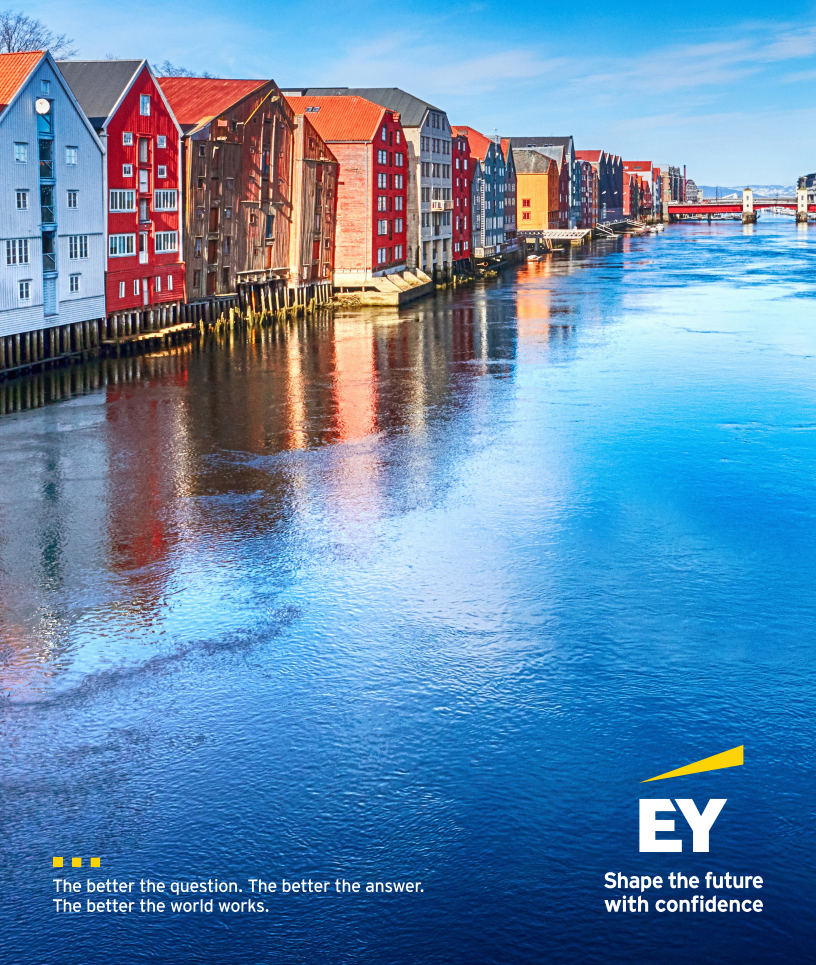


# Worldwide Personal Tax and Immigration Guide

2024-25



The better the question. The better the answer.  
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## Preface

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Governments worldwide continue to reform their tax codes at a historically rapid rate. Taxpayers need a current guide, such as the *Worldwide Personal Tax and Immigration Guide*, in such a shifting tax landscape, especially if they are contemplating new markets.

The content is straightforward. Chapter by chapter, from Albania to Zimbabwe, we summarize personal tax systems and immigration rules in approximately 150 jurisdictions. The content is current on 1 October 2024 with exceptions noted. Keep up-to-date on significant tax developments around the globe with the EY Global Tax Alert library [here](#).

Each chapter begins with our in-country executive and immigration contact information, and some jurisdictions add contacts from our Private Client Services practice. We then lay out the essential facts about the jurisdiction's personal taxes. We start with the personal income tax, explaining who is liable for tax and, at some length, what types of income are considered taxable and which rates, deductions and credits apply. A section on other taxes varies by jurisdiction but often includes estate, inheritance, gift and real estate taxes. A social security section covers payments for publicly provided health, pensions and other social benefits, followed by sections on tax filing and payment procedures as well as double tax relief and tax treaties. The immigration sections provide information on temporary visas, work visas and permits, residence visas and permits, and family and personal considerations.

At the back of this Tax Guide, you will find a list of the names and codes for national currencies and a list of contacts for other jurisdictions.

For many years, the *Worldwide Personal Tax and Immigration Guide* has been published annually along with two companion guides on broad-based taxes: the *Worldwide Corporate Tax Guide* and the *Worldwide VAT, GST and Sales Tax Guide*. In recent years, those three have been joined by additional Tax Guides on more-specific topics, including the *Worldwide Estate and Inheritance Tax Guide*, the *Worldwide Transfer Pricing Reference Guide*, the *Worldwide R&D Incentives Reference Guide* and the *Worldwide Capital and Fixed Assets Guide*.

Each of the Tax Guides represents thousands of hours of tax research. They are available free online along with timely *Global Tax Alerts* and other publications on [ey.com](#).

You can keep up with the latest updates at [ey.com/globaltaxguides](https://ey.com/globaltaxguides).

The EY organization  
March 2025

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This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

### **About EY's Tax Services**

Your business will only succeed if you build it on a strong foundation and grow it in a sustainable way. At EY, we believe that managing your tax obligations responsibly and proactively can make a critical difference. Our 50,000 talented tax professionals, in more than 150 countries, give you technical knowledge, business experience, consistency and an unwavering commitment to quality service — wherever you are and whatever tax services you need.

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## About EY People Advisory Services Tax

How can reimagined mobility help you see reward and not risk?

The EY organization knows that people experience is as important as process in workforce strategy. With the right cross-border and cross-functional solutions, you can create exceptional experiences to encourage business growth, drive positive change and create talent advantage with an agile workforce. Our immigration services include risk assessments, help with government and regulatory bodies and service providers, and, where required, tax, immigration and performance improvement advisory services. This is all supported by the EY Mobility Pathway platform: a single integrated solution between the EY organization, client systems and third-party services providers.

If you have any questions or want to find out more about how putting humans at the center of business strategy can create an exceptional experience for your workforce, please get in touch or visit [ey.com/workforce](https://ey.com/workforce).

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*The Albanian parliament adopted Law 29/2023 On Income Tax, which was published in the Official Gazette on 2 May 2023 and will enter into force on 1 January 2024. The new law regulates the taxation of income for individuals and corporations. The existing Law No. 8438, dated 28 December 1998, "On income tax" amended, was abolished. This chapter provides information based on the new law.*

## A. Income tax

**Who is liable.** Individuals who are resident in Albania are subject to tax on their worldwide income. Nonresidents are subject to tax on income derived from Albania sources only.

The following individuals are considered resident for tax purposes in Albania:

- Individuals who have a permanent residence, family or vital interests in Albania.
- Albanian citizens serving in a consular, diplomatic or similar position outside Albania.
- Individuals who reside in Albania consecutively or non-consecutively for at least 183 days during a tax year, regardless of their nationality or country of vital interests. The calculation of the residence period in Albania includes all of the days of physical presence, including holidays.
- Individuals who have a shop, a professional office, a factory or any other place from where they perform their activities in Albania, or have their regular residence, unless they have their permanent residence abroad throughout the fiscal year and have no permanent residence in Albania.

**Income subject to tax.** Individuals are subject to tax on various categories of income, including the following:

- Employment income
- Business income
- Investment income

These categories of income are described below.

*Employment income.* Employed persons are subject to income tax on remuneration and all benefits received from an employment arrangement, including the secondment of employees.

Employment income includes the following:

- Salaries, wages, allowances, bonuses, and other remuneration and benefits granted for services rendered in a public office or in private employment
- Directors' fees
- Revenue realized by self-employed individuals rendering certain professional services, to resident entities or to permanent establishments of nonresident entities if either of the following conditions are satisfied:
  - 80% or more of the revenues are generated directly or indirectly from a single client.
  - 90% or more of the revenues are generated from less than three clients.

All benefits related to the employment arrangements are taxable, regardless of whether provided in cash or in kind, except for in kind benefits, including meals, work devices, medical treatments and other benefits made available to all employees under similar conditions. Certain other exemptions apply to compensation for expenses, such as per diems, and other remuneration received by the employees.

The sum of all income realized from employment is taxed on an annual basis.

*Business income.* Self-employed individuals and sole traders are subject to income tax on the income derived from their business activities, including passive revenues connected with their business activities, capital gains from the sale of business assets or business activities and from the revaluation of business assets contributed in kind to the capital of a company, either at its establishment or capital increase. Business income is taxed at the difference between the gross income from business less business expenses supported with fiscal documentation.

Alternatively, taxpayers with annual turnover below ALL10 million may opt to not keep books and records and deduct expenses at a percentage of their revenue, based on their activity. The following are the percentages:

- 60% of income for production activities
- 90% of income for wholesale trading activities
- 70% of income for the retail trade of goods and individual transport activities
- 60% of income for the activities of bars, restaurants, discos and similar establishments.
- 50% of income for services and crafts activities
- 30% of income for self-employed individuals rendering professional services

*Investment income.* Income from investment realized by individuals includes the following:

- Income from interest, dividends, royalties and rentals

- Capital gains from transfers of titles, financial instruments and immovable property
- Capital gains realized from life insurance schemes
- Return of investment from private pension schemes
- Income from mining or acquisition of virtual assets and from transactions with virtual assets

Dividends include the income received by individual shareholders or partners in commercial companies and partnerships from the distribution of profits, as well as proceeds from the liquidation process and capital reductions paid out of capitalized retained earnings.

Interest includes interest from bank deposits, loans, bonds, other securities and derivative instruments or hedging agreements, guarantee agreements and similar commissions received from lending funds.

Royalties (intellectual ownership payments) are considered to be income generated from the use of, or the right to use, literature, artistic or scientific works, including movies, tapes, radio records, patents, trademarks, sketches or models, designs, secret formulas, technological processes and industrial, commercial or scientific information, including income from payment deferral and premiums in relation to the above royalties.

Taxable income from rentals of real property includes any periodic compensation in cash or in kind that an individual generates from the leasing of real estate properties.

The taxation of income derived from transfers of ownership rights over immovable property, quotas or shares, securities and financial instruments is discussed in *Capital gains*.

Capital gains realized from a life insurance scheme includes cash and other benefits received when a policy is fully or partially surrendered, matured, terminated or sold.

Return on investment from private pension schemes excludes the contributions made unless the full amount is prematurely withdrawn, in which case the full income received is taxed.

Income from mining or acquisition of virtual assets shall be considered the market value of these assets less the costs incurred for their mining or acquisition. Income from the transfer of virtual assets is defined as the difference between the sale and purchase value of these assets. Capital losses from the transfer of virtual assets are not tax deductible.

**Taxation of inheritance, gifts and gambling winnings.** Inheritance and donations, other than those received by legal heirs of first and second degree, or between siblings, are taxable income and taxed at a rate of 15%. Nonresident individuals receiving an asset located in Albania through an inheritance or donation are subject to personal income tax at 15% on the value of the asset received in case it exceeds ALL5 million for immovable assets and ALL1 million for movable assets.

**Income derived from gambling and other games of chance.** Income from gambling and other games of chance is taxed at a rate of



15%. The tax is withheld at source by the organizer of the gambling or games of chance.

**Exempt income.** The following types of income are exempt from personal income tax:

- Income received from obligatory schemes for social and health insurance and allowances for families or individuals with no or low income
- Scholarships received by students
- Financial compensation paid to property owners as compensation for expropriations effected by the government for the public interest, or to former landowners for the expropriation of their property in the past
- Income excluded by international agreements approved by the Albanian parliament
- Indemnities received by former political prisoners and their descendants
- Life and health contributions made by employers for the benefit of employees
- Compensation for damages ordered by final court decisions, benefits for indemnities from insurance contracts, as well as certain compensation for court costs
- Prizes received from the government for achievement in science, sport or culture
- Income from grants and subsidies supporting agriculture and livestock activities
- Contributions made by employers to private pension schemes for their employees up to the level of the minimal salary, currently set at ALL480,000 per employee per year
- Contributions made to private pension schemes by their members up to the level of the minimal salary, currently set at ALL480,000 per year
- Income from the transfer of movable assets, except for vehicles, airplanes and vessels sold within less than 12 months from their acquisition
- Income from the transfer of ownership rights over of agricultural land if the legal successor holds the land for the same purpose and activity
- Income received by nonresident individuals from interest and capital gains of Eurobonds issued by the Republic of Albania

**Taxation of employer-provided stock options.** No specific rules in Albania govern the tax treatment of employer-provided stock options. Stock options are subject to personal income tax at the moment of exercise.

### **Capital gains**

*Transfers of ownership rights over immovable property.* Capital gains derived from disposals of immovable property, exploitation and other rights regarding minerals, hydrocarbons and other natural resources or information related to these rights are subject to tax at a rate of 15%. The tax base equals the amount by which the sale price exceeds the acquisition cost. For real estate transfers, the sale value of the property may not be less than the “reference price” for such property. For this purpose, the “reference price” is the objective value per square meter in the relevant

area, as indicated in the reference table published by the Albanian Institute of Statistics for the main Albanian cities.

*Transfers of quotas or shares, securities, and financial instruments.* Capital gains derived from transfers of quotas or shares, securities, and financial instruments are taxed at a rate of 15% on the difference between the sales value and the acquisition cost. For listed securities, the sale and purchase values are determined by the market price at the moment of the transfer. For shares, quotas, securities and financial instruments acquired through inheritance or donation, the acquisition cost is the taxable value of these assets at the moment of their acquisition.

*Capital losses.* Capital losses may be offset against capital gains realized in the same tax year. Capital losses may not be carried forward.

**Deductible expenses.** In general, the annual gross amount of income is subject to tax and the following limited deductions apply:

- ALL600,000 for annual revenue up to ALL600,000
- ALL420,000 for annual revenue between ALL600,000 and ALL720,000
- ALL360,000 for annual revenue above ALL720,000
- ALL48,000 for every child under 18
- Up to ALL100,000 for tuition fees for children in case the annual revenue is up to ALL1.2 million.

## Rates

*Employment income.* Salaries and compensation relating to employment are taxed at the following rates.

Annual income ALL	Tax rate %	Tax due ALL
First 2,040,000	13	265,200
Above 2,040,000	23	—

*Business income.* Business income of traders and self-employed individuals is taxed at the following rates:

Annual profits ALL	Tax rate %
First 14,000,000	15
Above 14,000,000	23

Until 2029, taxpayers with annual turnover up to ALL14 million (approximately EUR140,000) are subject to 0% income tax.

The tax base equals the difference between total gross income and total deductible expenses. Self-employed individuals and sole traders must make advance payments on a quarterly basis, file the annual tax return and pay the tax due for the year less advance payments made by 31 March of the following year.

Self-employed individuals must register as entrepreneurs with the National Business Centre for tax purposes. Until 2029, businesses with annual turnover up to ALL14 million are subject to 0% income tax. A reduced tax rate of 5% applies to businesses operating in the agriculture sector or the automotive industry until 2029, and to business engaged in software production and development until 2025. Entities certified as agrotourism entities

on or before 31 December 2021 are subject to 5% tax rate, which is applicable for a 10-year period.

*Investment income.* Income from investment is taxed at the following rates:

Income type	Tax rate (%)
Dividends	8
All other income	15

No deductions shall apply to investment income.

## B. Other taxes

**Tax on buildings.** The tax on buildings is a tax paid annually by owners or users of buildings. The tax is imposed on all buildings used for residential or business purposes and also applies to buildings under construction that have not yet been completed within the time frame stipulated in the construction permit. The following are the tax rates:

- 0.05% of the value of the buildings used for residential purposes
- 0.2% of the value of the buildings used for business purposes
- 30% of the relevant tax rate for the construction surface of buildings under construction that have not yet been completed within the time frame stipulated in the construction permit

Certain building categories are exempt from the tax on buildings, including, among others, the following:

- Public buildings
- Buildings used for social housing purposes
- Buildings used by religious communities
- Four- and five-star hotels
- Structures with special status
- Structures that exercise their activity under a brand name
- Buildings for cultural purposes under temporary or permanent state protection that are used only for nonprofit purposes
- Buildings for residential purposes in which a retired person or a person with a social pension resides if the person's family is composed of retired persons or dependents that are incapable of working

**Tax on hotel accommodations.** The tax on hotel accommodations is calculated based on the duration of stay and the category of the lodging. For four- to five-star hotels, the tax on hotel accommodations is ALL105 to ALL350 per night per person, depending on the hotel location; for bed and breakfasts, dormitories, and motels, the tax is ALL35 to ALL140 per night per person, depending on the location of the lodging.

**Tax on waste disposal.** The tax on waste disposal is determined at the municipality level. It is payable by individuals and legal entities residing or performing economic activity in the municipality.

**Tax on construction land.** Construction land tax is calculated based on the surface of the construction land. Depending on the local government units in which the construction land is located, the tax rates vary between ALL0.14 per square meter to ALL0.56 per square meter, annually, for residential buildings and ALL12 per square meter to ALL20 per square meter, annually, for commercial buildings.

**Tax on agricultural land.** Annual agricultural land tax is calculated based on the area in hectares of the land. The tax ranges from ALL700 to ALL5,600 per hectare, depending on the category of the land and the municipality in which the property is located.

**Tax on infrastructure impact.** The tax on infrastructure impact is imposed on new construction works, such as buildings and infrastructure projects. For housing constructions or commercial units, the tax rate on infrastructure impact ranges from 4% to 8% of the selling price per square meter. This category of investments also includes existing buildings conditioned by the implementation of a concession contract, and commercial and business centers. For the construction of buildings in the tourism or industrial sectors, buildings for public purposes and buildings built for personal use, the tax rate ranges from 1% to 3% of the value of the investment for buildings located outside Tirana, while the tax rate ranges from 2% to 4% for buildings located in the municipality of Tirana.

For infrastructure projects, such as the construction of national roads, ports, airports, tunnels, dams and energy infrastructure, including machinery and equipment for these projects, the tax on infrastructure impact is 0.1% of the value of the investment, but not less than the cost of the rehabilitation of the damaged infrastructure if such cost is not included in the investment projections.

For buildings that are under legalization process, the tax rate on infrastructure impact is 0.5% of the investment value. The legalization process is provided in the law on legalization of buildings. This law provides to owners of buildings that are built without the permission of the relevant public authorities the right to legalize and register their buildings. The tax rate on infrastructure impact for housing constructions in mountainous areas ranges from 0% to 3% of the investment value. The mountainous areas in which such tax is imposed is defined by the relevant Municipality Council.

Investments for the construction of four- and five-star hotels and structures that will exercise their activity under a brand name are exempt from the tax on infrastructure impact. Investments for businesses that operate in the field of agriculture as per the instructions in the law on tourism are exempt from this tax. Investments made for the reconstruction, repair and restoration of buildings intended for residential purposes that have been damaged as a result of natural disasters are also exempt from this tax.

### C. Social security

**Contributions.** Employers and employees contribute to a social security fund a percentage of the calculated monthly salary. The total contribution is 27.9%, of which 16.7% is borne by the employer, and 11.2% is borne by the employee. The contribution consists of a social security contribution of 24.5% (out of which 15% is borne by the employer and 9.5% is borne by the employee) and a health security contribution of 3.4% (out of which 1.7% is borne by the employer and 1.7% is borne by the employee). This remuneration cannot be lower than the minimum monthly salary set nationally, which is currently ALL40,000. The monthly

remuneration is subject to social security contributions up to the maximum monthly salary amount for employed persons, which is ALL176,416. Self-employed persons must pay social security contributions at 23% of the minimum salary and health insurance contributions at 6.8% of the minimum salary.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Albania has entered into social security agreements with Austria, Belgium, Bulgaria, Croatia, the Czech Republic, Germany, Hungary, Kosovo, Luxembourg, North Macedonia, Romania and Türkiye. Albania has signed tax treaties with France, Greece, Italy, Montenegro, the Netherlands and Romania, but these treaties have not yet entered into force.

#### **D. Filing and payment procedures**

The tax year in Albania is the calendar year.

Employers must withhold personal income tax from wages and compensation paid, and they must pay the withholding tax to the tax administration by the 20th day of the following month. Employers must maintain records of payments in accordance with instructions issued by the Ministry of Finance.

Individuals earning income of ALL2 million or more must file a personal income tax return for the preceding year by 30 April. Income taxed at source must also be declared, but no personal income tax is calculated on such income.

Individuals earning income of less than ALL2 million do not have a legal obligation to submit the personal income tax declaration. They may do so if they want to benefit from the expense deduction scheme. However, individuals who are earning an income of less than ALL2 million and are employed by more than one employer must submit the personal income tax declaration for the preceding year by 30 April. They must calculate their income tax on the total income earned, deduct the already paid income tax by the employers, and pay the income tax on the difference between the income tax calculated and the income tax paid by the employers.

#### **E. Double tax relief and tax treaties**

**Tax treaties.** Albania has entered into double tax treaties with the following jurisdictions.

Austria	Ireland	Poland
Belgium	Israel	Qatar
Bosnia and Herzegovina	Italy	Romania
Bulgaria	Korea (South)	Russian Federation
China Mainland	Kosovo	Saudi Arabia
Croatia	Kuwait	Serbia
Czech Republic	Latvia	Singapore
Egypt	Luxembourg*	Slovenia
Estonia	Malaysia	Spain
Finland	Malta	Sweden
France	Moldova	Switzerland
Germany	Montenegro	Türkiye
	Morocco*	



Greece	Netherlands	United Arab
Hungary	North Macedonia	Emirates
Iceland	Norway	United Kingdom
India*		

\* This treaty is not yet effective.

