisting of a stylized white icon of three vertical bars of increasing height followed by the text "sdworx" in a white, lowercase, sans-serif font, overlaid on a blurred background of a city street at night.

sdworx

Els Rens
Greet Joos

History



Situation 2019



Payroll Services Alliance

Global Payroll Coverage & Partner Network

● Strategic Payroll Services Alliance Partners

Partnership with leading payroll services providers:

Aditro, Ascender, Elanor, F2A, SD Worx, Seresco

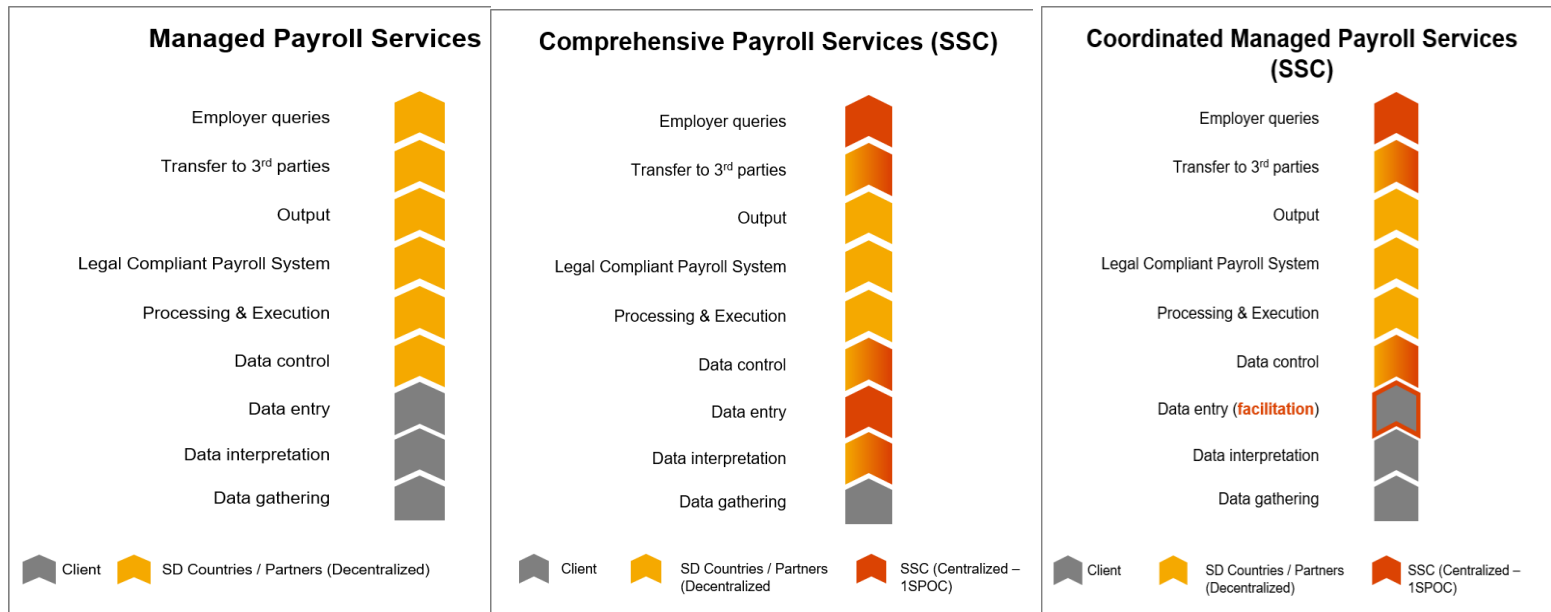
+ € 1,600 million
combined revenues

+ 13,000
employees

+ 130,000
customers

+ 32 million
payslips per month

Payroll : service levels



Social security

Labour law

Taxation

Payroll

Consulting international employment

- Applicable social security system and contributions in case of local employment, assignment and/or simultaneous employment for employees and/or directors
- Advice on social security benefits.

- European formalities:

- A1/S1
- Certificates of coverage

- Calculations:

- Simulations employers cost
- Simulations benefits

- Applicable labor regulations according to local law (minimum wages, working time, indexation, holiday pay, etc.).
- Individual employment contracts and secondment letters.
- Termination of individual employment contracts.

- Local formalities:

- Work permits
- Visa
- Residence permit
- Previous registration & appointment of a liaison officer.

- Tax liability according to double tax treaties.
- Local tax legislation.
- Special tax status.
- Advice on tax liability in case of salary split or split taxation.
- Permanent establishment issues.
- ...

- Tax formalities:

- Income tax returns residents and non residents
- Application special tax status
- Tax reclamations
- ...

- Calculations:

- Gross-net or net-gross simulations
- Payroll calculations split

International payroll

- SD Worx offices in Belgium, The Netherlands, UK, Germany, France, Luxemburg Austria, Germany, Switzerland & Mauritius.
- SD Worx Global Payroll Coverage & Partner Network (PSA & Ceridian).

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