Foreign Language Manual for 2019 Year–End Tax Settlement

This manual provides information to foreign employees so that they can better understand Korea's year-end tax settlement process. Also, the translated version may differ from the Korean text of tax laws, so if you are using this manual for business purposes, please refer to the original Korean text and receive assistance from the withholding agent (company).

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I . Year-end Tax Settlement of Wage & Salary Income

□ What is year-end tax settlement?

- Year-end tax settlement is a process of finalizing the total amount of income tax to be borne by an employee (excluding daily workers) for the wage & salary income earned during the relevant taxable period (e.g. Jan. 1-Dec. 31, 2019), based on the report of income deduction and tax credit, etc. submitted by the employee.
- If the amount of total tax withheld monthly is more than the final amount of tax payable, the amount in excess shall be refunded to the employee. If the amount of total withheld tax is less, the amount in shortage shall be additionally collected from the employee.
- When year-end tax settlement is completed, the withholding agent should issue a receipt for wage & salary income tax withholding to the employee by the end of February. If a resident with only wage & salary income paid income tax through year-end tax settlement, he/she does not need to file a finalized return of global income tax base.

U When to file year-end tax settlement

- ① Year-end tax settlement of a continuing employee
 - The year-end tax settlement amount shall be withheld when the person who pays wage & salary income (withholding agent) pays wage & salary income for February of the year following the relevant taxable period (the last day of

February if wage & salary income for February is not paid until the last day of February or if there is no wage & salary income for February).

- ② Year-end tax settlement of a retiree
 - Where an employee retires during the year, the year-end taxes shall be settled when wage & salary for the retiring month is paid. Therefore, employees who retire during the year should submit the report of income deduction and tax credit and supporting documents to the withholding agent before he/she receives wage and salary for the month of retirement.

$\ensuremath{\mathrm{II}}$. Foreigners' Year–end Tax Settlement

1. Resident and Non-Resident

Definition

- In principle, a resident means any individual who has had his/her domicile or place of residence in the Republic of Korea for at least 183 days. A non-resident means any individual who is not a resident.
- A domicile shall be determined by the objective facts of living relationship, such as the existence of a family living together in the Republic of Korea, the property located in the Republic of Korea, and occupation. A place of residence means a place where a person has lived for a long time besides his/her domicile, and in which there is no general living relationship as close as a domicile

- * A taxpayer who falls under the following is deemed to have a domicile in Korea:
 - A person who has an occupation which requires him/her to reside in Korea for 183 days or more; or
 - A person who has his/her family members in Korea and is likely to reside in Korea for 183 days or more in view of his/her occupation or assets held in Korea.

Scope of tax obligations

Foreign Resident	Foreign Non-Resident
All income generated from sources both within and outside Korea (worldwide income)	Domestic source income
* Taxation on foreigners who reside in Korea for a short-term	

In the case of foreign source income of a foreign resident whose sum of period of having a domicile or place of residence in Korea is five years or less for 10 years retroactively from the last day of the relevant taxable period, only the income paid in Korea or remitted to Korea shall be taxed.

Income deduction & tax credit of foreign employees

• The income deduction and tax credit applied to foreign employees are the same as those for domestic employees (however, housing related deductions and credits do not apply), and the scope differs depending on whether the foreigner is a resident or a non-resident.

Item		Deducti	bility	Note	
10.11		Resident	Non-resident	INOTE	
Total wage & salary income		Including foreign source income	Domestic source income	Article 119, Income Tax Act (Withholding Tax). 7	
Deductions for wage & salary income		0	0		
Basic deductions Personal (Self, spouse, dependent family)		0	Only yourself	Article 122, Income Tax Act	
deduc- tions (Additional deductions Aged, disabled, qualified female, etc.)	0	Only yourself	Article 122, Income Tax Act	
Deduction	ns for pension contributions	\bigcirc	0		
Special	National health insurance, employment insurance premium	0	X		
deductions	Housing fund	х	×	A foreigner is not deemed the head of a household or a household member	
	Pension savings, etc.	0	Х		
	Deposits made in a mutual aid fund for small enterprises and small entrepreneurs	0	x		
	Savings account for housing purchase	Х	x	A foreigner is not deemed the head of a household or a household member	
Other income	Contributions to a small and medium business start-up investment fund	0	X		
deductions	Credit card expenses	\bigcirc	Х		
	Workers in SMEs which maintain the same employment level	0	x		
	Long-term collective invest ment securities savings	0	Х		
	Contributions to an employee stock ownership association	0	0	Deductible for association members regardless of resident/non-resident	
	Tax credit for wage and salary income	0	0		
	Child tax credit	\bigcirc	X		
	Special tax credit (insurance premium, medical expenses, educational expenses, donation)	0	х		
Tax credits, etc.	Tax credit for monthly rent	х	x	A foreigner is not deemed the head of a household or a household member	
	Taxpayer association credit	0	0	Applicable where the income tax of a member of a taxpayer association is withheld and paid by a taxpayer association every month	
	Foreign tax credit	0	Х		
	Standard tax credit	0	Х		

2. Special Taxation for Foreigners

- 1 19% flat tax rate (Article 18–2 of the Restriction of Special Taxation Act)
 - (Summary) A foreign employee can choose the 19% flat tax rate instead of the basic tax rate (6-42%) for wage & salary income (excluding cases where service was provided to a special related company) for five years from the day of first providing service in Korea. However, for those who choose the flat tax rate, non-taxation, income deduction, tax reduction/exemption and tax credit do not apply.
 - (How to apply) A foreign employee who wishes to have special taxation applied should attach an application for flat tax rate application for foreign employees to the report of income deduction and tax credit from wage & salary income and submit the documents to his/her withholding agent or taxpayers association.

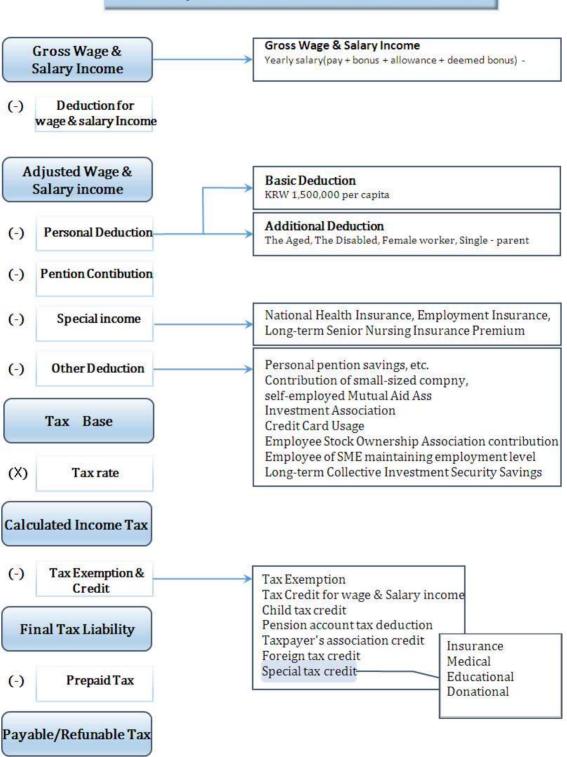
* Relevant law: Article 18-2 of the Restriction of Special Taxation Act

2 Reduction/exemption of income tax for foreign engineers (Article 18, Restriction of Special Taxation Act)

- O (Summary) For the wage & salary income earned by a foreign engineer meeting certain qualifications, 50% of the income tax is reduced from the day of first providing service in Korea to the month to which five years elapse from such date belongs.
 - * The reduction period (five years) shall apply starting from the day of first providing service in Korea on or after Jan. 1, 2019. If service was first provided on or before Dec. 31, 2018, the previous regulation (two years) shall apply.

