

International Performance Starts With People

Helping organisations build confident
international workforces through
compliance, advisory and technology.



Success begins long before the move.

Long before an employee receives the keys to a new home, every successful international assignment has already been shaped by hundreds of decisions.



Before the first working day.



Before children start school.



Before daily life begins.

Our specialists coordinate immigration, tax, social security, employment law and relocation, ensuring every detail is in place before the journey begins.

Because successful international assignments are built long before the move itself.

relocare group
Global Mobility Solutions



Everything Connected.

The Relocare Approach

We advise.
We solve.
We stay with you all the way.

Our specialists deliver expert solutions directly – working with employers, employees and authorities across Europe.



Direct expertise.

Expertise delivered directly by Relocare specialists.



Connected disciplines.

Every area works together for complete compliance and smooth transitions.



One trusted team.

One team. One relationship. One responsibility.

“ Every international assignment is a human story protected by professional expertise. ”

What Relocare does. Different journeys. One objective.

EMPLOYEE RETENTION

Every international assignment is unique.
We coordinate everything employees and their families need to settle, feel confident and succeed.

From the first decision to the day they feel at home –
and every day after – we remove complexity and
solve problems before they become distractions.

We handle the details.
They focus on what they do best.



EXECUTIVE ASSIGNMENT

Critical talent.
High impact.
Zero margin for error.

FAMILY RELOCATION

A successful assignment
starts at home.
We take care of what
matters most.

POSTED WORKER

Compliant from day one.
Focused on the job,
not on bureaucracy.

CROSS-BORDER COMMUTER

No surprises.
No retroactive tax.
No social security bills.

REMOTE EMPLOYEE

Flexible work.
Fully compliant.
Employer protected.

GRADUATE / YOUNG TALENT

A great start.
A strong foundation.
A career that can grow.



Relocare coordinates everything international employees need to succeed – from finding a home and obtaining the right permits to tax, payroll, compliance and family support – so they can focus on their work and companies can **retain** the talent they have invested in.

Relocation to Denmark.

Local expertise. Personal service.
Every detail covered.

Relocate Denmark brings together relocation consultants, Danish tax lawyers, employment law specialists and global mobility advisers under one roof.

From the first work permit application and CPR registration to finding a home, understanding Danish tax and helping families settle in, we coordinate every detail of the move.

Because when people feel at home,
they stay.

One Danish team.

Every specialist.

One objective: retention.



Why Denmark?



A great place
to live and work

High quality of life,
safety and trust.



Strong business
environment

Competitive, innovative
and globally connected.



Welcoming
and inclusive

Open culture and
international mindset.



Gateway to
the Nordics

Easy access to Sweden,
Norway and beyond.

Your senior leads in Denmark



Else Christensen
CEO & Founder



Lene Stolle
Senior Relocation Consultant



Esben Porse
Senior Relocation Consultant

One Danish team. Every specialist under one roof.

Behind every successful assignment is more than one discipline.

Our team includes relocation consultants, Danish tax lawyers, employment law specialists and global mobility advisers working together from locations across Denmark.

Whether your employee is relocating to Copenhagen, Aarhus, Odense, Aalborg or a smaller town, our specialists provide nationwide support with one dedicated point of contact throughout the assignment.

We support with



Employment Law & Compliance



Immigration & Work Permits



CPR Registration & Civil Registration



Danish Tax



Social Security



Payroll



Housing & Home Search



School & Daycare



Cultural Training



Family & Spouse Support



Relocation & Settling-in Services



350+

Relocation & Immigration
cases annually



250+

Danish Tax
cases annually



500+

Social Security
cases annually



20+

Years of
international expertise



We know Denmark.
We know international employees.
We make both feel at home.

Relocation to Sweden.

Local Swedish expertise.
Backed by Nordic compliance specialists.



Stockholm Office
Relocare Sweden AB

Relocare Sweden AB combines local Swedish relocation expertise with Nordic compliance coordination.

Our Swedish consultants support employers and employees relocating to Sweden, while working closely with our Danish tax, immigration and global mobility specialists.

This gives employers one trusted point of contact throughout the assignment—combining local knowledge with cross-border expertise whenever it is needed.