**Foreign tax credit.** Resident taxpayers may credit the foreign income tax paid in other countries on the income realized in such countries. The amount of the foreign tax credit may not exceed the amount of Albanian tax regarding such income.

## F. Visa regime

Albania issues the following temporary visas:

- Type A visas, which are transit visas permitting a visit or transit passage. Holders of transit visas may not undertake employment or engage in profit-seeking activities.
- Type C visas, which allow the holders to stay in Albania up to 90 days in a 180-day period.
- Type D visas, which are issued to individuals who are planning to stay in Albania for more than 90 days within a 180-day period and who plan to apply for a residence permit. Such visas can be issued for the purposes of work, study, humanitarian activities or family reunion, or to science researchers, sports players, athletes, investors navigation crews or certain others.

The following types of persons can enter, stay and travel through Albania up to 90 days within a 180-day period without a visa:

- European Union (EU) and Schengen area citizens
- Citizens of countries exempted from the Schengen visa requirement as a result of the liberalization of the visa regime
- Holders of a valid multi-entry Schengen, UK or US visa to the extent that such visa has been previously used in one of these jurisdictions
- Holders of a valid residence permit in one of the Schengen Member States
- Citizens of countries with which Albania has entered into international agreements, such as citizens of Armenia, Azerbaijan, Belarus (citizens of Belarus may enter Albania without a visa and stay up to 90 days within a calendar year), China Mainland, Kazakhstan, Kosovo, Serbia, Türkiye and Ukraine
- Citizens of certain jurisdictions, such as Bahrain, Oman, Qatar, Saudi Arabia and Thailand, for the period of 6 March 2024 through 31 December 2024 and citizens of India for the period of 1 April 2024 through 31 December 2024
- Citizens who have a 10-year residence permit, issued by the competent authority of the United Arab Emirates, valid not less than one year from the moment of entry
- Other persons, based on the principle of reciprocity as enacted by a Council of Ministers' decision

## G. Combined work and residence permits (single permit)

Law 79/2021 on Foreigners, which entered in force in 2021, provides for a combined work permit and residence permit for foreign citizens intending to work and reside in the country. The Albanian authorities started the full implementation of the law in March 2023. The foreigners are no longer required to submit two separate applications for employment declaration (EU/Western

Balkan [WB]/Schengen countries' citizens) or work permit (non-EU/WB/Schengen countries' citizens) and residence permit. The single permit is available to employment seekers who have an employment agreement or a service agreement, to digital nomads and to individuals residing in the country for other purposes (voluntary services, athletes or investment purposes).

Such application is submitted online through the e-governmental portal (e-Albania) together with proof of payment of the administrative fee. The maximum timeline for the processing of the combined permit is 12 weeks.

For EU/WB/Schengen countries' citizens, the online application for the single permit should be performed at least one calendar day prior to the start date of the work. Employees should be registered with the local payroll from the moment of application and may start working the day after.

For non-EU/WB/Schengen countries' citizens, prior to applying for the single permit, a job vacancy should be published with the Labour Office for seven days. On receiving the confirmation from the latter, the online application for single permit should be filed at least 10 calendar days (a longer period [for example, 14 days] is recommended) prior to the planned start date of the work as indicated in the employment contract. The above-mentioned citizens should be registered with the local payroll only after the receipt of the approval from the Labour Office and then they may start working. If a visa is required, the non-EU/WB/Schengen countries' citizens may start working one calendar day after the registration with the local payroll, but in any case, after the visa issuance.

The following are the main types of the single permit:

- Single permit as an employee: such permit should be obtained by foreigners who are locally hired in the country. This permit is issued with a validity of three months, six months or one year.
- Single permit for intra-corporate transferee: such permit should be obtained in the cases of assignment of foreign employees to a related party or group company in the country. In such case, the home-country employer must be established outside Albania and should have been in an employment relationship with the assignee for at least the last six months.
- Single permit for specific categories: such permit should be obtained in cases in which an individual plans to visit Albania for a short-term period (that is, up to 60 days within one year) and provide certain services such as consultancy, audit, entertainment, installation of machinery or constructions related to equipment delivered by a foreign entity and repair services related to such equipment and machinery (in this case, registration with the local payroll is not required).

As part of the Open Balkan initiative, Albania, North Macedonia and Serbia signed an agreement aiming to simplify the procedures for entry, employment and residency for the citizens of each country within the territories of the others. Although the agreement was signed in 2021, the launch of the online portal in Albania did not occur until mid-September 2024. Eligible nationals of North Macedonia and Serbia may submit a request through

e-Albania either before entering Albania or within 90 days of their arrival. Once the request is reviewed, applicants are issued a document confirming approval for free access to the labor market, which is valid for two years.

## **H. Personal and family considerations**

**Marital property regime.** The marriage property regime is based on the concept of common ownership, which means that property acquired after the marriage is deemed to be in joint ownership, unless otherwise agreed between spouses. The law distinguishes the separate property from the joint property of spouses even after the marriage. The following is considered separate property:

- Property that belongs to the spouse before the marriage and remains his or her property
- Property acquired during marriage through inheritance, donation or other forms of legal acquisition

Joint property is the property and income acquired through work during the course of the marriage, and the spouses are considered to be joint owners in equal share unless otherwise provided in a written agreement in accordance with the requirements of the law.

**Forced heirship.** Albanian succession law provides for forced heirship for children under the age of 18 and disabled dependents.

**Driver's licenses.** Foreign citizens with valid residence permits may drive legally in Albania with their home-country driver's licenses (if their home-country licenses are valid), for a period of six months within a 12-month period. At the end of such period, the vehicle must either leave the country or it should be declared and cleared by the customs authorities.

Holders of a valid driver's license issued by the EU Member States, Canada, the United States and other countries that are party to the conventions and agreements of the United Nations in the field of driver's licenses and who have received a residence permit in Albania can be provided with a driver's license of the same category, for which their driver's license is valid. Exception is made for temporary driver's licenses as the latter is not subject to such conversion.

# Algeria

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## A. Income tax

**Who is liable.** Individuals who are tax resident in Algeria are subject to income tax on their worldwide income. Individuals who are not tax resident in Algeria are subject to tax on their income from Algerian sources.

The following individuals are considered to be tax resident in Algeria:

- Individuals who are owners or beneficial owners of a home in Algeria
- Individuals who are tenants in Algeria with a rental term of a continuous period of at least one year, whether by single or by successive agreements
- Individuals who have their place of principal residence or the center of their main interests in Algeria
- Individuals working in Algeria, regardless of whether they are paid
- Agents of the Algerian government who serve at a mission in a foreign country and who are not subject in the foreign country to a personal tax on all of their income

### Income subject to tax

*Employment income.* Employment income is included in annual taxable income. It includes salaries, wages, pensions, life annuities and benefits in kind, except for certain items, such as food, housing, heating and lighting.

*Self-employment and business income.* Income derived by self-employed individuals is divided into the following two categories:

- Business profits, which are profits derived by individuals from commercial, industrial, artisanal or mining activities
- Non-market benefits, which are profits derived by individuals from artistic and scientific occupations

The tax base for self-employed individuals engaged in activities in the above two categories is computed in the same manner as the tax base for corporations. Taxable income equals the difference between gross income and expenses incurred for the performance of the activity during the calendar year.

Annual income below DZD8 million is subject to the Single Flat Rate Tax (Impôt Forfaitaire Unique, or IFU) at the tax rates set forth in *Rates*. IFU is a single tax that includes personal income tax (*impôt sur le revenu global*, or IRG), value-added tax and corporate tax. If net income is DZD8 million or more, it is taxed under the “real regime” at the same rates applicable to employment income (see *Rates*).

Amounts paid as fees or copyright artist fees to artists who have their tax residence outside Algeria are subject to IRG through a final 15% withholding tax. However, these fees are not subject to IRG if they are earned by the artists in the context of cultural agreement exchanges, national holidays, festivals, and cultural and artistic events organized by the Ministry of Culture.

*Investment income.* Dividend distributions are subject to a final withholding tax at a rate of 15%.

Revenues from loans and deposits are subject to an advance payment corresponding to a 10% withholding tax. However, for interest earned on monies deposited in savings accounts of individuals, the following are the withholding tax rates:

- 1% for the portion of interest payments not exceeding DZD50,000 (this is a final withholding tax)
- 10% for the portion of the interest payments exceeding DZD50,000 (this constitutes a tax credit)

*Directors' fees.* Directors' fees are fees paid to directors of companies as compensation for the performance of their functions. Directors' fees are considered distributions of income. Consequently, they are subject to a final withholding tax at a rate of 15%.

**Taxation of employer-provided stock options.** The Algerian Direct Tax Code does not contain any specific measures relating to the taxation of stock options granted to employees.

**Capital gains.** The taxation of gains derived from the transfer of capital assets depends on whether the assets are short-term or long-term assets. Capital assets are considered long-term assets if they have been held more than three years. Thirty-five percent of gains on long-term assets are included in taxable income. Capital assets that are not long-term assets are considered short-term assets. Seventy percent of gains on short-term assets are included in taxable income.

Capital gains on share transfers are subject to a final withholding tax at a rate of 15% for residents. The rate is 20% for nonresidents, after one-fifth of the capital gain is transferred to the notary.

Capital gains on share transfers for residents are exempt from tax if the amount is reinvested (company contribution or purchase of shares of another company).

Capital gains are exempt from IRG if they are derived from the sale of bonds, securities and Treasury bonds that are listed in the stock exchange or traded on a regulated market and that have a minimum term of five years and are issued during the five-year period beginning on 1 January 2014.

## Deductions

*Personal deductions and allowances.* Taxpayers may deduct certain expenses from employment income including social insurance contribution, support payments and insurance premiums paid as an owner or lessee.

*Business deductions.* Business deductions include depreciation and general expenses incurred for business purposes. Depreciation of business assets is deductible if it is recorded annually in the accounts and relates to assets shown in the balance sheet. The depreciation rates vary according the nature of the activity in which the assets are used.

*Other deductions.* After the net income for each category of income is aggregated, the following expenses are deductible:

- Interest paid on loans obtained by a taxpayer for a business purpose or the acquisition or construction of a principal home
- Contributions paid by a taxpayer for a retirement pension or social insurance
- Alimony
- Insurance policy concluded by a landlord

**Rates.** The following are the progressive IRG rates in Algeria, which apply to the income of physical persons (for example, employment income):

Monthly taxable income (DZD)	Rate (%)
0 to 20,000	0
From 20,001 to 40,000	23
From 40,001 to 80,000	27
From 80,001 to 160,000	30
From 160,001 to 320,000	33
From 320,001	35

The monthly taxable base is subject to a reduction of 40% (first tax relief) with a minimum per month of DZD1,000 and a maximum of DZD1,500.

Since the enactment of the 2020 Complementary Finance Act, monthly income below DZD30,000 is completely exempt from IRG.

Monthly income from DZD30,000 to DZD35,000 benefits from a second tax relief as follows:

$$\text{IRG} = (\text{IRG after applying the first tax relief}) \times (137/51) - (27,925/8)$$

All bonuses paid by the employer on a non-monthly basis are subject to a reduced rate of 10%. For this purpose, non-monthly bonuses include amounts paid to employees in addition to the amounts paid to them for their principal activities.

Self-employment and business income below DZD8 million is subject to IFU at the following rates:

- Income from production activities and sales of goods, and income derived in the context of a distribution channel of goods and services via digital platforms or via direct network sales are subject to tax at a rate of 5%.
- Income from other activities is subject to tax at a rate of 12%.

**Relief for losses.** In general, losses incurred in business and agricultural activities may be carried forward for four years to offset profits from the same category.

**Nonresidents.** Individuals who are not tax resident in Algeria are subject to tax on their Algerian-source income. The types of income considered to be Algerian-sourced include the following:

- Income from Algerian real estate and related rights
- Income from Algerian securities and capital assets
- Income from business carried out in Algeria
- Income from professional activities (including self-employment) carried out in Algeria
- Profits derived from Algerian real estate operations

The following types of income are also considered Algerian-source income if the payer of the income is resident for tax purposes or established in Algeria:

- Pensions and annuities
- Amounts paid as compensation for services provided or used in Algeria
- Income received by inventors, income from copyrights, and income from intellectual or commercial property and related rights

## B. Other taxes

**Tax on donations.** Donations are taxable on the basis of the value of donated property. The tax rate is 5%, with a preferential rate of 3% for donations between parents, children and spouses. The same rate applies to the fixed assets of a company that heirs agree to continue operating. This tax does not apply to donations to non-family members.

Donations other than those of a humanitarian nature are not deductible from the taxable base for personal income tax.

**Wealth tax or net worth tax.** Individuals who are tax resident in Algeria are subject to wealth tax on their property located in Algeria and abroad. Individuals who are not tax resident in Algeria and, based on elements of their lifestyle, individuals whose tax residence is in Algeria and who do not own property are subject to wealth tax on their property located in Algeria. The tax is assessed on 1 January of each year.

The following are the rates of the wealth tax.

Taxable net value		Rate %
Exceeding DZD	Not exceeding DZD	
0	100,000,000	0.00
100,000,000	150,000,000	0.15
150,000,000	250,000,000	0.25
250,000,000	350,000,000	0.35
350,000,000	450,000,000	0.50
450,000,000	—	1.00

## Property tax

*Developed properties.* The property tax is payable annually on buildings located in Algeria, except those that are specifically

exempt. Facilities also subject to this tax include, but are not limited to, the following:

- Facilities to house people and goods, or to store products
- Commercial facilities within the perimeters of airports, port terminals and railway and bus stations

The tax rate for buildings is 3%. However, a 10% rate applies to buildings for residential use that are not employed in a personal or family capacity as a rental in areas to be determined by regulation.

The following are the tax rates for land considered dependency property (land attached to the building property):

- 5% if the size is less than or equal to 500 square meters
- 7% if the size is greater than 500 square meters and not more than 1,000 square meters
- 10% if the size is greater than 1,000 square meters

*Undeveloped properties.* Property tax is imposed annually on all undeveloped properties, except those that are specifically exempt.

The tax base is the tax rental value of the property.

The tax rate is 5% for undeveloped properties located in non-urbanized areas.

For urbanized land, the following are the tax rates:

- 5% if the land size is less than or equal to 500 square meters
- 7% if the land size is more than 500 square meters and less than or equal to 1,000 square meters
- 10% if the land size is greater than 1,000 square meters

The rate is 3% for agricultural land.

For properties located in urbanized or urbanizing areas on which construction has not begun in three years, the normal property tax rate is multiplied by four.

### C. Social security

The social security regime depends on the nature of the activity carried out by the person. Two possible regimes are applicable. One regime is for employees and the other is for non-employee persons (trade or managing activities).

**Employees.** Social security contributions for employees are based on gross compensation paid, including fringe benefits and bonuses. Some benefits paid on an exceptional basis can be exempt from social security contributions under certain circumstances.

*Contributions.* Employer contributions are paid, and employee contributions are withheld monthly. The following are the rates of the social security contributions:

- Employers: 25%
- Employees: 9%

Employers must make an additional 1% contribution for the funds for social action.

*Coverage.* All foreign workers from countries with which Algeria has entered into social security agreements (Belgium, France and



Tunisia) who are pursuing an activity in Algeria while maintaining an employment contract with their employers abroad may elect to be subject to the social security system of their home countries and be exempt from social security contributions in Algeria. To implement this election, the employer must give a copy of a certificate of coverage (*certificat de détachement*) to the employee, who then submits it to the national social security fund (Caisse Nationale des Assurances Sociales, or CNAS).

An additional specific social security regime called the National Fund for Paid Leave and Unemployment of Bad Weather of Building, Public Works and Water Sectors (La Caisse Nationale des Congés Payés et du Chômage-Intempéries des Secteurs du Bâtiment, des Travaux Publics et de l'Hydraulique, or CACOBATPH) applies to companies operating in the building, public works and hydraulic sectors. The rate of this contribution is fixed at 12.96%.

**Non-employees.** Persons carrying out non-employees' activities in Algeria are required to register for the social security regime called the National Social Security Fund of Non-Employees (Caisse Nationale de Sécurité Sociale des Non-salariés, or CASNOS). The contribution is based on the annual revenue.

*Contributions.* Contributions are paid on an annual basis. The applicable rate is 15%. The minimum contribution is DZD32,400, and the maximum contribution is DZD648,000.

**Totalization agreements.** Algeria has entered into social security agreements with Belgium, France and Tunisia.

## D. Tax filing and payment procedures

The Algerian tax law provides for monthly, quarterly and annual tax returns.

The monthly tax return (G50) applies only to businesses under the real regime. This tax return must be filed by the 20th day of each month.

All businesses must file an annual tax return by 30 April of each year.

By 30 April of each year, each employer must file an annual tax return related to IRG on salaries withheld and remitted to the tax authorities in the preceding year.

Algerian tax residents who derive personal income in addition to their remuneration must file an annual tax return (G1) by 30 April of each year.

## E. Double tax relief and tax treaties

Algeria has entered into double tax treaties with the following jurisdictions.

Austria	Indonesia	Russian Federation
Bahrain	Italy	Saudi Arabia
Belgium	Jordan	South Africa
Bosnia and Herzegovina	Korea (South)	Spain
	Kuwait	Switzerland

Bulgaria	Lebanon	Türkiye
Canada	Mauritania	Ukraine
China Mainland	Netherlands	United Arab
Denmark	Oman	Emirates
Egypt	Portugal	United Arab
France	Qatar	Maghreb*
Germany	Romania	United Kingdom
Iran		

\* The United Arab Maghreb consists of Algeria, Libya, Mauritania, Morocco and Tunisia.

## F. Entry and tourist visas

Entry visas are required for nationals of the European Union (EU), United States and certain Arabic countries, such as Egypt. Tunisian nationals are not required to have entry visas.

Algerian embassies or consulates can provide information regarding the documents necessary for the obtaining of a visa.

Foreign nationals who wish to enter Algeria for a period not exceeding 15 days can enter with a business visa. This visa allows the holding of meetings (internal or with clients) but not the provision of services.

Foreign nationals who wish to work in Algeria under a contract that has a duration of less than three months must obtain a temporary work authorization. It can be renewed once in a year. Under Article 9 of Law No. 81-10, a foreigner who is assigned to Algeria for a duration of less than 15 days (with an accumulated duration not exceeding three months in the year) to perform exceptional work does not require a temporary work authorization. However, a temporary work visa is always required. To obtain the visa, the foreign national must justify his or her work in Algeria.

Foreign nationals who wish to work in Algeria for a duration that exceeds three months must obtain a work visa and work permit. A work permit's validity may not exceed two years, but it is renewable. French nationals benefit from a special regime. They need to obtain a foreign worker declaration instead of a work permit (but it has the same delivery procedure).

A foreign worker working as a managing director (that is, not as an employee) of an Algerian entity is exempt from the work permit requirement but needs a business professional card and, in some circumstances, a residence card as well.

## G. Residence card

Foreigners who are intending to extend their stay in Algeria beyond the duration specified in the visa must request a residence card 15 days before expiration of the visa's validity. This card is valid for two years. A residence card with a validity of 10 years can be issued after a regular residency of seven years in Algeria.

The application form for the residence card must be sent to the local police office.

## **H. Family and personal considerations**

Family members intending to reside with a working expatriate in Algeria can benefit from family reunification.

# Angola

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*Law No. 18/14 of 22 October 14 contains the Personal Income Tax Code, which entered into force on 1 January 2015. The Personal Income Tax Code has been subject to amendments through Law No. 9/19 of 24 April 2019, Law No. 28/19 of 25 September 2019 and Law No. 28/20 of 22 July 2020.*

## A. Income tax

**Who is liable.** Individuals receiving work-related income and/or business and professional income in Angola are subject to personal income tax if the compensation is paid by an Angolan entity or if the respective cost of such income is allocated to an entity with a head office, residence or permanent establishment in Angola. Angola applies a pure source-based system for individual taxation.

*Groups of taxation.* The Personal Income Tax Code provides for the three following groups of taxation:

- Group A: Income derived from employment and paid by employers under the General Labor Law or civil servants regime, as well as remuneration earned by members of statutory boards
- Group B: Income derived from self-employment (related to the activities included in the list attached to the Personal Income Tax Code, which was expanded by Law No. 9/19 and Law No. 28/20)
- Group C: Income derived from industrial and commercial activities

### Income subject to tax

*Group A – Employment income.* Taxable income includes all income considered to be salaries, commissions, fees, gratifications (broadly, these are bonuses not included in base salary that reward employees for good performance), allowances, premiums, allowances or ancillary forms of remuneration, such as payments in kind. These types of income are subject to tax, regardless of

whether they are attributed to a contractual obligation and regardless of their frequency or computation method.

In addition, the following types of income are also subject to tax:

- Shortage allowances, daily entertainment allowances and travel allowances
- Remuneration paid to shareholders as compensation for work performed for the company
- Remuneration of a company's statutory board members
- Undocumented asset increases and expenses
- Remuneration payments by political parties and other organizations with a socio-political purpose

The following types of income are not included in taxable income for personal income tax purposes:

- Social payments made by the National Social Security Institute
- Shortfall allowances (per diem, representation, travel and displacement allowances attributed to civil servants) not exceeding the limits established for public officials
- Family allowances
- Social security contributions
- Subsidies paid to national citizens with disabilities
- Daily allowances, for meals, up to AOA30,000
- Daily allowances for transportation, up to AOA30,000
- Reimbursement of expenses incurred by employees of entities subject to corporate income tax, if documented as per the Corporate Income Tax Code and ancillary diplomas (Legal Regime for Invoices and Equivalent Documents) and the Angola General Tax Code

*Group B – Self-employed income.* Self-employed individuals are taxed on 100% of their income if they do not have organized accounting records. For individuals with organized accounting records, a deduction from taxable income can be made up to 30% of the costs incurred. Income that is paid by corporate entities or individuals with organized accounting records (subject to withholding tax) can be deducted from the total taxable base.

