



International remote working policy

KPMG Abogados, S.L.P.

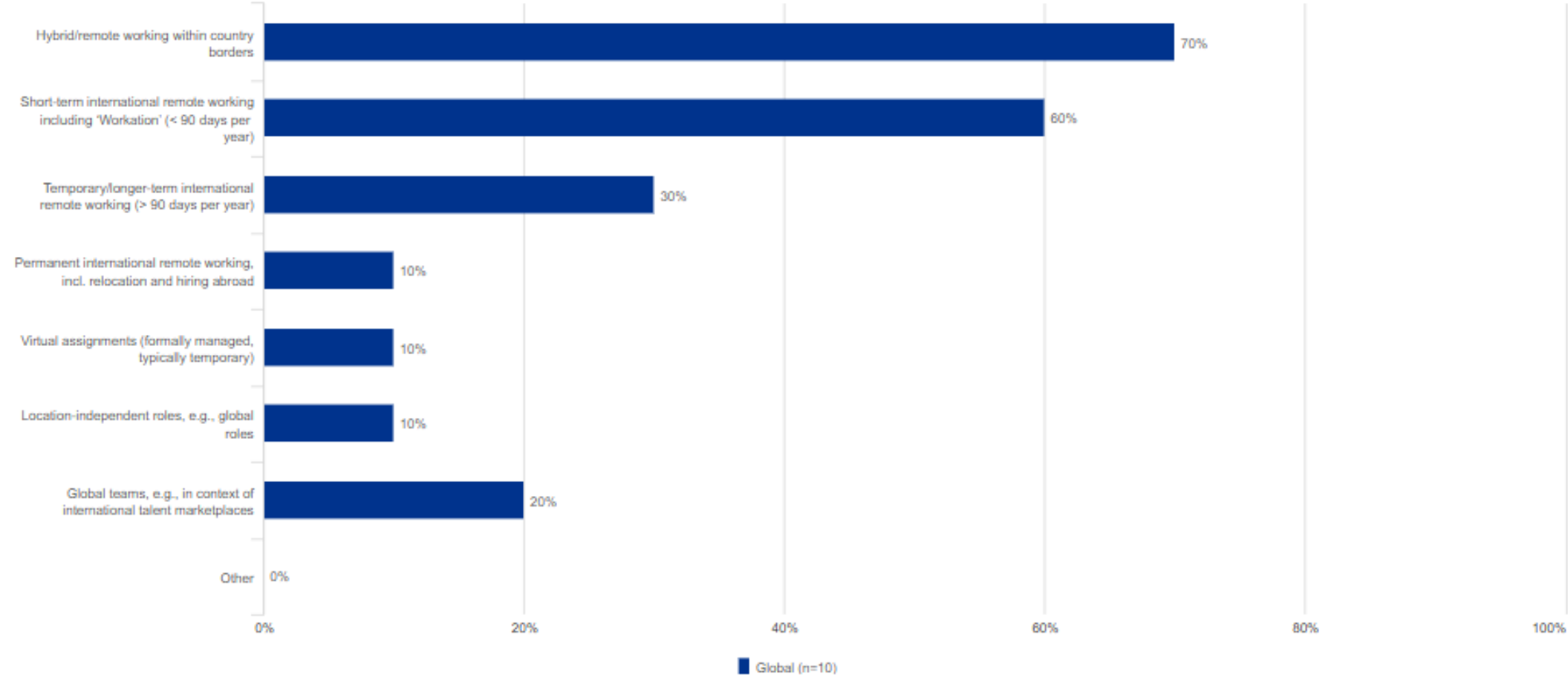
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February 10th, 2026



Which types of remote work arrangements do you enable in your organization?

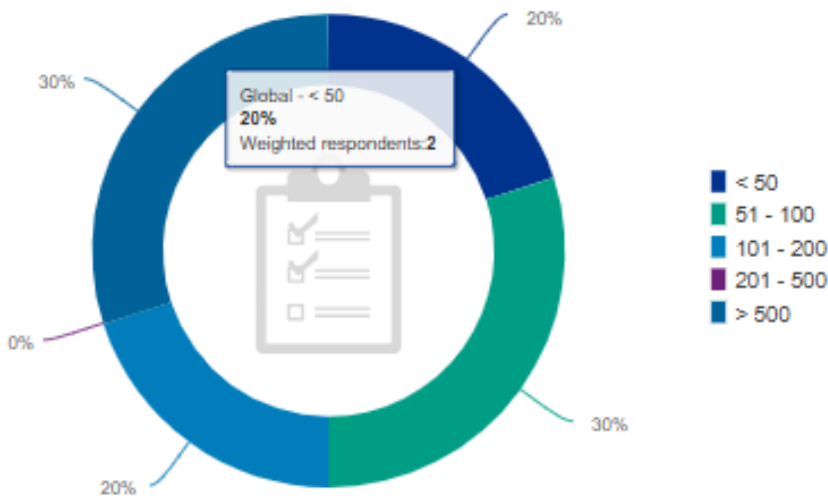
Filter info: Country/Jurisdiction: Global



How many remote working requests do you manage per year on average?

Filter info: Country/Jurisdiction: Global

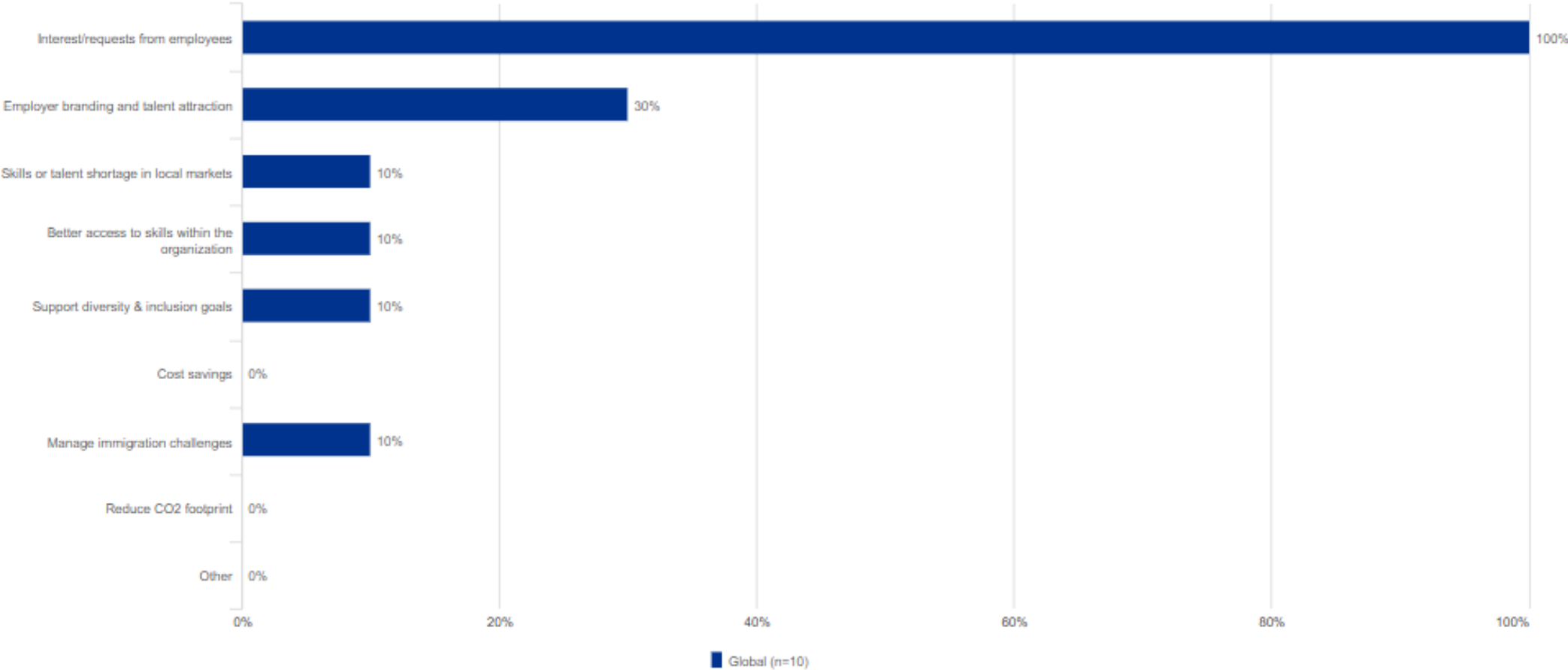
Global



	Base size	< 50	51 - 100	101 - 200	201 - 500	> 500
Global	10	20% / 2	30% / 3	20% / 2	0% / 0	30% / 3

