



Expatriates



Opportunity



Tax

International mobility, stay one step ahead!

How to approach the secondment of an employee abroad? What formalities to go through?

What are the costs? How to create a package and organise the transfer?

These are some of the challenges we can resolve by providing you with a follow-up to help you manage your mobility files.



Consulting services for companies

- Customised payroll solutions including shadow or split payrolls
- Design of tax equalisation
- Implementation of specific tax regime for highly qualified employees
- Identification of income tax issues (permanent establishment, transfer pricing, VAT...)
- Training and support of the Mobility services department
- Immigration services (obtaining visas, work permits...)

Advice for expatriates

- Arrival and exit interviews for tax optimisation before, during or after the secondment
- Preparation of income tax returns in the relevant countries
- Filing of possible legal and appeal procedures

Key benefits of our services:

- An experienced multilingual team in Luxembourg in close connection with **international experts** and tax departments of the Grant Thornton network
- A dedicated advisor who provides responsive and **pro-active services**. Our low staff turnover guarantees a **long-term relationship** with our people
- Clear and **practical recommendations**
- **Continuous follow-up** of the social and tax legislation with newsletters and trainings
- An access to our **GT HR portal**, an IT solution allowing users to share information or documents online in a **secure and confidential** way

Contacts



Jean-Philippe Franssen

Partner, Payroll and Personal Tax
Payroll and Personal Tax
T +352 45 38 78 309



Nicole Fletcher

Senior Manager, Personal Tax
Tax and Accounting
T +352 45 38 78 324



Laura Immer

Manager, Payroll
Tax and Accounting
T +352 45 38 78 357



Claire Gotti

Assistant Manager, Payroll
Tax and Accounting
T +352 45 38 78 301



Amélia Bouadjar

Assistant Manager, Payroll
Tax and Accounting
T +352 45 38 78 529



340+

People



27

Partners



Grant Thornton

13, rue de Bitbourg
L-1273 Luxembourg

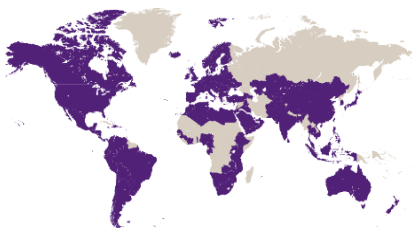
www.grantthornton.lu

T +352 45 38 78 1

E HumanCapitalServices@lu.gt.com



Grant Thornton Luxembourg



About Grant Thornton

We are a global network of 76,000 people in member firms in 150 markets with a common goal — to help you realise your ambitions. Which is why our network combines global scale and capability with local insights and understanding. So, whether you are growing in one market or many, looking to operate more effectively, managing risk and regulation, or realising stakeholder value, our member firms have the assurance, tax and advisory capabilities you need with the quality you expect.

© 2025 Grant Thornton Luxembourg. All rights reserved.

"Grant Thornton" refers to the brand under which the Grant Thornton member firms provide assurance, tax and advisory services to their clients and/or refers to one or more member firms, as the context requires. Grant Thornton Luxembourg is a member firm of Grant Thornton International Ltd (GTIL). GTIL and the member firms are not a worldwide partnership. GTIL and each member firm is a separate legal entity. Services are delivered by the member firms. GTIL does not provide services to clients. GTIL and its member firms are not agents of, and do not obligate, one another and are not liable for one another's acts or omissions.