*Group C – Industrial and commercial activities' income.* Taxpayers with organized accounting records can assess the taxable base considering the rules applicable to the corporate income tax. If Group C taxpayers do not have accounting records, no deductions from the taxable income can be made.

**Rates.** Income tax rates applicable to taxable employment income derived by residents and nonresidents are set forth in the following table.

Taxable income		Tax on lower amount AOA	Rate on excess %
Exceeding AOA	Not exceeding AOA		
—	70,000	—	0
70,000	100,000	3,000	10
100,000	150,000	6,000	13
150,000	200,000	12,500	16
200,000	300,000	31,250	18

Exceeding AOA	Taxable income Not exceeding AOA	Tax on lower amount AOA	Rate on excess %
300,000	500,000	49,250	19
500,000	1,000,000	87,250	20
1,000,000	1,500,000	187,250	21
1,500,000	2,000,000	292,250	22
2,000,000	2,500,000	402,250	23
2,500,000	5,000,000	517,250	24
5,000,000	10,000,000	1,117,250	24.5
10,000,000	—	2,342,250	25

For income subject to withholding tax assessed to Group B and Group C taxpayers, the withholding tax rate is 6.5%.

Income not subject to withholding tax assessed to Group B and Group C taxpayers is liable to tax at a rate of 25%.

Income earned by nonresident service providers covered by Group B or Group C is subject to withholding tax at a 6.5% rate.

## B. Other taxes

**Inheritance and gift tax.** Inheritance and gift tax is payable by heirs and donees. This tax is levied on gratuitous transfers of movable assets and rights located or transferred in Angola. Tax rates range from 10% to 30%, depending on the value of the estate or the gift and on the relationship of the heir or donee to the deceased person or donor.

**Property tax on rent income.** Property tax is payable annually by the beneficiary of rental income from rented property or by the owner, usufructuary or beneficiary of surface rights of unrented property. The tax is imposed at the following rates:

- 25% of 60% (which results in a final rate of 15%) of the rental income from Angolan rented property
- 0.5% of the patrimonial value of unrented properties (for properties valued above AOA6 million)
- AOA5,000 for properties with patrimonial value between AOA5 million and AOA6 million

**Property transfer tax.** Property transfer tax is levied at rate of 2% with respect to transfers of immovable property, including long-term leases (20 years or more). Stamp duty at a rate of 0.3% also applies to these transactions.

## C. Social security

Salaries and additional remuneration specified under the law are subject to social security contributions. No ceiling applies to the amount of remunerations subject to social security contributions. The rates of the contributions are 8% for employers and 3% for employees.

Employees working transitorily in Angola are not required to make social security contributions if they can prove that they are covered by the social security system in another country.

Self-employed persons are subject to social security contributions based on a predefined monthly notional salary. The rate of the contributions is 8%, but it may be increased to 11% if additional benefits are covered.

#### **D. Tax filing and payment procedures**

The fiscal year in Angola is the calendar year.

Self-employed individuals must file tax returns in March (Group B and Group C) following the tax year end.

Income taxes on employees are withheld by the employer under a Pay-As-You-Earn system, and employees are not required to file returns. The employer must file, by the end of February of the year following the tax year, a tax return, indicating the name and personal details of the employees, their remuneration and corresponding taxes withheld.

Tax on income from capital is generally withheld by the payee entity, unless the entity is not resident or established in Angola. Otherwise, the income recipient is responsible for paying the tax.

Landlords must also file Property Tax Form M/1 in January following the year in which the rents were collected and payments (whenever the rents are not subject to withholding tax) must be made by the end of the following March.

#### **E. Tax treaties**

Angola has double tax treaties with China Mainland, Portugal and the United Arab Emirates. A double tax treaty entered into with Mauritius is likely to enter into force on 1 January 2024. There are mechanisms in place for the treaties to be applied, namely the legal forms that must be completed by the tax administration in Angola, as well as the forms required to nominate a fiscal representative in Angola.

#### **F. Visas**

Law No. 13/19, of 23 May 2019, contains the new legal regime for foreign nationals in Angola. This new law revoked the prior Law No. 2/07 of 31 August 2007. In June 2020, the regulation for Law No. 13/19 was approved by Presidential Decree No. 163/20, of 8 June 2020, which revoked the prior Presidential Decree No. 108/11, of 25 May 2020.

In line with the new legal regime for foreign nationals in Angola, various types of visas may be granted to foreign nationals who intend to come to Angola. The type of visa depends on the reason and period of stay. The most common visas of which foreign nationals should be aware are described below.

The former Ordinary Visas, which were originally granted to foreign nationals for business or family reasons, were replaced by Tourism Visas, which were already in place for other reasons. Under the new regime, the Tourism Visas are granted by Consular Missions at the applicant's country of origin or residence, for business prospection or family reasons and for engaging in scientific and technologic activities, as well to those foreign nationals

who intend to stay in Angola for recreational, sporting or cultural activities. Tourism Visas allow its holder to stay in the country for 30 days, extendable twice for the same time period. Tourism Visas do not allow their holders to perform remunerated activities in the country, for which a Work Visa is required, or apply for residence.

Short-Term Visas are granted for urgent reasons, allowing its holder to stay in the country for 10 days, extendable once in Angola. Some countries have their own specificities regarding Short-Term Visas. Short-Term Visas do not allow their holders to perform remunerated activities in the country, for which a Work Visa is required, or apply for residence.

Investor Visas, which replaced the Privileged Visas, are granted to foreign investors, representatives or proxies of investing companies to implement and execute investment projects in Angola, under the Private Investment Law. Investor Visas are issued for multiple entries for two years and are extendable for the same time period while the investment project is being implemented. Under the new regime, these visas are granted by the authorities in Angola.

Temporary Stay Visas, which are granted for 365 days, extendable for the same time period, until the end of the term of the reason that justified the visa, may be granted in the following circumstances:

- To accomplish missions within religious institutions or within nongovernmental organizations
- For scientific research, mobility or university extension
- To family members of study, medical treatment and work visa holders
- To family members of holders of valid residence permits
- To spouses of Angolan citizens

*Exemption for Tourism Visas.* According to Presidential Decree No. 189/23 of 29 September 2023, no Tourism Visas are required for stays up to 30 days per entry and 90 days per year for nationals from the jurisdictions mentioned in the referred diploma. However, this regime does not apply to Work Visas.

The diploma mentioned above establishes a Tourism Visa exemption for citizens of more than 90 jurisdictions. As a result, all citizens of the jurisdictions covered by this diploma must present a valid ordinary passport with a longer period of stay and the international vaccination card (Yellow Card), whenever applicable, allowing them to travel to Angola for the purposes of tourism, vacations, family visits and private business. This means that depending on the activities that the applicant will perform in Angola, it might not be necessary to apply for a Tourism Visa to enter Angola. However, the applicant is not granted the right to establish residence, to work, to have medical treatment or to study, and should request the proper visa.

Under Presidential Decree 197/23, of 25 October 2023, citizens of almost 150 jurisdictions are exempt from presenting the Yellow Card for yellow fever.



## **G. Work Visas**

The appropriate visa allowing a foreign national to undertake remunerated activities in Angola is the Work Visa. The Work Visa is granted for 365 days, extendable for equal time periods until the end of the term of the employment agreement that justified the visa. In general, the Work Visa must be applied for at the Angolan Consulate or Embassy in the applicant's country of origin or residence. Before applying for a Work Visa, a favorable opinion from the entity overseeing the sector of activity in Angola is required.

The Work Visa does not allow its holder to establish residence in Angola.

## **H. Residence visas (and/or permits)**

Residence permits are granted to foreign nationals that intend to establish residence in Angola, provided that they meet the requirements imposed by the Angolan law. The application for a residence permit may include spouses, underage children and any dependents of the applicant who have disabilities.

The following residence permits may be granted:

- A Temporary Residence Card, granted to foreign nationals with authorization to establish residence in Angola. It allows the holder to establish residence for two years and is extendable for equal time periods.
- A Permanent Residence Card, granted to foreign nationals resident in the country for more than 10 consecutive years. It is valid for five years and is extendable for equal time periods, without limitation.

# Argentina

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## A. Income tax

**Who is liable.** Residents are subject to tax on worldwide income. Nonresidents are taxed on Argentine-source income only.

The following individuals are deemed to be resident in Argentina:

- Native and naturalized Argentine citizens
- Foreign individuals who are granted permanent residence in Argentina
- Foreign individuals who remain in the country under temporary authorization for a period of 12 months or longer

Individuals in the third category who have not been granted permanent residence are deemed to be nonresident if they can prove that they do not intend to stay permanently in Argentina.

Foreign individuals who can prove that they are in Argentina because of their employment, and who remain in the country for a period not exceeding five years, are not considered to be resident in Argentina. This rule also applies to members of the individual's family who accompany the individual to Argentina.

**Income subject to tax.** The taxability of various types of income is discussed below.

*Employment income.* Taxable income from employment includes all salaries, regardless of the taxpayer's nationality or the place where the compensation is paid or the contract is concluded.

In general, taxable compensation also includes most employer-paid items. Educational allowances provided by employers to their local or expatriate employees' children who are 18 years old or under are taxable for income tax and social security purposes.

The current regulation, as it was in early 2024, introduced a Cedral Tax on high incomes, aiming to increase the progressivity of the tax for those with higher earnings. This tax was applied to individuals receiving income from personal work carried out in an employment relationship, with the exception of payments made to directors, trustees, and members of supervisory boards of corporations, as well as equivalent positions of administrators and members of management boards of other societies, associations, foundations, and cooperatives, which continued to be governed by the fourth category income regime.

Under the Cedral Tax, eligible individuals were entitled to deduct, solely, as a non-taxable minimum, the sum equivalent to 180 annual Minimum Living and Mobile Wages (SMVM), which equates to 15 SMVM per month. The SMVM amount was scheduled for updates every 1 January and 1 July of each year. As of 1 January, the SMVM was ARS156,000, indicating that under this tax regime, only those workers earning more than ARS2,340,000 gross per month (15 SMVM) were subject to income tax. Workers who were subject to this new income tax were subject to a tax rate ranging from 27% to 35%.

Salaries that did not exceed the threshold were exempt from income tax and, as a result, were not subject to income tax withholding. Directors, board members, and equivalent positions were not subject to the Cedral Tax regime and continued to be subject to income tax with rates ranging from 5% to 35%.

The aforementioned Cedular Tax was subsequently repealed by the “Palliative and Significant Fiscal Measures” law, approved by the Chamber of Deputies on 28 June 2024, and published in the *Official Bulletin* on 8 July 2024. This law introduced significant modifications to the income tax regime, effectively eliminating the Cedular Tax and introducing other changes to the taxation of earnings. Until August 2024, the non-taxable minimum had been raised to ARS1.8 million for single individuals and to ARS2.2 million for married individuals with children, with tax rates returning to the range of 5% to 35%. From September 2024 onward, the non-taxable minimum was raised to ARS2,040,000 for single individuals and to ARS2,705,000 for married individuals with children, with tax rates remaining in the range of 5% to 35%. The update of the non-taxable minimum and deductions will be adjusted first quarterly and then on a semiannual basis according to the Consumer Price Index (IPC).

*Self-employment income.* Self-employment and business income is taxable, regardless of the recipient’s nationality, the place of payment or where the contract was concluded.

*Investment income.* If a company pays a dividend in excess of its accumulated taxable income, the excess is subject to a final withholding tax at a rate of 35%. This tax applies to dividends derived from income accrued in fiscal periods beginning before 1 January 2018. Under the December 2017 tax reform, withholding tax is imposed on dividends distributed by Argentinian companies to Argentinian individuals and foreign shareholders at a rate of 7%. The tax operates as a “sole and definitive tax payment.” It is imposed in addition to the 35% equalization tax described above. Dividends from foreign corporations paid to residents are taxable at regular tax rates.

Royalties and income derived from renting real property are taxed as ordinary income.

Interest is taxed as ordinary income, except interest from certain bank deposits in Argentina, such as saving accounts, which is exempt from tax. Interest from bank deposits paid to nonresidents is exempt from Argentine tax only if the income is also exempt from foreign tax.

For residents and nonresidents, interest derived from term deposits in Argentinean pesos, public bonds (government securities, treasury bills and others), corporate bonds, mutual funds and other securities issued by Argentina are exempt from tax. However, interest derived from term deposits in dollars allocated in Argentina is taxable for residents at the progressive income tax rates (5% to 35%) and for nonresidents (the 35% rate will apply to 43% of the collected interest).

Under Section 90.5 (Schedular Tax) of the Income Tax Law, gains derived from the sale of real estate purchased on or after 1 January 2018 are taxable at a rate of 15%. However, if the property is the taxpayer’s home, the sale is exempt from tax.

*Directors’ fees.* Directors’ fees are taxed as self-employment income to the extent that they are deducted by the payer company (allowable up to the greater of 25% of book profit or ARS12,500 per director per year). The portion of fees not deductible at the

corporate level is not taxable to the director if the amount of the company's income tax increases by an amount equal to the tax attributable to the directors' fees. Directors' fees paid by Argentine companies are considered Argentine-source income, regardless of where the services are performed.

**Taxation of employer-provided stock options.** Stock options granted to employees are deemed to be payments in kind and are therefore subject to income tax and social security withholding. Income related to stock options becomes taxable when the option is exercised. No tax is imposed at the time of grant or vesting, and the employees are not required to pay income tax with respect to stock options at such time.

**Capital gains.** An exception applies for shares that are traded in an Argentinian stock market (authorized by the Argentine Securities and Exchange Commission). Capital gains on such shares are exempt. Otherwise, if the capital gains arise from the sale of shares that are not traded on an Argentinian stock market, they are subject to income tax at a flat tax rate of 15%.

Capital gains obtained by tax residents from shares of foreign companies are taxable at a flat rate of 15%. The taxable profit equals the difference between the sales price and the purchase price in foreign currency, based on the exchange rate at the time of the sale, while the exchange-rate difference between the time of the purchase and sale is considered to be nontaxable.

Capital gains on Argentinian securities and sponsored American Depositary Receipts (ADRs) from Argentinian companies are exempt for foreign investors, provided that they do not reside in noncooperative jurisdictions and/or the invested funds do not proceed from noncooperative jurisdictions.

The law establishes an income tax on the indirect transfer of assets located in Argentina. The tax is triggered on the sale or transfer by nonresidents of shares or other participations in foreign entities if both of the following two conditions are met:

- At least 30% of the value of the foreign entity is derived from assets located in Argentina (at the moment of the sale or during the 12 prior months).
- The participation being transferred represents (at the moment of the sale or during the 12 prior months) at least 10% of the equity of the foreign entity.

The applicable rate is generally 15% (calculated on the actual net gain or a presumed net gain equal to 90% of the sale price) of the proportional value that corresponds to the Argentine assets.

The law provides that the tax on indirect transfers applies only to participations in foreign entities acquired after the effective date of the tax reform, which was 1 January 2018. Also, the law indicates that indirect transfers are not taxable to the extent that it can be proved that the transfer took place within the same economic group, in accordance with requirements to be established by additional regulations.

## Deductions

*Deductible expenses.* For purposes of computing tax to be withheld from an employee's salary, employers may deduct certain allowable expenses.

The expenses deductible by employees under the General Tax Income Regime include the following:

- Mandatory social security contributions
- Medical insurance payments for employees and their families, with certain limitations
- 40% of invoiced medical expenses up to a maximum of 5% of the taxpayer's annual net income
- 40% of invoiced expenses for the rental of a house up to an annual nontaxable amount (generally ARS3,503,688.17). Additionally, if the property is used for residential purposes, both landlord and tenant may deduct an additional 10% of the total annual amount of the rent. To qualify for the deduction, the employee must have the required documentation, which consists of a signed rental contract and monthly invoices issued by the landlord in the tax authorities' portal.
- 40% of education expenses for children up to 24 years of age (generally ARS1,401,475.27)
- Donations to the government and certain charitable or non-profit institutions, up to 5% of net taxable income
- Burial expenses, up to ARS996.23 annually
- Life insurance premiums, up to ARS195,845.39 annually
- Retirement insurance premiums, up to ARS195,845.39 annually
- Mortgage interest, up to ARS20,000 annually, for the purchase of a dwelling destined to be a permanent abode
- Contributions made to Mutual Guarantee Companies (SGRs; special companies that guarantee loans)
- Compensation and employer contributions related to domestic help personnel, up to an annual nontaxable amount (generally ARS 3,503,688.17)

Employees who were under the Cedral Tax regime may deduct only the following expenses:

- Compensation and employer contributions related to domestic help personnel, up to an annual nontaxable amount
- Contributions made to Mutual Guarantee Companies

Self-employed individuals may deduct expenses incurred in producing income, in addition to the expenses listed above.

*Personal deductions and allowances.* Only individuals employed under the General Income Tax regime and self-employed individuals are entitled to standard deductions in amounts established by law. The amounts for 2024 with the approval of the Palliative and Significant Fiscal Measures law are ARS3,299,771.52 for a spouse, ARS1,664,086.82 for each child not older than 18 and ARS3,328,173.63 for a disabled child. To qualify, dependents must reside in Argentina for more than six months in the tax year and must not have income exceeding ARS 3,503,688.17.

A deduction of ARS3,503,688.17 is granted to taxpayers who are resident in Argentina for longer than six months during the calendar year.

For “new professionals” and “new entrepreneurs” (to be defined by the Law Regulating Decree), the special deduction is ARS 14,014,752.69.

Also, an Incremented Deduction of ARS16,817,703.23 is granted for employment income.

Furthermore, when the application of the increased special deduction is appropriate, 1/12 of the personal deductions will be added as a special deduction.

Nonresidents residing in Argentina longer than six months in a calendar year may claim the deductible expenses actually incurred and exemptions available to residents.

The following are the income bands and tax rates for assignees who are not considered to have board of director (director of legal entity) positions under the Cederal Tax regime (while this regime was in effect).

<b>Cumulative net taxable basis over the excess of 180 SMVM</b>		<b>Tax on lower amount SMVM</b>	<b>Rate on excess %</b>
<b>Exceeding SMVM</b>	<b>Not exceeding SMVM</b>		
0	12	0.00	27
12	36	3.24	29
36	60	10.20	31
60	84	17.64	33
84	—	25.56	35

The following are the annual income bands and tax rates for assignees who are out of the Cederal Tax (directors of legal entities and all employees from 1 July 2024 onward).

<b>Net accumulated income</b>		<b>Tax on lower amount ARS</b>	<b>Rate on excess %</b>
<b>Exceeding ARS</b>	<b>Not exceeding ARS</b>		
0	1,360,200	0	5
1,360,200	2,720,400	68,010	9
2,720,400	4,080,600	190,428	12
4,080,600	6,120,900	353,652	15
6,120,900	12,241,800	659,697	19
12,241,800	18,362,700	1,822,668	23
18,362,700	27,544,050	3,230,475	27
27,544,050	41,316,075	5,709,439.50	31
41,316,075	—	9,978,767.25	35

Nonresidents residing temporarily in Argentina, that is, for six months or less, are subject to final withholding tax. A standard deduction of 30% of compensation is allowed for expenses incurred in earning income. The remaining 70% of compensation is taxed at a flat rate of 35%, with no other allowable deductions or exemptions, resulting in an effective withholding tax rate of 24.5%.

**Relief for losses.** Business losses of self-employed persons may be carried forward for five years. Foreign-source business losses may offset foreign-source income only.

## B. Other taxes

**Transfer tax.** Under the previous regulations, sales of real estate were subject to a transfer tax at a rate of 1.5% on the sales price, which was only applicable to properties purchased before

1 January 2018. However, with the introduction of the new Palliative and Significant Fiscal Measures Law, the 1.5% transfer tax affecting the sale of real estate bought prior to 31 December 2017 has been abolished.

**Personal assets tax.** The Palliative and Significant Fiscal Measures Law approved by the Chamber of Deputies in Argentina on 28 June 2024, brought changes to personal assets taxation. Individuals who have total assets subject to tax of up to ARS100 million and/or who have a real estate destined to be their place of living of up to ARS350 million are exempt from the personal assets tax. Individuals who are deemed to be tax resident in Argentina according to the definition in the income tax law of Argentina and who have assets totaling more than ARS100 million are required to pay the personal assets tax. Furthermore, if the annual total gross compensation exceeds ARS15,917,863.58, the individual is still obligated to file the Wealth Tax Return.

Moreover, the tax rate, which is applied once the non-taxable minimum (the tax table with the different scales) is exceeded, was reduced from 1.75% or assets in the country and 2.25% for assets abroad. to a range that ranges from 0.50% to 1.50%, and the distinction between both types of assets (in the country and abroad) was eliminated.

The tax rates for the tax are shown below.

The following are the rates for the 2023 fiscal year.