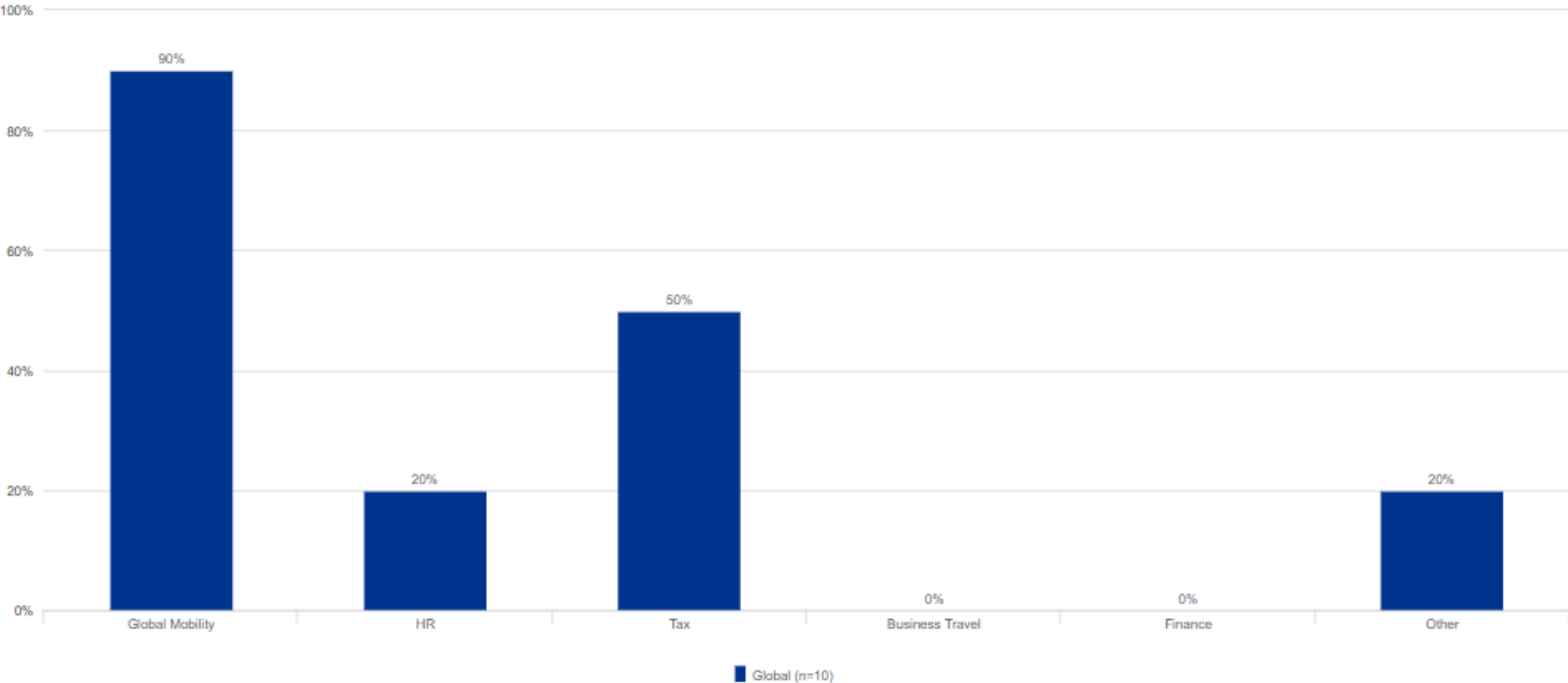
What are the key drivers in your organization towards remote working?

Filter info: Country/Jurisdiction: Global



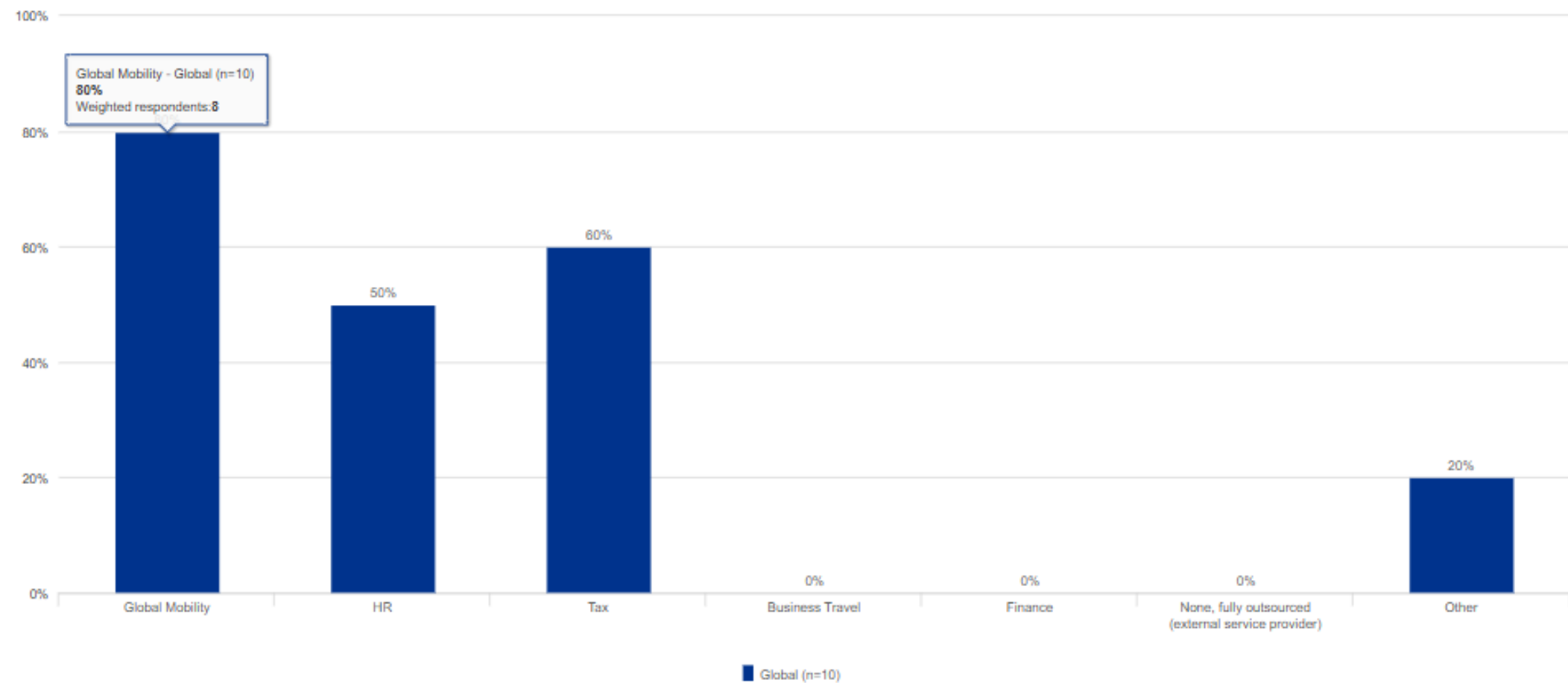
Which function governs or is responsible for the international remote working policy?

Filter info: Country/Jurisdiction: Global



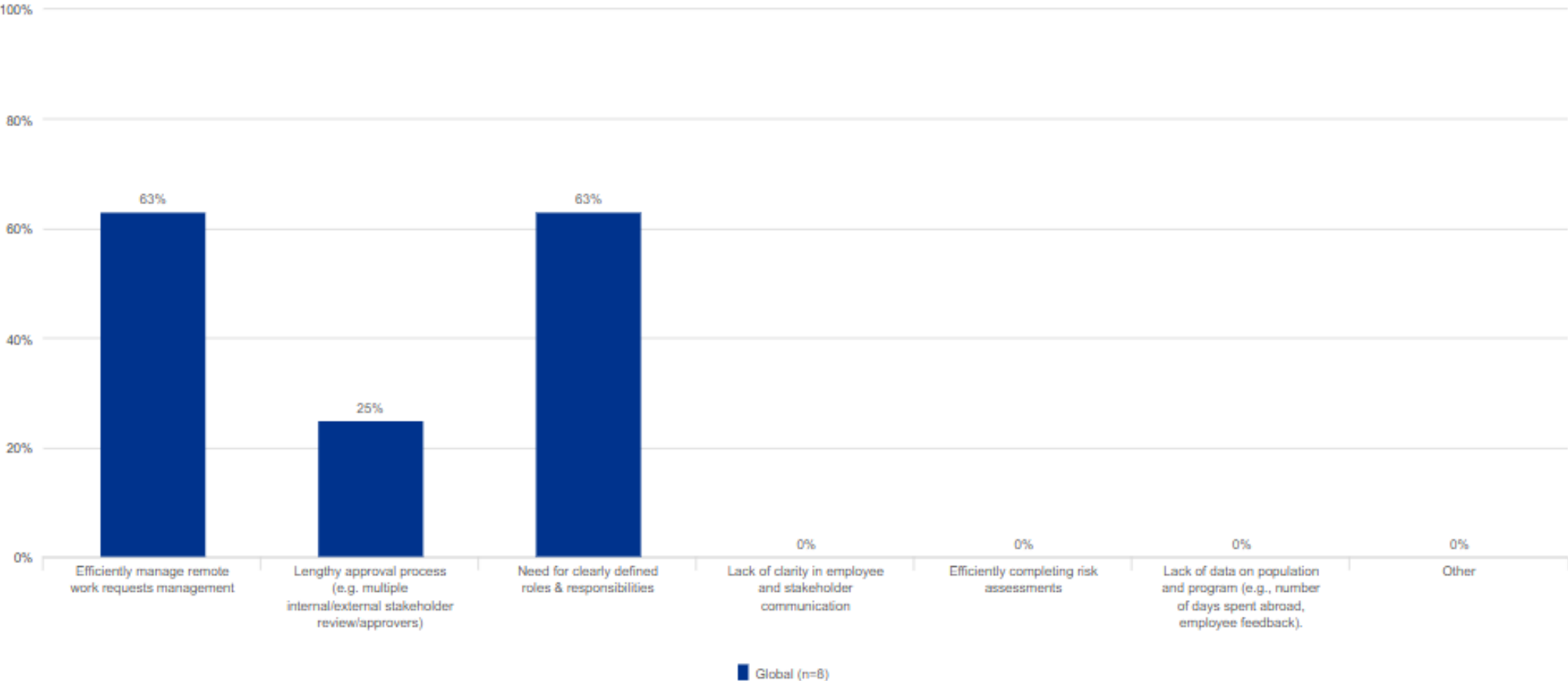
Which function is responsible to review remote work requests?

