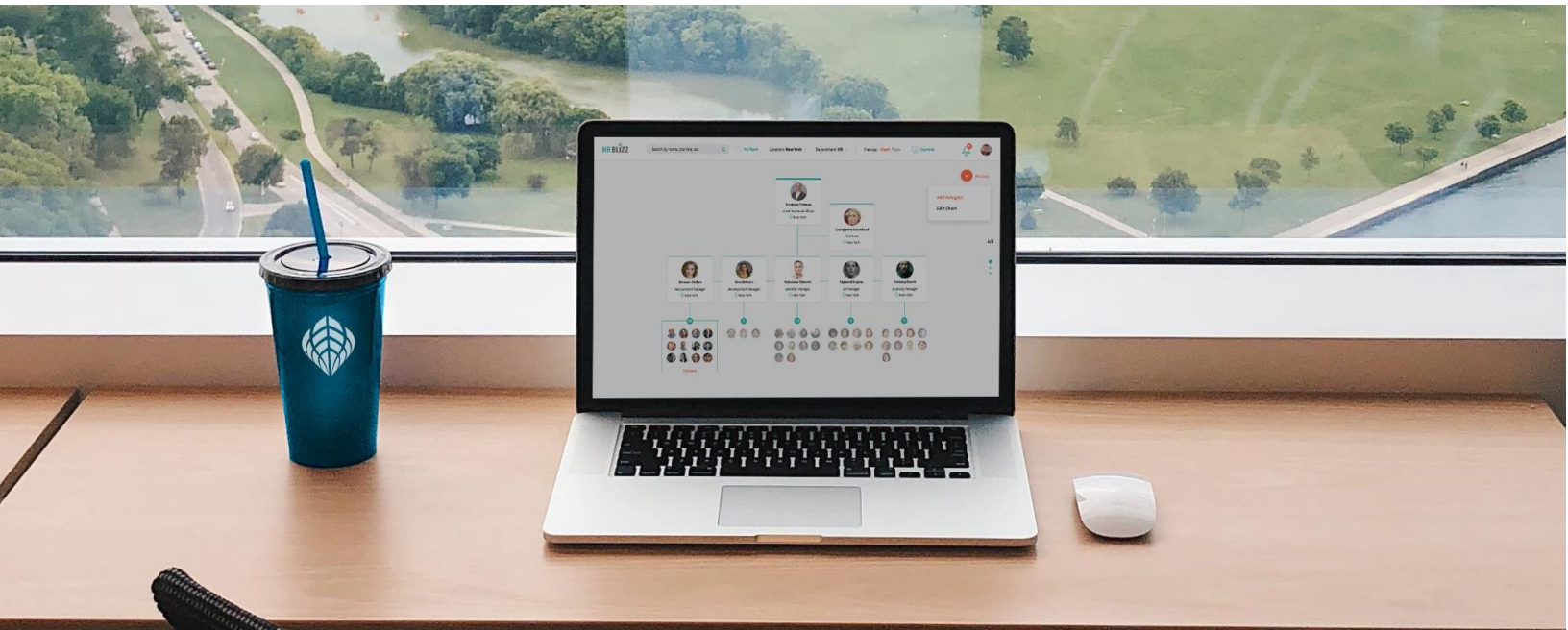




MERCANS

Statutory Change Alert Tax Rate and Exemption Changes Announced



Lebanon



7 February 2023



MERCANS

We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



Local Statutory Compliance – Forget the hassle of setting up branches abroad

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



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Mercans at a Glance

160+

Countries

20

Years of Success

1k+

Payroll and HR Specialists

22k+

Clients Worldwide

97%

Client Retention Rate

1.5X

Annual Revenue Growth

95k+

Largest Single Country Payroll

25M+

Pay Slips per Annum

0

Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certificate





Lebanon amends personal income tax rates, personal allowance limits and announces official LBP to USD exchange rates.

The government of Lebanon has amended personal income tax rates and personal allowance limits for 2023 tax year in the Article 27 of Budget Law 2022, as follows:

New Tax rates:

From Annual Amount (LBP)	To Annual Amount (LBP)	Rate (%)	Bracket Tax Amount	Cumulative Tax Amount
-	18,000,000	2%	360,000	360,000
18,000,000	45,000,000	4%	1,080,000	1,440,000
45,000,000	90,000,000	7%	3,150,000	4,590,000
90,000,000	180,000,000	11%	9,900,000	14,490,000
180,000,000	360,000,000	15%	27,000,000	41,490,000
360,000,000	675,000,000	20%	63,000,000	104,490,000
675,000,000		25%		

New Personal Allowance:

Marital Status & No of Children	Annual Amount in LBP	Monthly Amount in LBP
Wife not Working Tax exemption:		
Single	37,500,000.00	3,125,000.00
Wife + Child 0	50,000,000.00	4,166,666.67
Wife + Child 1	52,500,000.00	4,375,000.00
Wife + Child 2	55,000,000.00	4,583,333.33
Wife + Child 3	57,500,000.00	4,791,666.67
Wife + Child 4	60,000,000.00	5,000,000.00
Wife +	62,500,000.00	5,208,333.33



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Marital Status & No of Children	Annual Amount in LBP	Monthly Amount in LBP
Child 5		
Wife Working Tax exemption:		
Wife + Child 0	37,500,000.00	3,125,000.0
Wife + Child 1	38,750,000.00	3,229,166.67
Wife + Child 2	40,000,000.00	3,333,333.33
Wife + Child 3	41,250,000.00	3,437,500.00
Wife + Child 4	42,500,000.00	3,541,666.67
Wife + Child 5	43,750,000.00	3,645,833.33

In addition, the government has announced an official LBP to USD exchange rates to be used for payroll calculation purposes.

Salaries paid in cash to employees in Lebanon:

- Salaries paid prior to 15 November 2022 - LBP 8,000 to 1 USD
- Salaries paid after 15 November 2022 - LBP 15,000 to 1 USD

Salaries paid by cheque or bank transfers within Lebanon (not transferred from abroad):

- Total gross salary paid is equal or less than USD 3,000 - LBP 8,000 to 1 USD
- Total gross salary paid is more than USD 3,000 – LBP 1,507.5 to 1 USD.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change



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They already trust Mercans





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What Makes Mercans your HR and Payroll Partner of Choice?

We Simplify Employment Tasks Worldwide

Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesaar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesaar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



Simplifying Employment
Tasks Worldwide

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