Value exceeding the non-taxable minimum		Tax on lower amount ARS	Rate on excess %
Exceeding ARS	Not exceeding ARS		
0	13,688,704.13	0	0.50
13,688,704.13	29,658,858.97	68,443.52	0.75
29,658,858.97	82,132,224.82	188,219.68	1.00
82,132,224.82	456,290,137.84	712,953.34	1.25
456,290,137.84	—	5,389,927.25	1.50

The following are the rates for the 2024 fiscal year.

Value exceeding the non-taxable minimum		Tax on lower amount ARS	Rate on excess %
Exceeding ARS	Not exceeding ARS		
0	13,688,704.13	0	0.50
13,688,704.13	29,658,858.97	68,443.52	0.75
29,658,858.97	82,132,224.82	188,219.68	1.00
82,132,224.82	—	712,953.34	1.50

The following are the rates for the 2025 fiscal year.

Value exceeding the non-taxable minimum		Tax on lower amount ARS	Rate on excess %
Exceeding ARS	Not exceeding ARS		
0	13,688,704.13	0	0.50
13,688,704.13	29,658,858.97	68,443.52	0.75
29,658,858.97	—	188,219.68	1.00



The following are the rates for the 2026 fiscal year.

Value exceeding the non-taxable minimum		Tax on lower amount ARS	Rate on excess %
Exceeding ARS	Not exceeding ARS		
0	13,688,704.13	0	0.50
13,688,704.13	—	68,443.52	1.00

For the 2027 fiscal year, the tax rate will be 0.25% for assets exceeding the non-taxable minimum of ARS100 million.

*Benefit for compliant taxpayers.* Taxpayers who have fulfilled all their tax obligations regarding the Personal Assets Tax for the fiscal periods from 2020 to 2022, inclusive, will have a reduction of 0.5 percentage points of the respective tax rate of the tax for the 2023, 2024, and 2025 fiscal periods. Such taxpayers must not have regularized assets under the new law and must have filed and settled by 31 December 2023 all personal property debts for the periods from 2020 to 2022.

*Other.* Liabilities, other than those incurred for the purchase, construction or improvement of a taxpayer's home, are not deductible for purposes of the personal assets tax. A tax credit is allowed for similar taxes paid abroad.

Expatriates residing in Argentina on work assignments for a period not exceeding five years are considered to be nonresidents, and they are taxed only on personal assets located in Argentina, but they are subject to the tax rates from the progressive scale for assets in Argentina.

Under the Substitute Taxpayer Regime, nonresident individuals are subject to personal tax on Argentine assets only at a rate of 0.5%. In this case, the minimum of ARS100 million does not apply.

**Special Regime for Personal Assets Tax Entry.** The Palliative and Significant Fiscal Measures law also includes the possibility of making an advance payment of the tax (for assets that were already declared) for fiscal residents in which a unified payment can be made that will settle the tax for five years (the 2023, 2024, 2025, 2026, and 2027 fiscal periods) at a preferential rate (0.45%) and by freezing their assets, or 0.50% in case they have regularized assets through the asset regularization regime. In addition, it promises "fiscal stability" until 2038.

**Asset Regularization Regime.** The Palliative and Significant Fiscal Measures Law also approved the Asset Regularization Regime. Under this regime, taxpayers who have not declared their assets in the country will be able to legalize up to USD100,000 without paying any fixed tax, and without any kind of penalty for the assets that have not been declared, until 30 April 2025. For amounts exceeding USD100,000, the regime provides for progressive tax rates of 5%, 10%, and 15%, depending on when taxpayers join the amnesty program.

All assets, exceptionally, must be valued in US dollars. For real estate, its acquisition value, tax value, or minimum value (whichever is higher) must be considered. In addition, three stages have

been designed for entering the amnesty, the earlier the individuals enter the program, the lower the tax rate that they have to pay.

The new law allows those who exceed that amount to pay, in the first stage until 30 September, a tax rate of 5% on the declared excess. For example, if someone legalizes assets worth USD200,000, they will have to pay a penalty of USD5,000 (5% of the USD100,000 that exceed the maximum threshold). In the second stage until December, the tax rate will be 10%, and in the third phase during the first quarter of 2025, it will be 15%.

### C. Social security

**Contributions.** Social security contributions are paid by employees, employers and self-employed persons.

*Employees.* Employees' social security contributions are withheld from their monthly salary.

Employees make contributions to the pension fund at a rate of 11%, to the retiree's fund at a rate of 3% and to the health care system at a rate of 3%. The maximum monthly tax base for the calculation of these contributions is ARS2,567,238.86 for September 2024. The cap is generally updated every three months. However, in an exceptional move during the recent months of 2024, the cap has been increasing on a monthly basis to keep pace with economic fluctuations.

Monthly salary that exceeds the maximum tax base is not subject to contributions. For this purpose, a year comprises 13 months.

*Employers.* Employers pay social security contributions at a rate of 20.4% or 18%, depending on the company's activity and turnover (amount of sales). A 6% contribution for medical care is required in addition to the social security contributions. For the tax base with respect to employer social security contributions, a minimum nontaxable amount of ARS7,003.68 is applied, but the tax base for employer health care contributions is not capped.

*Other.* No employee or employer social security taxes are payable with respect to directors' fees. However, a director must pay fixed monthly amounts that are allocated to the social security's Self-Employed System.

The social security tax law provides an exemption for all professionals, researchers, scientists and technicians who are contracted outside of Argentina to render services in Argentina for a period of not more than two years. The individuals must have a temporary residence, be covered by the social security system of their countries, and provide evidence of their technical qualifications as well as of their coverage for death, disability and old age in their home countries or countries of residence. This exemption is available only once and, after being granted, it is in force from the date of the application for as long as the conditions for the exemption are met.

**Totalization agreements.** Social security taxes for nonresidents are collected as outlined above. However, both the employer and the nonresident employee may be exempt from contributions to

the Argentine pension fund and health care system if certain conditions are met.

To provide relief from double social security taxes and to assure benefit coverage, Argentina has entered into totalization agreements with the following countries.

Belgium	Italy	Southern Common Market
Chile	Luxembourg	(Mercado Común del Sur,
Colombia	Peru	or MERCOSUR) countries
Ecuador	Portugal	(Brazil, Paraguay and
France	Slovenia	Uruguay)
Greece		Spain

Argentina has also entered into the Ibero-American Multilateral Agreement on Social Security, which is in force with respect to Bolivia, Brazil, Chile, Ecuador, El Salvador, Paraguay, Peru, Portugal, Spain and Uruguay.

**D. Tax filing and payment procedures**

The tax year for individual taxpayers is the calendar year. Tax returns must be filed between 11 June and 13 June (depending on the taxpayer’s registration number) of the following year unless the taxpayer’s only income is from employee compensation. No extensions to file tax returns are allowed. However, for the 2023 fiscal year there was an exceptional extension to those due dates, which are on the 18th, 19th and 20th of September according to the assigned taxpayer’s registration number.

National and foreign employees must file a personal assets tax return for informational purposes if their gross compensation exceeds ARS15,917,863.58 per year. The deadline for tax returns for informational purposes is 30 June. However, for the 2023 fiscal year, there was an exceptional extension in the deadline, which was 30 September.

Self-employed taxpayers must register with the tax authorities. Tax returns are filed annually in June, declaring earnings for the previous calendar year.

Individuals with non-wage income, including self-employment income, must make advance tax payments bimonthly from August to April, based on the previous year’s tax. Under a withholding system for payments to resident individuals, withholding is imposed at various rates on income exceeding a minimum threshold. Amounts withheld are treated as advance payments.

Advance payments are also required for purposes of the personal assets tax (see Section B).

For married couples, a wife is taxed separately on income derived from personal activities (including employment, self-employment and business), on assets acquired before marriage and on assets acquired during marriage with income earned from personal activities.

Nonresidents subject to the 35% withholding tax are not required to file tax returns.

## E. Double tax relief and tax treaties

Resident taxpayers are entitled to a tax credit for income taxes paid abroad, up to the increase in Argentine tax resulting from the inclusion of the foreign-source income.

Argentina has tax treaties in force with the following jurisdictions.

Australia	Finland	Qatar
Austria*	France*	Russian Federation
Belgium	Germany	Spain
Bolivia	Italy	Sweden
Brazil	Japan*	Switzerland
Canada	Luxembourg*	Türkiye*
Chile	Mexico	United Arab
China Mainland*	Netherlands	Emirates
Denmark	Norway	United Kingdom

\* The procedures required for the entry into force of these treaties are currently in progress.

## F. Types of residence

Under Law 25,871, the following are the three categories of entry:

- Transitory residence
- Temporary residence
- Permanent residence

These types of residence and other key aspects of the immigration process in Argentina are discussed below.

### Transitory residence

*Technical visas.* Technical visas are available to foreigners who will perform technical activities, such as providing support to colleagues or clients for a short time period. This type of residence can be obtained only at the Argentine consulate in the country of residence of the expatriate.

Technical visas are for a 30-day period, which can be extended up to 90 days, at discretion of the immigration office. The extension can only be applied for inside Argentina at the immigration office.

*Electronic Entry Permit.* An Electronic Entry Permit authorizes foreigners to carry out technical or business activities for 30 days (from the day they enter the country and activate this permit) and allows multiple entries. Two extensions for another 30 days can be requested at the National Immigration Office. Citizens of restricted countries, such as China Mainland and India, cannot apply for this permit.

*Transitory Work Authorization.* A Transitory Work Authorization (TWA) is a short-term, single-entry work permit valid for a period of up to 90 days. This type of short-term work permit allows assignees to reside legally in Argentina and perform paid or unpaid activities for a local entity in Argentina. The assignee can apply for this benefit twice in a 365-day period beginning on the date of the first application. To apply for a second TWA, the assignee must leave and reenter the country.

*Business visas.* Business visas are available to foreigners who will perform business activities, such as attending business meetings. This type of visa can be obtained only at the Argentine consulate in the country of residence. It is issued by the consulate directly or through a prior application to the immigration office in Argentina. This type of visa is for business issues only.

*Consular visas.* Nationals from the following jurisdictions require a visa to enter Argentina (that is, citizens of restricted countries).

Afghanistan	Eswatini	Oman
Albania	Ethiopia	Pakistan
Algeria	Equatorial Guinea	Palau
Angola	Fiji	Palestinian
Antigua	Gabon	Authority
and Barbuda	Gambia	Papua New
Azerbaijan	Ghana	Guinea
Bahamas	Guinea	Philippines
Bahrain	Guinea-Bissau	Qatar
Bangladesh	India	Rwanda
Belarus	Indonesia	Samoa
Belize	Iran	São Tomé
Benin	Iraq	and Príncipe
Bhutan	Jordan	Saudi Arabia
Bosnia and	Kenya	Senegal
Herzegovina	Kiribati	Seychelles
Botswana	Korea (North)	Sierra Leone
Brunei	Kuwait	Solomon
Darussalam	Kyrgyzstan	Islands
Burkina Faso	Laos	Somalia
Burundi	Lebanon	Sri Lanka
Cambodia	Lesotho	Sudan
Cameroon	Liberia	Syria
Cape Verde	Libya	Tajikistan
Central African	Madagascar	Tanzania
Republic	Malawi	Taiwan
Chad	Maldives	Timor-Leste
China Mainland*	Mali	Togo
Comoros	Marshall Islands	Tunisia
Congo (Democratic	Mauritania	Turkmenistan
Republic of)	Mauritius	Tuvalu
Congo	Micronesia	Uganda
(Republic of)	Moldova	United
Côte d'Ivoire	Mongolia	Arab Emirates
Cuba	Morocco	Uzbekistan
Djibouti	Mozambique	Vanuatu
Dominica	Myanmar	Vietnam
Dominican	Namibia	Yemen
Republic	Nepal	Zambia
Egypt	Niger	Zimbabwe
Eritrea	Nigeria	

\* Chinese citizens not born in Argentina who hold Chinese ordinary passports and are going to Argentina for tourism do not require a visa if they have a valid United States visa (Category B2) or a Schengen visa, but must pay an entry fee to visit the country.

Resolution No. 137-E/2017 (March 2017) issued by the Interior Ministry establishes an exemption to transitory visas for individuals from member jurisdictions of the Organisation for Economic Co-operation and Development (OECD) who hold ordinary passports issued by their country of nationality or valid travel documents according to the MERCOSUR regulations. The exemption applies to transitory matters (only business activities) of up to 10 days.

Brazilian citizens can enter Argentina under the Sao Borja Treaty to carry out technical or business activities without a visa for up to 90 days. An extension for another 90 days can be requested at the National Immigration Office for authorization to remain in Argentina for a maximum of 180 days.

### **Temporary residence**

*Labor contract residence.* Labor contract residence applies to foreigners who are regularly employed by a local company for a long period. This type of residence is valid for one year and may be extended indefinitely.

*Intracompany transfer residence.* Intercompany transfer residence applies to employees who are transferred from a home country company to an Argentine company for a long period. This type of residence is valid for one year and may be extended indefinitely.

*Family reunification with temporary resident relative.* Family reunification with temporary resident relative residence applies to foreigners who have a relative with temporary residence in Argentina. This type of residence is valid for the period of the temporary residence of the relative and may be extended indefinitely.

*Rentier residence.* Rentier residence applies to proprietors or pensioners who receive money in Argentina. This type of residence is valid for up to one year and may be extended indefinitely.

*Study residence.* Study residence applies to foreigners entering the country with the intention of carrying out studies at private or state-run establishments that are officially recognized. This type of residence is valid for up to one year and may be extended for the period of the course of study.

*MERCOSUR temporary residence.* MERCOSUR temporary residence applies to foreigners born in the MERCOSUR countries (Bolivia, Brazil, Chile, Colombia, Ecuador, Guyana, Paraguay, Peru, Suriname, Uruguay and Venezuela) who will work for a long period. This type of residence is valid for two years and may be extended indefinitely.

*Investors.* The immigration office considers an investor to be a foreign national that would make a minimum investment of ARS1,500,000 in a productive, commercial or service-supplying activity in Argentina or who convincingly proves that he or she has ARS1,500,000 destined for investment in these types of activities. Prior experience in the relevant activities is desirable. The investor visa is valid for up to one year and may be extended indefinitely.

**Permanent residence**

*Family reunification with a permanent resident relative.* Family reunification with a permanent resident relative residency applies to foreigners who have a relative (parent, child or spouse) with permanent residence in Argentina.

*Family reunification with Argentine relative.* Family reunification with Argentine relative residency applies to foreigners who have an Argentine relative (parent, child or spouse) in Argentina.

*MERCOSUR citizens who live in Argentina for two years.* After two years of temporary residency in Argentina, MERCOSUR nationals can apply for permanent residency. Brazilian nationals can apply for permanent residence from the beginning of the assignment under an agreement between Argentina and Brazil.

*Non-MERCOSUR citizens who live in Argentina for three years.* Non-MERCOSUR citizens can request permanent residence after they live in Argentina for at least three years.

**Registration of local companies.** The National Registry of Foreign Personnel Requestors (Registro Nacional Único de Requerientes de Extranjeros, or RENURE) is the national registry in which all the local entities requiring foreign staff must be enrolled. The requesting person (private or public, physical or juristic) must be registered at RENURE to obtain the following types of residence:

- Technical residence
- Business residence
- Transitory work authorization
- Labor contract residence
- Intracompany transfer residence
- Religious residence
- Study residence

**Home country required documentation.** To obtain temporary or permanent residence, a criminal record certificate from the countries where the employee lived for at least one year in the past three years is required as well as the criminal record certificate from the country of birth.

The criminal record certificate needs to be legalized for Argentina. Under the Hague Convention, the document can have an *apostille* issued by the home country foreign affairs ministry. If the home country is not part of the convention, double legalization must be performed by the home country foreign affairs ministry and by the Argentine consulate.

For an employee who is accompanied by dependents, criminal records are not required for individuals who are younger than 16 years old. Furthermore, in this case, legalized family-ties certifications must be attached.

**Translation of required documents.** All of the documents that are issued in a language other than Spanish must be translated by an Argentine sworn translator and legalized by the Argentine Sworn Translators Association. An exception applies to documents issued in Brazilian Portuguese.

**National Identity Card.** The National Identity Card (Documento Nacional de Identidad, or DNI) is issued to foreigners with any type of temporary residence valid for more than three months.

The first application for the DNI can be made simultaneously with the application for temporary or permanent residence at the immigration office. Subsequent applications need to be scheduled in advance at the Register Office for Natural Persons (Registro Nacional de las Personas, or RENAPER) or at the immigration office in the case of residences' renewals.

**Social security number for Argentina.** A social security number (Codigo Unico de Identificación Laboral, or CUIL) for Argentina is required for all regularly employed foreigners.



# Armenia

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As of 26 September 2024, the exchange rate of the Armenian dram against the US dollar was AMD387.50 = USD1.

## A. Income tax

**Who is liable.** Resident individuals are subject to income tax on their worldwide income. Nonresident individuals are subject to income tax on only income received from Armenian sources.

For tax purposes, an individual is considered resident if he or she satisfies either of the following conditions:

- He or she resides in Armenia for 183 or more cumulative days in the current tax year (same as a calendar year).
- His or her center of vital interests (the place of a person's family or economic interests) is in Armenia.

For the purpose of determining the residency status, days spent abroad by an individual as a civil servant of the Republic of Armenia (RA) are considered as days spent in the RA.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable income from employment consists of all types of compensation or benefits, whether received in cash or in any other form, subject to certain exemptions.

*Self-employment and business income.* Corporate income tax is levied on an individual entrepreneur's annual income, which consists of gross income less expenses (except for nondeductible or partially nondeductible expenses) contributing to the generation of the income.

*Directors' fees.* Directors' fees are included in taxable income.

*Investment income.* Investment income is in the form of dividends, which is the income received or to be received by a participant as an allocation of profit (including an interim allocation) from participation (stock, share or unit) in the charter or share capital of an organization or joint activity.

The above taxes are withheld at source.

*Exempt income.* “Exempt income” represents part of the gross income of a taxpayer, which is deducted from gross income for determination of taxable income. Income derived by individuals that is considered exempt includes, among other items, the following:

- Contributions made by taxpayers on their behalf and/or by third-party taxpayers (including employers) within the voluntary accumulative pension insurance system according to the terms and conditions established by RA legislation, but not more than 5% of the taxpayer’s gross income
- Contributions made by the state for the taxpayer within the obligatory accumulative pension insurance system in accordance with the terms and conditions established by RA legislation
- Compensation paid to employees within the norms specified in the legislation of the RA, with the exception of compensation paid for unused leave days in the event of quitting work
- Property and cash received from individuals as inheritance or gifts, with the exception of gifts of property received from individual real estate developers
- Assets, works and services received from noncommercial organizations free of charge
- Assets, works and services received free of charge on the basis of decisions of the state administration and local government bodies of the RA, as well as such items received from foreign states and international (intergovernmental) organizations
- Proceeds from the sale of property to non-entrepreneur individuals, with the exception of amounts received from the sale of property (buildings, its apartments, structures or other areas) to non-entrepreneur individuals by individual real estate developers
- Scholarships and stipends paid by the state, noncommercial organizations, foreign states and international (intergovernmental) organizations to students and postgraduates of higher educational institutions, students of specialized-secondary and vocational schools and attendees of religious seminaries
- Insurance compensation with the exception of insurance compensation received under the voluntary accumulative pension insurance system
- Income derived from the sale of shares, treasury bonds and other state securities
- Income received from securities that certify taxpayers’ participations in investment funds
- Amounts received as compensation for damages under the law, with the exception of compensation for lost income
- Lump-sum amounts paid on the death of an employee or his or her family members
- Prizes won at international competitions by athletes and coaches participating for the national team of the RA
- State awards (prizes)
- Monetary and in-kind winnings of the participants in advertising lotteries (lotteries organized by advertisers that fully establish the prize fund) implemented according to the procedures and terms specified by the law of the RA, in an amount not exceeding AMD50,000 for each winning

- Monetary and in-kind winnings of the participants of drawing, non-drawing, and combined lotteries and totalizators
- Winnings from casinos, games of chance and/or internet games of chance
- Value of monetary or material prizes received in competitions in an amount not exceeding AMD50,000 per prize
- Insurance payments up to AMD10,000 per month per head made by the employers for health insurance of their employees
- Income derived from the sale of agricultural production, as well as income received from other activities by individuals involved in agricultural production, to the extent that the income from such other activities does not exceed 10% of the income received from agricultural and other activities (if the 10% threshold is exceeded, the entire income from the other activities is taxed)
- State benefits paid under the legislation of the RA, with the exception of benefits for temporary work disability (including maternity)
- All types of pensions paid under the law of the RA with the exception of pensions received under the voluntary accumulative pension insurance system
- One-time compensation paid under the law of the RA to families of deceased or disabled servicemen
- Alimony paid according to the law of the RA
- Amounts received by individuals for donated blood, breast milk and other types of donorship
- Income received from the alienation of land (regardless of the purpose for the use of the land)
- Honorary payments, financial aid and support received within the framework of the social protection system
- Fines accrued in favor of an individual for each delayed day if the refund of taxes to the individual taxpayer's unified tax account is delayed for more than 30 days after the statutory due date

**Taxation of employer-provided stock options.** Employer-provided stock options are taxable benefits, with some exceptions depending on the type of stock options plans.

