

Italy	Single		Married, no children		Married, 2 children	
	EUR	% gross	EUR	% gross	EUR	% gross
Executive						
Gross income	188,000	100.0	188,000	100.0	188,000	100.0
- Total tax	70,407	37.5	70,407	37.5	70,407	37.5
- Social security contributions	14,043	7.5	14,043	7.5	14,043	7.5
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	103,550	55.1	103,550	55.1	103,550	55.1
Senior management						
Gross income	112,000	100.0	112,000	100.0	112,000	100.0
- Total tax	36,663	32.7	36,663	32.7	36,663	32.7
- Social security contributions	14,043	12.5	14,043	12.5	14,043	12.5
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	61,294	54.7	61,294	54.7	61,294	54.7
Middle management						
Gross income	66,000	100.0	66,000	100.0	66,000	100.0
- Total tax	19,898	29.9	19,600	29.8	19,017	28.8
- Social security contributions	6,500	9.8	6,500	9.8	6,500	9.8
+ Family allowances	0	0.0	0	0.0	84	0.1
Net income	39,602	60.0	40,843	60.4	40,567	61.5
Professional						
Gross income	32,000	100.0	32,000	100.0	32,000	100.0
- Total tax	6,800	21.4	6,151	19.2	5,016	15.7
- Social security contributions	3,037	9.5	3,037	9.5	3,037	9.5
+ Family allowances	0	0.0	0	0.0	933	2.9
Net income	25,102	69.1	22,812	71.3	24,880	77.8
Japan						
	JPY	% gross	JPY	% gross	JPY	% gross
Executive						
Gross income	-	-	-	-	-	-
- Total tax	-	-	-	-	-	-
- Social security contributions	-	-	-	-	-	-
+ Family allowances	-	-	-	-	-	-
Net income	-	-	-	-	-	-
Senior management						
Gross income	14,817,000	100.0	14,817,000	100.0	14,817,000	100.0
- Total tax	2,999,900	20.2	2,841,500	19.2	2,524,700	17.0
- Social security contributions	1,458,623	9.8	1,458,623	9.8	1,458,623	9.8
+ Family allowances	0	0.0	0	0.0	312,000	2.1
Net income	10,358,477	69.9	10,516,877	71.0	11,145,677	75.2
Middle management						
Gross income	9,828,000	100.0	9,828,000	100.0	9,828,000	100.0
- Total tax	1,402,400	14.3	1,293,400	13.2	1,075,400	10.9
- Social security contributions	1,181,993	12.0	1,181,993	12.0	1,181,993	12.0
+ Family allowances	0	0.0	0	0.0	312,000	3.2
Net income	7,243,607	73.7	7,352,607	74.8	7,882,607	80.2
Professional						
Gross income	5,531,000	100.0	5,531,000	100.0	5,531,000	100.0
- Total tax	452,100	8.2	381,100	6.9	257,400	4.7
- Social security contributions	781,163	14.1	781,163	14.1	781,163	14.1
+ Family allowances	0	0.0	0	0.0	312,000	5.6
Net income	4,297,737	77.7	4,368,737	79.0	4,804,437	86.9

	Single		Married, no children		Married, 2 children	
Latvia	LVL	% gross	LVL	% gross	LVL	% gross
Executive						
Gross income	-	-	-	-	-	-
- Total tax	-	-	-	-	-	-
- Social security contributions	-	-	-	-	-	-
+ Family allowances	-	-	-	-	-	-
Net income	-	-	-	-	-	-
Senior management						
Gross income	36,000	100.0	36,000	100.0	36,000	100.0
- Total tax	8,408	23.4	8,212	22.8	7,819	21.7
- Social security contributions	3,240	9.0	3,240	9.0	3,240	9.0
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	24,352	67.6	24,548	68.2	24,941	69.3
Middle management						
Gross income	21,000	100.0	21,000	100.0	21,000	100.0
- Total tax	4,859	23.1	4,600	22.2	4,270	20.3
- Social security contributions	1,890	9.0	1,890	9.0	1,890	9.0
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	14,251	67.9	14,447	68.8	14,840	70.7
Professional						
Gross income	10,000	100.0	10,000	100.0	10,000	100.0
- Total tax	2,223	22.6	2,060	20.6	1,667	16.7
- Social security contributions	900	9.0	900	9.0	900	9.0
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	7,243	68.4	7,040	70.4	7,433	74.3
Lithuania						
	LTL	% gross	LTL	% gross	LTL	% gross
Executive						
Gross income	-	-	-	-	-	-
- Total tax	-	-	-	-	-	-
- Social security contributions	-	-	-	-	-	-
+ Family allowances	-	-	-	-	-	-
Net income	-	-	-	-	-	-
Senior management						
Gross income	214,000	100.0	214,000	100.0	214,000	100.0
- Total tax	32,100	15.0	32,100	15.0	31,560	14.7
- Social security contributions	19,260	9.0	19,260	9.0	19,260	9.0
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	162,640	76.0	162,640	76.0	163,180	76.3
Middle management						
Gross income	113,000	100.0	113,000	100.0	113,000	100.0
- Total tax	16,950	15.0	16,950	15.0	16,410	14.5
- Social security contributions	10,170	9.0	10,170	9.0	10,170	9.0
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	85,880	76.0	85,880	76.0	86,420	76.5
Professional						
Gross income	47,000	100.0	47,000	100.0	47,000	100.0
- Total tax	7,050	15.0	7,050	15.0	6,510	13.9
- Social security contributions	4,230	9.0	4,230	9.0	4,230	9.0
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	35,720	76.0	35,720	76.0	36,260	77.1

