



Worth knowing about:

27 pct. Tax regime

Denmark offers a special tax regime to highly paid inbound expatriates and researchers recruited from abroad.

Employees may elect to be taxed at a rate of 27 % on employment income and other cash allowances for up to 84 months.

All other income, including benefits-in-kind other than company car and free telephone, are taxed at the ordinary rates. Such income includes any private income received by the expatriate from outside Denmark.

Conditions for expatriate taxation

1. Salary requirements

The monthly salary in cash must be at least DKK 78,000 in 2025 on an annual average basis (changed from 75,100 in 2024). This qualifying threshold must be met after deduction of ATP (social security contributions in Denmark) and employee pension contributions to a tax-deferred pension scheme. If the employee is domiciled in Denmark, the minimum salary requirement must amount to DKK 78,000 after deduction of mandatory foreign social security contributions.

Taxable value of company car and contributions to a 53A-pension scheme are included in fulfilling the minimum salary requirement.

Researchers do not have to comply with the minimum salary requirement.

2. The time aspect

An employee can be subject to 27 % taxation for a total of 84 months (7 years).

The employee may change from one employment to another within one month.

After the expiration of the 84-month period, the employee may decide to stay in Denmark. In this situation the employee will have to pay a higher tax rate according to the progressive tax system.

3. The employer

The employer must be a Danish entity or a foreign entity with a permanent establishment in Denmark.

4. Place of performance of work

The work must be performed in Denmark. If some of the work is performed abroad, it is a condition that the salary will be taxed in Denmark according to the relevant tax treaty. However, work for up to 30 days within the calendar year in foreign countries is allowed under such conditions that the country of work can tax the salary.

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5. Part of the management, control and group ties

The employee must not, within a 5-year period prior to the employment and during the employment itself, hold 25 % or more of the share capital in the employer company or hold the majority of the voting power in the employer company, or if the company is not incorporated, have a controlling influence on the company.

6. The employee

The employee may be fully tax liable to Denmark or live in another country and thus be limited tax liable to Denmark.

Danish nationals may also benefit from the 27 % taxation if they fulfil the conditions.

The employee must not in a 10-year period preceding the employment have been a tax resident in Denmark or have been taxed in Denmark on e.g. salary income as non-resident, director's fee, pensions, business activity or been liable to Danish tax according to the rules of hiring out of labour.

If the employee has been utilising the tax scheme for a shorter period than 84 months and he/she leaves Denmark, he/she can return to Denmark at a later point and continue to utilize the 27 % tax scheme for a total up to 84 months - provided that the other requirements are met upon return. The employee can be employed in the same company and utilize the remaining period up to 84 months.

27 % tax versus general tax rules

The 27 % tax scheme applies to all kinds of cash remuneration and reimbursement of private expenses, including relocation allowance, bonus, school fees, etc. The taxable value of a company car and free telephone is also included in the 27 % scheme.

In addition to the 27 % tax, AM-contribution of 8 % must be paid. This even applies if the employee is covered by foreign social security. For that reason, the total tax is effectively 32.84 % as the 27 % is calculated based on the gross income after deduction of 8 % AM-contribution.

Other income, such as free housing as a benefit in kind, private income from abroad etc., is taxed according to the ordinary progressive tax rate up to the marginal tax rate of 56 %. In this tax calculation, a personal allowance of DKK 51,600 is deducted.

**Do you have any questions?
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