- (Engineers eligible for tax reduction/exemption) A person without a Korean nationality who: 1) provides technology based on an engineering technology introduction contract (US\$ 300,000 or more); or 2) works as a researcher at an R&D facility of a foreign-invested company that meets certain requirements such as having an independent research facility
- (How to benefit) Submit an application for wage & salary income tax reduction/exemption for foreign engineers by the 10th day of the month following the month in which the date of providing service belongs to the jurisdictional tax office via the withholding agent.
 - * Relevant law: Article 18 of the Restriction of Special Taxation Act

3. Year–End Tax Settlement – Calculation Process



Calculation of wage & salary income tax base and tax amount

Classification			Details			
Annual wage & salary income	of service ba (excluding co	All forms of compensation received in exchange for provision of service based on employment relations or a similar contract (excluding compensation for service provided by daily workers)				
Non-taxable income	e.g.: Owner fee, meal ex won per mo	Income not included in wage & salary income e.g.: Owner driver subsidy (200,000 won per month), tuition fee, meal expenses, overseas wage & salary income (1 mil. won per month), childcare allowance for children aged 6 or under (100,000 won per month)				
Gross wage & salary income	Taxable wag income - No			Annual wage	& salary	
(-) Deduction of wage & salary income	Gross Wage & Salary Income BracketDeductionUp to 5 mil. won70% of gross wage & salary incomeOver 5 mil. won - Up to 15 mil. won3.5 mil. won + 40% of the amount over 5 mil. wonOver 15 mil. won - Up to 45 mil. won7.5 mil. won + 15% of the amount over 15 mil. wonOver 45 mil. won - Up to 100 mil. won12 mil. won + 5% of the amount over 45 mil. wonOver 100 mil. won14.75 mil. won + 2% of the amount over 100 mil. won			ver 5 mil. won er 15 mil. won er 45 mil. won		
Adjusted wage & salary income	(= Gross wage	& salary incor	ne – Deduction	of wage & sal	ary income)	
	supportin (whose a	g family me annual income	mbers who e is 1 million	elf/herself, sp make a livin won or less spouses and th Fostered children Foster child reared for six months or longer during the taxable period	g together)	
(−) Personal deduction	 Additiona deductio 		For perso the followin	ons subject	to basic	
	Deduction subject	The aged (aged 70 or older)	The disabled	Woman (having dependents / married)*	Single-parent	
	Deduction amount	1 million won	2 million won	500,000 won	1 million won	
	descendant or adoptee subject to basic deduction			a spouse deduction a lineal tion		
	Single parent deduction and deduction for woman cannot be applied at the same time (apply single parent deduction in case they both apply)					

Classification		D	etails	
(-) Pension contribution deduction	Public pension (national pension, public officials pension, etc.) contributions borne by self: Deduction of full amount			
(-) Special income deduction	 Deduction of insurance premium: Full amount National health insurance premium, employment insurance premium, long-term care insurance premium 			
	 ① Personal pension savings (if account is opened on/before Dec. 31, 2000) - 40% of the deposits are deductible (up to 720,000 won per year) 			
	and small entreprene	eurs (Y	ellow Umbrella	for small enterprises a Deduction Cooperative) mall enterprises and
	Wage & salary incom	е		Ceiling
	40 mil. won or less			5 mil. won
	Over 40 mil. won-100 mil.	won		3 mil. won
	Over 100 mil. won			2 mil. won
(-) Other deduction	one taxable year year to which belongs ending in the year	medium business medium business ompany, etc., choose period starting in the or contribution date and s the date on which t or contribution date.		
	Classification		deduction nount	Income deduction ceiling
		Contributions, 10% of the inc investments in or contribution amount		
	 Where directly investing i won or less; 70% for 50 			- /
	 Income deduction for amount spent on credit card Deduction amount: Where the annual sum (exclud amount spent overseas) of the amount spent on cards, debit cards, pre-paid cards, cash receipts (in 10% of used car purchase expenses) exceeds 2 gross wage & salary, 15% of the total amount (3 books, performance tickets, museum and art ex- tickets purchase expenses of persons with gross v salary of 70 mil. won or less; 40% for amount sp traditional markets and public transportation) * Museum and art exhibition tickets: Applicable for amount so or after Jul. 1, 2019 			

Classification	De	tails			
	 Deduction ceiling: Ceiling salary amount 	depends on the gross wage &			
	Gross wage & salary	Deduction ceiling			
	70 mil. won or less	Min[Gross wage & salary x 20%, 3 mil.won]			
	Over 70 mil. won - Up to 120 mil. won	Min[Gross wage & salary x 20%, 2.5 mil.won]			
	Over 120 mil. won	Min[Gross wage & salary x 20%, 2 mil.won]			
	amount less than or equal to the 1 mil. won each) of 40% of the and 40% of the amount spent gross wage & salary is 70 mil spent on books, performance	n excess of the deduction ceiling, the e excess amount and the total (up to e amount spent in traditional markets in public transportation (where the l. won or less, 30% of the amount tickets, museum tickets and art ditionally deducted (up to 6 mil. won)			
(-)	Income deduction for con ownership association	ntributions to employee stock			
Other deduction	 Amount that a member of an employee stock ownership association contributed to acquire company stocks (ceiling of 4 mil. won per year, 15 mil. won for venture companies) 				
	⑥ Income deduction for workers in SMEs which maintain the same employment level				
		I annual pay for the preceding al pay for the relevant taxable on per year)			
	⑦ Income deduction for lor security savings	ng-term collective investment			
	wage & salary income of won or less in the relevan	ted by an employee with gross 50 mil. won or less (80 mil. at taxable period) in the taxable punt opening year (ceiling of 6 2.4 mil. won per year			
(+) Amount		bject to composite ceiling on 25 mil. won, the amount in tax base.			
exceeding composite income deduction ceiling	* Deposits made in a mutual aid fund for small enterprises and entrepreneurs, contributions to employee stock ownership asso credit card expenses, contributions to a small and medium bu start-up investment fund, deposits in a long-term collective inve- security savings				
Tax base	insurance premium deduction	Personal deduction - Pension - Special income deduction - Amount exceeding composite			

Classification		Details
	 Calculate by multiplying 	the basic tax rate to the tax base
	Tax Base	Basic Tax Rate
	12 mil. won or less	Tax base × 6%
Decie tov vote	Over 12 mil. won-Not over 46 mil. won	720,000 won+(15% of amount over 12 mil. won)
Basic tax rate (6-42%)	Over 46 mil. won-Not over 88 mil. won	5,820,000 won+(24% of amount over 46 mil. won)
	Over 88 mil. won-Not over 150 mil. won	15.9 mil won + (35% of amount over 88 mil. won)
	Over 150 mil. wan-Not over 300 mil. wan	37.6 mil. won + (38% of amount over 150 mil.)
	Over 300 mil. wan-Not over 500 mil. wan	94.6 mil. won + (40% of amount over 300 mil won)
	Over 500 mil. won	174.6 mil. won + (42% of amount over 500 mil. won)
(-) Tax reduction/exemption	 Where a foreigner displatine government of both a tax treaty, the amound income shall be reduced amount. Tax exemption for for (Summary) A resident treaty with Korea contenders (professors) we exemption can receive to lecture and researe (mostly two years). Be differ by country, it is a differ by country, it is a differ by country, it is a coording to tax treaty Enforcement Rules of the income payer), a document to the jurisdit the month following the payment date belongs. Income tax reduction For a foreign engineer, & salary income generation of the day on whete the day on wh	from a country that has a tax raining a tax exemption clause for who meet the requirements for tax tax exemption for income related rch received for a certain period ecause the tax exemption clauses advised to check in advance. tion) An employee who wishes to be benefits should submit an axation/exemption of income tax / (attached Form 29-2 (3) of the the Income Tax Act) to the school and the school should send the ctional tax office by the 9 th day of the month to which the income

Classification	Details
(-) Tax reduction/exemption	 Income tax reduction for new recruits of SMEs (Summary) Where young adults aged 15 to 34 as of the date of signing an employment contract, persons aged 60 or older, the disabled or career-interrupted women meeting certain qualifications become hired by an SME, 70% (90% for young adults) of the income tax for income generated until the month to which belongs the day on which three years (five years for young adults) elapse from the date of employment shall be reduced (up to 1.5 million won per year) (Employees excluded from tax reduction) Daily workers, executives, largest shareholder, largest contributor (representative in the case of private businesses) and his/her spouse, etc., persons whose payment of public pension contribution and national health insurance premium is not confirmed (Businesses excluded from tax reduction) Professional service businesses such as law, taxation and accounting, hospitals, finance and insurance, art, sports, service businesses (Application for tax reduction) The employee shall submit an application for income tax reduction for new recruits of SMEs (attached Form no. 11 of the Enforcement Rules of the Restriction of Special Taxation Act) to the withholding agent by the last day of the month following the month to which the date of employment belongs, and the withholding agent shall send a specification of eligibility of income tax reduction for new recruits of SMEs to the jurisdictional tax office.