**Capital gains and losses.** Capital gains are subject to regular income tax when they are realized. Unrealized capital gains are not subject to tax. Capital gains arising from certain types of activities, such as the sale of shares and other specified types of property as mentioned in *Exempt income* are exempt from income tax.

Individual entrepreneurs may offset their capital losses against capital gains. If the capital loss cannot be offset in the year in which it is incurred, it can be carried forward to offset gross income in the following five years.

## **Deductions**

*Business deductions.* Individual entrepreneurs may deduct all business-related and documented expenses (for example, material expenses, depreciation allowances, lease payments, salaries and wages, and interest paid) except for nondeductible or partially deductible expenses.

Nondeductible or partially deductible expenses include, but are not limited to, the following:

- Business-trip expenses that exceed the norms established by the Tax Code of the RA.
- Representative expenses exceeding 0.5% of gross income (but not more than AMD5 million) for the tax year. The limit of 0.5% is not taken into account in the tax year of registration as an individual entrepreneur.
- Fines, penalties and other proprietary sanctions transferred to the state and municipal budgets.
- Assets, works and services provided free of charge and debts forgiven.
- Expenses related to the generation of income that is exempt from income tax.
- Interest paid on loans and borrowings above the established limit of 24% per year.
- Management service expenses that exceed the norms established by the Tax Code of the RA.
- Amounts of financial aid, food provided to individuals, costs for organization of social and cultural events, and similar expenses exceeding 0.25% of the taxable income before deducting expenses.

Depreciation (amortization) allowances for fixed and intangible assets owned by individual entrepreneurs are deducted for tax purposes in accordance with the terms and conditions provided by the Tax Code of the RA. Details regarding the depreciation (amortization) of fixed and intangible assets are provided below.

The annual value of depreciation (amortization) allowances for fixed and intangible assets is calculated by dividing the acquisition cost or revalued cost (if the revaluation is carried out according to the procedure established by the respective law of the RA) of fixed and intangible assets by the depreciation period determined for the appropriate group of fixed assets or for intangible assets. The following minimum periods are established for depreciation purposes.

Group	Assets	Minimum depreciation period (years)
1	Buildings and constructions of hotels, boarding houses, rest homes, sanitariums and educational institutions	10
2	Other buildings, constructions and transmission devices	20
3	Production equipment	5
4	Robot equipment and assembly lines	3
5	Calculating devices and computers	1
6	Other fixed assets, including growing cattle, perennial plants and investments intended for improving the land	8

Fixed and intangible assets with a value up to AMD50,000 (inclusive) are depreciated in the tax year of their acquisition.

Individual entrepreneurs who import or acquire (construct or develop) fixed assets included in the list of investment or business programs that are approved by the government of the RA may set the depreciation period of those assets at their discretion, but for not less than one year.

Intangible assets are amortized over their useful economic lives. If it is impossible to determine the useful life of an intangible asset, the minimum depreciation period of such asset is set at 10 years, but it may not be longer than the period of the individual entrepreneur's activity.

Land is not subject to depreciation.

For the purposes of determination of taxable income, an individual entrepreneur may choose a different depreciation period for fixed assets at his or her discretion, but it may not be less than one of the abovementioned periods for the appropriate group.

**Rates.** The income tax rates are provided below.

Effective from 1 January 2023, income tax is calculated using a flat rate of 20%.

A 10% rate applies to salaries and other income equivalent to salaries that are paid to employees by employers certified according to procedures established by the RA Law on State Support of Information Technologies. This provision will remain in force until 31 December 2024.

A 10% rate applies to the following types of income derived by individuals (except for individual entrepreneurs) in Armenia:

- Royalties.
- Income derived from property leases. If the total amount of income from property leases exceeds AMD60 million during the tax year, an additional 10% tax is paid by the individual on the excess amount.
- Interest income received on bank deposits and debt securities offered to the public or admitted to trading on a regulated market through a public offering. Interest or discounts derived from Armenian treasury bonds and other state securities are not taxable. Other types of interest are taxed at a 20% rate.
- Income from the sale of property (except for land, the alienation of which is exempt from tax) to tax agents.

Dividends received by Armenian and foreign citizens are taxed at a 5% rate. Dividends and other income derived from stocks, bonds or other investment securities listed on the Armenian stock exchange are not taxable with some exceptions.

Income received by a real estate developer from the alienation of a building or its apartments or other areas is taxed at a 20% rate.

**Credits.** The income tax liability of Armenian tax residents is reduced by the amount of tax paid by them abroad under foreign law, with the exception of the amount of foreign tax paid on income that is exempt from tax under the law of the RA. However, the foreign tax credit may not exceed the amount of tax that would be due in the RA on this income.

A tax credit up to AMD100,000 per year is granted for social expenses incurred by an individual for himself, herself and family members (that is spouse, parents and children) with respect to

health, education and housing that have the documentary support as defined by the Armenian tax legislation.

**Relief for losses.** Individual entrepreneurs may carry forward operating losses for up to five years. No carryback is allowed.

## B. Other taxes

**Inheritance and gift taxes.** Armenia does not impose inheritance and gift taxes.

**Wealth tax.** Armenia does not impose wealth tax or net worth tax.

**Real estate tax.** For individuals and individual entrepreneurs, land, buildings and constructions are subject to real estate tax.

For purposes of the real estate tax, buildings and constructions include the following:

- Residential construction units
- Multi-flat dwelling buildings
- Nonresidential areas of residential buildings
- Separate constructions for the parking of vehicles that are built on plots
- Constructions for public use
- Constructions for production use
- Incomplete (semi-built) construction units
- Newly constructed and/or modified real estate that is registered and evaluated by the cadastral body but that has not yet had state registration of rights, as well as buildings and structures built without a construction permit on a land parcel by taxpayers having the right of ownership over the given land parcel, including constructions built without authorization in multi-apartment buildings or adjacent to the buildings

The real estate tax rate for agricultural lands is 15% of the net income determined by cadastral evaluation. The real estate tax rate for non-agricultural lands ranges from 0.25% to 1% of the cadastral value assessed under procedures defined by the Tax Code of the RA.

The tax base for buildings and constructions is considered to be the cadastral value assessed under procedures defined by the Tax Code of the RA. The real estate tax rate for a residential apartment building, an apartment in a residential apartment building or a nonresidential area of an apartment building ranges from 0.05%, which is applied to the tax base to AMD1,326,000, plus 1.5% applied to the part of the tax base exceeding AMD200 million. The following is the table of progressive rates.

Tax base	Tax rate
Up to AMD10 million inclusive	0.05%
More than AMD10 million up to AMD25 million inclusive	AMD5,000 plus 0.1% applied to the part exceeding AMD10 million of the tax base
More than AMD25 million up to AMD47 million inclusive	AMD 20,000 plus 0.2% applied to the part exceeding AMD25 million of the tax base

<b>Tax base</b>	<b>Tax rate</b>
More than AMD47 million up to AMD75 million inclusive	AMD64,000 plus 0.4% applied to the part exceeding AMD47 million of the tax base
More than AMD75 million up to AMD100 million inclusive	AMD176,000 plus 0.6% applied to the part exceeding AMD75 million of the tax base
More than AMD100 million up to AMD200 million inclusive	AMD326,000 plus 1% applied to the part exceeding AMD100 million of the tax base
More than AMD200 million	AMD1,326,000 plus 1.5% applied to the part exceeding AMD200 million of the tax base

The real estate tax rate for private houses and garden houses ranges from 0.05%, which is applied to the tax base to AMD1,223,500 plus 1.5% applied to the part of the tax base exceeding AMD200 million.

The following is the table of progressive tax rates.

<b>Tax base</b>	<b>Tax rate</b>
Up to AMD7 million inclusive	0.05%
More than AMD7 million up to AMD23 million inclusive	AMD3,500 plus 0.1% applied to the part exceeding AMD7 million of the tax base
More than AMD23 million up to AMD50 million inclusive	AMD19,500 plus 0.2% applied to the part exceeding AMD23 million of the tax base
More than AMD50 million up to AMD85 million inclusive	AMD73,500 plus 0.4% applied to the part exceeding AMD50 million of the tax base
More than AMD85 million up to AMD120 million inclusive	AMD213,500 plus 0.6% applied to the part exceeding AMD85 million of the tax base
More than AMD120 million up to AMD200 million inclusive	AMD423,500 plus 1% applied to the part exceeding AMD120 million of the tax base
More than AMD200 million	AMD1,223,500 plus 1.5% applied to the part exceeding AMD200 million of the tax base

The real estate tax rates for other types of constructions range from 0.2% to 0.3% of the tax base.

**Vehicle tax.** For purposes of the vehicle tax, vehicles include the following:

- Motor vehicles
- Watercrafts
- Snowmobiles

- Quattro cycles
- Motorcycles

The tax base for vehicles is motor power (horsepower or kilowatt). The vehicle tax for motor vehicles is calculated at the following annual rates.

Type	Tax amount
Motor cars with up to 10 passenger seats	
From 1 to 120 horsepower	AMD200 per horsepower
From 121 to 250 horsepower	AMD300 per horsepower and additional AMD1,000 for each horsepower above 150
251 and more horsepower	AMD500 per horsepower and additional AMD1,000 for each horsepower above 150
Motor cars with 10 or more passenger seats and trucks	
From 1 to 200 horsepower	AMD100 per horsepower
201 and more horsepower	AMD200 per horsepower
Watercrafts, snowmobiles and quattro cycles	AMD150 for each horsepower
Motorcycles	AMD40 for each horsepower
Trucks of more than 20 years	0

Vehicle tax on motor vehicles used for up to three years is calculated at 100%. The amount of vehicle tax on motor vehicles used for more than three years is reduced for each year following the third year by 10% but not by more than a total of 50% of the tax amount. The time in use is calculated from the date on which the motor vehicle is produced.

### C. Tax filing and payment procedures

The tax year in Armenia is the calendar year.

Individuals must submit income tax returns regarding their annual taxable income to the tax authorities by 1 May (inclusive) of the year following the tax year, except in the following cases:

- The taxpayer received exempt income only.
- The taxpayer received only income subject to taxation at source by a tax agent, regardless of the amount of such income during the tax year.

The amount of income tax calculated must be paid to the state budget by 1 May (inclusive) of the year following the tax year.

Under legislative amendments made to the Tax Code of the RA on 23 December 2022, individuals who were not required to submit income tax returns according to the paragraphs above must now submit income tax returns as discussed in the following paragraphs.

For the 2024 tax year, the following individuals must submit income tax returns:

- Citizen of the RA who are residents of the RA and who are considered employees during 2024



- Citizens of the RA who are residents of the RA and who received taxable income within the framework of civil law contracts during 2024
- As of 31 December 2024, citizens of the RA holding positions of state service, community service and/or public service, as defined by the Law of the RA on Public Service
- Citizens of the RA who are residents of the RA and who as of 31 December 2024 are (were) participants (shareholders, equity-holders or members) of a commercial organization resident in the RA that declared a gross income of AMD1 billion or more during 2023
- Citizens of the RA who are residents of the RA and who are considered beneficial owners within the framework of the RA Law on Combating Money Laundering and Terrorism Financing
- Citizens of the RA who are residents of the RA and who received a borrowing of AMD20 million or more during 2024
- Individuals mentioned in the preceding paragraph

For the 2025 tax year and subsequent years, citizens of the RA who are residents of the RA must file income tax returns.

Individual entrepreneurs must submit corporate income tax returns to the tax authorities by 20 April (inclusive) of the year following the tax year.

Individual entrepreneurs engaged in economic activities in Armenia must make advance payments of corporate income tax during the tax year. The amount payable must be the lower of the following:

- 20% of the amount of corporate income tax for the preceding tax year
- 2% of revenue received from the supply of goods, performance of works, and/or the provision of services during the preceding quarter

The advance payments must be made quarterly by the 20th day of the last month of each quarter.

At the end of the reporting year, an individual entrepreneur calculates the amount of corporate income tax at a rate of 23% based on the accrued taxable income, setting off the amounts of advance payments made for such reporting year.

**D. Double tax relief and tax treaties**

Armenia has entered into tax treaties with the following jurisdictions.

Austria	Iran	Serbia
Belarus	Ireland	Singapore
Belgium	Israel	Slovak
Bulgaria	Italy	Republic
Canada	Kazakhstan	Slovenia
China Mainland	Kuwait	Spain
Croatia	Kyrgyzstan	Sweden
Cyprus	Latvia	Switzerland
Czech Republic	Lebanon	Syria
Denmark	Lithuania	Tajikistan

Estonia	Luxembourg	Thailand
Finland	Malta	Turkmenistan
France	Moldova	Ukraine
Georgia	Netherlands	United
Germany	Poland	Arab
Greece	Qatar	Emirates
Hungary	Romania	United
India	Russian	Kingdom
Indonesia	Federation	

If a foreign citizen who is nonresident for tax purposes in Armenia receives income from Armenian sources and meets the conditions of a double tax treaty, a tax agent can apply the treaty exemption on the basis of a tax residency certificate issued by the competent tax authority of the foreign country.

## E. Visas

One of the legal bases for a foreign citizen's stay in Armenia is the entry visa. In general, entry visas are issued by the Passport and Visa Department of the Police of the RA at the border-crossing control points or on the territory of Armenia or by the Ministry of Foreign Affairs of the RA at the diplomatic missions and consular posts of the RA. The Ministry of Foreign Affairs of the RA also provides electronic entry visas to foreign citizens. Citizens of certain countries (principally the countries of the former USSR) are not required to have a visa to enter Armenia and stay in the country for up to 180 days during a calendar year.

Armenian entry visas are provided for a period of stay up to 120 days, with the possible extension for a maximum of 60 days, and are issued for single or multiple entries. The following types of Armenian visas are available:

- Visitor visa
- Official visa
- Diplomatic visa
- Transit visa

Currently, at the border-crossing control points of the RA, visa services of the Passport and Visa Department of the Police of the RA issue the following visas only:

- Single-entry, 3-day transit visas
- Single-entry, 21-day visitor visas
- 120-day visitor visas

Electronic visas are valid for entry at all border-crossing points of the RA.

Citizens of the following jurisdictions may apply for Armenian entry visas only to Armenian diplomatic representations or consular posts abroad and only on the basis of an invitation letter.

Afghanistan	Eritrea	Nigeria
Angola	Eswatini	Pakistan
Bangladesh	Ethiopia	Palestinian
Benin	Gabon	Authority
Botswana	Gambia	Rwanda
Burkina Faso	Ghana	São Tomé
Burundi	Guinea	and Príncipe

Cameroon	Guinea Bissau	Senegal
Cape Verde	Kenya	Seychelles
Central African Republic	Lesotho	Sierra Leone
Chad	Liberia	Somalia
Comoros	Libya	South Sudan
Congo	Madagascar	Sri Lanka
(Democratic Republic of)	Malawi	Sudan
Congo (Republic of)	Mali	Syria
Côte d'Ivoire	Mauritania	Tanzania
Djibouti	Mauritius	Togo
Equatorial Guinea	Mozambique	Uganda
	Namibia	Yemen
	Nepal	Zambia
	Niger	Zimbabwe

Citizens of the above jurisdictions who have an Armenian ancestry may obtain an entry visa at the border-crossing control points of Armenia.

Visa application forms are usually processed at the diplomatic missions and consular posts of the RA within three working days. In some cases, additional checking may be required and processing time can be extended.

## **F. Work permits**

Under the Law of the RA on Foreigners, employers may enter into labor contracts with foreign employees and employ them based on work permits issued by the competent authority. The issuance of work permits to foreign employees is based on the procedures and terms established by Decrees N 493-N and N 2087-N of the government of the RA.

The Law of the RA on Foreigners provides that certain categories of foreign citizens are not required to obtain work permits for work in Armenia. These include, among others, the following:

- Foreign nationals having permanent and special residence status in Armenia
- Foreigners who have a residence permit on the basis of studying in Armenia with a term not exceeding the period of their residence in Armenia
- Foreigners who have a residence permit on the basis of being a spouse, parent or child of a foreigner exempted from receiving a work permit based on the international agreements signed with Armenia with a term not exceeding the period of their residence in Armenia
- Foreigners who have a residence permit on the basis of being a spouse or close relative (parent, child, brother, sister, grandparent or grandchild) of a citizen of Armenia or a foreigner who has an Armenian permanent or special residence status with a term not exceeding the period of their residence in Armenia
- Foreigners who have a residence permit on the basis of being of Armenian nationality with a term not exceeding the period of their residence in Armenia
- Founders and directors of the executive body of commercial organizations with at least 50% foreign capital participation arriving for the purpose of working in those organizations

- Employees of foreign commercial organizations coming to Armenia for the purpose of working in branches or representative offices located in Armenia
- Foreign specialists arriving in order to qualify employees for the installation, repair and utilization of vehicles, equipment and machinery delivered by a foreign trade organization to its branch or representative office or purchased from foreign trade organizations within the term of their legal stay in Armenia
- Employees of commercial organizations of a foreign state arriving to work in the representative offices of these organizations located in Armenia
- Professionals or other persons arriving in Armenia under authority of international agreements
- Lecturers, teachers, other individuals carrying out scientific and pedagogical work from foreign educational institutions who come to Armenia for the purpose of lectureship (performance of scientific research) in Armenian educational institutions, as well as foreigners performing administrative functions who are included in the management staff of these educational institutions
- Certified representatives of foreign organizations practicing journalistic activities within the term of their legal stay in Armenia
- Foreign citizens and stateless persons who seek asylum, have the status of refugees and have received asylum with a term not exceeding the period of residence
- Students working within the framework of job exchange for vacation time by virtue of international agreements
- Foreigners who are exempted from the requirement of obtaining a work permit by virtue of the corresponding international treaties of Armenia
- Highly qualified foreign specialists as defined by the government of Armenia
- In accordance with the law, persons who have the status of a victim or the status of a special victim and legal representatives of victims of a special status
- Foreign convicts or detainees, as well as foreigners who are beneficiaries of probation
- Foreign athletes who have a professional status and have signed a contract on sports activities, including an employment contract with an employer
- Family members of employees of authorized diplomatic missions, consular posts, international organizations and their representations in Armenia, on the basis of mutuality
- Performers, artists and the responsible administrative and technical service personnel arriving in Armenia for the purpose of cinematography, theater, concert tours, within the term of their legal stay in Armenia
- During the period of their legal stay in Armenia, persons arriving for the purpose of participating in works aimed at preventing or eliminating the consequences of natural disasters, technological accidents, epidemics, accidents, fires and other incidents of an emergency nature, during the entire period of participation in these works
- Specialists who have arrived for the purpose of engaging in the activities aimed at the detection of crimes in joint proceedings, during the period of their legal stay in Armenia

- Foreign students studying in educational institutions of Armenia within one year after completing their education, as well as students doing work within the framework of work exchanges during vacations based on relevant international agreements
- Foreigners of Armenian nationality, whose foreign country of permanent residence has created an emergency situation that threatens the life or health of the citizens of these persons, in accordance with the procedure established by the decision of the Government of Armenia

## **G. Residence permits**

The types of residence status provided by the Law of the RA on Foreigners are described below.

The Passport and Visa Department of the Police of the RA grants temporary residence status to the following foreign citizens:

- Individuals studying in Armenia
- Individuals having a work permit in Armenia
- An individual who is the spouse, parent or child of a foreigner exempted from the requirement to receive work permit by virtue of the corresponding international treaty of Armenia
- An individual who is spouse or a close family member (parent, brother, sister, child, grandmother, grandfather or grandchild) of a citizen of Armenia or of a foreigner having permanent or special residence status in Armenia
- Individuals engaged in entrepreneurial activities in Armenia
- Individuals of Armenian ancestry
- Volunteers based on the contract on volunteering

Temporary residence status is granted for up to a one-year term with possible extension periods of one year per extension.

Permanent residence status is granted by the Passport and Visa Department of the Police of the RA to a foreign citizen who satisfies all of the following conditions:

- The individual proves the presence of a spouse or a close family member (parent, brother, sister, child, grandmother, grandparent or grandchild) in Armenia who is a citizen of Armenia or has special residence status in Armenia.
- The individual is provided with housing and means for living in Armenia.
- The individual has been legally residing in Armenia for at least three years before submitting an application for permanent residence status.

Permanent residence status can also be granted to a foreigner of Armenian ancestry as well as to a foreigner engaged in entrepreneurial activities in Armenia.

Permanent residence status is granted for a five-year term with possible extensions of five years per extension.

The Prime Minister of Armenia may grant special residence status to foreign citizens of Armenian ancestry and to foreign citizens who are engaged in economic or cultural activities in Armenia. The special residency status is granted for a 10-year term. It can be granted several times.

The documents establishing types of residence status in Armenia described above are temporary or permanent residence certificates and special passports.

Citizens of countries of the Eurasian Economic Union who arrive in Armenia to work can apply for the Certificate of Legality of Stay in Armenia if they signed an employment contract with an Armenian employer. The application for the certificate is submitted to the Migration Service via <https://workpermit.am/am/home>, and the certificate is issued for a period of up to one year with a possibility of being renewed annually, provided that the employment is still active.

## **H. Driver's permits**

The citizens of those countries that have acceded to the Vienna Convention on Road Traffic dated 8 November 1968 (the Convention) can drive in the territory of Armenia with their national driver's licenses. The holders of such licenses who drive a car in the territory of Armenia are required to have a valid notarized translation of their licenses. Driving a vehicle in Armenia is permitted also with the international driver's license issued by the competent authority of the Member State of the Convention, provided that it complies with the requirements of the Convention and its amendments. A foreigner may obtain an Armenian driver's license after passing written and practical examinations.

