

Tax - Payroll Guide - Free shares / RSU

| Saudi Arabia | |
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| Tax points | Grant: No income tax. No social security. Vesting: No income tax. No social security. Transfer to participant: No income tax. No social security. Sale by participant: No tax on gain. No social security. |
| Income tax (maximum rate) | None |
| Income tax rates | There is no individual income tax in Saudi Arabia. |
| Employer income tax withholding | No |
| Employer social security withholding | No |
| Employee social security | Employee social security (max rate): none, although contributions towards occupational hazards insurance are paid by employers for all employees and contributions towards pension schemes are paid by employers and employees, where the employee is a Saudi national. Contributions are based on only basic wage plus housing allowance (if any). Employee social security (cap): no cap. |
| Employer social security | Employer social security (max rate): none, although contributions towards occupational hazards insurance are paid by employers for all employees and contributions towards pension schemes are paid by employers and employees, where the employee is a Saudi national. Contributions are based on only basic wage plus housing allowance (if any). Employer social security (cap): no cap. |
| Tax reporting - Individual | Not applicable. |
| Tax reporting - Employing company | The local employer will be required to report the expenses that it incurs in relation to its employees. Report name: Annual Corporate Income Tax Return. Reporting deadline: within 120 days from end of fiscal year. Payment of tax: see above. |
| Malus and clawback - Tax points | There is no direct personal taxation in Saudi Arabia. |