Classification		Det	tails
	 ① Tax credit for wage & salary income (Tax credit amount): 55% tax credit for calculated tax of 1.3 mil. won or less; if the calculated tax amount is over 1.3 mil. won, 715,000 won + 30% of the excess amount (Tax credit ceiling) 		
	Gross wage & salary		Tax credit amount
	Up to 33 mil. won	740,000 wa	on
	Over 33 mil. won & not over 70 mil. won	1 740,000	r of ①, ② D won - 【(Gross wage & salary – 33 on)×0.008】 D won
	Over 70 mil. won	1 660,000	r of ①, ② D won - 【(Gross wage & salary – 70 on)×1/2】 D won
(−) Tax credit	 Child tax credit (Children subject to basic deduction) Children aged 7 and up (including children aged less than 7 enrolled in school) – 150,000 won for one child, 300,000 won for two children, 300,000 won + 300,000 won per child for the third child and up if there are three or more children (e.g. 600,000 won for three children, 900,000 won for four children, 1,200,000 won for five children) (Newborn, adopted children) The following is deducted from the calculated tax amount: 300,000 won for the 1st child, 500,000 won for the 2nd child, and 700,000 won for the third child and up 		
	③ Tax credit for p		Ceiling
	12% of the deposits retirement pension, savings account (15% f with gross wage & sal mil. won or le	made to a pension for persons lary of 55	7 mil. won per year (4 mil. won for pension savings; 3 mil. won if the gross wage & salary is over 120 mil. won)
	 (4) Taxpayers association tax credit 5% of the calculated tax amount is deducted for wage & salary income withheld by the relevant taxpayers association (5) Foreign tax credit Where the global income tax base includes wage & salary income generated overseas, the amount of tax paid or payable overseas for the overseas income shall be deducted from the calculated tax amount Tax credit ceiling = Calculated tax amount × 【(Overseas wage & salary income subject to reduction or exemption) / Adjusted wage & salary income] 		mount is deducted for wage &

Classification	Detail				
Classification	tax credit applied pe 7 Tax credit - 12% of co insurance) - 15% of de (up to 1 m 8 Tax credit - (Tax credit expenses, 500,000 w 2 mil. wo salary inco of gross v	on for was n r year for in overage premiur eposits nil. won for m lit item expe on), po on per ome of vage &	special income de not made, tax credit surance premium e insurance (e.g. life m paid (up to 1 mil. to coverage insurar per year) edical expenses ns) Medical expens nse for purchasing ost-partum care cen birth for persons	of 13 e insura won pe nce for es, m g glas ter exp with gr ss) in e	edical supply sees (up to penses (up to ross wage & excess of 3%
(-)	Eligibilit	ty	Tax credit ceiling	Tax	credit rate
Tax credit	tractment in national		15% or infertility ment expenses)		
	(U) Other depend family member	dent	7 mil. won per month		
		educa	ducation expenses tion expenses spent eduction	for sel	f and persons
	Eligibility		Tax credit items		Tax credit ceiling
	① Self	time-ba: developi	fee for university, graduate sed programs, occupational ment & training institute, re ent loans, etc.	capacity	Full amount
	② Pre-school children	 2 Pre-school 2 Pre-school 2 Daycare center expenses, kindergarten tuition fee, private education institute expenses, sports facility tuition fee, meal expenses 3 mil. won 			

Classification	Details				
	Eligibility	Tax credit items		Tax credit ceiling	
(-) Tax credit	③ Elementary, middle & high school students	Tuition fee, admission fee, expenses, textbook expenses, after program expenses, excursion exp (up to 300,000 won per year), u purchase expenses (500,000 won for middle & high school students)	penses (uniform (3 mil. won pe berson	
	④ University students	Tuition fee, admission fee		9 mil. won p person	
	⑤ The disabled	Rehabilitation expenses		Full amount	
	In the casestock owner	the taxable period within the of political donations and contrik rship association, only the amount elf is subject to tax credit	butions 1	to an employ	
	Type of	Tax credit ceiling	Тах	credit rate	
	Type of donation	Tax credit ceiling	Tax	credit rate	
(-) Tax credit		Tax credit ceiling Adjusted Wage & Salary income ×100%		000 100/110 15% for r over 30 m	
()	donation ① Political fund	Adjusted Wage & Salary income	0-100,0 won Over 100,00	000 100/110 15% for r over 30 m 0 won, 25% for over 3	
()	① Political fund donation ② Statutory	Adjusted Wage & Salary income ×100%	0-100,0 won Over 100,00 won	000 100/110 15% for r ver 30 n won, 25% for over mil. wor	
()	Onation ① Political fund donation ② Statutory donation ③ Contributions to employee stock ownership	Adjusted Wage & Salary income ×100% (Adjusted Wage & Salary income - ①)×100% (Adjusted Wage & Salary income -①	0-100,0 won Over 100,00 won	000 100/110 15% for r over 30 n won, 25% for over 5	

Classification	Details	
Tax determined	 (=Calculated income tax - Tax credit and exemption) ※ Foreign employees who applied for flat tax rate application = (Gross wage & salary + Non-taxable income) × 19% 	
(-) Pre-paid tax	Tax prepaid at principal (present) workplace + Tax prepaid at secondary (previous) workplace	
Tax payable/ refundable	<pre>(= Tax determined - Pre-paid tax)</pre>	

* The above tax amount calculation table simply explains the related tax laws, so it does not explain the necessary requirements for the application of tax reductions · credits. Therefore, in case of reporting taxes using this manual, please be careful not to get penalties such as additional taxes imposed due to excessive reduction by checking the additional requirements for the application of tax reductions and the eligibility of the reductions from the related tax laws or the withholding agent (company).

${\rm III}$. Calculation Examples

1. Year-end Tax Settlement of Continuing Employees (1)

Basic information

- James works for Company ABC and earned 200,000,000 won as wage & salary income in 2019.
- Annual wage & salary income 200,000,000 won Non-taxable income 5,000,000 won
- His family members are as follows: James (aged 36), Jane (His wife, aged 38) (His wife is subject to basic deduction with annual wage & salary income of 1,000,000 won or less for the relevant tax year)
- Expenditure details
- National pension contribution 2,500,000 won National health insurance premium 1,500,000 won
- Monthly prepaid tax amount (excluding local income tax) 44,334,000 won

Year-end tax set	ttlement	19% flat tax ra	ate application
Total Income	₩200,000,000	Total Income	₩200,000,000
Non-taxable income	(-) 5,000,000		
Gross Wage & Salary	₩195,000,000		
Income	11 19 0,000,000		
Deduction for wage &	16,650,000		
salary income			
Adjusted Wage & Salary	₩ 178,350,000		
Income			
Personal deduction			
-Basic deduction	3,000,000		
Pension contribution deduction	2,500,000		
Special income deduction			
-National health	1,500,000		
insurance premium			
Other deduction			
Tax Base	₩ 171,350,000		
Calculated Income Tax	₩ 45,713,000		
(basic tax rate)			
Tax Credit for Wage &	500,000		
Salary Income			
Determined tax	₩ 45,213,000	Determined tax	₩ 38,000,000
Prepaid tax	(-) 44,334,000	Prepaid tax	<u>(-) 44,334,000</u>
Tax due	₩ 879,000	Tax due	₩ △6,334,000

2. Year-end Tax Settlement of Continuing Employees (2)

Basic information

- James worked as an instructor in 2019 under a labor contract with a private English education institute. He earned 3,000,000 won every month (including 500,000 won offered by the institute to pay monthly rent).
- His family members are as follows: James (aged 40), Mary (his wife, aged 35), Brian (his son, aged 7), Wilkins (his father, aged 71). James and his family members live together and all his family members have annual income of less than 1,000,000 won, and are therefore eligible for basic deduction.
- Expenditure details
 - Life insurance premium: 1,100,000 won
 - National pension premium: 1,200,000 won
 - Child education expenses: 4,800,000 won (paid to domestic education institute)
- Amount of tax withheld: 26,690 won every month (flat tax rate not applied)

Year-end tax settler	nent	Details
Annual wage & salary income Non-taxable income①	₩36,000,000 <u>(-) 0</u>	① The 500,000 won offered by the institute for payment of monthly rent does not fall under non-taxable income.
Gross wage & salary income	₩36,000,000	
Deduction from wage & salary income ⁽²⁾	10,650,000	② 7,500,000+(36,000,000-15,000,000)×15%
Adjusted wage & salary income	₩ 25,350,000	
Personal deduction		
- Basic deduction ③	6,000,000	③ (4 persons × 1,5000,000)
- Additional deduction ④	1,000,000	(4) (1 person $ imes$ 1,000,000), the elderly
Pension premium deduction	1,200,000	
Special income deduction	0	
Tax base	₩ 17,150,000	
Computed tax amount(basic tax rate)	1,492,500	5 (Deduction amount): 772,750
Computed tax amount (basic	716,000	715,000 + (1,492,500-1,300,000)×30%
tax rate) (5)		(Deduction ceiling) 716,000
		740,000 - 【(36,000,000-33,000,000)×0.8%】
Child tax credit	150,000	
Coverage insurance premium		
- Coverage insurance	120,000	
premium ⁶		⑥ 1,000,000 × 12%
- Educational expense⑦	450,000	⑦ The deduction ceiling for elementary school child educational
		expense is 3,000,000 won.
Tax determined	₩ 56,500	
Prepaid tax (8)	(-) 320,280	⑧ 26,690×12 months
	<u> </u>	
Tax due	<u>₩ △263,780</u>	Tax refundable

IV. FAQ on Foreigners' Year-End Tax Settlement

1

I am a foreign wage & salary income earner and my company withholds tax from my monthly income. What is the year-end tax settlement?

