

— HIRE IN THE NETHERLANDS WITH CONFIDENCE

Employer of Record & Payroll Services

**Solutions that move your business
forward.**

ICS Payroll employs your staff — you focus on your
business.

Start in weeks, not months.

Efficient set-up

Operational in weeks. Tailored
quotation within 24 hours, contract
ready within days.

Seamless hiring

Local and international staff on
compliant Dutch contracts, including
expedited HSM visas.

Local compliance

Payroll taxes, social security,
pension and sick-leave obligations
handled end to end.

www.icspayroll.com

— WHAT WE OFFER

Everything you need to employ in the Netherlands

With ICS Payroll as your Employer of Record, you can hire before your Dutch entity exists — or without one at all.

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| <p>✓ Start before your BV is ready</p> <p>Begin operations prior to completing the setup of your Dutch BV.</p> | <p>✓ Full Dutch compliance</p> <p>Employment contracts and payroll aligned with local hiring regulations.</p> |
| <p>✓ HSM visa in ~3 weeks</p> <p>Expedited Highly Skilled Migrant applications for non-Schengen staff.</p> | <p>✓ 30% ruling for expats</p> <p>Expert assistance with the application, where the employee qualifies.</p> |
| <p>✓ Payroll admin, done</p> <p>Payslips, filings and employer premiums — full-service support.</p> | <p>✓ One monthly invoice</p> <p>All employment costs on a single clear invoice. No surprises.</p> |

— HOW IT WORKS

From first contact to first payslip

- 1 Contact us** quotation within 24h

Share the details of the employee and the employment conditions. We provide a tailored quotation within one business day.
- 2 Service agreement** ready within days

ICS Payroll drafts the employment contract; the employee signs with us. Your service agreement is ready within days.
- 3 HSM visa arrangement** ~3 weeks

For non-Schengen employees, ICS Payroll applies for the Highly Skilled Migrant visa with the IND — typically processed and granted within three weeks.
- 4 Staff begins working**

The employee reports to you and starts contributing to your business. ICS Payroll handles everything behind the scenes.
- 5 Monthly invoice**

You receive one clear invoice per month covering all employment costs. No surprises, no administrative burden.

— TRANSPARENT PRICING

What's included in the payroll factor

Gross salary × Payroll factor = one invoice

One invoice. Zero compliance hassle. Every employer obligation below is covered by the payroll factor — nothing is billed separately.

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|--|---|
| 8% holiday allowance (vakantiegeld) | 15.2% pension scheme |
| Sickness risk coverage (up to 2 years) | Social security & employer premiums |
| Transition allowance (transitievergoeding) | HR administration & employee handbook |
| Online employee portal (payslips, contracts, holidays) | 30% tax ruling application (where applicable) |
| Sick-leave support & reintegration guidance | One clear monthly invoice |

Let's work together

Ready to hire in the Netherlands?

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