

Tax - Payroll Guide - Free shares / RSU

Norway	
Tax points	<p>Grant: No income tax. No social security.</p> <p>Vesting: No income tax. No social security.</p> <p>Transfer to participant: Income tax and social security (based on the market value at the time of transfer of the shares to the participant).</p> <p>Sale by participant: Capital gains tax on increase in value since the transfer of the shares to the participant. No social security.</p>
Income tax (maximum rate)	39.7% (2025) excluding social security tax. Any change in tax rates usually takes effect from 1 January.
Income tax rates	<p>The ordinary tax rate is 22% which covers all taxable income. For certain financial entities, the tax rate is 25%.</p> <p>A further state tax on salary income is assessed on earned income exceeding certain thresholds. The 2025 thresholds are:</p> <ul style="list-style-type: none"> on income between NOK217,400 and NOK306,049: 1.7%; on income between NOK306,050 and NOK697,149: 4.0%; on income between NOK697,150 and NOK942,399: 13.7%; on income between NOK942,400 and NOK1,410,749: 16.7%; <p>on income exceeding NOK1,410,750: 17.7%.</p>
Employer income tax withholding	Yes
Employer social security withholding	<p>Yes</p> <p>Employee social security.</p> <p>Employer social security.</p> <p>Employer must withhold the employee contribution.</p>
Employee social security	<p>Employee social security (max rate): 7.7% (2025).</p> <p>Employee social security (cap): no cap.</p>
Employer social security	Employer social security (max rate): 14.1% (2025) (for entities subject to finance tax the max rate is 19.1%).

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	<p>Employer social security (cap): no cap. The general maximum rate for employer social security contributions is 14.1%.</p>
Tax reporting - Individual	<p>An employee is required to file an annual tax return, if the pre-recorded tax return they have received is wrong or incomplete, or if they have received income which has not been taxed under the PAYE system and is not included in the pre-recorded tax return.</p> <p>There is no specific filing in relation to equity related incentives.</p> <p>Report name: Annual Tax Return (RF-1030). Capital gains and dividends are reported on the same return or as an attachment in the Form RF-1159. The return can be filed online. The tax return can be downloaded from the website here.</p> <p>Tax period: 1 January to 31 December.</p> <p>Reporting deadline: tax returns must be filed by 30 April.</p> <p>Payment of tax: any unpaid taxes are due by 20 August. If the unpaid tax exceeds NOK1,000, the payment will be made in two instalments, the first on 20 August and the second on 24 September. If the individual receives the tax statement on 15 August or later, the first and second instalments will be due 3 and 8 weeks, respectively, after receipt of the tax statement. Capital gains tax and dividend tax must be paid by 31 May to avoid accumulating interest.</p>
Tax reporting - Employing company	<p>The employer must report the employees' incentive related income but the filing covers all employee benefits and is not specific to equity related incentives.</p> <p>Report name:</p> <ul style="list-style-type: none"> • A-Report for monthly withholdings and remuneration; and • Annual salary record summary to employees. <p>The returns must be filed online and can be downloaded from the website here.</p> <p>Reporting deadline: withholding returns and social security payments must be filed monthly. The company must also include any taxable benefits from incentive related income, as payment-in-kind in the A-Reports, which must be provided to the tax authorities by the 5th of every month. The employer must deliver a salary record summary to employees by 1 February.</p> <p>Payment of tax: the company must withhold income tax and social security payments, and pay to the tax authorities on the 15th of every second month (beginning in March).</p>

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Malus and clawback - Tax points	The existence of a malus or clawback clause does not affect the moment of tax for the individual.
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