# Aruba

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## A. Income tax

### Who is liable

*Territoriality.* An individual who is considered a resident of Aruba is subject to income tax in Aruba on his or her worldwide income. Specific categories of a nonresident's income generated in Aruba are subject to income tax in Aruba. In principle, Aruba can grant unilateral or bilateral tax relief.

*Definition of resident.* To determine whether an individual should be considered a resident of Aruba, the relevant circumstances should be taken into account. A resident of Aruba who leaves Aruba for a period of less than a year should be considered a resident of Aruba in the aforementioned period, unless it is proven that the individual has lived in another country during this period.

### Income subject to tax

*Employment income.* Taxable employment income consists of income derived from (current or past) employment, including directors' fees and compulsory (deemed) salary (for directors with a substantial shareholding), less a fixed deduction and less pension and social security contributions paid or withheld, if applicable.

A nonresident individual is subject to income tax on income derived from (current or past) employment actually carried on in Aruba. In addition, a nonresident who is employed by an Aruban public entity is subject to tax on income, even if the employment is not carried on in Aruba.

*Self-employment and business income.* Annual profit derived from a business must be calculated in accordance with sound business practice that must be applied consistently.

A nonresident individual generating income out of an enterprise carried on in Aruba personally or through a permanent representative is subject to Aruban income tax.

The fair market value of items received in kind for professional and entrepreneurial activities performed is also included in taxable income.

*Directors' fees.* Income received by a nonresident managing director or nonresident member of a supervisory board of a company resident in Aruba for current or past services is subject to Aruban income tax.

*Investment income.* Dividends, interest, royalties and rental income, less deductions, are generally taxed as ordinary income. Interest received from savings accounts at acknowledged local and foreign banks is exempt from Aruba income tax.

A 10% dividend withholding tax is imposed on dividends distributed by companies resident for tax purposes in Aruba to individuals. The rate may be reduced to 0% if certain conditions are satisfied.

Any amount exceeding AWG500,000 as per the end of the calendar year (excessive loan) taken out from a company in which the debtor (that is, a director) or his or her spouse has a substantial shareholding is considered a deemed dividend distribution for the debtor and is subject to a 25% income tax. The threshold of AWG500,000 is increased in subsequent years with the amounts that were taxed in preceding years as excessive (deemed dividend) to avoid double taxation. For loans existing as of 1 January 2023, a transitional rule applies up to 31 December 2024 enabling the debtor to pay off the loan up to 31 December 2024 without tax consequences. The transitional rule does not apply to new loans taken out after 1 January 2023.

**Capital gains.** No separate capital gains tax is levied. Capital gains are generally tax-free, but the following capital gains derived by residents or nonresidents may be subject to income tax at normal or special tax rates.

Type of gain	Rate (%)
Capital gains realized on the disposal of business assets and on the disposal of other assets if the gains qualify as income from independently performed activities	Up to 52
Capital gains realized on the liquidation of a company or the repurchase of shares by the company in excess of the paid-up capital	25
Capital gains derived from the sale of shares in a domestic corporation qualifying as a substantial interest (equity interest of 25% or more)	25

### Deductions

*Deductible expenses.* A deduction of 3% of employment income is allowed for expenses related to an employment relationship, up to a maximum of AWG1,500 per year.

A resident taxpayer is entitled to more deductions than a nonresident taxpayer. Resident individuals may deduct the following:

- Interest and costs paid with respect to mortgage loans for home ownership, as well as premiums for a life insurance policy



associated with such mortgage loan, up to a maximum of AWG40,000 per year

- Costs of maintenance of a property for a home that serves as the principal residence for the taxpayer and that has been designated as a protected monument, up to a maximum of AWG5,000 per year
- Life insurance premiums that entitle individuals to annuity payments, up to a maximum of AWG10,000 per year
- Donations to charities, churches and sports institutions, up to a maximum of AWG50,000 per year
- Interest, costs and repayments paid with respect to loans incurred for the financing of training or study for a profession to the Executive Education Service (Dienst Uitvoering Onderwijs) in the Netherlands or its legal successor, Aruba or credit institutions in Aruba or similar credit institutions abroad, up to a maximum of AWG10,000 per year for a maximum of 10 years
- Extraordinary expenses (for example, medical expenses, expenses for the support of relatives and education expenses) and qualifying gifts in excess of a certain threshold amount

*Personal deductions and allowances.* Tax-free allowances may be claimed, based on personal circumstances. In general, the following child deductions are available.

Deduction	Amount AWG
Fixed tax credit	30,000
Each child under 18 years of age	750
Each child from 16 to 27 years of age	1,200
Additional deduction for each child from 16 to 27 years of age studying abroad	3,800
Each disabled child 16 to 27 years of age who is not able to earn at least 50% of the salary of “healthy” children	1,200

*Saving funds.* Employees may claim an annual tax-free allowance of AWG3,360 with respect to employee saving funds and provision funds.

*Business deductions.* Business expenses are fully deductible. In addition, self-employed persons or sole proprietorships may claim an entrepreneur’s deduction of AWG2,400.

**Rates.** Residents and nonresidents are subject to income tax at the same progressive rates, which range from 0% to 52%. Certain types of income (for example, dividends, severance payments and surrenders of pensions [commutations of pension benefits and rights]) are taxed at 25%. Dividends from retained earnings up to 31 December 2022 from Aruban entities that are distributed during 2023 are taxed, under certain conditions, at 10% (see *Reduced income tax rate on qualifying dividends*).

**Relief for losses.** Taxpayers may carry losses forward for five years.

**Expatriate facility.** Individuals who meet certain criteria can request the application of the expatriate facility. To acquire expatriate status, an individual must meet the following conditions:

- He or she must not have been a resident of Aruba for a minimum period of five years consecutively prior to the employment in Aruba.
- He or she must receive annual remuneration from his or her employer of at least AWG150,000.
- He or she must possess skills that are scarce in Aruba.

The employer and employee must file the application. In principle, the expatriate status applies with retroactive effect to the beginning of the employment if the application is filed within four months after the beginning of the employment. An employee with the expatriate status can receive the following fringe benefits tax free:

- Wages in kind with an annual maximum of AWG15,000 tax free
- Allowances to cover expenses incurred in connection with education of the children of the expatriate in Aruba or an equivalent school outside Aruba, with an annual maximum of AWG25,000 per child
- Allowances to rent a house with a monthly maximum of AWG2,500

If a net employment contract is concluded, the taxable wage will not be grossed up.

Furthermore, employees who have been recruited abroad (among others, those with an expatriate status as described above), can receive the following fringe benefits tax free:

- Travel expense reimbursements upon arrival and repatriation of the expatriate and his or her family. This also includes the costs related to shipping of the expatriate's household furnishings and one personal car.
- Hotel expenses during the first two months after arrival.
- Relocation allowance (on arrival) of maximum two months' salary up to AWG15,000.
- Travel expenses reimbursements annually for the expatriate and family for one free ticket to the country of origin during the first five years of employment.

## B. Other taxes

**Property tax.** Property tax is levied annually in principle on at least the fair market value of immovable property in Aruba. The applicable tax rate for individuals who are citizens of Aruba depends on the value of the real estate, as shown in the following table.

Real estate value		Tax rate %
Exceeding AWG	Not exceeding AWG	
0	120,000	0.0
120,000	250,000	0.2
250,000	500,000	0.3
500,000	750,000	0.4
750,000	—	0.6

All real estate owned by a natural person is aggregated to determine the total taxable value.

The tax rate for all other taxpayers is 0.6%. In principle, the owner or possessor of the immovable property is liable for the property tax.

No inheritance and gift tax applies. As of 1 January 2023, transfer tax is no longer due on the inheritance of immovable property located in Aruba.

### **C. Social security**

**Coverage.** All resident individuals are subject to social security contributions.

**Contributions.** The contributions cover the General Old Age Pension Act and the General Widows and Orphans Act (AOV/AWW). Both the employer and the employee pay contributions on the employee's salary. The employer makes contributions at a rate of 10.5%, and the employee makes contributions at a rate of 5%. These percentages are applied to the premium income, which has a maximum amount of AWG85,000 (USD47,486). The contributions are due until the employee reaches the age of 64 years and six months as of 1 January 2023 and 65 years as of 1 January 2024.

General medical insurance (AZV) provides coverage for hospitals, physician consults (for example, visits to the family doctor) and treatments. Premiums are paid on employees' salaries at a rate of 8.9% by the employer and at a rate of 1.6% by the employee, up to a maximum annual salary of AWG85,000.

The abovementioned social security contributions, AOV/AWW and AZV, are only levied if the individual is registered at the Aruba registry office. In addition, with respect to the AZV, the resident must have his or her main residency in Aruba. Consequently, nonresident individuals are not subject to these social security contributions if they are not registered at the registry office.

The General Disablement Insurance Act (OV) and the General Sickness Insurance Act (ZV) offer coverage for employees. The OV premiums are paid on employees' salaries by the employer at rates ranging from 0.25% to 2.5%. The ZV premiums are paid by the employer at a rate of 2.65% of the annual salary of employees earning a maximum annual salary up to and including AWG70,200 (USD39,218).

**Totalization agreements.** Individuals who are temporarily employed in Aruba and are registered at the registry office are subject to social security contributions. As a result, they may be subject to social security taxes both in their home country and in Aruba. These individuals may obtain relief from double taxation under social security agreements.

### **D. Tax filing and payment procedures**

Because the wage tax is a pre-levy to the income tax, employers must file wage tax returns on a monthly basis. The wage tax return must be filed through the Aruba tax authorities' online portal, called BO impuesto (BOi). These returns are due by the 15th day of the following month.

The required wage tax and social premiums withholdings are made for each salary payment period. Wage tax is a pre-levy with respect to the personal income tax.

The personal income tax return for the preceding calendar year must be filed within two months after issuance of the personal income tax return form by the Aruba tax authorities, unless a filing extension is requested and obtained or is automatically granted by the tax authorities. Any income tax owed in addition to prior withholdings is due within two months after receipt of the assessment. Married couples are taxed separately on their employment income and AOV pension income unless they request combined taxation.

Social security contributions are withheld by the employer. Self-employed persons must pay social security contributions within two months after receipt of an assessment.

No offense penalty (in Dutch: *vergrijpboete*) will be imposed on a taxpayer or withholding agent who voluntarily rectifies previous inaccuracies (for example, non-filings or incorrect filings) with the tax authorities. For omission penalties (in Dutch: *verzuimboete*), the penalty of 10% will be lowered to 5% (maximum penalty of AWG10,000) in the case of a voluntary disclosure.

## E. Double tax relief and tax treaties

The Tax Arrangement for the Kingdom of the Netherlands, which regulates relations between the countries of the Kingdom of the Netherlands for fiscal purposes, contains provisions for exchange of information and avoidance of double taxation between Aruba and Curaçao, Sint Maarten and the Netherlands. It applies to, among other items, income tax.

If the regulation does not apply, foreign taxes paid may be deducted as expenses for purposes of calculating taxable income in Aruba (unilateral tax relief).

Aruba has entered into tax information exchange agreements with the following jurisdictions.

Antigua and Barbuda	Cayman Islands	Mexico
Argentina	Czech Republic	Norway
Australia	Denmark	St. Kitts and Nevis
Bahamas	Faroe Islands	St. Lucia
Belgium	Finland	St. Vincent and the Grenadines
Bermuda	France	Spain
British Virgin Islands	Germany	Sweden
Canada	Greenland	United Kingdom
	Grenada*	United States
	Iceland	

\* This agreement has not yet entered into force.

Aruba has not entered into any treaties providing double tax relief.

## F. Temporary visas

In principle, nationals of the following jurisdictions do not need a visa to travel to Aruba.

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Albania	Hong Kong (British	Panama
Andorra	National [Overseas]	Paraguay
Antigua and Barbuda	passport holders)	Peru
Argentina	Hong Kong	Poland
Australia	(Special	Portugal
Austria	Administrative	Romania
Bahamas	Region passport	St. Kitts and Nevis
Barbados	holders)	St. Lucia
Belgium	Hungary	St. Vincent and the Grenadines
Belize	Iceland	San Marino
Bosnia and Herzegovina	Ireland	Serbia
Brazil	Israel	Seychelles
Brunei Darussalam	Italy	Singapore
Bulgaria	Japan	Slovenia
Canada	Korea (South)	Slovak Republic
Chile	Latvia	Spain
Colombia	Liechtenstein	Suriname
Costa Rica	Lithuania	Sweden
Croatia	Luxembourg	Switzerland
Cyprus	Macau (holders	Taiwan (holders of
Czech Republic	of a Special	a passport
Denmark	Administrative	containing his or
Dominica	Region passport)	her identity card
Ecuador	Malaysia	number)
El Salvador	Malta	Trinidad and Tobago
Estonia	Mauritius	Ukraine (biometric
Finland	Mexico	passport holders)
France	Moldova	United Arab Emirates
Germany	Monaco	United Kingdom
Greece	Montenegro	United States
Grenada	Netherlands	Uruguay
Guatemala	Nicaragua	Vatican City
Honduras	New Zealand	
	North Macedonia	
	Norway	

## G. Work permits

Foreigners who want to exercise a profession in Aruba must have a work permit. The work permit is normally granted only if no qualified persons are locally available. In general, requests for work permits are taken into consideration only if they are filed through a local employer who has to accept full responsibility for any possible expenses incurred by the government relative to the employees.

## H. Family and personal considerations

**Work permits for family members.** The rules regarding work permits for foreigners discussed in Section G also apply to family members.

**Marital property regime.** Under Aruba civil law, all property acquired by either spouse during the course of a marriage is considered marital property unless agreed otherwise.

**Forced heirship.** Under Aruba civil law, an heir has in principle the option not to accept an inheritance.

**Driver's permits.** In Aruba, an individual may drive with a foreign or international driver's license issued by a member country of the Geneva Convention.

Based on the available information, immigrants who register at the municipal office of Aruba should convert an international driver's license after a certain time period.

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**A. Income tax**

**Who is liable.** Australian residents are subject to Australian tax on worldwide income. Nonresidents are subject to Australian tax on Australian-source income only. An exemption from Australian tax on certain income is available for individuals who qualify as a temporary resident. Temporary residents are generally exempt from Australian tax on foreign-source income (including foreign investment income but not foreign employment income earned while a temporary resident) and capital gains realized on assets that are not taxable Australian property (TAP). For details regarding TAP, see *Capital gains and losses*.

As discussed below, the Australian tax treatment differs for residents, nonresidents and temporary residents.

In general, a resident is defined as a person who resides in Australia according to the ordinary meaning of the word, and includes a person who meets any of the following conditions:

- He or she is domiciled in Australia, unless the tax authority is satisfied that the person's permanent place of abode is outside Australia.
- He or she is actually present in Australia continuously or intermittently for more than half of the tax year, unless the tax authority is satisfied that the person's usual place of abode is outside Australia and that the person does not intend to reside in Australia.
- He or she is an active member of a Commonwealth superannuation scheme.

A nonresident is a person who does not satisfy any of the above tests.

A temporary resident refers to an individual who satisfies the following conditions:

- The individual must be working in Australia under a temporary resident visa (for example, subclass 400 or 482; see Section E).
- The individual must not be a resident of Australia for social security purposes (this covers Australian citizens, permanent residents, special visa categories such as refugees and certain New Zealand citizens).



- The individual's spouse (legal or de facto) must not be a resident of Australia for social security purposes.

No time limit applies to the temporary resident status. If an individual applies for Australian permanent residency, temporary resident status ends on the date on which permanent residency is granted and the individual is taxable as a resident (that is, taxable on worldwide income) thereafter.

**Income subject to tax.** The taxability of various types of income is discussed below. Taxable income is calculated by subtracting deductible expenses and losses from the assessable income of the taxpayer.

*Employment income.* Salary, wages, allowances and most cash compensation is included in the employee's assessable income in the year of receipt. Most noncash employment benefits received by an employee are subject to Fringe Benefits Tax (FBT), payable by the employer.

*Self-employment and business income.* The taxable income from self-employment or from a business is subject to Australian tax. Each partner in a partnership is taxed on his or her share of the partnership's taxable income.

*Directors' fees.* Directors' fees are included in assessable income as personal earnings and are taxed in the year of receipt.

*Dividends.* The assessable income of resident shareholders includes all dividends received. Franked dividends (that is, dividends paid from taxed corporate profits) paid by Australian corporations are grossed up for the underlying corporate taxes paid. The shareholders may claim the underlying corporate tax as a credit in their personal tax return. Whether additional tax must be paid on the franked dividends by a shareholder depends on the individual's marginal tax rate. Under certain circumstances, excess credits may be refunded.

Dividends from Australian sources that are paid to nonresidents are generally subject to a final withholding tax of 30% (or 15% under applicable treaties) on the unfranked portion (that is, the portion paid from untaxed corporate profits).

Foreign-source dividends are included in the assessable income of Australian residents. If tax was paid in the foreign country, a foreign income tax offset (broadly equal to the lower of the foreign tax paid or the amount of the Australian tax payable, capped at any applicable treaty tax rates) is allowed.

Temporary residents (see *Who is liable*) are not assessable on foreign source investment income and gains.

*Interest, royalties and rental income.* Interest, royalties and rental income derived by residents are included in assessable income with a deduction allowed for applicable expenses. Eligibility for building depreciation deductions on a rental property depends on the building's nature and its construction date.

If tax is paid in the foreign country on the foreign rental income, the resident may claim a foreign income tax offset (broadly equal to the lower of the foreign tax paid or the amount of the

Australian tax payable). If the foreign investment results in a tax loss (that is, deductible expenses exceed assessable income), the tax loss can be offset against all Australian assessable income.

Temporary residents are not assessable on foreign investment income and, consequently, may not offset foreign expenses or losses against other assessable Australian income.

Interest paid by a resident to a nonresident lender is subject to a final withholding tax of 10%. Interest paid by a temporary resident to a nonresident lender (for example, an overseas mortgagee) is exempt from the interest withholding tax. Royalties paid to non-residents are generally subject to a final withholding tax of 30% (or 10% to 15% under applicable treaties).

*Converting transactions denominated in foreign currency into Australian dollar amounts.* Taxpayers are generally required to convert income amounts denominated in foreign currency into Australian dollar (AUD) amounts at the time of derivation of the income. Likewise, taxpayers must convert expense amounts into Australian dollar amounts at the time of payment. This also results in the deeming of assessable income or allowable deductions for residents (but not temporary residents) who have acquired or disposed of foreign currency rights and liabilities. For resident taxpayers, these rules normally apply with respect to foreign-currency debt (for example, mortgages) and foreign-currency accounts (for example, bank accounts). Special rules apply to the acquisition or disposal of capital assets or depreciable assets. The above rules provide limited exceptions for certain assets and obligations.

Certain elections can change the amounts of assessable income or allowable deductions arising under the foreign-currency rules and/or reduce the compliance requirements. However, because of the significant tax implications of the elections, taxpayers should seek specific advice suited to their circumstances.

Temporary residents may be exempt from the above tax rules on certain foreign-currency denominated accounts that are located outside Australia.

*Concessions for individuals who are considered to be living away from home.* Limited tax concessions are available to employees who are required to live away from home for employment purposes and who maintain a home for their use in the home location in Australia. In addition, if the concessional treatment is available, it is generally limited to a maximum period of 12 months. These concessions typically do not apply to foreign employees working temporarily in Australia.

A limited number of other benefits may be provided on a concessional basis to employees who are permanently relocating to Australia.

**Taxation of employer-provided stock options.** Discounts provided to employees on shares or options acquired under an employee share scheme (ESS) are generally included as ordinary income in the employee's assessable income in the year they are acquired. The governing rules are complex, and professional advice should be sought.

For grants made after 1 July 2015, the taxing point may be deferred until the date of exercise rather than the vesting date of the shares or options. The following are significant aspects of the regime:

- No requirement exists for options to be subject to a real risk of forfeiture to enable the deferral of tax if a genuine disposal restriction applies.
- The maximum share ownership and control level eligible for tax deferral on shares or options is 10%, with shares, options and rights counted in determining whether the 10% holding is reached.
- The maximum deferral period for tax on shares or options is 15 years.

The taxable discount amount for shares is generally the difference between the market value of the share and the amount paid for the share by the employee. For options, the discount is the greater of the following two amounts:

- The amount equal to the share value less exercise price
- The value determined according to a formula similar to the Black and Scholes model for valuing exchange-traded options

*Other issues.* Australian residents are generally subject to tax on the entire discount, with a foreign income tax offset for any foreign tax paid (up to the Australian tax otherwise payable). Apportionment of the discount may apply for temporary residents and nonresidents.

No tax withholding obligation is imposed in Australia with respect to benefits under employee share schemes unless the employee fails to provide his or her Australian Tax File Number (TFN) to the employer by the end of the financial year.

Employers providing benefits under an ESS are required to comply with annual employer reporting obligations to disclose, among other items, the estimated taxable value of these awards.

**Capital gains and losses.** Residents (but not temporary residents) are taxable on their worldwide income, including gains realized on the sale of capital assets. Capital assets include real property and personal property, regardless of whether they are used in a trade or business, and shares acquired for personal investment. However, trading stock acquired for the purpose of resale is not subject to capital gains treatment.

