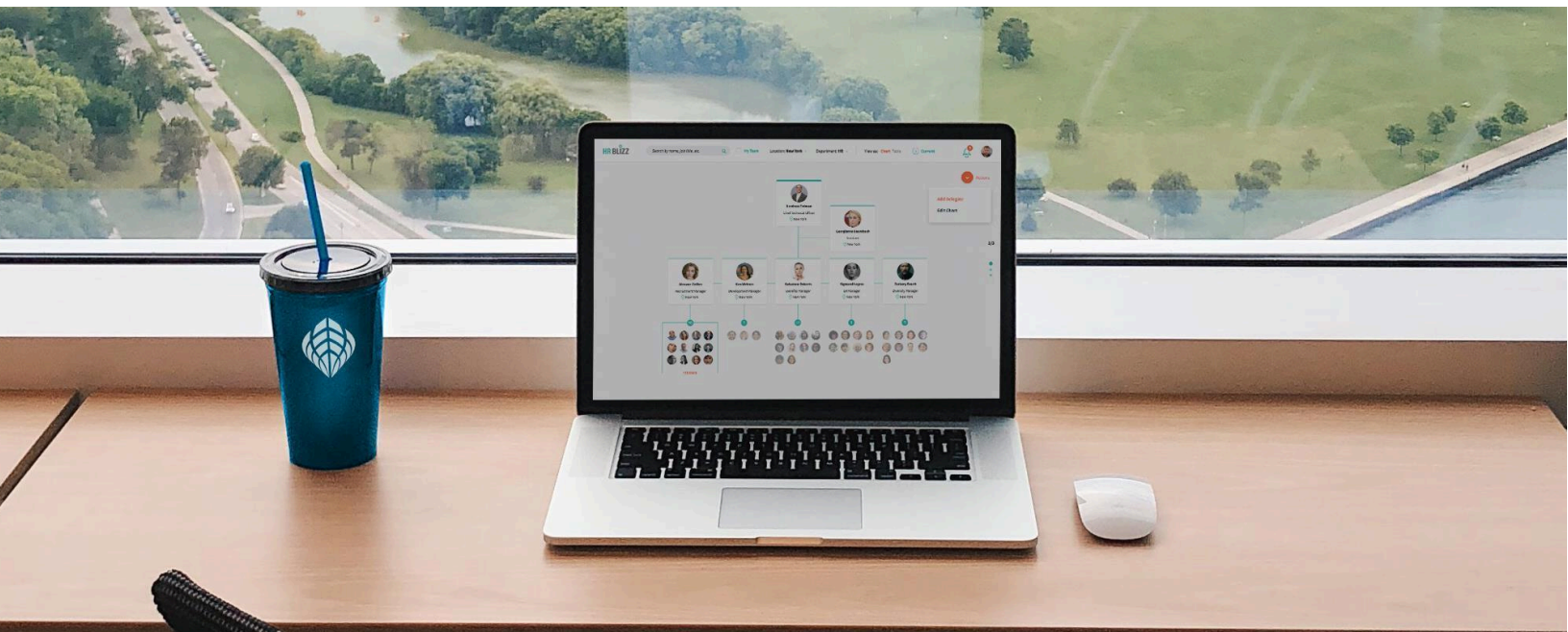




Simplifying Employment
Tasks Worldwide

Statutory Change Alert

Mongolia – Changes in tax Rates, Pension & social security
contribution rates – 1st January 2026



MONGOLIA



Dec 16, 2025

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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.



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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 certificate





Mongolia - Changes in Tax Rates- 1st January 2026

Tax rates

Key Changes to Personal Income Tax (PIT):

- **New Tax-Free Threshold:** Employees with monthly employment income of up to MNT 800,000 will no longer be subject to PIT. Annually, this means the first MNT 9.6 million of wages is now tax-free.
- **Taxable Income:** Only the portion of monthly income that exceeds MNT 800,000 will be subject to PIT.
- **Progressive Tax Rates:** The progressive PIT rates remain unchanged at 10%, 15%, and 20% for higher earnings.
- **Annual Brackets:** The existing annual income thresholds of MNT 120 million and MNT 180 million for the higher progressive rates have not been indexed and remain the same.

In contrast, in 2025, no general exemption existed, meaning wages were taxed from the first tugrik earned, aside from a minor annual credit of up to MNT 160,000 for low incomes.

Example:

An employee earning MNT 1,484,000 per month will only be taxed on MNT 684,000 (MNT 1,484,000 - MNT 800,000) at the applicable progressive rate.

Income Bracket (MNT)	Tax rate
0 – 9.6 Million	0%



more than 9.6 million - 120 million	10%
more than 120 million - 180 million	15%
more than 180 million and above	20%

Enhanced Tax Deductions – Housing/Green Investment Incentive:

The maximum deduction amount has been raised to **MNT 15,000,000**

This increased limit supports policies promoting housing, regional development, and the adoption of green technology.

Taxpayers who meet specific criteria (such as first-time home buyers, purchasing an energy-efficient dwelling, or relocating to a designated rural area) are eligible to claim a significantly higher deduction.

For qualifying individuals, this higher deduction can result in a tax saving of up to MNT 1.5 million (at a 10% tax rate), an increase from the previous MNT 600k(2025).

Adjustments have also been made to other personal reliefs, including deductions for education tuition fees. A specific threshold for tuition-fee-related tax breaks has been established, though the details of this cap are pending official publication and confirmation.

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



They already trust Mercans







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.



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