- When paying an employee's monthly salary, the withholding agent (company) should pay the amount of tax withheld according to the simplified tax table^{*} to the competent tax office after considering the employee's monthly salary and income deduction items such as the number of dependent families, and should file year-end tax settlement before salary for February of the following year is paid.
 - * A table that determines the amount of tax to be withheld every month depending on the monthly salary and the number of dependent family members.
- Year-end tax settlement is a process of finalizing the total amount of income tax to be borne by an employee for the wage & salary income earned during the relevant taxable period.
 - The final amount of tax payable is determined by reflecting the report of income deduction and tax credit submitted by the employee to the wage & salary income of the relevant taxable period.
- If the final amount of tax payable is determined by reflecting the income deduction and tax credit items, the withholding agent (company) shall compare the amount to the sum of monthly withheld taxes. If the amount of total withheld tax is more, the amount in excess shall be refunded (added to salary), and if it is less, the amount in shortage shall be additionally collected (subtracted from salary).

* Related law: Article 134, 137 of the Income Tax Act

How do I file year-end tax settlement if I retired in the middle of the year?

2

3

- If an employee retires in the middle of the year, the withholding agent collects the year-end tax settlement amount when paying the wage & salary income for the retiring month.
- Therefore, an employee who retires in the middle of the year should submit a report of income deduction and tax credit and supporting documents to the company before he/she receives salary for the retiring month. If the employee only has wage & salary income from one place of work in the relevant taxable period, his/her income tax payment obligations are fulfilled with the aforementioned year-end tax settlement.
 ** Belevant law: Article 137 of the Income Tax Act

* Relevant law: Article 137 of the Income Tax Act

I'm paid by a company in a foreign country. How do I pay my taxes?

- Wage and salary from foreigners or foreign companies outside the country are excluded from withholding but taxes should be paid.
- Since there is no one in the country who pays income, the worker must fulfill his or her own tax obligation. Therefore, the taxpayer is required to file a tax return on the income received outside the country in May of the following year.
- However, if the taxpayer joined a taxpayers association, the association should withhold tax on income paid from overseas and perform year-end tax settlement. In this case, the taxpayer can receive a tax credit of 5% of the tax amount.
 * Relevant law: Article 3, 150 of the Income Tax Act

Where a foreign resident is paid from a foreign country by providing labor, should the foreign-source income be combined with his/her domestic income for year-end tax settlement?

- A foreigner who is a resident of Korea should settle year-end tax for his/her income earned both in Korea and a foreign country.
 - However, in the case of a foreign resident whose sum of period of having a domicile or place of residence in Korea is five years or less for 10 years retroactively from the last day of the relevant taxable period, only the income paid in Korea or remitted to Korea shall be taxed.
 * Relevant law: Articles 3 and 20 of the Income Tax Act

5 Are medical expenses paid to an overseas medical institution deductible?

- They are not deductible as foreign medical institutions do not fall under medical institutions as prescribed by Medical Service Act.
 * Relevant laws: Article 59-4 (2) of the Income Tax Act, Article 118-5 (1) of the Enforcement Decree of the Act
- 6

4

If the medical expenses shown at the Simplified Year-end Tax Settlement Service are less than the actual, how can a foreign employee claim deduction for the actual medical expenses?

• If the Simplified Year-end Tax Settlement Service (www.hometax.go.kr) does not show the full records of medical expenses spent by a resident worker, he/she can claim the deduction for his/her actual medical expenses by entering the omitted amount in the statement of medical expenses payment and submitting supporting documents issued by hospitals or pharmacies.

* Relevant law: Article 59-4 (2) of the Income Tax Act

Are pre-school children's private education expenses spent abroad deductible?

- Educational expenses paid to overseas private educational institutes are not deductible because private educational institutes abroad are not qualified as private institutes or sports facilities stipulated in the relevant Korean laws, such as the Infant Care Act and the Act on the Establishment and Operation of Private Teaching Institutes and Extracurricular Lessons.
 - Relevant laws: Article 59-4 (3) of the Income Tax Act, Article 118-6
 (1) of the Enforcement Decree of Income Tax Act
- Are the education expenses deductible if a foreign taxpayer working in Korea spent educational expenses for their children studying abroad?
- As educational expenses paid to a foreign educational institute are deductible only when a resident who holds Korean nationality as of the end of relevant taxable period paid the education expenses, a foreigner is not able to claim deduction for the expenses.
 - Relevant laws: Article 59-4 (3) of the Income Tax Act, Article 118-6
 (4), (5) of the Enforcement Decree of Income Tax Act
- 9

7

I paid insurance premium for December 2018 in January 2019. In this case, from what year is the insurance premium deducted?

 Insurance premium is deductible from the year in which it was paid. So if the payment was in January of 2019, it should be deducted from income for 2019.

* Relevant law: Article 59-4 (1) of the Income Tax Act

- 10 Can a foreign employee, who is a resident, claim deduction for his/her overseas credit card usage?
- Income deduction is not permitted for purchases made overseas with credit cards.

* Relevant law: Article 126-2 (1) of the Restriction of Special Taxation Act



Is the amount spent on a credit card under my family member's name deductible?

• The amount spent on a credit card under the name of a resident's spouse or lineal ascendant/descendant with annual income of 1 million won or less (gross wage & salary of 5 million won for persons with only wage & salary income) can be included in the resident's income deduction amount for credit card expenses, etc. However, the amount spent on a sibling's credit card, etc. is not included in the deductible amount even if the sibling is subject to basic deduction.

* Relevant law: Article 126-2 (1) of the Restriction of Special Taxation Act

12 What are the general requirements for foreign teachers to be eligible for tax exemption?

- The NTS English website (http://www.nts.go.kr/eng ⇒ Resources ⇒ Tax Treaty) provides information on foreign teachers' eligibility for tax exemption, and because the eligibility for tax exemption differs by country, foreigners should check the applicable tax treaty between Korea and his/her home country. However, in the case of tax treaties with Canada, Norway, Sweden, etc., tax exemption is not granted.
- An American or Australian resident meeting the following requirements can be exempted from paying taxes on his/her wage and salary income.

- Inviting institution: Government, local governments or authorized educational institutes
 - * Not including private language institutes, English camps run by an English village, etc.
- Purpose of invitation: For the purpose of teaching/researching at a university or an authorized educational institute
- Purpose of visit: Primarily for the purpose of teaching or engaging in research, at a university or an authorized educational institute
- Period of invitation: Not exceeding two years
 - Relevant laws: Article 20 (1) of the Korea-U.S. Tax Treaty, Article
 20 of the Korea-Australia Tax Treaty

What income deduction and tax credit items do not
apply to foreigners when filing year-end tax
settlement?

O Housing related items (housing fund deduction, income deduction for comprehensive housing subscription saving deposits, tax credit for monthly rent) apply only to household heads and members. Because foreign employees cannot be a household head or member, they are not eligible for such deduction items.

* Relevant law: Article 95-2 of the Restriction of Special Taxation Act

- 14 If a foreigner omits some items for income deduction or 14 tax credit in the year-end tax settlement, can he/she get deduction or tax credit later?
- If items for income deduction or tax credit were omitted in the Year-end Tax Settlement, a foreign taxpayer can claim for correction of the originally filed tax return to the competent tax office in the filing period of global

income tax, May of the following year. They can also claim for correction within five years since the period of wage & salary income tax payment lapsed.