Whether you are relocating one employee or coordinating a Nordic workforce, we help you create a compliant and successful transition into Sweden.



What we deliver



Swedish Immigration



Swedish Tax



Swedish Social Security



Swedish Shadow Payroll



Cross-border Employment



Nordic Compliance



Global Mobility Coordination



Cultural Training



Home Search & Settling-in



Family Support

Your Relocare Sweden team



Else Christensen

CEO & Founder
Nordic Global Mobility



Tianyang Liu

Senior Relocation
Consultant &
Customer Success
Officer



**Frederik Folmer
Christensen**

Relocation &
Tax Trainee



For legal questions or complex matters, we coordinate with our trusted Swedish law and tax partners.



Swedish office

Local presence
in Sweden



Nordic coordination

Cross-border expertise
across the Nordics



Local partners

Trusted legal and tax
partners in Sweden



One Nordic relationship

One point of contact for
the entire assignment

International Assignments.

Global coordination. Local expertise.

Some assignments require a global orchestrator – someone who ensures every discipline and every location works together seamlessly.

Relocare coordinates the entire journey and brings the right local experts together so your people have a consistent, high-quality experience anywhere in the world.

One relationship.
Every discipline.
One objective: retention.



We orchestrate complexity.
So your people can focus on what matters.

Behind every successful assignment is careful planning, expert coordination and genuine care for people.

That's how we help companies
retain the talent they've invested in.

Relocare Compliance App

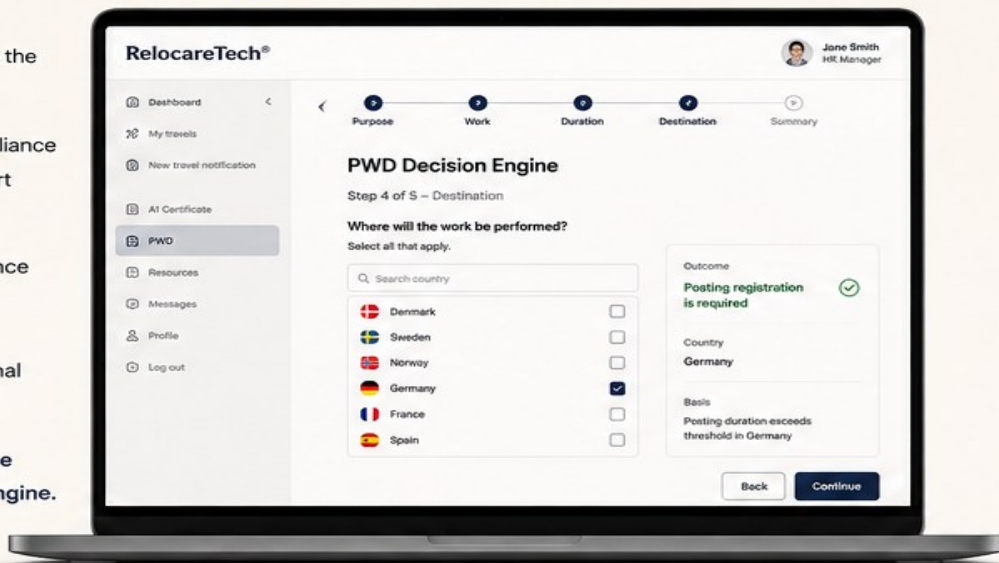
Powered by the RelocareTech® Compliance Decision Engine

The Relocare Compliance App adapts to the way your organisation works.

Some employers prefer to manage compliance themselves using our platform and expert guidance when needed.

Others choose a fully managed compliance solution, where Relocare's specialists proactively monitor, advise and manage compliance throughout every international assignment.

Both solutions are powered by the same RelocareTech® Compliance Decision Engine.



One journey.

Continuous expert guidance.



1. Business trip registered

The employee registers an upcoming business trip.



2. A1 Screening

The platform checks whether a valid A1 certificate already exists. If not, both HR and the employee receive a proactive notification before travel begins.



3. Continuous Social Security Monitoring

Where an A1 certificate exists, travel activity is continuously monitored to help employers maintain the correct social security position throughout the assignment.