Filter info: Country/Jurisdiction: Global



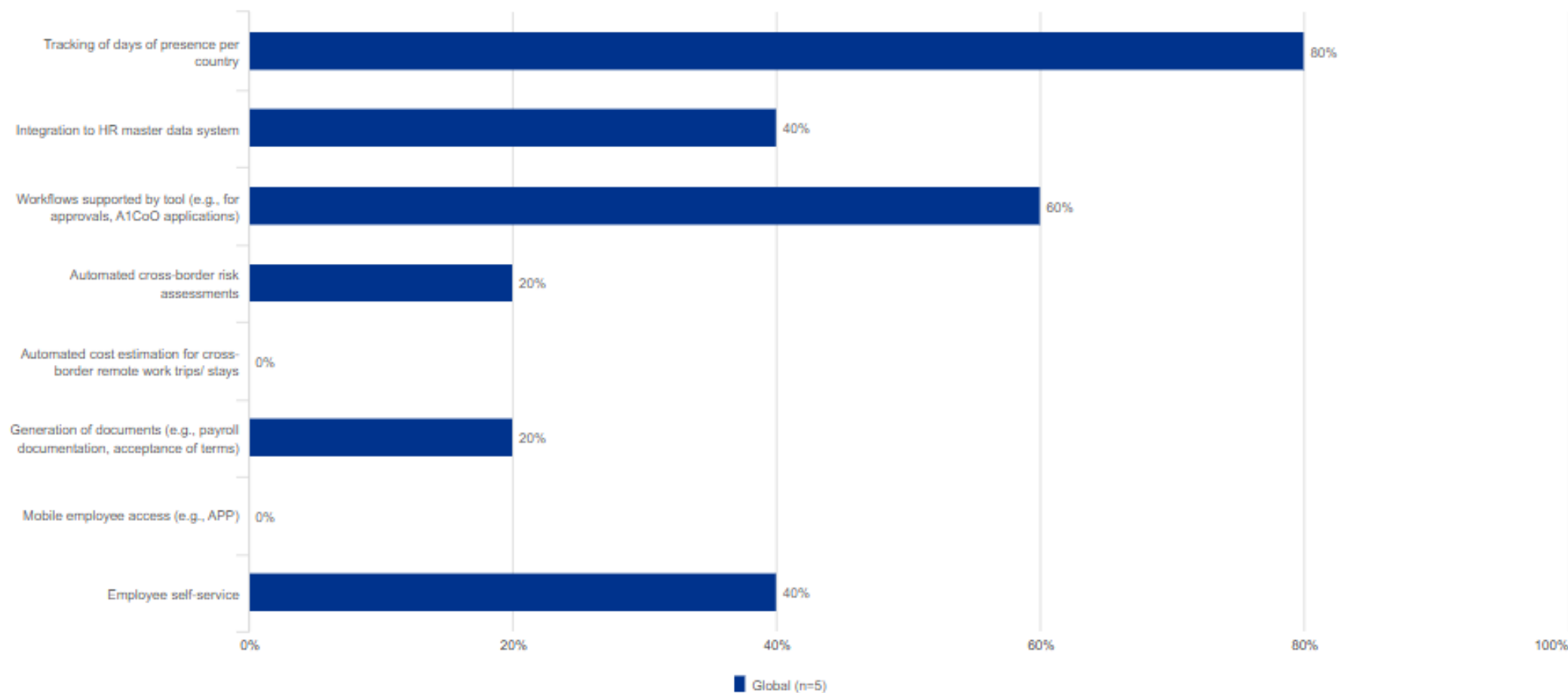
What are the operational challenges experienced in maintaining your program?

Filter info: Country/Jurisdiction: Global



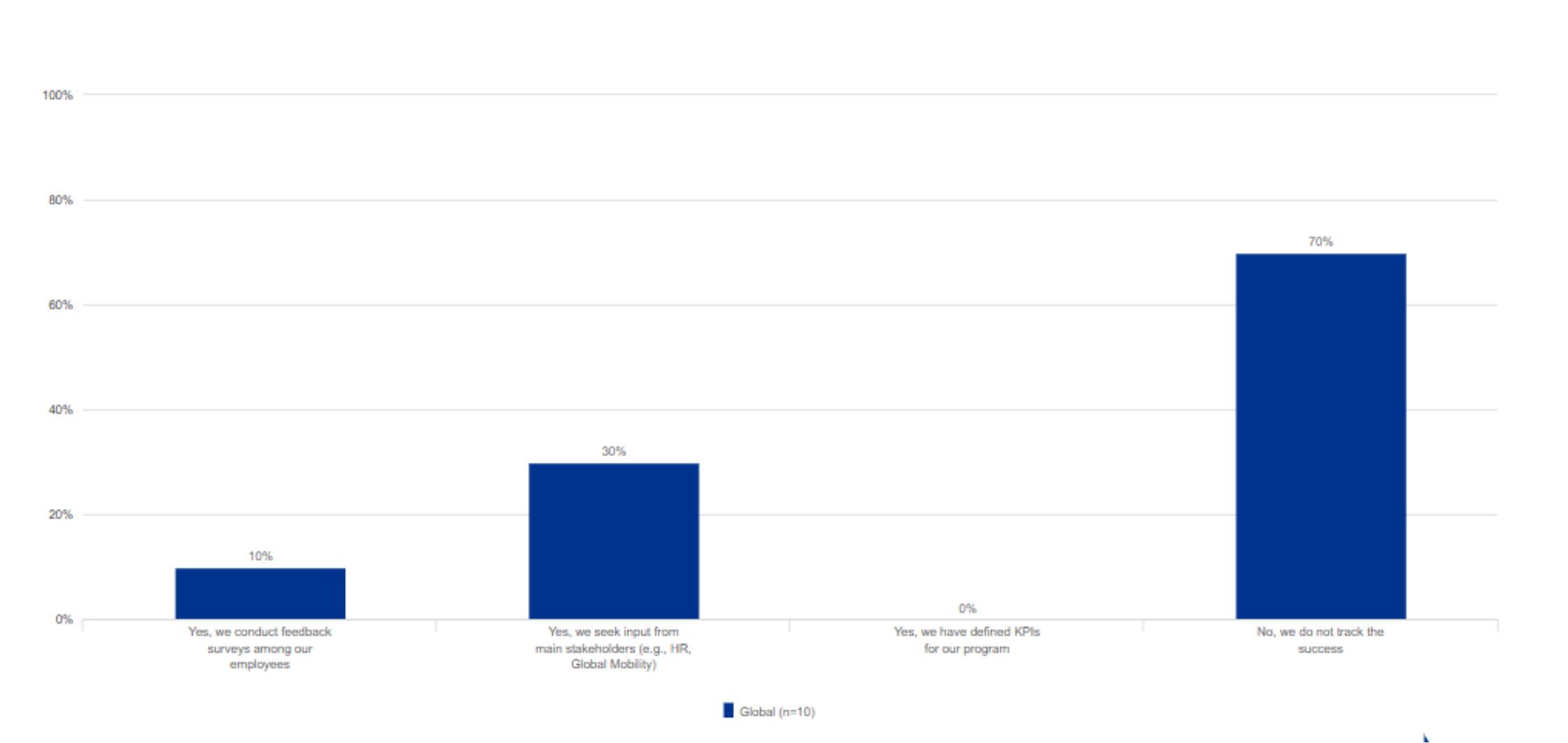
In case you have introduced an automated solution, what functionalities are covered by the technology application?

Filter info: Country/Jurisdiction: Global



Do you track the success of your international remote work program?