* Relevant law: Article 45-2 of the Framework Act on National Taxes

15 How do I claim a refund when I am eligible for a tax refund?

○ If you are eligible for a refund, you can receive a refund through your employer (place of work), and there is no need to undergo a separate procedure.

* Relevant law: Article 137 of the Income Tax Act

- 16 I have missed the year-end tax settlement. How can I file my income tax return?
 - If you failed to settle year-end taxes, did not settle year-end taxes by summing up the income you received from all companies you worked for in the same year, or wish to claim additional deductions due to the omission of some income deduction and tax credit items, you may file a global income tax return by attaching evidence and related documents, including simplified year-end settlement documents, in May.

* Relevant law: Article 73 of the Income Tax Act

V. How to Use the Simplified Year-End Tax Settlement Service

1 What is the Simplified Year-End Tax Settlement Service?

- It is a service that NTS electronically build income tax reductions data electronically submitted by banks, schools, hospitals. etc. and shows employees via Hometax (www.hometax.go.kr).
 - By selecting and submitting only those data which meet the income · tax reductions requirements, employees can get the data recognized as documentary evidence.

2 Looking up income deduction and tax credit data

- A. Simplified Year-end Tax Settlement Service website (http://www.hometax.go.kr)
- B. Log-in with public key certificate
- Click [로그인] on the upper right corner of the home page ⇒
 Click [공인인증서 로그인]
- Select the drive where the public key certificate is stored ⇒
 Enter password ⇒ Click [확인]
 - * A public key certificate stored in the cell phone can be used to log-in as well. Also, log-in as a non-member(a public key certificate) is allowed.

To access the Hometax website and look up income deduction and tax credit data, a public key certificate is needed. This is a tool to verify a user's identity on the Internet and protect valuable personal information.

 $[\]star$ A public key certificate can be issued by banks, etc.

^{**} Foreigners can only use a digital key certificate issued with their alien registration number.

C. Looking up & printing income deduction and tax credit records
○ Click 「연말정산간소화」 from [세금종류별 서비스].

Hometax. 3	세청홈택스	조회/빌	발급 민원증명	신청/제출	신고/납부	상담/제보	세무대리인	Q 검색	전체메뉴
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 From the simplified year-end tax settlement page, click 소득· 세액공제 조회/발급 under [근로자].

영원·학교·은행 등 영수증 발급기관이 전산 파일로 :세청에서 홈택스를 통해 근로자에게 제공 하는 시 1인, 사업자 등 로그인한 사용자 유형별로 보여지	제출한 소득·세액공제 증명서류를 네비스입니다.	[영수증 발급	산화 자료 조회 : 매일 08:00~24:00 :가관] 공제자료 제출 : 1월1일~7일 08:0]] 자료제출 신청 : 11월 중 08:00~24:00	
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(03) 연말정산간소화자료조회 ※근무기간에해당하는 월체크 조회	소득·세액공제 자료 삭제 조회되지 않는 의료비 신고센터	>	미성년자녀 신청 (부모의 공인인증서로 신청 가능)	
04 PDF 다운로드 및 인쇄 ※공제요건에 맞지 않는 자료는 체크 해제	신용카드 오류 신고센터 영수증 발급기관 연락처 안내	>	▶ 본인인증 수단이 없는 경우	
(05) 회사제축	소득 · 세액공제 조회/발급(사업소득	자) >	온라인신청 (조희자와 제공자 모두 신청 가능)	

- All income deduction and tax credit items will show.
- Click one of the items to see the amount you spent at each place of expenditure, Click one of the entities to check how much you have paid for the item per month.
- Click [한번에 인쇄하기] to print out the records under all items you have looked up.
 - * You cannot use this function if you need to print out the amount of expenditures per month (or per day).

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• 귀속년도 2019년	1	전체월해제 🔽	1월 🔽 2월 🔽 3월 7월 🔽 8월 🔽 9월	월 ☑ 4월 ☑ 5월 월 ☑ 10월 ☑ 11월	☑ 6월 ☑ 12월	의료비신고	영수증발급기관조회
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Q	Q	Q		Q	Q	Q	Q

* The data provided by the simplified year-end tax services is collected with the alien registration number only. For example, if an employee got an insurance with a passport number or temporary number, etc. instead of an alien registration number, insurance fees paid cannot be looked up.

3 Submission of electronic documents for income deduction and tax credit

The NTS conducts paperless year-end tax settlement service so that employees and withholding agents do not have to print out, submit and keep paper-based income deduction and tax credit documents. Companies should visit the electronic document data extraction program website (www.hometax.go.kr) and install the data extraction program on the company's year-end tax settlement program in advance.

- A. Look up and download income deduction and tax credit data
 - Click [세금종류별서비스] 「연말정산 간소화」 on the top of the home page.
 - Cook up data as described in 'Looking up income deduction and tax credit data' above. After checking the data, click [한번에 내려 받기] or [PDF 다운로드] to download the electronic documents.
 - * When downloading a PDF document, you can choose whether to set a password (any seven digits) for the document.
 - * The default file name is set as "Name (first six digits of user's resident registration number)-Name of the item.PDF", and can be changed into a name you want to use.

- B. Using the downloaded electronic documents (paperless year-end tax settlement)
 - Employees should submit the downloaded electronic documents to their employer (withholding agent).
 - The employees of a company providing paperless year-end tax settlement service can upload the downloaded electronic documents on the company's year-end tax settlement program and automatically prepare income deduction and tax credit report forms, etc. with the program.

4 Application for consent to providing dependant family members' income deduction and tax credit data

- A. When a dependent family member is an underage child
 - An employee with a public key certificate may access his/her underage child's (under 19, born on or after Jan. 1, 2001) income deduction and tax credit records without obtaining consent.
 - On the [세금종류별서비스] menu on the upper side of Hometax home page, click[연말정산간소화]→[자료제공동의 신청]→[미성년자녀 신청]
 - * An employee who wishes to access his/her child's records must have a public key certificate.

해출한 소득·세액공제 증명서류를 · [영수증 빌 비스입니다.	간소화 자료 조회 : 메일 08:00~24:00 :급기관] 공제자료 제출 : 1월1일~7일 08:00~2 :체] 자료제출 신청 : 11월 중 08:00~24:00
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- Enter the personal information of the child whose record you wish to access and click [신청하기], which will automatically register your child after confirming family relations.
 - If the address of the parent and the underage child do not match, automatic registration shall not be done. In this case, attach documents certifying family relations and apply online (upload documents), by fax, or by visiting a tax office (refer to b-1)-2, b-3).

본인인증 신 자료제공자(부양가) 의 공인인증서, 신용 이핀, 휴대전화가 9	족) 명의 용카드, 마 있는 경우	미성년자녀 신청 만 19세 미만의 자녀인 경 우 조회자 부모 자신의 공인인증서로 자료 제공 등	<u>온라인 신청</u> 자료제공자(부양가족)의 ①본인인증수단이 없거나 ②가족관계가 확인되지	<u>팩스 신청</u> 자료제공자(부양가족)의 ①본인인증수단이 없거나 ②가족관계가 확인되지	세무서방문 신청 [첨부서류] 본인신청 : 신분증 대리인신청 : 대리인의
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	5	주민등록번호 <미성년 자녀자료 조회안[1. 근로자가 부양가족의 자료를	H> : 조회하기 위해서는 사전에 해당 가족	의 동의가 있어야 합니다.	
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· 자료 제공자 (자 성명	료를 조회히 ※ 한 07 료를 제공히 ※ 한	 C미성년 자녀자료 조회안! 1. 근로자가 부양가족이 자료를 2. 다만, 부양가족이 만 19세 미 프로자가 해당 자녀의 자료를 3. 도둑세액공제자료제공동 3. 도둑세액공제공동, 제공동 4. 2019년 귀속, 영말중산 시 등의 물건종해야 근로자가 5. 미성년자녀의 결구에는 부도 5. 미성년자자리의 결구에는 부가 도하 이 직접 가료체공 등의를 하여 6. "이번 음생자녀는 "19년 귀속 합니다." 	조회하기 위해서는 사전에 해당 가족 또의 자녀(대성보자)인 감우에는 별도 것회할 수 있습니다. 기는 부양가족 본인 의 각종 금융정보 및 제 가능여북와는 관계가 없습니다. 무양가족 중 성년이 및 자녀(19년) 출 해 가능여북와는 관계가 없습니다. 무양가족 중 성년이 및 자녀(19년) 출 16 월리바리인에 의해 자료체종 등의 연활정산 시 성년이 되므로 미리 자료 가 있으신 경우 고입내 전에 자녀기 자료	의 등의 절차가 없더라도 부모인 및 의료비교육비 납입금액 자료 - 절차로서, 1소득 세명적제자료 - 일차로서, 1소득 세명적제자료 - 일착 수 있습니다. 1가 가능하지만, 성년 자녀는 본인 제공동의신청을 준비하시면 편리	

B. When a dependent family member is an adult

For an employee to access the income deduction and tax credit data of a dependent family member who is an adult, the relevant family member's consent is required. Application for consent may be made through the following methods:

1) How to consent to providing information on-line

If the information provider and the information viewer's family relations can be confirmed on-line, application for consent to provision of information can be made using personal authentification methods (public key certificate, cell phone, credit card). If there are no means of personal authentification or if family relations cannot be confirmed, you can apply for consent to provision of information by attaching a family relations certificate, etc. via on-line or fax.