Employee shares or options disposed of within 30 days of the cessation time or deferred taxing point (see *Taxation of employer-provided stock options*) are not subject to capital gains tax (CGT). In this case, the entire gain is subject to income tax under the employee share scheme provisions.

For an asset held at least 12 months (not including the dates of purchase and sale), only 50% of the capital gain resulting from the disposal is subject to tax.

Assets acquired before 19 September 1985 are generally exempt from CGT.

Capital losses in excess of current year capital gains (before the 50% discount is applied, if applicable) are not deductible against

other income, but may be carried forward to be offset against future capital gains.

Nonresidents and temporary residents are taxable only on gains arising from disposals of TAP. The following assets are considered to be TAP:

- Australian real property
- An indirect interest in Australian real property
- A business asset of a permanent establishment in Australia
- An option or right to acquire any of the CGT assets covered by the first three items above
- A CGT asset that is deemed to be TAP as a result of the taxpayer making an election to disregard any deemed gain or loss arising on leaving Australia

Individuals who derive a capital gain after 8 May 2012 and are considered either a nonresident or temporary resident at any time on or after that date have a reduced ability to claim the 50% discount. If the individual undertakes a market valuation of the asset as of 8 May 2012, the portion of the gain that accrued before 8 May 2012 may still be eligible for the full CGT discount.

For Australian residents, any gain or loss realized on the sale of their main residence (home) is generally exempt from Australian CGT. In addition, if the individuals do not rent the property for more than six years and if they do not treat another property as their residence, this exemption can generally continue to apply. From 1 July 2020, any sale of a main residence by a nonresident (including a former temporary resident) does not receive the main residence exemption and is liable to capital gains tax in full.

Individuals are generally taxable in Australia on cryptocurrency gains under the CGT regime. Cryptocurrency gains may be triggered when cryptocurrency is sold or when cryptocurrency is exchanged for a different type of cryptocurrency.

Anti-avoidance measures ensure that nonresidents and temporary residents continue to be taxable on disposals of interests in companies whose balance sheets are largely comprised of real property assets, including mining interests.

Australian residents who are not temporary residents just before breaking residence are subject to a CGT charge on the deemed disposal of all assets held at the date of breaking residence that are not TAP. The taxpayer may elect that this deemed disposal charge not apply. However, such an election deems the asset to be TAP until residence is resumed or the asset is disposed of (even if the asset would not otherwise be TAP). As a result, a CGT charge is imposed if the assets are disposed of while the individual is nonresident.

Temporary residents are generally exempt from tax on gains derived from assets that are not TAP.

## **Deductions**

*Deductible expenses.* Expenses of a capital, private or domestic nature, and expenses incurred in producing exempt income, are not deductible.

Specific documentation requirements must be fulfilled for all expenses if employment-related expenses exceed AUD300 a year. Client entertainment expenses are not deductible.

*Personal tax offsets.* Tax offsets are available to resident taxpayers and temporary residents. Tax offsets are subtracted from tax calculated on taxable income.

Nonresidents may not claim certain tax offsets.

*Business deductions.* Losses and expenses are generally fully deductible to the extent they are incurred in producing assessable income or are necessarily incurred in carrying on a business for that purpose.

Specific records are required for business travel and motor vehicle expenses.

Deductions are allowed for salaries and wages paid to employees, as well as for interest, rent, repairs, commissions and similar expenses incurred in carrying on a business.

Expenditure for the acquisition or improvement of assets is not deductible, but a capital allowance may be claimed as a deduction. Expenditure for acquisitions or improvements may be added to the cost base of an asset for CGT purposes and may reduce any taxable gain arising from a later disposition.

**Rates.** Income tax from 1 July 2024 (2024-25 tax year) is levied on residents and temporary residents at the rates listed in the table below. The following is the table of income tax rates for residents and temporary residents (special tax rates may apply to individuals who are working holiday makers).

Taxable income		Tax on lower amount AUD	Rate on excess %
Exceeding AUD	Not exceeding AUD		
0	18,200	0	0
18,200	45,000	0	16
45,000	135,000	4,288	30
135,000	190,000	31,288	37
190,000	—	51,638	45

The AUD18,200 tax-free threshold is reduced if the taxpayer spends fewer than 12 months in Australia in the year of arrival or departure. Resident taxpayers may be liable for the Medicare Levy (see Section B) in addition to income tax at the above rates.

Income tax from 1 July 2024 (2024-25 tax year) is levied on nonresidents at the following rates.

Taxable income		Tax on lower amount AUD	Rate on excess %
Exceeding AUD	Not exceeding AUD		
0	135,000	0	30
135,000	190,000	40,500	37
190,000	—	60,850	45

Nonresidents are not liable for the Medicare Levy.

Resident and nonresident taxpayers with taxable income and superannuation contributions of more than the threshold of AUD250,000 per year may be liable to the Division 293 tax. This is an additional tax on superannuation contributions whereby an individual's income is added to certain superannuation contributions and compared to the Division 293 threshold. Division 293 tax is payable on the excess over the threshold, or on the super

contributions, whichever is less. The rate of the Division 293 tax is 15% and may be paid by the individual or deducted from the superannuation contributions, at the individual's choice.

## B. Social security

**Medicare Levy.** A Medicare Levy of 2% of taxable income is payable by resident individuals for health services (provided that they qualify for Medicare services). This is the only levy imposed in Australia that is equivalent to a social security levy. An exemption from the Medicare Levy may apply if the individual is from a country that has not entered into a Reciprocal Health Care Agreement with Australia.

No ceiling applies to the amount of income subject to the levy. However, relief is provided for certain low-income earners. High-income resident taxpayers who do not have adequate private health insurance may be subject to an additional 1% to 1.5% Medicare Levy surcharge. High-income taxpayers whose private hospital insurance carries an excess payment (amount for which the insured is responsible before the insurance begins to pay) of more than AUD750 for single individuals or AUD1,500 for couples or families are also subject to the Medicare Levy surcharge.

**Superannuation (pension).** Australia also has a compulsory private superannuation (pension) contribution system. Under this system, employers must contribute a minimum percentage of the employee's ordinary time earnings (OTE) base to a complying superannuation fund for the retirement benefit of its employees. The minimum percentage is currently 11.5% and is expected to remain at this percentage until 30 June 2025. In general, OTE consists of salary and wages and most cash compensation items paid for ordinary hours of work. Transitional measures can apply for certain pre-existing superannuation earnings base arrangements. The maximum OTE base for each employee for the year ending 30 June 2025 is AUD65,070 per quarter. No obligation is imposed to make contributions with respect to OTE above that level unless otherwise required by employment contractual terms.

If an employee comes from a country with which Australia has entered into a bilateral social security agreement, it may be possible to keep the employee in his or her home country social security system under a certificate of coverage issued by his or her home country and therefore remove the obligation to make the Australian superannuation contributions outlined above. Australia has entered into such agreements with Austria, Belgium, Chile, Croatia, the Czech Republic, Estonia, Finland, Germany, Greece, Hungary, India, Ireland, Japan, Korea (South), Latvia, the Netherlands, North Macedonia, Norway, Poland, Portugal, Serbia, the Slovak Republic, Switzerland and the United States.

An exemption from superannuation may be available in limited circumstances for senior foreign executives who hold a certain business visa.

Temporary residents may be able to have their accumulated superannuation paid to them once they have departed Australia permanently and their visa is canceled. The withdrawal is subject to a final tax.

## C. Tax filing and payment procedures

Returns for the tax year ended 30 June generally are due by 31 October. Extensions may be available if the return is filed by a registered tax agent. Nonresidents are subject to the same filing requirements as residents. No specific additional filing requirements are imposed on persons arriving in, or on persons preparing to depart from Australia.

Visitors entering Australia for employment or to take up residence who have not previously applied for an Australian TFN must apply with the Australian Taxation Office.

Married persons are taxed separately, not jointly, on all types of income. Joint filing of returns by spouses is not permitted.

A tax assessment is issued by the Australian Taxation Office after a tax return is filed. For a timely filed tax return, taxpayers generally have 21 days after the date of assessment to pay tax due and may be allowed a longer period.

Salary and allowances paid in Australia are subject to monthly withholding under the Pay-As-You-Go (PAYG) tax withholding system. Income other than salary and wages, such as investment income (depending on the amount), may be subject to quarterly or annual PAYG installments.

## D. Double tax relief and tax treaties

**Foreign income tax offset system.** An offset is available for payments of foreign tax that are similar to the Australian income tax payable on the same income. Both Australian and foreign resident taxpayers may claim a tax offset (equal to the lower of an equivalent foreign tax paid or the amount of the Australian tax payable) for an amount included in the taxpayer's assessable income on which they have paid foreign income tax.

Excess foreign tax offsets may not be carried forward.

**Double tax treaties.** Australia has entered into double tax treaties with the following jurisdictions.

Argentina	Ireland	Romania
Austria	Israel	Russian
Belgium	Italy	Federation
Canada	Japan	Singapore
Chile	Kiribati	Slovak Republic
China Mainland	Korea (South)	South Africa
Czech Republic	Malaysia	Spain
Denmark	Malta	Sri Lanka
Fiji	Mexico	Sweden
Finland	Netherlands	Switzerland
France	New Zealand	Taiwan
Germany	Norway	Thailand
Greece	Papua	Türkiye
Hungary	New Guinea	United Kingdom
Iceland	Philippines	United States
India	Poland	Vietnam
Indonesia		

## E. Temporary visas

Noncitizens seeking entry to Australia, including for tourism purposes, must obtain visas before entry. Individual eligibility requirements for each visa category must be considered before applying for a visa. Citizens of New Zealand traveling with a New Zealand passport are eligible to be granted a special category (subclass 444) visa (permitting indefinite temporary stay with full work rights) on arrival, subject to meeting health and character requirements.

Temporary residence visas are granted to people whose activities are considered to benefit Australia, including people entering for business, skilled employment, cultural or social activities.

The types of temporary residence visas, and the requirements that must be met prior to such visas being issued, are described below. Holders of temporary residence visas are generally not eligible for public health benefits in Australia, unless Australia has a reciprocal health care agreement with the country of the visa holder.

**Visitors.** Three visitor visa categories (subclass 600 Visitor, subclass 601 Electronic Travel Authority [ETA] and subclass 651 eVisitor) allow individuals to visit Australia for the following purposes:

- Tourism
- Family visits
- Engaging in business visitor activities

Criteria that generally must be met include health, character and the possession of adequate funds for the duration of the stay.

Holders of certain eligible passports can apply for a subclass 601 ETA visa, either through a mobile app or through their travel agent or airline. Holders of certain other eligible passports can apply online for a subclass 651 eVisitor visa. These ETA and eVisitor applications can usually be prepared and submitted within minutes and are also then usually auto-approved by departmental systems within minutes.

However, on occasion, ETA and eVisitor applications can be referred by departmental systems to departmental officers for formal assessment, which can then take up to several weeks for finalization.

ETA and eVisitor visas all allow stays of up to three months for each entry, and multiple entry.

Other passport holders must apply online for a subclass 600 Visitor visa application, which requires completion of a detailed application form as well as submission of full supporting documentation. Subclass 600 visa applications are all formally assessed for approval by departmental officers, and they can often take several weeks or more for finalization.

While a subclass 600 Visitor visa is usually granted for three months' stay, the period of stay for a subclass 600 Visitor visa is discretionary based on risk profile, purpose of stay and requested duration of stay.



While in Australia, holders of a subclass 600 Visitor visa in the Tourist stream are not permitted to work.

While in Australia, holders of subclass 601 ETA visa, 651 eVisitor visa, and subclass 600 visa in the Business Visitor stream must not work other than by engaging in a “business visitor activity.” Permissible “business visitor activities” include the following:

- Attending business meetings
- Participating in training, conferences or seminars
- Investigating, negotiating or entering into contracts
- Making general business or employment inquiries

However, permissible “business visitor activities” do not include undertaking work for, or supplying services to, an organization or another person based in Australia.

**Employment.** An individual wishing to enter Australia for work activities or employment may apply for a temporary work (short stay specialist subclass 400) visa, temporary activity (subclass 408) visa or temporary skill shortage (subclass 482) visa (TSS visa):

*Temporary work (short stay specialist) visas.* Individuals who need to enter Australia for short-term, highly specialized work that is non-ongoing or to assist in a national emergency can apply for a subclass 400 visa. The subclass 400 visa is generally granted for stay of up to three months from date of first entry, with multiple entry. Up to a maximum of six months’ stay may be granted if a strong business case can be demonstrated. After the grant, applicants usually have up to six months to make their first entry into Australia on this visa. This visa cannot be renewed or extended while the visa holder is in Australia.

*Temporary activity visas.* The subclass 408 temporary activity visa has a number of streams that allow individuals to enter Australia to undertake the following:

- Participate in a reciprocal staff exchange program
- Participate in a high-level sport
- Participate in an event at the invitation of an Australian organization
- Perform work in relation to an Australian government-endorsed event
- Perform as an entertainer or work in a production or technical role for a production
- Observe or take part in an academic research program at a tertiary or research institution
- Be a full-time religious worker
- Work full time in the household of certain foreign senior executives
- Work in Australia as a crew member of a superyacht
- Participate in an approved special program, such as an approved program for youth exchange or cultural enrichment

Each stream has its own criteria, including sponsorship or support by an approved organization. Organizations required to sponsor a subclass 408 visa holder must meet sponsorship obligations. This visa has a maximum stay period of four years for the Australian

government-endorsed event stream, a maximum stay period of 12 months for the superyacht and special program streams, and a maximum of three months for the invited participant stream. A maximum stay period of two years is available for the other streams.

*Temporary skill shortage visas.* Individuals intending to work in Australia may apply for a subclass 482 Temporary skill shortage (TSS) visa. The TSS visa may be granted for up to two years if the occupation is listed on the Short-term Skilled Occupation List (STSOL), unless international trade obligations permit a longer visa period, or up to four years if the occupation is on the Medium and Long-term Strategic Skills List (MLTSSL) or the Regional Occupation List (ROL).

A TSS visa may be renewed, provided that the criteria for approval are met each time.

The TSS visa application process involves the following three steps with separate eligibility criteria:

- The employer must be approved as a sponsor.
- The employer nominates the visa holder to fill a specific position.
- The individual applies for a visa.

Requirements for employers include the following:

- Active business operations and good standing
- Paying a training levy
- Attesting to a strong record or commitment to employing local labor
- Following nondiscriminatory employment practices
- Paying at least Australian market salary rates
- Conducting labor-market testing unless exempt

Sponsors must also meet sponsorship obligations with respect to sponsored TSS visa holders, including accompanying family members. Compliance with obligations is monitored and sanctions can be imposed on sponsors that do not meet their obligations.

A sponsor can be an Australian business or an overseas business. However, if a sponsor is an overseas business, it cannot already be operating a business in Australia and the proposed TSS visa holder must either intend to travel to Australia to assist establishing business operations in Australia or to assist in fulfilling a contractual obligation of the business.

Visa applicants must meet skill, minimum work experience, English language, health and character requirements.

**Working Holiday.** Under reciprocal arrangements with certain countries, young people may work in Australia to support their holiday on Working Holiday (subclass 417) visas. Working Holiday visas are granted to individuals aged between 18 to 30 years (inclusive) who are citizens of Belgium, Cyprus, Estonia, Finland, Germany, Hong Kong, Japan, Korea (South), Malta, the Netherlands, Norway, Sweden and Taiwan. Citizens of Canada, Denmark, France, Ireland, Italy and the United Kingdom are also eligible and benefit from a higher age threshold of being not older than 35.

**Work and Holiday.** The subclass 462 Work and Holiday visa is similar to the subclass 417 Working Holiday visa, but it has additional eligibility requirements, such as a tertiary qualification, and the number of visas granted for nationals of each eligible country is capped every year except for the United States. This visa is available to passport holders aged 18 to 30 years (inclusive) from Argentina, Austria, Brazil, Chile, China Mainland, the Czech Republic, Ecuador, Greece, Hungary, India, Indonesia, Israel, Luxembourg, Malaysia, Mongolia, Papua New Guinea, Peru, Poland, Portugal, San Marino, Singapore, the Slovak Republic, Slovenia, Spain, Switzerland, Thailand, Türkiye, the United States, Uruguay and Vietnam.

Working Holiday (subclass 417) and Work and Holiday (subclass 462) visas are valid for a 12-month stay from the date of first entry. Individuals holding Working Holiday and Work and Holiday visas may carry out work in Australia that is incidental to their vacations. They may not work for more than six months with any one employer, with some flexibility if the work is undertaken in different locations and work in any one location does not exceed six months.

Working Holiday and Work and Holiday visa holders who have completed three months of specified work in specified areas of Australia may be eligible to apply for a second visa. Working Holiday and Work and Holiday visa holders who carry out six months of specified work in specified areas of Australia while on their second visa may be eligible to apply for a third Working Holiday or Work and Holiday visa. Citizens of the United Kingdom are exempt from the specified work requirement when applying for a second or third Working Holiday visa. Holders of these visas may also be sponsored for TSS visas provided they meet standard TSS visa eligibility criteria.

**Training.** Employers may sponsor and nominate individuals for a Training subclass 407 visa to engage in structured workplace-based training in Australia. The training must be consistent with the individual's recent employment experience (and/or study experience) and be provided by the sponsor. Sponsors must also meet sponsorship obligations.

**Students.** Overseas students enrolled in certain registered courses may reside in Australia for the duration of their courses. Overseas students may work in Australia 48 hours per fortnight and work full-time during official college or university breaks. However, overseas students studying for a master's degree by research or a doctoral degree can work unrestricted hours.

Overseas students in Australia can apply for a TSS visa for full-time employment without having first completed their studies in Australia if they meet standard TSS visa criteria. On completion of studies, overseas students may be eligible for a subclass 485 (Temporary Graduate) visa to remain and work in Australia without sponsorship. A subclass 485 visa holder can also apply for a TSS visa, provided standard TSS visa criteria can be met.

**Regional work visas.** To encourage migration to regional areas outside the greater areas of Sydney, Melbourne and Brisbane, five-year provisional visas can be applied for under visa subclasses 494 and 491. These subclasses both provide a pathway to

permanent residence after three years (see *Permanent Residence (Skilled Regional) visa (subclass 191)* in Section F.

*Skilled Employer Sponsored Regional (Provisional) visa (subclass 494)*. The subclass 494 visa is similar to the TSS visa and requires sponsorship, nomination, labor market testing and payment of the training levy. Positions must be in an occupation on the MLTSSL or the ROL. Individuals must meet requirements in addition to those for a TSS visa, including at least three years' relevant experience, a formal skills assessment by a specified skills-assessing body, usually being aged under 45 years, and having competent level English.

*Skilled Work Regional (Provisional) visa (subclass 491)*. Interested candidates must file an Expression of Interest (EOI) outlining their claims under a "points test" for employability factors, including qualifications, age, employment experience and language capabilities. Candidates must score at least 65 points, and they must also either be nominated or sponsored, as outlined below. Other requirements include a formal skills assessment, being under 45 years of age at the time of invitation, having competent level English and a commitment to living and working in a regional area.

The subclass 491 has two streams with the following additional criteria:

- State or territory government nominated: occupation must be on the MLTSSL, Short-term STSOL or ROL for this visa. The occupation must also be on the relevant state or territory government's occupations-in-demand list for this visa, and candidates must also meet specific criteria set by each state or territory to secure nomination. If a person is nominated by a state or territory, they will automatically receive an invitation to apply for the subclass 491 visa.
- Family sponsored: sponsored by an eligible family member living in a regional area who is an Australian citizen, Australian permanent resident or eligible New Zealand citizen, and the occupation must be on the MLTSSL for this visa. However, only those scoring the most points are likely to be invited to submit a visa application. The number of invitations issued in each occupation is limited by ceilings.

## F. Permanent residence

Permanent residence visas are granted in the family, humanitarian and skilled categories. The visas most relevant to individual skilled applicants and business migrants are described below.

**Employer Nomination Scheme.** Under the Employer Nomination Scheme (ENS), Australian employers may nominate highly skilled individuals for permanent residence. Applicants must be nominated by their employer and satisfy one of the following criteria:

- They have worked full-time in their position in Australia for their employer while on a subclass 457 visa or TSS visa for at least two of the last three years immediately before applying.
- They have three years' full-time post-training experience in the nominated occupation and have had their skills formally assessed.

- They hold a subclass 444 (special category) visa or subclass 461 (New Zealand family relationship) visa and have worked in their nominated occupation for their nominated employer full-time for at least two of the last three years immediately before applying.

### Regional visas

*Regional Sponsored Migration Scheme.* A small cohort of TSS and subclass 457 visa holders who applied for their temporary visas some years ago, and who have also worked for their employer in their position in an occupation on the MLTSSL or ROL while on a subclass 457 visa or TSS visa for at least three of the last four years, are eligible for permanent residence under the Regional Sponsored Migration Scheme (RSMS).

*Permanent Residence (Skilled Regional) visa (subclass 191).* Holders of subclass 494 and subclass 491 visas who have lived and worked in regional Australia, complied with the conditions of their visa, and have held their subclass 494 or 491 visa for at least three years, may be eligible for a subclass 191 visa. Sponsorship or nomination is not required.