Filter info: Country/Jurisdiction: Global



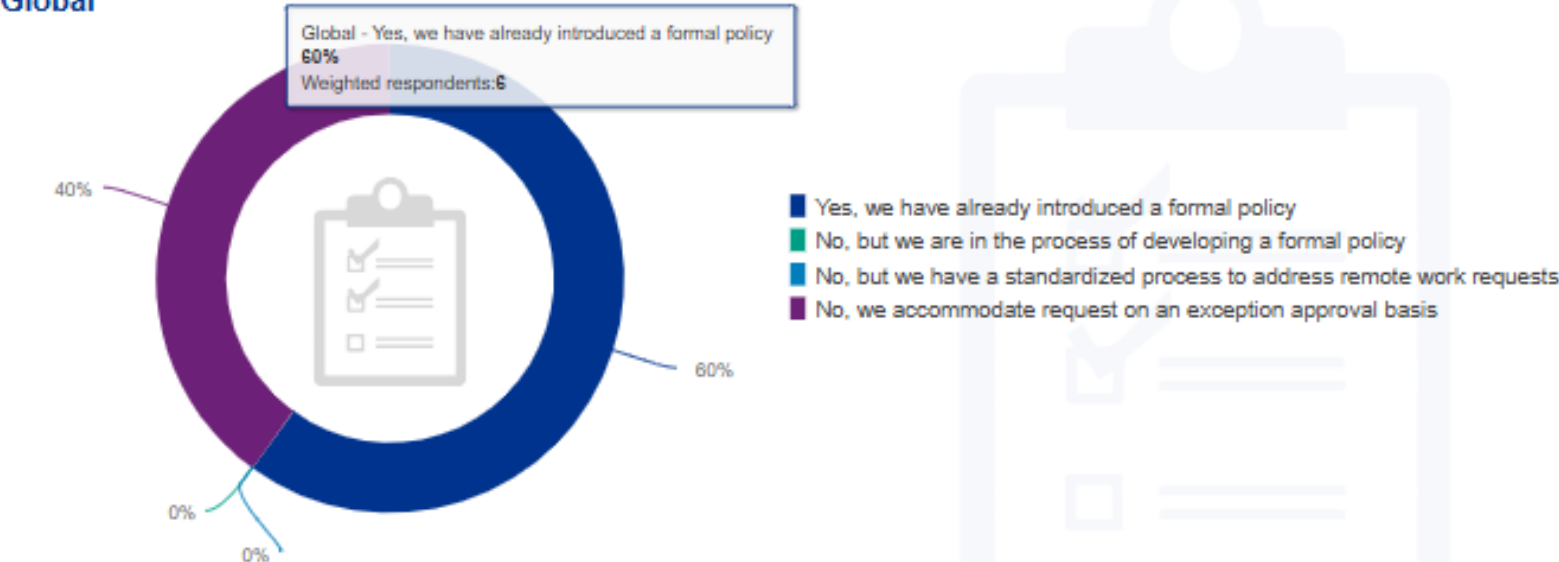
Short term international remote work



Have you introduced a formal policy for short-term remote work arrangements?

Filter info: Country/Jurisdiction: Global

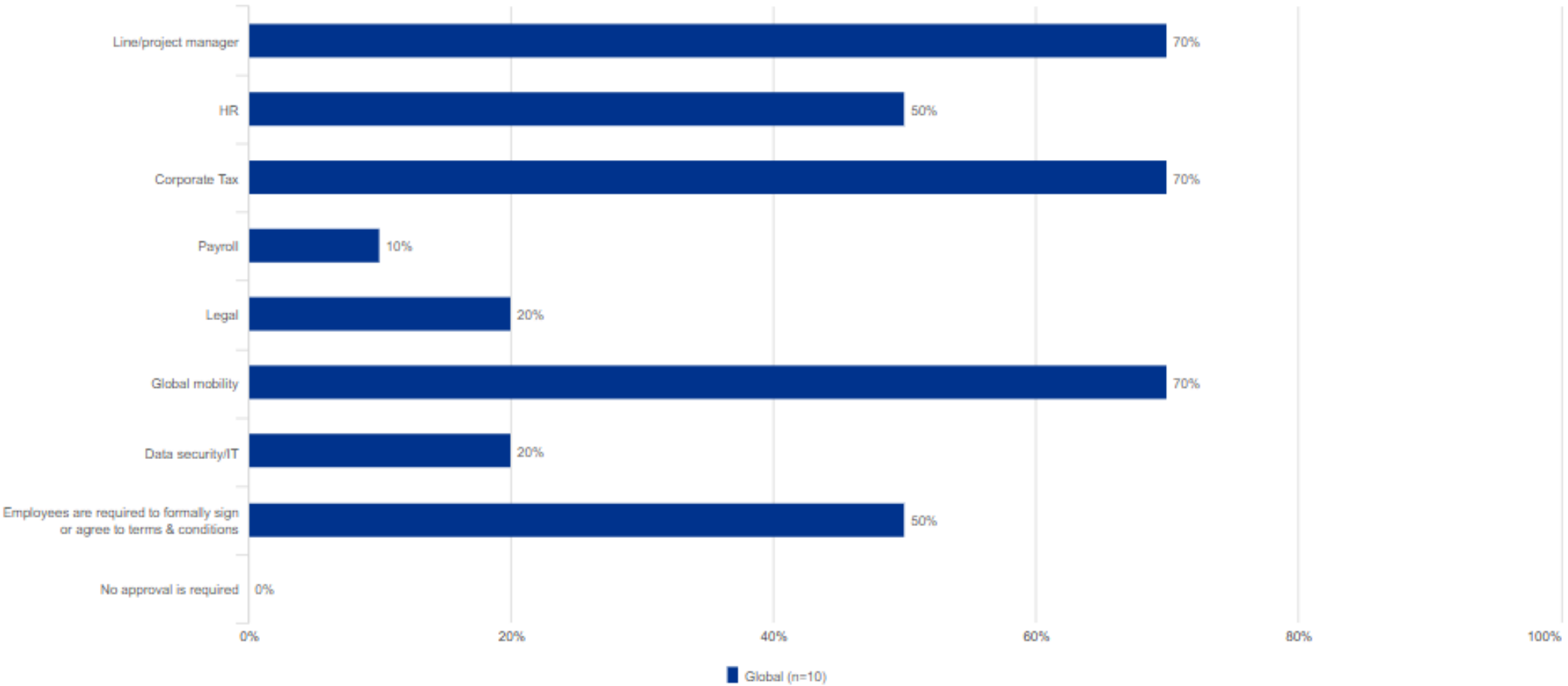
Global



	Base size	Yes, we have already introduced a formal policy	No, but we are in the process of developing a formal policy	No, but we have a standardized process to address remote work requests	No, we accommodate request on an exception approval basis
Global	10	60% / 6	0% / 0	0% / 0	40% / 4

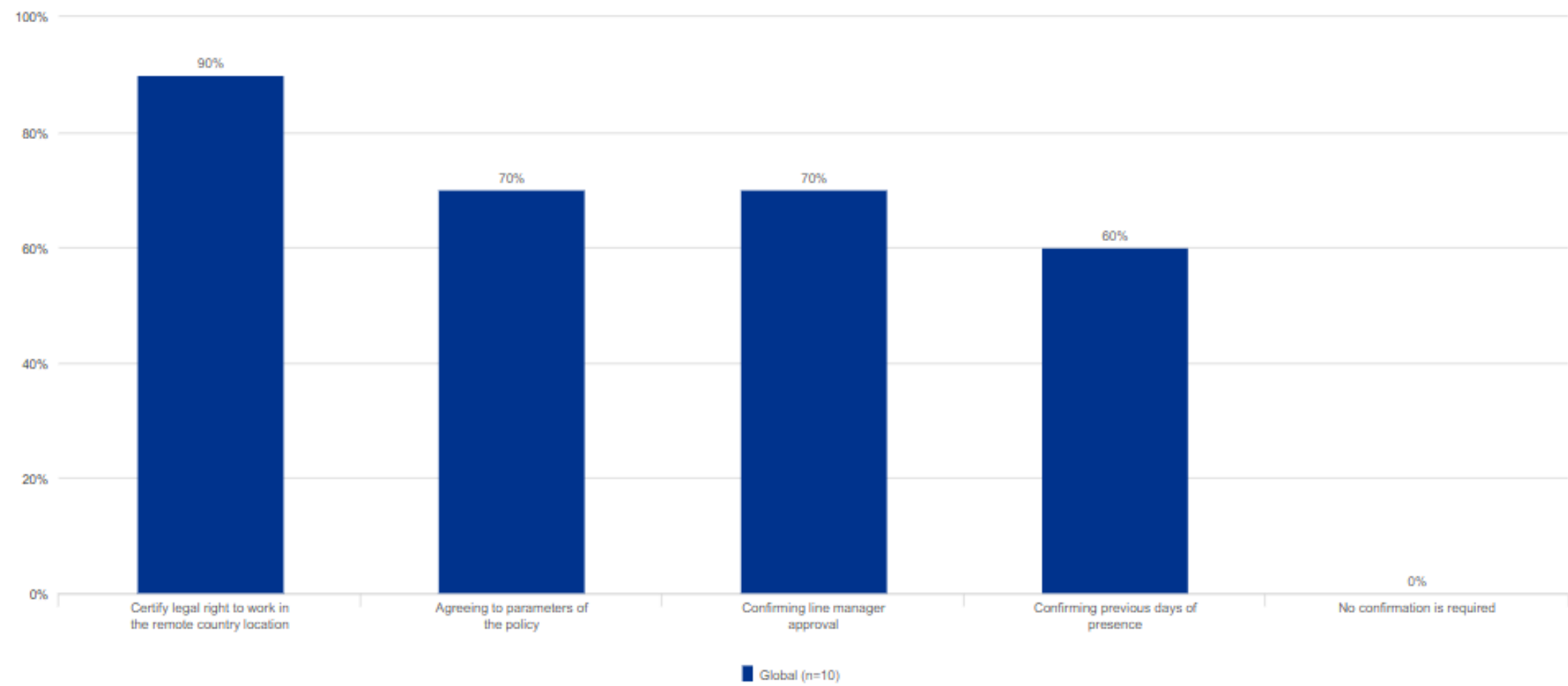
Who is required to approve the short-term remote work request?