- How to consent to providing information on-line using a personal authentication method (authentication certificate, cell phone, credit card)
- Log on to Hometax (www.hometax.go.kr) → 2. Click [세금종류별 서비스] → Click [연말정산 간소화] → 3. From [자료제공동의 신청] on the right hand side click 「본인인증신청」 → 4. Fill in the matters required for application and then click [신청하기] → 5. Select personal authentification method (public key certificate, cell phone, credit card, i-pin) → Authentication and application
- 2 Apply for consent to provision of information via ON-LINE
- Log on to Hometax (www.hometax.go.kr) → 2. Click [세금종류별 서비스] → Click [연말정산 간소화] → 3. Click 「온라인신청」 from [자료제공동의 신청] on the right hand side→ 4. Fill in the matters required from [제공동의 신청정보 입력] and then click [다음] → 5. Click [파일찾기] of the copy of ID from [첨부서류 대상 파일 선택] → 6. Select the copy of ID file and click [열기] → 7. click [첨부서류 제출하기] * Where family relations cannot be checked electronically, attach the family relations documents. When the information viewers log on and apply, the power of attorney must be attached.
- ③ Apply for consent to provision of information via fax
- Log on to Hometax (www.hometax.go.kr) → 2. Click [세금종류별 서비스] → Click [연말정산 간소화] → 3. Click 「팩스신청」 from [자료제공동의 신청] on the right hand side → 4. Fill in the matters required from [제공동의 신청정보 입력] and then click [신청하기 및 출력하기] → 5. Send the printed out application form, copy of ID and certificate of family relations via fax (恐1544-7020)



2) Apply for consent to provision of information via mobile phone Application can be made only when the information provider has logged on. When the information viewer and the information provider's family relations can be certified, apply for consent to information provision by using a personal authentication method (public key certificate, cell phone). If family relations cannot be certified, upload a family relations certificate, etc. to make an application.

① Where family relations can be certified electronically

- Log on to Hometax → 2. Choose [연말정산] → 3. Choose [연말정산 제공동의] → 4. Choose [제공동의 신청] → 5. Enter information provider's information → 6. Choose a personal authentication method (cell phone authentication, public key certificate) → 7. Personal authentication → 8. Enter the information of the information viewer → 9. Choose [다음]
- ② Where family relations cannot be certified electronically (foreigner or change in family relations within the past three months due to marriage, etc.)

1~9 same → 10. Select [파일제출 신청] → 11. Select [첨부] and choose a personal identification or family relations certificate stored in the cell phone → 12. Choose [증빙서류 제출]

3) Visit a tax office

Fill out an application form for provision of information on income deduction and tax credit and attach a copy of the personal identification of dependent families (alien registration certificate, etc.) and submit them to the nearest tax office.

• How to download application for consent to provision of income deduction and tax credit data

 Log on to website (www.hometax.go.kr) → 2. Click [세금종류별 서비스] → Click [연말정산 간소화] → 3.Click [자료제공동의 신청] 세무서 방문 신청→ 4. Click [서식다운로드]

5 Search status of consent to provision of information on income deduction and tax credit and cancellation of consent

 Log on to website (www.hometax.go.kr) → 2. Click [세금종류별 서비스] → Click [연말정산 간소홰 → 3. Click [자료제공동의 조회·취소] on the right hand side → 4. Click [제공동의 현황조회] or [제공동의 취소 신청]

VI. Related Documents

■ [Tax Form 24(1)] <Revised on Oct 2019>

[Tax Forn	n 24(1)] <revised< th=""><th>on Oct, ,</th><th>2019></th><th></th><th></th><th></th><th></th><th>(Page 1)</th></revised<>	on Oct, ,	2019>					(Page 1)
	ntrol o.	🗌 Stat	ement or	/age & Salary 1 Wage & Sal ⊡For Employer	ary Income	Payment	-	Residency Country Nationality Application of Flat tax Foreign company dispatementory employee to korea Religion-related work Nationality Household Year-end Tax Settlement	Resident 1. / Non-Resident 2 Country Code Citizen 1 / Foreigner 9 rate Yes 1 / No 2 Iched Yes 1 / No 2
En	nlover	 Company name Business registra 1 Per-business 		e entrepreneur	Yes 1 / No 2	 2 Representati 4 Resident (al 3-2 Minor pl 	lien) reg. no	ness serial no.	
En		5 Address6 Name				⑦ Resident (al	lien) reg. no		
(Ta	xpayer)	8 Address							
		Description		Current Job	Previous	Job Pro	evious Job	16-1 Taxpayer Association	Total
	9 Com	pany Name							
		ness Reg. No.							
		th of Service Attrib		~	~		~	~	~
		d of Tax Exemption	n	~	~		~	~	~
I Details		s Payroll							
De	14 Gros	s Bonus							
taile	0	ned Bonus							
2	15-1 Sto	ck Option Executio	n Profit						
	A	ssoc. Drawings	Ownership						
		nount Exceeding the Executive's Retirement							
	15-4 Re	ward for inventions							
	16 Total								
	18 Over	seas Allowances	M0X						
	18-1 Nig	ht Shift Allowances	00X						
Ħ	18-2 Chil	birth/Childcare Allowances	Q0X						
Z	18-4 Sub	sidies for Research	H0X						
0 n -1	18-5								
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ble	~								
II Non-taxable Income	18-34								
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		Cl	assification		0	Income Tax	79 L	ocal income Tax	Rural Development
	72 Fina	al Tax Liability							
III Tax	Duonoid	73 Previous Job	Business						
2	Prepaid Tax		Reg. No.						
×									
		⁽¹⁾ Current Job							
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		s Due (72-73-74-0							
	We ackn	owledge the wit	hholding (or payment) of	above taxes	(or payroll in	ncome).	• •	Mada D
			Taxes with	held by			(Signat	Year. Ture or seal)	. Month. Day
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20 I	Deduc	ction for	Wage & S	Salary Inco	me			49	Calcu	ulated	Income	Tax								
23 A	Adjus	ted Wage	& Salary	/ Income					50	Incon	ne Tax	Act								
		24 Em	ployee					Tax	51)	Restr	iction_of	f Special Taxa	ation Act							
	Basic	25 Spc	ouse							·	ling (2)									
	c	26 Dep	oendents (1	No. of depe	endents	:)		Exemption	(52)		e 30 c tion Act		iction of Special							
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				,		Eligible						Distored	Amount applicable							
			C Emple	oyment insu	irance	amount Deduction				61 N	fedical 1	Expenses	for deduction Tax Credit							
			D Princi	ipal.		amount s are Borrowed from al institutions or														
				bayment of ntal loans	private If loar	loan providers is are borrowed				62 E	ducation	Amount applicable for deduction								
	Ş			from ind Less		ess than 15 Yrs		L					Tax Credit							
	Special			Borrowed before 2011		15 Yrs-29 Yrs Over 30 Years		Tax ((P)	Under	Amount applicable for deduction							
	Ded	34	(H)	Borrowed after 2012		erest rate or Non-deferred repayment loan		redit	sp		Political	l ₩100,000	Tax Credit							
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	B	1 unu	of loans for			Fixed interest rate, Non-deferred repayment loan			Tax		n	₩100,000	Tax Credit							
			long-term mortgage	Borrowed	Over 15 Years	Fixed interest rate or Non-deferred repayment		1	Credit				Amount applicable for deduction							
			00	after 2015		loan Other loans			li		🕒 Leg	gal Donation	Tax Credit							
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Othe	s	sing Savir	use-purcha g Savings 🕀 Worker's house- purchasing savings						vings 🕞 Worker's house- purchasing savings							-		d Tax Credit		
Other Deduction	(41)	Investme	nt Associ	ation					66			n. Credit								
ducti	42	Credit C	ard Usage	e								ge Interests								
On	43	Contribu		he employe	e stoc	c ownership		1			n Tax (-								
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	45	Long-term	collective	investment se	curities	savings			69	Month	ly rent		Tax Credit							
	(46)	Long-term collective investment securities savings Sub-Total							70	Sub-T	otal									