	Single		Married, no children		Married, 2 children	
	MYR	% gross	MYR	% gross	MYR	% gross
Malaysia						
Executive						
Gross income	-	-	-	-	-	-
- Total tax	-	-	-	-	-	-
- Social security contributions	-	-	-	-	-	-
+ Family allowances	-	-	-	-	-	-
Net income	-	-	-	-	-	-
Senior management						
Gross income	267,000	100.0	267,000	100.0	267,000	100.0
- Total tax	53,845	20.2	53,065	19.9	52,545	19.7
- Social security contributions	21,537	8.1	21,537	8.1	21,537	8.1
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	191,618	71.8	192,390	72.1	192,918	72.3
Middle management						
Gross income	131,000	100.0	131,000	100.0	131,000	100.0
- Total tax	18,485	14.1	17,700	13.5	17,185	13.1
- Social security contributions	10,657	8.1	10,657	8.1	10,657	8.1
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	101,858	77.8	102,638	78.3	103,158	78.7
Professional						
Gross income	48,000	100.0	48,000	100.0	48,000	100.0
- Total tax	1,520	3.2	1,314	2.7	1,174	2.4
- Social security contributions	4,017	8.4	4,017	8.4	4,017	8.4
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	42,463	88.5	42,669	88.9	42,809	89.2
Mexico						
Executive						
Gross income	3,482,000	100.0	3,482,000	100.0	3,482,000	100.0
- Total tax	1,000,451	28.7	1,000,451	28.7	1,000,451	28.7
- Social security contributions	14,351	0.4	14,351	0.4	14,351	0.4
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	2,467,198	70.9	2,467,198	70.9	2,467,198	70.9
Senior management						
Gross income	1,496,000	100.0	1,496,000	100.0	1,496,000	100.0
- Total tax	404,651	27.0	404,651	27.0	404,651	27.0
- Social security contributions	14,351	1.0	14,351	1.0	14,351	1.0
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	1,076,998	72.0	1,076,998	72.0	1,076,998	72.0
Middle management						
Gross income	643,000	100.0	643,000	100.0	643,000	100.0
- Total tax	148,751	23.1	148,751	23.1	148,751	23.1
- Social security contributions	14,351	2.2	14,351	2.2	14,351	2.2
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	479,898	74.6	479,898	74.6	479,898	74.6
Professional						
Gross income	184,000	100.0	184,000	100.0	184,000	100.0
- Total tax	25,993	14.1	25,993	14.1	25,993	14.1
- Social security contributions	4,858	2.6	4,858	2.6	4,858	2.6
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	153,149	83.2	153,149	83.2	153,149	83.2

	Single		Married, no children		Married, 2 children	
	EUR	% gross	EUR	% gross	EUR	% gross
Netherlands						
Executive						
Gross income	195,000	100.0	195,000	100.0	195,000	100.0
- Total tax	85,182	43.7	85,182	43.7	85,182	43.7
- Social security contributions	7,013	3.6	7,013	3.6	7,013	3.6
+ Family allowances	0	0.0	0	0.0	1,894	1.0
Net income	102,805	52.7	102,805	52.7	104,699	53.7
Senior management						
Gross income	110,000	100.0	110,000	100.0	110,000	100.0
- Total tax	40,982	37.3	40,982	37.3	40,982	37.3
- Social security contributions	7,013	6.4	7,013	6.4	7,013	6.4
+ Family allowances	0	0.0	0	0.0	1,894	1.7
Net income	62,005	56.4	62,005	56.4	63,899	58.1
Middle management						
Gross income	73,000	100.0	73,000	100.0	73,000	100.0
- Total tax	21,742	29.8	21,742	29.8	21,742	29.8
- Social security contributions	7,013	9.6	7,013	9.6	7,013	9.6
+ Family allowances	0	0.0	0	0.0	1,894	2.6
Net income	44,245	60.6	44,245	60.6	46,139	63.2
Professional						
Gross income	43,000	100.0	43,000	100.0	43,000	100.0
- Total tax	7,041	16.4	7,041	16.4	7,041	16.4
- Social security contributions	6,961	16.2	6,961	16.2	6,961	16.2
+ Family allowances	0	0.0	0	0.0	2,144	5.0
Net income	28,998	67.4	28,998	67.4	31,142	72.4
New Zealand						
Executive						
Gross income	-	-	-	-	-	-
- Total tax	-	-	-	-	-	-
- Social security contributions	-	-	-	-	-	-
+ Family allowances	-	-	-	-	-	-
Net income	-	-	-	-	-	-
Senior management						
Gross income	181,000	100.0	181,000	100.0	181,000	100.0
- Total tax	58,330	32.2	58,330	32.2	58,330	32.2
- Social security contributions	1,810	1.0	1,810	1.0	1,810	1.0
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	120,860	66.8	120,860	66.8	120,860	66.8
Middle management						
Gross income	113,000	100.0	113,000	100.0	113,000	100.0
- Total tax	32,490	28.8	32,490	28.8	32,490	28.8
- Social security contributions	1,810	1.6	1,810	1.6	1,810	1.6
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	78,700	69.6	78,700	69.6	78,700	69.6
Professional						
Gross income	64,000	100.0	64,000	100.0	64,000	100.0
- Total tax	14,170	22.1	14,170	22.1	14,170	22.1
- Social security contributions	1,088	1.7	1,088	1.7	1,088	1.7
+ Family allowances	0	0.0	0	0.0	0	0.0
Net income	48,742	76.2	48,742	76.2	48,742	76.2