4. PWD Decision Engine

If the PWD solution is activated, the platform evaluates national legislation based on the employee's answers and provides country-specific compliance guidance.



5. Payroll-ready Information

Validated travel activity and workday data can be delivered as payroll-ready information for Danish and Swedish shadow payroll—or shared with local payroll providers internationally.



6. Compliance managed by Relocare specialists

Relocare's specialists review, advise and manage compliance throughout every assignment.



Self-service

Use the platform to manage compliance in your organisation.



Expert Guidance

Access Relocare's specialists whenever you need advice.



Managed Compliance

Let Relocare proactively monitor, advise and manage compliance on your behalf.

Choose the level of support that fits your organisation.



Compliance App

Self-service platform

- ✓ Register business travel
- ✓ Automated compliance screening
- ✓ Country-specific guidance
- ✓ Access to expert advice when needed



Managed Compliance

Fully managed by Relocare

- ✓ Continuous monitoring
- ✓ Proactive A1 management
- ✓ PWD registrations
- ✓ Payroll-ready reporting
- ✓ Ongoing specialist support

Every recommendation combines expertise across



International Tax



Immigration



Social Security



Employment Compliance



Global Mobility



Technology doesn't replace expert advice.
It makes expert advice available *exactly when it's needed.*



Because proactive compliance starts long before authorities ask the questions.

Connecting International Talent

Mentor Program



Connecting employers with future talent

When Københavns Erhvervshus identify a highly relevant international candidate, we actively introduce employers from our network to the mentoring programme.

This gives organisations the opportunity to build relationships with future talent long before a recruitment process begins.

We help international talent become part of the Danish labour market.

Since 2020, Relocare has been responsible for recruiting, training and supporting volunteer mentors for the **Greater Copenhagen Career Program**, delivered by **International House Copenhagen** under the **City of Copenhagen** and the **Greater Copenhagen municipalities**.

Since 2025, we have also contributed to the **Cross-border Talent Bridge**, an **Interreg Öresund-Kattegat-Skagerrak** initiative that helps attract and retain highly educated international talent across Denmark and Sweden.

Relocare's role

- Recruit volunteer mentors
- Train and prepare mentors
- Support mentor-mentee relationships
- Connect employers with international talent
- Build professional networks



International Student



Mentor Programme



Professional Network



Danish Workplace



Long-term Retention

Why employers participate



Employers gain early access to highly educated international graduates before traditional recruitment begins.



Mentoring provides a unique opportunity to understand a candidate's professional skills, motivation and potential.



Many mentoring relationships later develop into internships, student positions or permanent employment.

The Value



We support Denmark and Øresunds' access to highly qualified international talent.



We strengthen integration into the Danish labour market.



We contribute to innovation, growth and global competitiveness.



SINCE 2020

Mentor programme partner



Delivered under
City of Copenhagen
& Greater Copenhagen
municipalities

Interreg



Co-funded by
the European Union

Öresund-Kattegat-Skagerrak

Cross-border Talent Bridge



100+

Mentors recruited annually



60%+

Participants find employment



International talent,
stronger workplaces,
better future

Retention doesn't start on the employee's first day.
It starts the moment talent meets opportunity.

Relocare

Compliance. People. Success.

Everything Connected.

Connecting Global Mobility, Compliance and People.

International success is never created by one discipline alone.

It happens when Global Mobility, Compliance and People work together as one.



The Relocare Difference

-  **We see the whole picture.**
Every discipline. Every detail. Every implication.
-  **We simplify the complex.**
One partner to navigate multiple countries and rules.
-  **We protect and enable.**
Compliance reduces risk. People create value.
-  **We build belonging.**
Because when people feel at home, they stay and they contribute.
-  **We deliver long-term impact.**
For employers, employees and the future.

Retention doesn't start on the employee's first day.
It starts the moment talent meets opportunity.

relocare group

Global Mobility Solutions

Compliance.

People.

Success.

Everything Connected.

Retention doesn't start on the employee's first day.
It starts the moment talent meets opportunity.



Let's build international success together.



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