Filter info: Country/Jurisdiction: Global



What do you require the employee to self-certify or formally agree to?

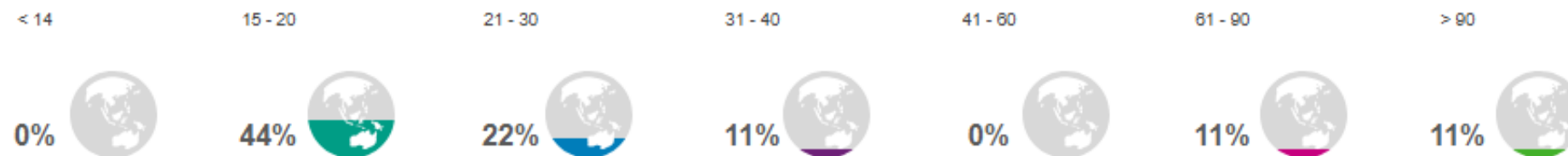
Filter info: Country/Jurisdiction: Global



How many days per year do you allow employees to work remotely from another country?

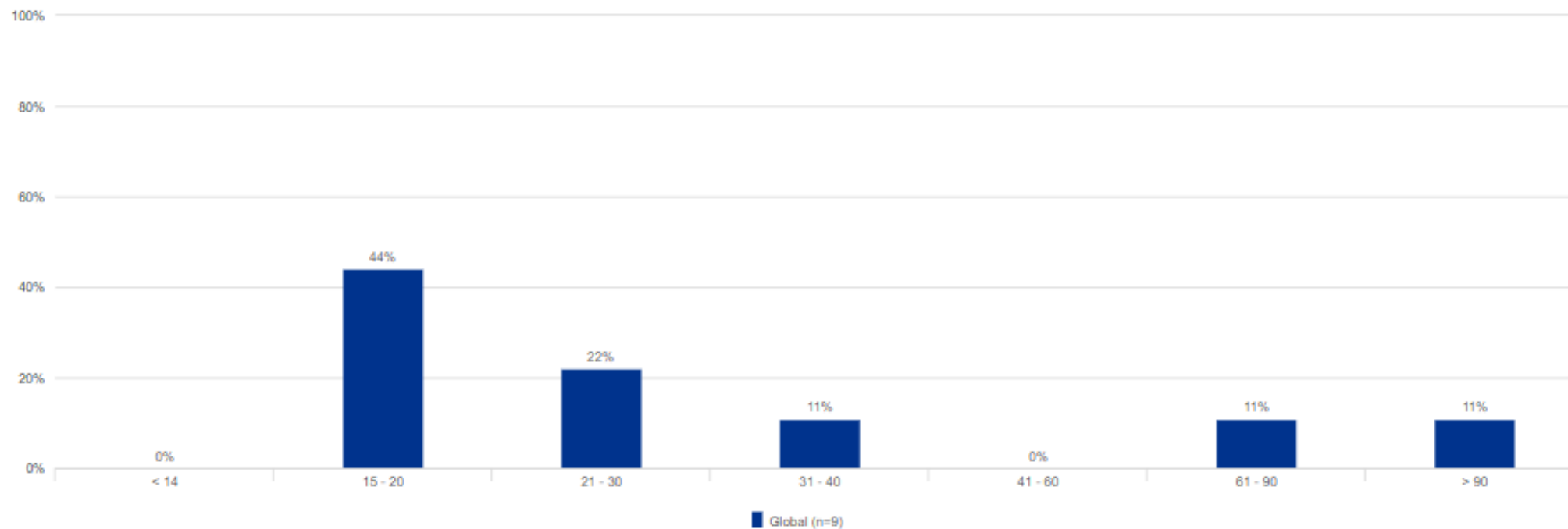
Filter info: Country/Jurisdiction: Global

Global:



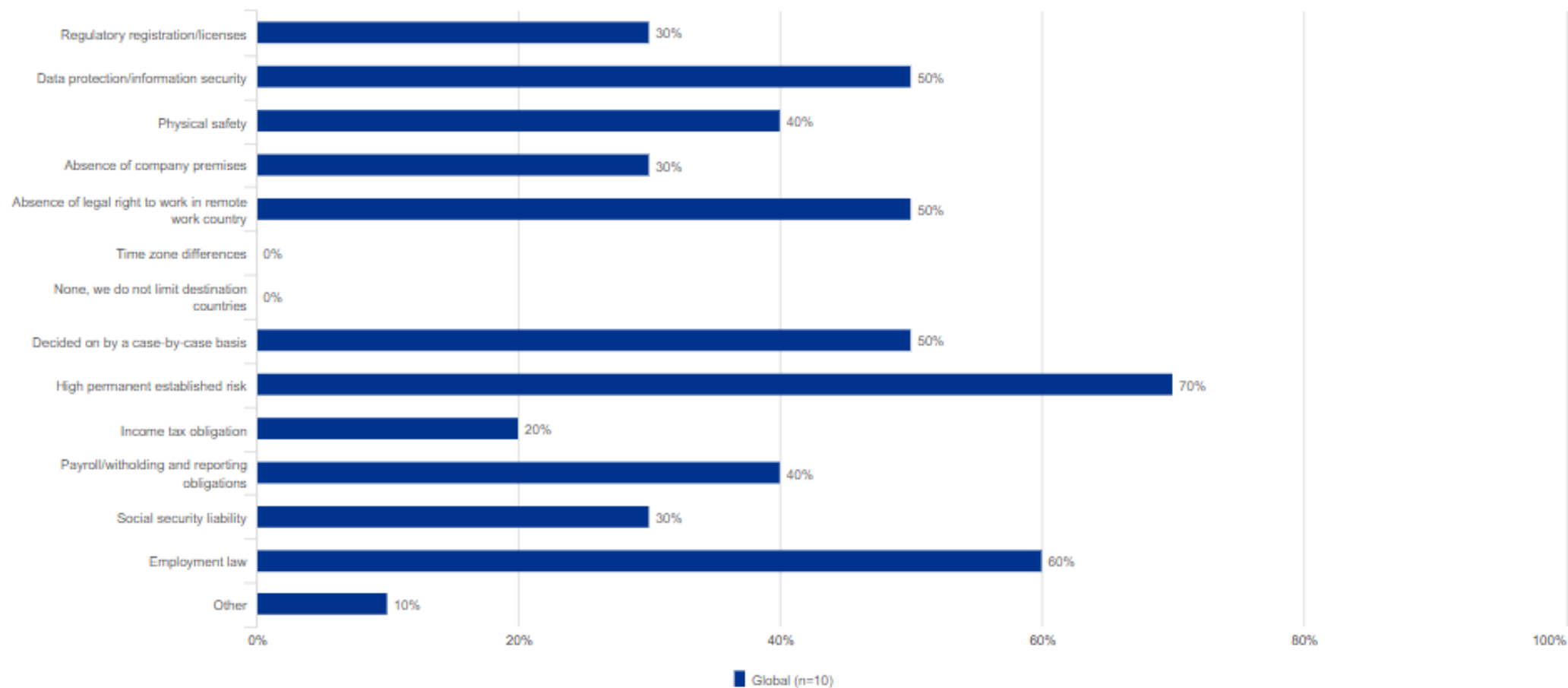
Comparison:

Base size 9



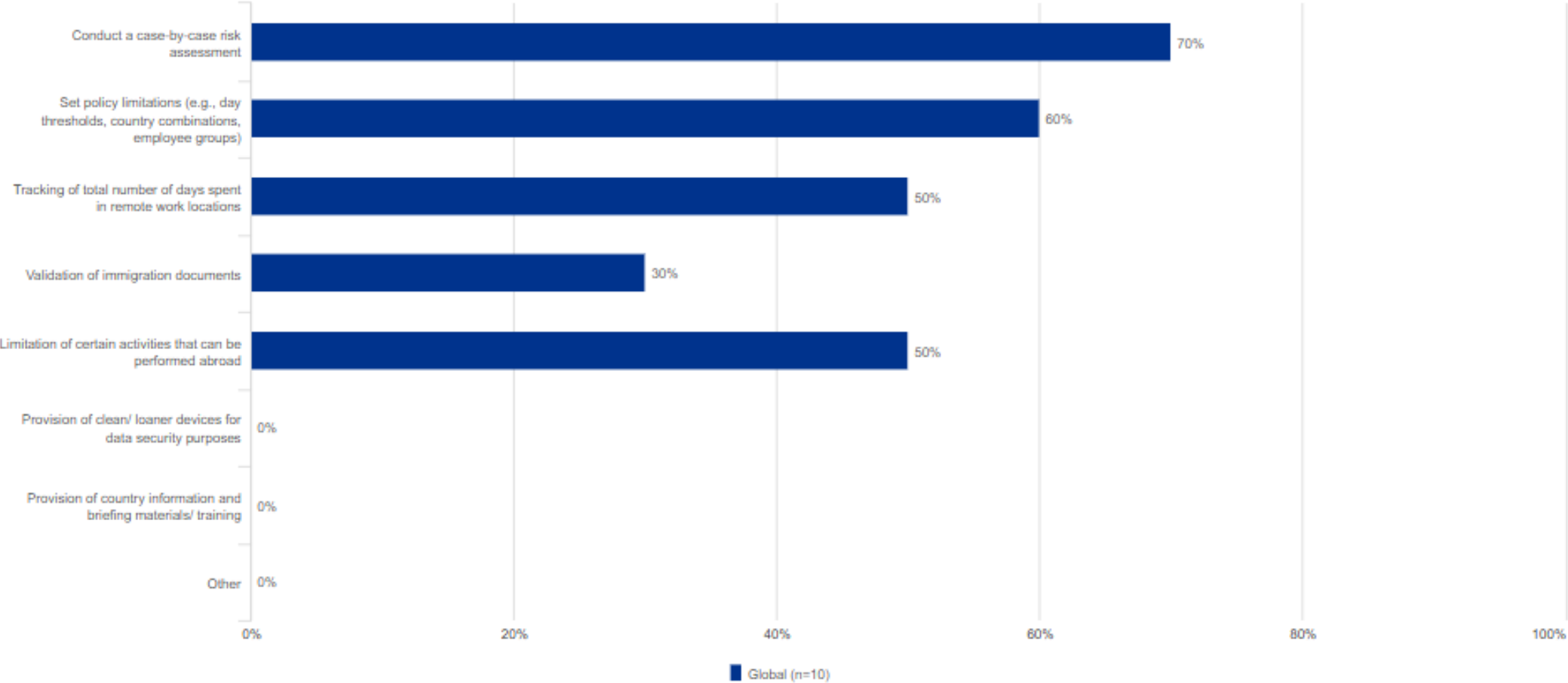
When determining the list of eligible countries for remote working, which of the following criteria have been applied to exclude any location?

Filter info: Country/Jurisdiction: Global



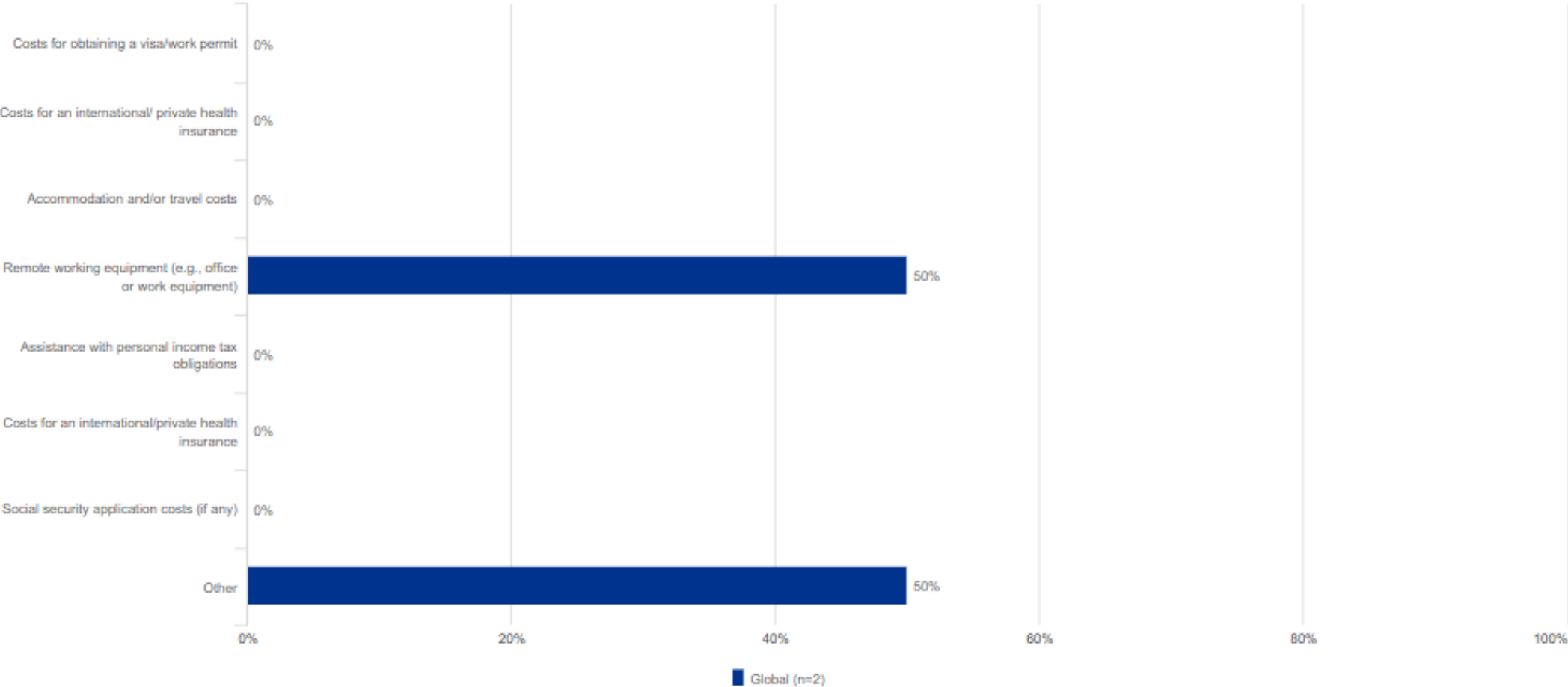
How do you ensure compliance in your program?

Filter info: Country/Jurisdiction: Global



Which of the following costs does your organization cover in relation to short-term remote working?

Filter info: Country/Jurisdiction: Global



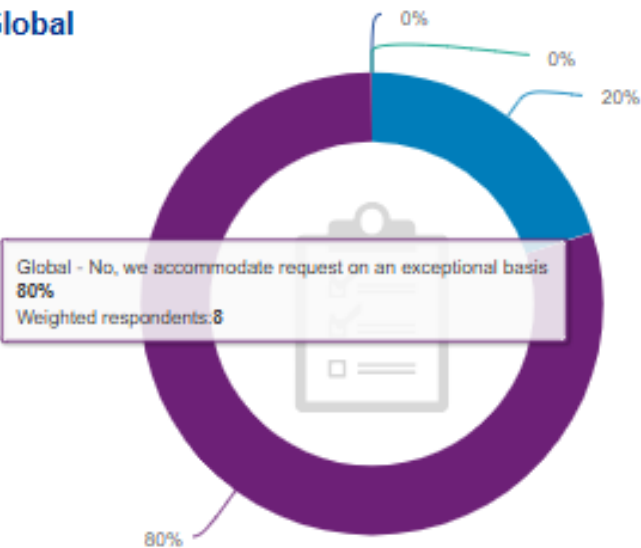
Long-term international remote work



Have you introduced a formal policy for permanent/ long-term remote work arrangements?

