

Tax - Payroll Guide - Free shares / RSU

Oman	
Tax points	<p>Grant: No income tax. No social security.</p> <p>Vesting: No income tax. No social security.</p> <p>Transfer to participant: No income tax. No social security.</p> <p>Sale by participant: No capital gains tax. No social security.</p>
Income tax (maximum rate)	None
Income tax rates	There is no individual income tax in Oman.
Employer income tax withholding	No
Employer social security withholding	No
Employee social security	<p>Employee social security (max rate): 8%, made up of:</p> <ul style="list-style-type: none"> a social insurance contribution of 7% of the employee's gross salary (social insurance for pension fund contribution: old age, disability and non-occupational death and injuries); and 1% of monthly salary to the job security scheme. <p>The levies apply to Omani nationals only.</p> <p>Employee social security (cap): no cap.</p>
Employer social security	<p>Employer social security (max rate): social insurance contribution is 12.5% of Omani employees' gross salary. Made up of:</p> <ul style="list-style-type: none"> 10.5% (pension fund and contributions towards insurance for work related old age, disability and non-occupational injuries); 1% salary (contribution against occupational illnesses and injuries); and 1% monthly salary (job security scheme). <p>Employer social security (cap): no cap.</p>
Tax reporting - Individual	Not applicable.
Tax reporting - Employing company	There is no reporting obligation on the local company in Oman because no tax or social security is payable in relation to plan benefits.
Malus and clawback - Tax points	Not applicable.