																(Page 2
	rsonal Deduction ·														disabled,	please write
down	the relevant code)			each ite	em unde	er deductio	n · tax ci	redit, writ						spent.)		
	Personal	Deduc	tion	1					S	pecial Dedu	uction, Ta	ax credit				
Relatio nship Code	Name	Ba	isic	Aged	New born/ adopted			Insuranc	e Premium		Ν	Aedical Exp			Educatio	n Expenses
Citizen / Foreigner	Resident (Alien) Reg. No.	Women	Single Parent	Disabled	Child	Description	Health	Employment	Guaranteed	Guaranteed for Disabled person	General	Infertility	Age 65 or over, The disabled, those exempt from national health insurance calculatio n	Indemnit y insurance premium	General	Special educatio for the disabled
	of people eligible					NIS Data total										
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Instruction

This form is used when a tax association specified in the Article 149(1) of the Income Tax Act conduct the year-end tax settlement f earned income which falls into the category specified in the Article 127-1(4) of the Income Tax Act. Enter the company name and the regis number of which your actual working place for ⁽¹⁾ Company Name ⁽¹⁾ Tax Reg. No. If the business is not registered, enter the bu registration number of the tax association.

- 1. The State of residence and code for state of residence field is only required for non-residents. The abbreviated name of country or the state code should be entered according to the International Organization for Standardization (ISO) code designated by the ISO.
 - (* Checking the ISO country code : NTS website→Resources→Additional Info.→ ISO country code).
 - ex) Republic of Korea : KR, United States: US
- 2. For the nationality, check "Foreigner 9" if the wage/salary income earner is a foreigner and write the nationality code specified by the ISO country code. If applicable for flat tax rate, select "Yes 1" with submission of an Application of the flat tax rate. Also, where a wage & salary income earner is a religion-related worker, select "Yes 1" in the "Religion-related worker" box.
- 3. Where a withholding agent is subject to a per-business unit taxable entrepreneur under the Value-added Tax Act, select 'Yes 1' on 3-1 and fill in 3-2.
- 4. Withholding agents must submit payment records by March 10 of the following year (or, by the end of the month which is two months after the suspension/closing of business) which includes the day of issuance.
- 5. I.In the box, Details of Income by Company, enter the income amount not including non-taxable income. Π. The non-taxable income should be entered separately in the box by code. If there are too many non-taxable items, enter the total amount only in the box ⁽²⁾/₂, Non-taxable Income, and ⁽²⁾/₂-1, Total reduction from income. Π and then Use another paper for details of non-taxable income.
- 6. When conducting the year-end tax settlement for the wage and salary income and other earned income specified in the Article 127-1(4) of the Income Tax Act, Enter data on taxpayer association in the ^(B)-1 Taxpayer association, and enter wage and salary income which falls into the Article 127-1(4) of the Income Tax Act. Enter the taxpayer association credit specified in the Article 150 of the Income Tax Act in the ^(B) Taxpayer association credit section.

If a wage and salary income earner moved from a branch having separate business registration number to another one, when the new branch conducts the year-end tax settlement, he/she should enter the income incurred at the previous branch on the section of "I. Details" of this form.

- 7. ②Gross Wage & Salary: Enter the amount of "[®] Total". If the foreign worker wants application of a flat tax rate under the provision of RSTA§18-2^②, he/she shall enter the sum of "[®] Total" and non-taxable income amount. In this case, the regulation of non-taxation, deduction, exemption or tax credit related to the income tax are not applicable.
- 8. Fill in the global income special deduction (33~35) section and other income deduction sections (33~45) with the deduction amount from the Report of Deduction · Tax Credit from Income/ Report of Deduction · Tax Credit from Wage & Salary Income [Tax Form 37]
- 9. Fill in the pension account (37-59) section and Special Tax Credit (60-65) section with the amount applicable for deduction and the tax credit amount from the Report of Deduction Tax Credit from Income/ Report of Deduction Tax Credit from Wage & Salary Income [Tax Form 37].

Report of Deduction · Tax Credit from Income / Report of Deduction · Tax Credit from Wage & Salary Income (For the Year-end Tax Settlement of Income)

* An employee should fill in and submit this form to his/her withholding agent with documentary evidence. The withholding agent should check if the submitted form and attached documents are correct, calculate the tax amount for the employee's wage and salary income and immediately issue a withholding receipt to the employee. Later, when it is found out that the employee paid more than he had to, the withholding agent shall pay back the overpaid tax amount.

	ie employee.	Later, when it is lot		t that the	employee p	Juid more un					, ugen	. Shun	puy				uniou	iii.
	Employee 1	Name							sident(Alier Reg. No.	ı)					_			
		<u> </u>							Tax									
Emţ	oloyer(Compa	ny) Name						Reg	sistration N	о.				-	-	-		
	Householder	status	H	Iousehold	er 🗌 Me	mber 🗌		1	Nationality				(Natio	nality	code:)	
	Period Attrit	outable			~				Period for exemption						~			
	Residen	су	R	esident [Non-res	ident 🗌			State of Residence		(State Code :)				te Code :)			
(Change for P Deductio		Sa	me as be	fore 🗌 Ch	anged 🗌			Divided Payment		Request 🗌 Not Request 🗌				lot Request 🗌			
Sele	ect of Tax W	Vithholding	1	20% 🗌	100%	80% 🗌												
			Person	al Deduc	tion						Sp	ecial	Deduc	tion, 1	Fax cr	edit		
	Relationship Code	Name		I	Basic	Aged	Ne born/ac	w dopted		Ι	Insurance Premium Medical Expenses					ation enses		
Ι	Citizen / Foreigner	Resident (Alien) Reg. No.		Women	Single Parent	Disabled	Child		Description	Health	Employ ment	Guarante ed	Guarante ed for Disable d person	General	Infertilit y	Age 65 or over, etc,	4	Special education for the disabled
Personal Deduction •	No. of peopl	e eligible for personal dedu	iction						NIS Data total									
rso		o. of multiple children:)							Other Data total									
nal	0				0				NTS Data									
Ð		(Myself)							Other Data									
edi									NTS Data									
Icti		-							Othe rData									
on									NTS Data									
		-							Other Data									
Ta						Special D	eductio	n, Tax	c credit									
×			1			Credit Cards etc	. Usage											
Tax Credit List	Description	Credit Card		Debit Card		Cash Receipt		performation for those	nase of books, ance tickets (on se with total pa nil. won or less	y i	mount spent in traditional markets Amount spent in public transportation			Amount spent		Donati	on	
Ť	NTS Data																	
	Other Data																	
	NTS Data																	
	Other Data																	
	NTS Data																	
	Other Data																	
							Noto											

1. If the list of personal deduction is the same that of the last year, do not submit a copy of resident registration certificate.

2. Relationship code

Category	Relation code	Category	Relation code	Category
Taxpayer himself/herself (Article 50①1 of Income Tax Act)	0	Taxpayer's linear ascendant (Article 50①3 · 7) of Income Tax Act)	1	Spouse' linear ascendant (Article 50①3 · 가 of Income Tax Act)
Spouse (Article 50①2 of Income Tax Act)	3	Taxpayer's linear descendant (children · adopted children) (Article 50①3 · 나 of Income Tax Act)	4	Spouse' linear descendant (Except subjects of code 4) (Article 50①3 · 나 of Income Tax Act)
Sibling (Article 50①3 · 다 of Income Tax Act)	6	Recipient(Except subjects of code 1~6) (Article 50①3 라 of Income Tax Act)	7	Fostered child (Article 50①3 · 마 of Income Tax Act)

* If a linear descendant or his/her spouse is handicapped, include the spouse.

* Relation codes from 4 to 6 are the relations with the taxpayer himself/herself or with the taxpayer's spouse

3. Age criteria

- Preferential treatment for senior citizens : Born on/before Dec. 31,(). (Aged 70 or older: deduction of \#1,000,000)

4. In "Women", mark only if you are a woman and satisfy both of the following conditions:

A. The amount of composite income added when calculating the composite income tax base for the relevant taxable period is 30 mil. won or less.