Filter info: Country/Jurisdiction: Global

Global

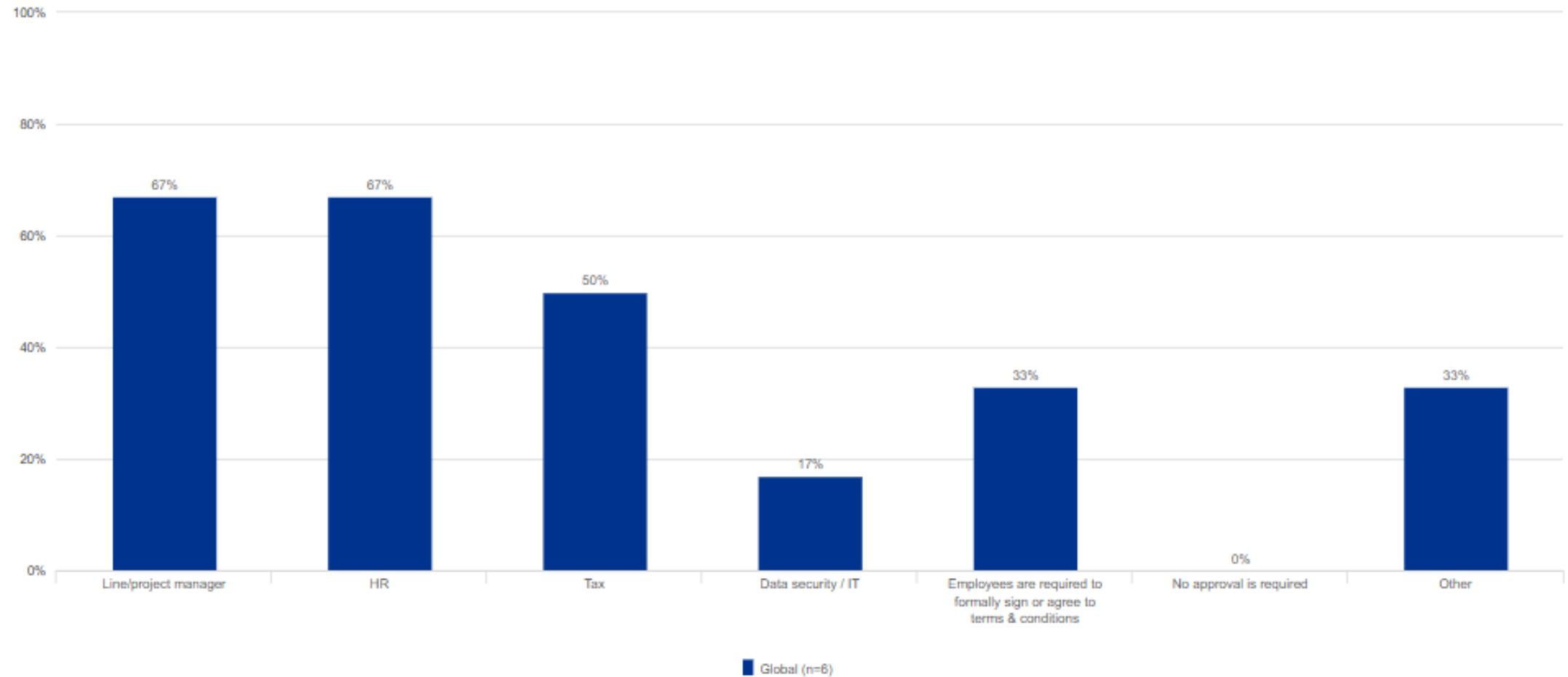


- Yes, we have already introduced a formal policy
- No, but we are in the process of developing a formal policy
- No, but we have a standard process to address remote work requests
- No, we accommodate request on an exceptional basis

	Base size	Yes, we have already introduced a formal policy	No, but we are in the process of developing a formal policy	No, but we have a standard process to address remote work requests	No, we accommodate request on an exceptional basis
Global	10	0% / 0	0% / 0	20% / 2	80% / 8

Who is required to approve the long-term/ permanent remote work request?

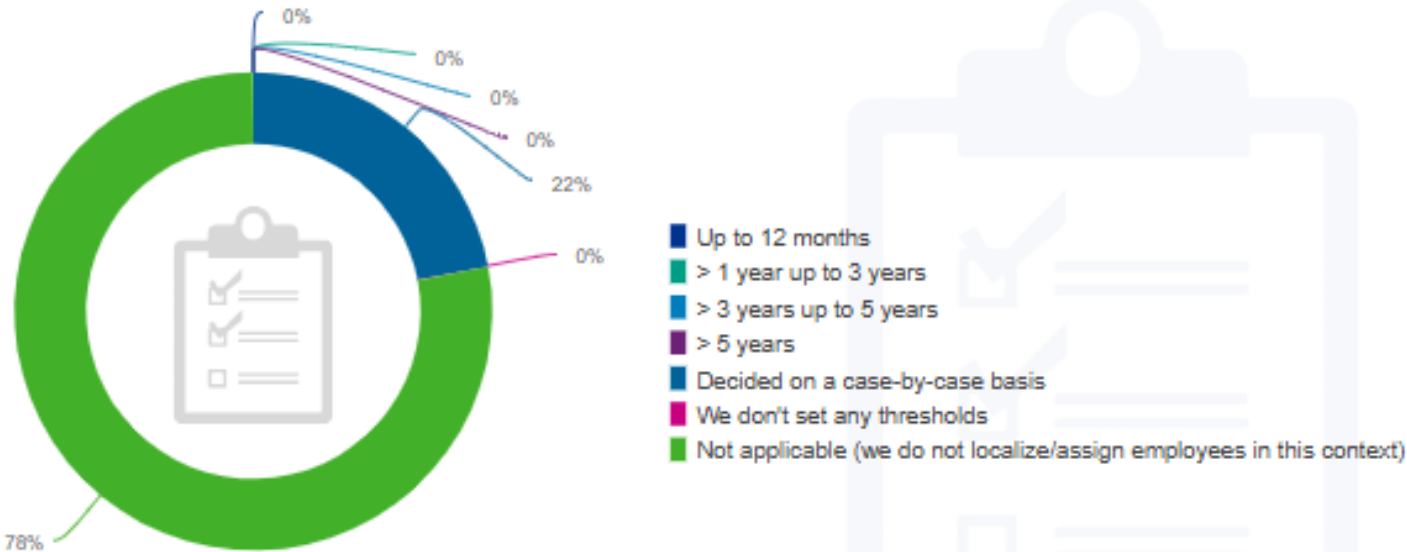
Filter info: Country/Jurisdiction: Global



In case you allow for longer-term remote work arrangements (> 90 days), at what point would you consider localizing (local employment/compensation/benefits) or assigning an employee into the country of remote work?

Filter info: Country/Jurisdiction: Global

Global



	Base size	Up to 12 months	> 1 year up to 3 years	> 3 years up to 5 years	> 5 years	Decided on a case-by-case basis	We don't set any thresholds	Not applicable (we do not localize/assign employees in this context)
Global	9	0% / 0	0% / 0	0% / 0	0% / 0	22% / 2	0% / 0	78% / 7

What contractual set-up is generally applied?

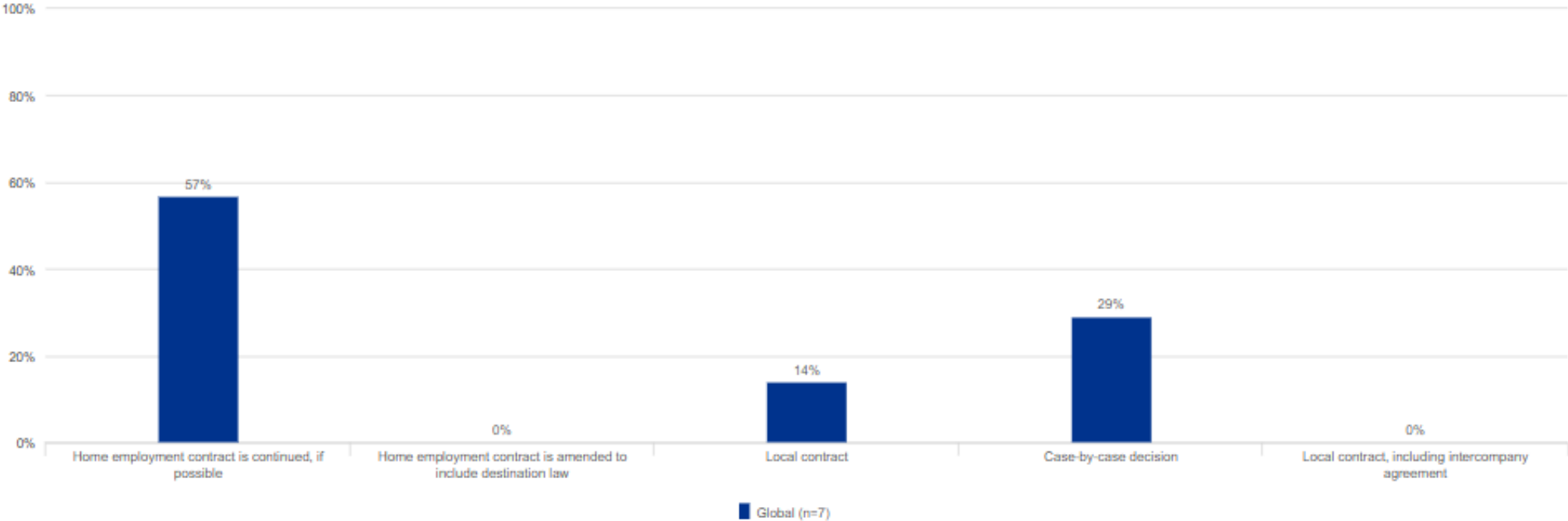
Filter info: Country/Jurisdiction: Global

Global:



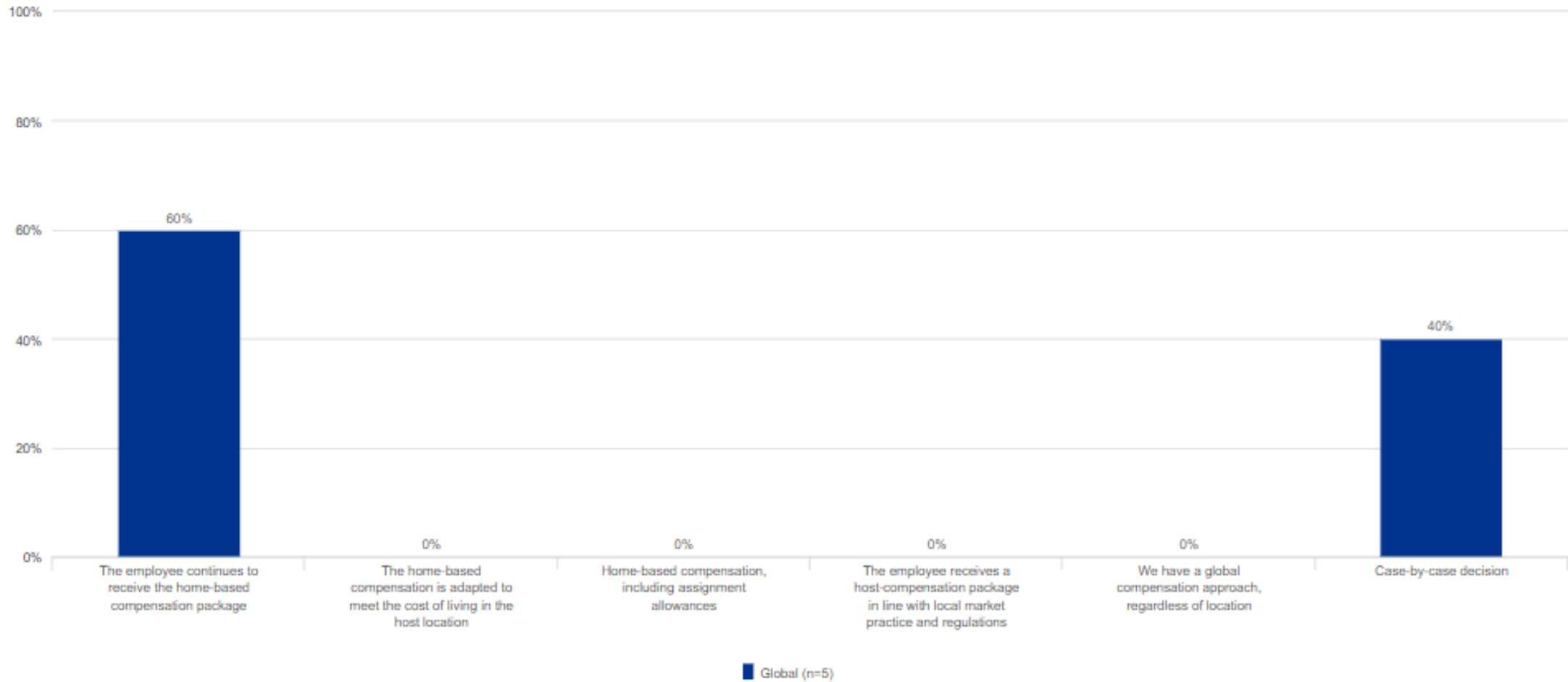
Comparison:

Base size 7



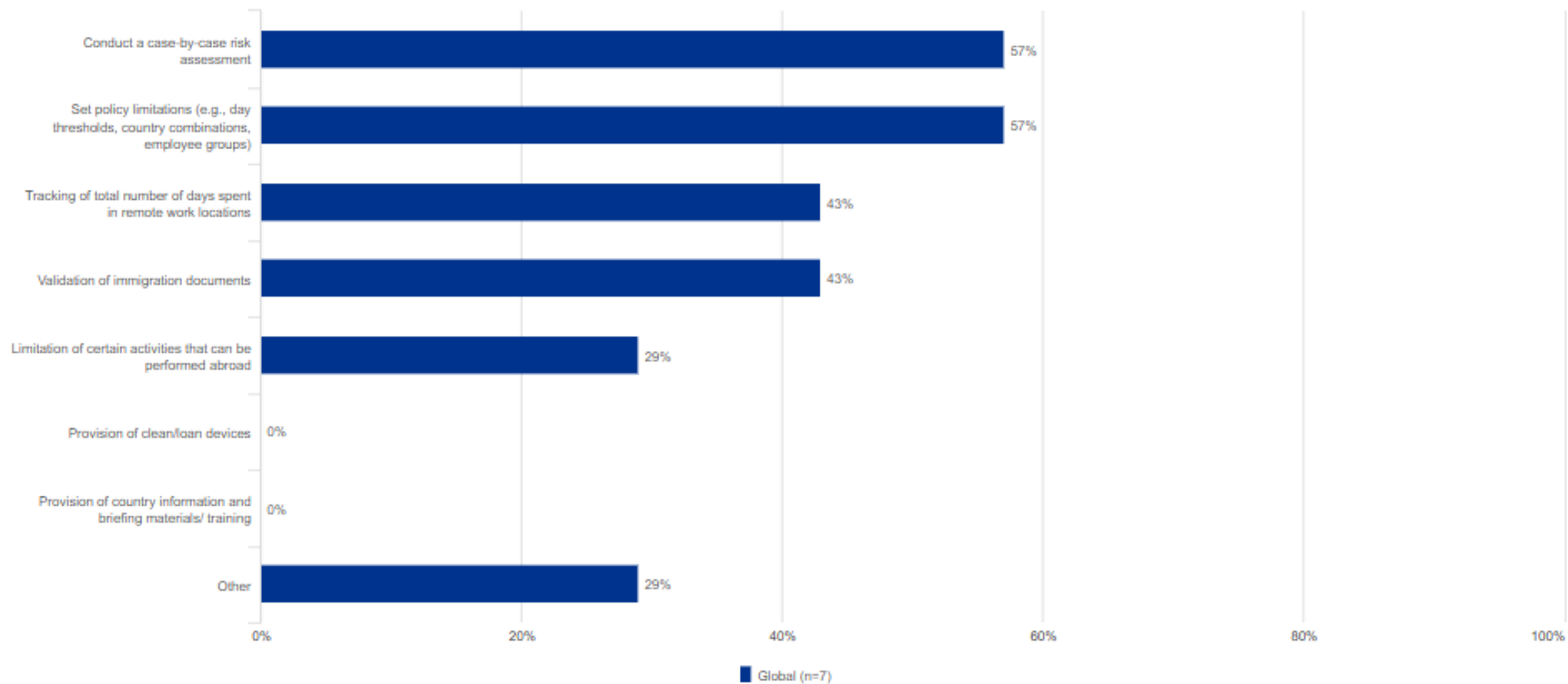
What is the compensation approach for longer-term remote work arrangements?

Filter info: Country/Jurisdiction: Global



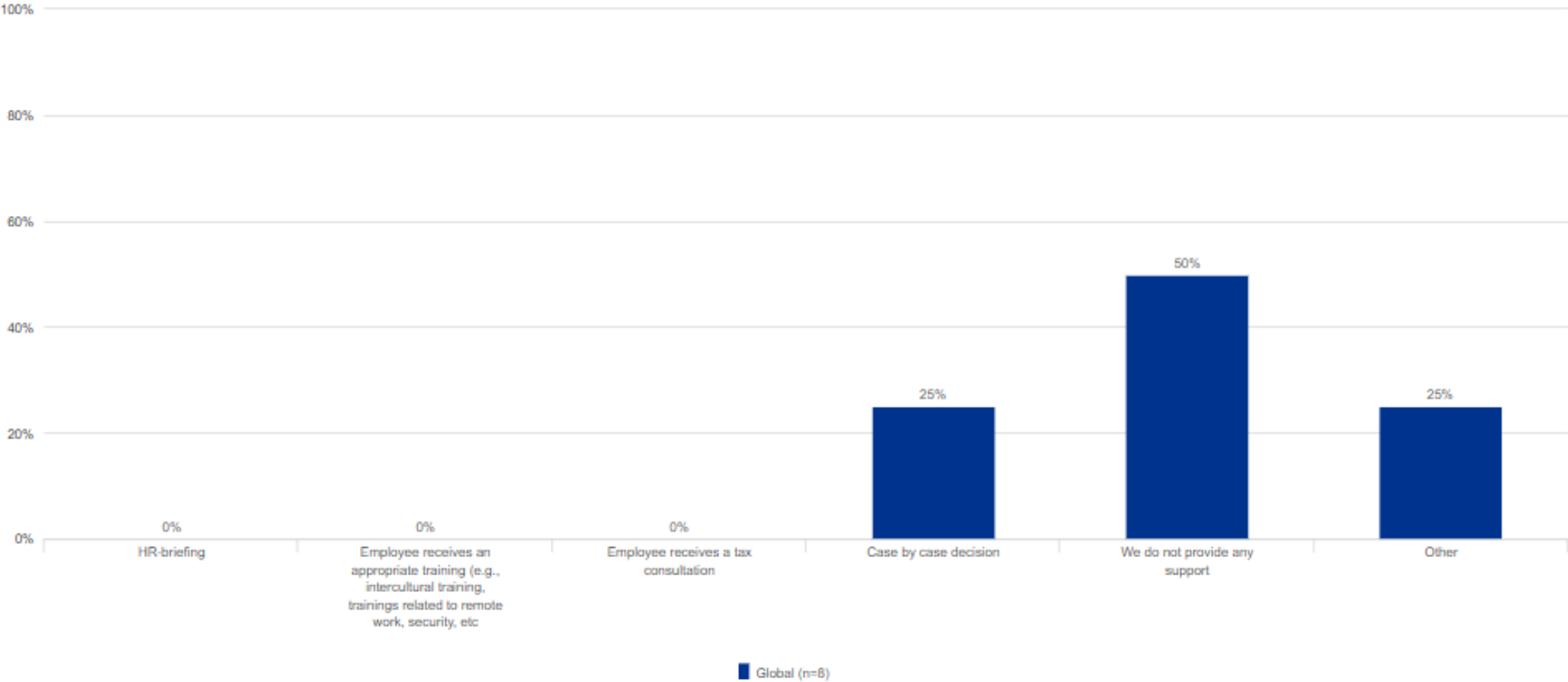
How do you ensure compliance with your policy?

Filter info: Country/Jurisdiction: Global



Which support does your organization provide for permanent/ long-term remote work?

Filter info: Country/Jurisdiction: Global





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