



INTERNATIONAL
ASSIGNMENT

COST PROJECTION & BALANCE SHEET

EXAMPLE

Cost Projection

Name	Luka Baumann	Date	17-2-2026		
Family Size Home	2+2	Home Currency	EUR		
Family Size Host	2+2	Host Currency	EUR		
Marital Status	Married	Exchange Rate (1EUR =)	1	EUR	

Assignment Information

Home Location	Germany	Assignment Type	Short Term		
Host Location	Spain				
Start Date	1-3-2026				
End Date	28-2-2027	Annual Bonus	125.000	EUR	

Costs at HOST	Year	Year 1	Year 2	Year 3	Total
		2026	2027	2028	
	Months	10	2	0	12
		EUR	EUR	EUR	EUR

Gross Salary (see Bal Sheet) at HOST in Home Currency 103.000 20.600 - 123.600

Social Security (ER) 19.005 3.801 - 22.806

Bonus 104.167 20.833 - 125.000

On assignment

Visa and Immigration		-	-	-	-
Housing		51.667	10.333	-	62.000
Travel Costs		1.200	1.200	-	2.400
Temporary accomodation	At beginning and at end	-	-	-	-
Per diems for temp acc	At beginning and at end	-	-	-	-
Transportation	Company Car	-	-	-	-

Benefits

Mobility Allowance		-	-	-	-
Intercultural Training		-	-	-	-
Look and See		-	-	-	-
Education Support		-	-	-	-
Language Courses		-	-	-	-
Dual Career	Partner support budget	16.667	3.333	-	20.000
Relocation Allowance		-	-	-	-
Home Leave		2.400	2.400	-	4.800

Support

Insurances Assignee	International Health Insurance	-	-	-	-
Insurance Family	International Health Insurance	-	-	-	-
Relocation	Destination Support / Settling Out	-	-	-	-
Movers	Back and forth	4.000	4.000	-	8.000
Tax Consultation		833	167	-	1.000
WorkFlex		1.200	240	-	1.440

Sum of NET benefits in Home currency EUR 77.967 21.673 - 99.640

Sum of NET benefits in Host currency EUR 77.967 21.673 - 99.640

taxes hereon in Host currency EUR 63.615 17.564 - 81.179

Total Gross Benefits in Host currency EUR 141.582 39.237 - 180.819

Expatriate-Information

Name	Luka Baumann	Date	17-2-2026
Family Size HOME	2 + 2	Cost of Living Index	84,8
Family Size HOST	2 + 2	Quality of Living Allowance	0%
Marital Status	Married	Exchange Rate (1EUR =)	1
			EUR

Assignment Information

Home Country	Germany	Home Country Currency	EUR
Host Country	Spain	Host Country Currency	EUR

Balance Sheet

	EUR	EUR
1. Income Calculation	<i>p.m.</i>	<i>p.a.</i>
Home Base Salary	10.417	125.000
Function Allowance	-	-
additional GROSS Allowances		
Car allowance	-	-
Pension plan	-	-
Total Gross Salary	10.417	125.000
Social Security home	(1.494)	(17.933)
Hypothetical Tax home	(1.976)	(23.716)
Net Compensation	6.946	83.351

Spendable income 45.843

Base NET Compensation in HOME Currency	EUR	83.351
Base NET Compensation in HOST Currency	EUR	83.351

Additional Allowances	Cost of Living Allowance COLA	(6.968)
	Quality of Living Allowance QOLA	-

TOTAL NET compensation HOST	EUR	76.383
Tax Host	EUR	2.440
Tax Home	EUR	-
Social Security host (EE)	EUR	-
Social Security home (EE)	EUR	1.494
Salary (Gross) in HOST Currency	EUR	10.300
Salary (Gross) in HOME Currency	EUR	10.300