B. You are a woman with no spouse and are the head of a household with dependent families as prescribed by Article 50 (1) 3 of the Income Tax Act, or are a woman with a spouse.

5. If you or your dependents are disabled, please enter the relevant code.

Classification	A disabled person specified in the "Act on Welfare of Persons with Disabilities"	A wounded and disabled person who does not have the ability to work specified in the "Act on the Honorable Treatment and Support of Persons, etc. of Distinguished Services to the State"	A severely-wounded patient who needs continued treatment		
Code	1	2	3		

6. Citizen · Foreigner: Citizen=1, Foreigner=9. If a religious worker is a foreigner, write down his/her nationality and refer to the country code for the nationality code.
7. Citizen/foreigner : Citizen=1, Foreigner=9. If a wage & salary income earner is a foreigner, specify the nationality refer to the table of nationality code.

									(Page 2)
	Items		Expendit	ure Details		Classification	Amount	Limit	Deduction Amt.
	Pension Premium		ational Pension		Previous Place	Premium		Total Amt.	
II. Pens			Contribution		Current Place	Premium		Total Amt.	
ion remi um Ded	(National Pension, Public Employee Pension,	N	ational Pension		Previous Place	Premium		Total Amt.	
uction	Military Pension,	Contribution			Current Place	Premium		Total Amt.	
	Teachers' Pension, etc.)		Sub	ototal					
		Health Ins. Previous Place (Elderly Long-term Care Ins. Included) Current Place			Premium		Total Amt.		
					Premium		Total Amt.		
	Insurance	Employment Ins.			Previous Place	Premium		Total Amt.	
		Employment his.			Current Place	Premium		Total Amt.	
		Subtotal							
					from financial instit				
		Housing Rental Loans		utions or p	rivate loan providers	principle / interest		_	
				If borrowed from individuals					
				Less than 15 Years					
_		Long- term Mortg age Loan	Borrowed before 2011		ears - 29 Years	-		-	
Ξ					ver 30 Years				
Ŕ			Borrowed after 2012 (15 years or more)		interest rate or			_	
či				Non-defei	red repayment loan				
<u> </u>	Housing			(Other loans				
III Special Deduction	Funds		n	F	ixed interest rate, No	-		-	
luc					n-deferred repayment loan	interest			
Lio				Over 15	Fixed interest rate or			_	
Ξ				Years	Non-deferred				Donations carried over
					repayment loan			_	
					Other loans				
				10 Yrs-	ixed interest rate or Non-deferred				
				15 Yrs	repayment loan				
				ototal					
		Durin	÷	donation		Donations carried over			
	Donations	Designated donations (excl. religious organizations)			Donations carried over		_		
	(Carried over)	Designated donations (religious organizations) Donations carried over (sum)			Donations carried over				
					,				
	Individ	dual Pension Savings (opened before 2000)				Payment		₩720,000 or 40%	
		ductions for Contribution of Small-sized			Payment				
	Compan	y and Self-employed Mutual aid association Subscription deposit			Payment				
	House-purchasing Savings	Worker's home purchasing saving			Payment				
		Housing Total subscription saving			Payment				
		Subtotal			rayment				
					Associations, etc.				
		Invested on 2017			Ventures, etc.	Amount of investment		-	
VI		Invested on 2018			Associations, etc.				
\circ	Investment Assn.				Ventures, etc.	Amount of investment		-	
the	Deduction				· · · ·				
			Invested on 2019		Associations, etc.	Amount of investment		_	
IV Other Deduction			ç1	ntotal	Ventures, etc.				
uct		Subtotal ① Credit cards				Amount spent			
ion		2 Debit				Amount spent			
-		③ Cash Receipt				Amount spent			
	Credit Card Usage Deduct	A							
	ion	t ④ Amount spent on books and performance tickets (for taxpayers with total pay of 70 mil. won or less)				Amount spent			
		(5) Amount spent in traditional markets				Amount spent			
		6 Amoun	nt spent on public			Amount spent			
	Subtotal (①+②+③+④+⑤+⑥)								
		C (1	mployee stock own	ership asso	ciation	Contribution			
	Contributio	ns of the er	inployee stock own						
			es Maintaining Em	-		Amount of wage cut			

Items		Detail of Deducton · Tax Credit from Income										
		Purpose of Entry Convention b/w Government Crechnology Importation Contract Exemption under Restriction of Special Taxation Act Exemption under Tax Treaty										
	Foreign	Date of making a technology importation contract or starting to provide labour				Due date exemption p						
Tax Exemptio	workers	Exemption of	on wage&salary in	come of foreign workers	Date of acceptance			Da	te of submission			
		Exemption of	Exemption on wage&salary income under the tax treaty		Date of acceptance			Da	te of submission			
		Exemption on the employee in SMEs			Date of employment	Due o		Due date	for exemption period			
	Kinds of Tax Credit			Details		Li	mit	Amount applicable for deduction	Deductible ratio	Tax Credit		
		Scientific technician			Payment							
	Pension	Guarantee of Workers' Retirement Benefits		Payment					12%			
	account	Pension savings		Payment					or 15%			
		Subtotal										
			Indemnity Ins. (life, accident, etc.)		Premium		₩ 1,0	000,000		12%		
		Insurance	Insurance for the disabled		Premium		₩ 1,0	000,000		15%		
			Subtotal									
			ourself, The aged, The Disabled • Those exempted from national health insurance calculation		Expenses					15%		
		Medical	Subfertility treatment		Expenses					20%		
		Expenses	For Other dependents		Expenses					150/		
			Indemnity insurance premium		Receipt					15%		
			Subtotal									
		Educationa	Yourself		Tuition		Total	Amt.				
	Special		For Child before entering an elementary school (No.)		Tuition etc.		3 mil	/person				
	Tax		For Students (No.) (elementary, secondary, high)		Tuition		3 mil	/person		15%		
Tax	Credit	1 Expenses	For Undergraduates (No.) (college or university)		Tuition		9 mil	/person				
Credit			For the disabled (No.)		Tuition etc.		Total	Amt.				
!			Subtotal									
Tax Credit		Donation	Political	Under ₩ 100,000	Donation Amt.					100/110		
			donation	Above ₩ 100,000	Donation Amt.							
			Legal donation		Donation Amt.							
			Donations of the employee stock ownership association		Donation Amt.					15% or 25%		
			Designated donations (excl. religious organizations)		Donation amount					or 30%		
			Designated donations (Religious organizations)		Donation amount							
			Subtotal									
					Foreign Source Income							
		Foreign Tax			Amt. Paid(Foreign Currency) Amt. Paid(₩)							
					Country		Date of Payment		Payment			
					Date of Submission of Application			Overseas Working Place				
					Working Period		Position		tion			
		Ho	me Mortgage Inter	est	Interest Paid			30%				
		Monthly rent			Expenses			10% o	r 12%			

In accordance with the Article 140 of the Income Tax Act, I hereby file this report.

Date: .

Taxpayer (Signature) VI Additional dispatched documents 1. Do you submit an application form for flat tax rate of foreign employee? Yes 🗌 No 🗌 Previous Total Wage & Salary Company Name The Receipt Attached? Yes □ No □ 2. Details of previous company Previous Final Tax Reg. No Tax Liability Submission (3. Submission of statement of income deduction tax credit for pension-savings $O("Yes") \ \square \ X("No") \ \square$ If you apply for income deduction tax credit for pension accounts, house-purchasing savings, etc. you should submit the corresponding statement. * Submission of statement of income deduction tax credit for monthly rentpayment of principle and interest of home rental loans borrowed from individuals Submission (* If you apply for income deduction tax credit for monthly rent · payment of principle and interest of home rental O("Yes") □ X("No") □ loans borrowed from individuals, you should submit the corresponding statement.), 2 Statement of donation (), 3 Other documentary evidence for deduction tax credit () 5. Other documents ① Details of medical expenses(

Note

1. The taxpayer should file the final return of global income tax unless he or she included the wage & salary from the previous company in the year-end tax settlement.

Otherwise, the taxpayer will be subject to penalty taxes.

2. The taxpayer him-herself does not have to directly enter the pension premium, national health insurance, employment insurance of the current company on the form

3. The Deduction Amount section does not have to be filled by the employee when he/she submits this form to the withholding agent.