*General skilled migration — subclass 189 Skilled Independent visa and subclass 190 Skilled Nominated visa.* Candidates must first file an EOI outlining their claims under a “points test” for employability factors, including qualifications, age, employment experience and language capabilities. At a minimum, candidates must score a least 65 points, be aged under 45 years and have a “competent level” of English. They can only subsequently submit a subclass 189 or 190 visa application if they are then invited to apply for that visa:

*Subclass 189 (Skilled — Independent).* Applicants must nominate a MLTSSL occupation and submit their visa application within 60 days of receiving an invitation to submit in response to their EOI. However, only those scoring the most points are likely to be invited to submit a visa application. The number of invitations issued in each occupation is often limited by ceilings.

Certain Hong Kong or British National (Overseas) passport holders who hold eligible visa(s) and have a demonstrated commitment to live and work in Australia permanently may be eligible for the Subclass 189 (Skilled — Independent visa via the Hong Kong stream.

*Subclass 190 (Skilled — Nominated).* Applicants must nominate an occupation on either the MLTSSL or the STSOL and submit their visa application within 60 days of receiving an invitation to submit in response to their EOI. They must also be nominated by an Australian state or territory government, which will require an applicant also to have their nominated occupation on that state or territory government’s additional occupations-in-demand list and to meet specific additional criteria set by that state or territory government. If a person is nominated by a state or territory, they will automatically receive an invitation to submit their subclass 190 visa application.

**Global Talent Independent program.** The Global Talent Independent (GTI) program under the Global Talent visa (subclass 858) is

designed to attract highly skilled and internationally recognized individuals in one of the following target sectors:

- Resources
- Agri-food and AgTech
- Energy
- Health industries
- Defense, Advanced Manufacturing and Space
- Circular Economy
- DigiTech
- Infrastructure and Tourism
- Financial Services and FinTech
- Education

Individuals must also be likely to earn at least the Fair Work High Income Threshold in Australia (currently set at AUD175,000 per year) or be a high-performing recent PhD graduate in one of the above target sectors.

Applicants must first submit an EOI and can only submit their application for this subclass 858 visa under the GTI program if they subsequently receive an invitation to apply. The GTI program is expected to be replaced by the National Innovation visa by 2025.

**Business Innovation and Investment program.** The Business Innovation and Investment program (BIIP) has been closed to new applications. Most applications already lodged will continue to be processed and a pathway to permanent residence remains available to holders of provisional visas. The BIIP is also expected to be replaced by the National Innovation visa by 2025.

**National Innovation Visa.** The National Innovation visa (NIV) is scheduled for implementation by December 2024. At the time of writing, limited information was available. However, it is expected that the program will be similar to the discretionary Global Talent visa with an expansion of the priority sectors in which applicants must demonstrate a record of exceptional achievement. It is also expected that the NIV will include an investment pathway.

**Partner program.** Spouses (including de facto and same-sex spouses) of Australian citizens, Australian permanent residents or certain New Zealand citizens may apply for permanent residence through sponsorship by their Australian spouse. In most cases, applicants are issued a provisional visa that leads to the grant of permanent residence if the partner relationship is still ongoing two years after the visa application was made. However, for long-term partner relationships, applicants might be granted their permanent visa without needing to await that two-year qualifying period.

## G. Family and personal considerations

**Family members.** Spouses (including de facto and same-sex spouses) and dependents of temporary and permanent visa applicants are generally included in the same visa application as the primary applicant and granted a visa of the same subclass. Family members who are not included in a temporary resident's initial visa application may generally apply for a visa at a later date.

If sponsorship or nomination is a requirement for the primary applicant, spouses and dependents must usually be included in the sponsorship or nomination.

**Driver's permits.** Foreign nationals who are in Australia temporarily may drive legally in Australia using their current home country driver's license for a short period of time; however, they may need to obtain a relevant state/territory driver's license after a period of time (rules differ for the various states and territories). They must carry their overseas license with them whenever driving, together with either an international driving permit or an English translation if the overseas license is not written in English. In most states, an individual who becomes a resident must obtain an Australian driver's license. To obtain an Australian driver's license, the applicant must take a computerized knowledge test, followed by a physical driving test.

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## A. Income tax

**Who is liable.** In principle, all individuals are subject to tax on their worldwide income if they are considered ordinarily resident in Austria. Nonresidents with an income source in Austria are subject to tax to a limited extent, but their taxes may be reduced under a double tax treaty (see Section E).

As of the 2023 tax year, individuals who are subject to Austrian tax on their worldwide income based on the Austrian tax law but are considered non-Austrian tax resident according to the applicable double tax treaty must declare their worldwide income in their Austrian tax return and must apply “tax exemption under progression” for their income that is taxed abroad according to the double tax treaty provisions.

Individuals are considered ordinarily resident if they have a residence available for use in Austria or if they live in Austria for more than six months.

Each partner in a partnership must pay tax on his or her share of profits. The partnership is not subject to income tax as a separate entity.



**Income subject to tax.** Austrian income tax law categorizes income into the following income sources:

- Income from agriculture and forestry
- Income from dependent employment (earnings as an employee)
- Income from self-employment, including directors' fees
- Business income
- Investment income
- Rental income
- Income from other sources

Specific regulations govern the calculation of taxable income from each source. After income from each source is calculated, the amounts are aggregated.

*Employment income.* Employed persons are subject to income tax on remuneration and all benefits received from employment. Employment income includes the following:

- Salaries, wages, bonuses, profit participations, and other remuneration and benefits granted for services rendered in a public office or in private employment
- Pensions and other benefits received by a former employee or his or her surviving spouse or descendants, in consideration of services performed in the past

Allowances paid to foreign employees working in Austria, including, among others, foreign-service allowances and housing allowances, are considered employment income and do not receive preferential tax treatment.

*Investment income.* A final withholding tax at a rate of 27.5% is imposed on dividends. A final withholding tax at a rate of 25% is imposed on investment income from saving deposits and current accounts derived from Austrian sources by residents. All other taxable investment income is subject to a tax at a rate of 27.5% except for some specific types of capital income that are subject to the progressive income tax rates. Expenses related to dividends and interest are not deductible if they are subject to the fixed tax rate. A final withholding tax applies only to interest income derived from securities offered to the general public (not to privately placed securities). Tax exemptions for interest income are available, especially for nonresidents, under domestic law.

Dividend income and interest income (except interest income from bank deposits to which a 25% special tax rate applies) of residents derived from non-Austrian sources are also taxed at a special tax rate of 27.5% (rate applicable from 1 January 2016).

Gains derived by residents from the sale of investments (securities, derivatives, cryptocurrency and others) that were purchased on or after 1 April 2012 are subject to tax at a rate of 27.5% (rate applicable from 1 January 2016; a 25% tax rate applies until 31 December 2015). Special transition treatment applies to gains from the sale of investments purchased or sold on or before 31 March 2012.

Royalties and rental income derived by residents are taxed as ordinary income.

Dividends paid to nonresidents are subject to withholding tax at a rate of 27.5% (rate applicable from 1 January 2016; a 25% tax rate applies until 31 December 2015). However, this rate is reduced by most of Austria's double tax treaties (see Section E). For royalties, the rate of withholding tax is 20%.

The withholding taxes imposed are usually final taxes.

*Self-employment and business income.* Individuals acting independently in their own name and at their own risk are subject to income tax on income derived from self-employment or business activities.

Business income includes income from activities performed through a commercial entity or partnership, while self-employment income primarily includes income from professional services rendered (for example, as doctors, dentists, attorneys, architects, journalists and tax consultants).

In general, all income attributable to self-employment or business, including gains from the sale of property used in a business or profession, is subject to income tax.

General or limited partnerships are not taxed as entities. The profit share of each partner is subject to tax separately. In addition, a partner's income from self-employment or business activities also includes compensation received by a partner for services rendered or for loans made to the partnership.

For nonresidents carrying on business through a permanent establishment in Austria, taxable income is computed in the same manner as for resident individuals and is taxed at the same rates.

*Directors' fees.* Remuneration received as a supervisory board member of a corporation is treated as income from self-employment. Companies must withhold tax at a rate of 20% on such remuneration paid to nonresidents.

**Taxation of employer-provided stock options.** Favorable taxation applies only to stock options that were granted on or before 31 March 2009. Stock options granted after that date do not benefit from favorable taxation.

EUR3,000 (from 1 January 2016; the amount was EUR1,460 until 31 December 2015) per year of the benefit derived from the grant of free shares or the purchase of shares on favorable terms may be exempt from tax if all of the following conditions are met:

- The shares must be kept on deposit with a European Community bank or other specified institution, determined by the employer and representatives of the employees.
- The shares must be retained for at least five calendar years after the year of acquisition (that is, they be neither given away nor sold).
- The employee must prove by 31 March of the following year that he or she still owns the shares by means of a deposit confirmation, which must be filed with the payroll administration of the employer.

If the above conditions are not met, the employer is required as from the year of violation to withhold tax from the benefit, unless the employee has left the company.

**Capital gains.** Capital gains derived from sales of businesses, parts of businesses and partnership interests are taxed as ordinary income. On request, these capital gains may be distributed over three years, if at least seven years have passed since the opening or purchase of business, part of the business or partnership interest. Otherwise, the capital gains in excess of EUR7,300 are fully taxed in the current year. If the business is sold or closed because of the retirement of the owner, and at least seven years have passed since the opening or purchase of business, part of the business or partnership interest, the capital gains are taxed at half the normal rate.

Gains derived from the sale of shares in a corporation are taxed at a rate of 27.5%. Gains derived from the sale of real estate are taxed at a rate of 30%, while the tax base can differ, thereby leading to a significantly lower effective tax rate depending on the date on which the property was acquired.

Gains on other privately held assets, excluding securities and real estate, are not taxable if the assets are held longer than one year.

Otherwise, the gains are taxed as ordinary income. If the assets are held less than one year, the difference between the acquisition price and the sale price is taxable at the regular rates (see *Rates*). Losses may be set off only against other speculative gains.

**Deductions.** Expenditure incurred by an employee to create, protect or preserve income from employment is generally deductible. Such expenses include the following:

- Expenses connected with the maintenance of two households, which are deductible for a limited period of time, depending on individual circumstances
- Professional books and periodicals
- Membership dues paid to professional organizations, labor unions and similar bodies

A standard deduction of EUR132 for business-related expenses is granted, unless an employee proves that expenses actually paid are higher.

Amounts paid for health, old-age, unemployment and accident insurance are deductible if they are required by law.

Other items that may be claimed as deductions include church contributions, tax consulting fees and donations for specified organizations.

Nonresidents are not entitled to the same general allowances granted to residents. However, see *Special rules for expatriates*.

**Rates.** For 2024, income tax is calculated in accordance with the rules set forth below.

Income below EUR11,000 is tax-free for ordinarily resident individuals, while the income of nonresidents is tax-free up to EUR2,330.

The following are the tax rates for individuals ordinarily resident in Austria.

Taxable income EUR	Tax rate %	Tax due EUR	Cumulative tax due EUR
First 12,816	0	0.00	0.00
Next 8,002	20	1,600.40	1,600.40
Next 13,695	30	4,108.50	5,708.90
Next 32,099	40	12,839.60	18,548.50
Next 32,654	48	15,673.92	34,222.42
Next 900,734	50	450,367.00	484,589.42
Above 1,000,000	55*	—	—

\* This rate applies for 2016 through 2025.

Nonresidents are generally taxed at the same rates as resident individuals, but certain differences exist.

*Special tax rates for vacation and Christmas bonus (non-regular payments).* Annual salary is paid in 14 equal installments to achieve a more favorable income tax rate. Non-regular payments, such as the 13th and 14th months' salaries, are taxed at the following tax rates on the condition that they do not exceed 1/6 of the amount of the regular payments:

Amount of payments	Rate (%)
Up to EUR620	0
For the next EUR24,380	6
For the next EUR25,000	27
For the next EUR33,333	35.75
For more than EUR33,333	Progressive income tax rate*

\* This tax rate is calculated using the general table (see above) and is based on the other taxable income.

If 1/6 of the regular payments equals EUR2,100 or less, the non-regular payments are tax-free.

**Relief for losses.** Income from one source generally may be offset by a loss from another source, with certain exceptions.

Taxpayers who maintain commercial books of account and derive income from agriculture, forestry, commercial business or other self-employment activities may carry forward losses incurred in 1991 and subsequent years for an unlimited time period. The amount of losses that may be set off is generally limited to the taxable income of a given tax year. Excess losses may be carried forward.

**Special rules for expatriates.** Expatriates are taxed in the same way as other resident and nonresident individuals. Nationality does not have an impact on income taxation. However, some simplifications are allowed if the following conditions apply:

- The expatriate must be an individual who has not had a residence in Austria during the past 10 years and who is transferred from his or her foreign employer to an Austrian employer (subsidiary or permanent establishment of the foreign employer in Austria).
- The expatriate must have an employment contract with the employer's Austrian subsidiary or permanent establishment.

- The expatriate must maintain his or her primary residence abroad, and the assignment may not exceed five years. Effective from 1 January 2016, a contractual option for prolongation after the five-year period prevents the application of the expatriate regime.

The rules regarding the simplifications for expatriates are modified, effective from 1 January 2016. If the above conditions are met and if the employee meets certain reporting requirements, effective from January 2016, the employer can consider one lump-sum deduction of 20% of the tax base, up to a maximum of EUR10,000, per year per employee in the calculation of the expatriate's monthly withholding tax instead of the deductions for double housing, home leave and extraordinary expenses, which applied under the prior rules.

If no expenses were deducted by the employer, and if an expatriate has additional expenses or extraordinary expenses, he or she may file an income tax return on a voluntary basis.

## B. Other taxes

**Net worth tax.** Net worth tax is not levied in Austria.

**Inheritance and gift taxes.** The inheritance and gift taxes were eliminated, effective from 1 August 2008.

## C. Social security and other contributions

**Elements of social security.** Social security taxes consist of the following elements:

- Old-age pension
- Unemployment insurance
- Health insurance
- Insolvency guarantee
- Accident insurance

Social security contributions are required for all employees, unless they are exempt under the European Union (EU) regulations or a totalization agreement.

**Contributions.** Social security payments on wages or salaries must be made by employers and employees at the following rates for 2024.

	Employee's share %	Employer's share %	Total %
Pension insurance	10.25	12.55	22.80
Accident insurance	0.00	1.10	1.10
Health insurance	3.87	3.78	7.65
Unemployment insurance	2.95	2.95	5.90
Accommodation promotion contribution	0.50	0.50	1.00
Chamber contribution	0.50	0.00	0.50
Insolvency guarantee funds contributions	0.00	0.10	0.10

The maximum wage base for monthly contributions for each employee is EUR6,060. In addition, social security is levied on special payments (13th and 14th salaries, or bonus), up to a

ceiling of EUR12,120. The maximum social security contributions for wage earners for 2024 are set forth in the following table.

	Regular salary %	13th and 14th months' salary %	Maximum annual contribution EUR
Employer's share*	20.98	20.48	17,738.86
Employee's share*	18.07	17.07	15,209.36

\* This amount does not take into consideration the special bad weather contribution for workers in the construction industry and agriculture. Each employer and employee must make such contribution at a rate of 0.7%.

Employers must also pay the contributions described in the following four paragraphs.

A contribution to the severance pay fund is required for employees covered by the Austrian labor law. The rate is 1.53% without ceiling.

A contribution to the family burden fund is payable for employees covered by the Austrian social security system and for employees from non-EU jurisdictions. The rate is 3.9% (as of 2025, 3.7%) without ceiling.

A 3% community tax is payable without ceiling.

A company that is a member of the chamber of commerce must pay a contribution at a rate ranging from 0.34% to 0.42% (without ceiling).

**Totalization agreements.** To provide relief from double social security contributions and to ensure benefit coverage, Austria has entered into totalization agreements with certain jurisdictions. The agreements usually apply to foreigners living in Austria and to Austrians living abroad for a maximum of two years. Austria has entered into totalization agreements with the following jurisdictions.

Albania	Hungary	Norway
Australia (a)	Iceland	Philippines (b)
Belgium	India (d)	Poland
Bosnia and Herzegovina	Ireland	Portugal
Bulgaria	Israel	Romania
Canada	Italy	Serbia
Chile (a)	Korea (South)	Slovak Republic
Croatia	Latvia	Slovenia
Cyprus	Liechtenstein	Spain
Czech Republic	Lithuania	Sweden
Denmark	Luxembourg	Switzerland
Estonia	Malta	Tunisia (c)
Finland	Moldova	Türkiye
France	Montenegro	United Kingdom
Germany	Netherlands	United States (a)
Greece	North Macedonia	Uruguay

(a) This agreement covers pension insurance only.

(b) This agreement covers pension and accident insurance only.

(c) This agreement covers all types of insurance except for unemployment insurance.

(d) This agreement has been signed, but it is not yet in effect.

## D. Tax filing and payment procedures

The tax year in Austria is the calendar year. Tax returns generally must be filed by the end of April. However, a return filed electronically must be filed by the end of June. An extension is available if the return is prepared by a tax advisor.

Salaries and wages of employees are subject to withholding tax. Taxpayers other than employees must make advance payments of income tax in quarterly installments on 15 February, 15 May, 15 August and 15 November.

Interest is levied on final payments as assessed by the tax authorities if the assessed liability is paid after 30 September. A taxpayer may avoid interest by paying the expected income tax liability as advance payments.

Married persons are taxed separately, not jointly, on all types of income.

## E. Double tax relief and tax treaties

Resident individuals are generally taxed in Austria on their worldwide income. If no double tax treaty exists with Austria and tax is imposed in the other country at a tax rate of more than 15%, certain elements of taxable income are excluded from the Austrian tax computation for resident individuals. Otherwise, Austria grants a foreign tax credit against Austrian taxes.

Austria has entered into double tax treaties with the following jurisdictions.

Albania	Hungary	Philippines
Algeria	Iceland	Poland
Argentina	India	Portugal
Armenia	Indonesia	Qatar
Australia	Iran	Romania
Azerbaijan	Ireland	Russian
Bahrain	Israel	Federation (b)
Barbados	Italy	San Marino
Belarus	Japan	Saudi Arabia
Belgium	Kazakhstan	Serbia
Belize	Korea (South)	Singapore
Bosnia and Herzegovina	Kosovo	Slovak Republic (a)
Brazil	Kuwait	Slovenia
Bulgaria	Kyrgyzstan	South Africa
Canada	Latvia	Spain
Chile	Liechtenstein	Sweden
China Mainland	Lithuania	Switzerland
Croatia	Luxembourg	Taiwan
Cuba	Malaysia	Tajikistan
Cyprus	Malta	Thailand
Czech Republic	Mexico	Tunisia
Denmark	Moldova	Türkiye
Egypt	Mongolia	Turkmenistan
Estonia	Montenegro	Ukraine
Finland	Morocco	United Arab Emirates
France	Nepal	United Kingdom
Georgia	Netherlands	United States
	New Zealand	

Germany	North Macedonia	Uzbekistan
Greece	Norway	Venezuela
Hong Kong	Pakistan	Vietnam

(a) The treaty with the former Czechoslovakia currently applies.

(b) This treaty has been suspended by the Russian Federation since mid-2023.

## F. Temporary visas

Austria joined the European Economic Area (EEA) on 1 January 1994 and has been a member of the EU since 1 January 1995; therefore, the treatment of citizens of EEA and EU Member States with respect to immigration matters differs from the treatment of citizens of non-member jurisdictions.

**Non-EU and non-EEA nationals.** Non-EU and non-EEA nationals who wish to visit Austria for periods of up to three months and who do not intend to engage in remunerated activities are permitted to enter the country with a valid passport and, in certain cases depending on the citizenship of the foreigner, a visa. Visas are obtainable at all Austrian embassies and must be applied for abroad. In all cases, registration with the local police department is required within three days after arrival in Austria.

As tourists, non-EU and non-EEA nationals may stay in Austria for up to six months per year; however, a single stay may not exceed three months. If these nationals wish to stay longer, they must apply for residence permits.

## G. Work permits and self-employment

**EU and EEA nationals.** EU and EEA nationals do not need work permits to work in Austria.

*Reporting Obligation to the Central Coordination Department with the Ministry of Finance notification.* For an employee posted to Austria for work purposes from an EU/EEA Member State the employer must make the Reporting Obligation to the Central Coordination Department with the Ministry of Finance (Meldeverpflichtung an die Zentrale Koordinationsstelle des Bundesministeriums für Finanzen, or ZKO), regardless of the length of the period of work performance in Austria. Accordingly, under Austria law, the notification must be made even if the work performance is for one day.

The ZKO notification can be easily submitted online. The deadline for submitting the notification is at least one day before the actual start of activity in Austria.

The ZKO notification must contain information on the employer and the Austrian contractor, the period of assignment and place of work, information regarding the job title, and the monthly salary of the assignee. The minimum wage must be in line with the minimum requirements (minimum pay and other working conditions) of the notional applicable Austrian Collective Agreement for the respective business sector. In addition, the Austrian labor law provides that in case of an audit, assignment-related documents such as the employment and assignment contract, salary statements, time sheets, and certificate of coverage A1 (form used within the EU, which is an application to remain in the employee's home-country social security system)



must be available, generally in the English or German language, at the place of work in Austria.

The ZKO notification is a reporting obligation when posting EU/EEA nationals to Austria and is not the same as an Austrian work permit. If a third-country national is posted to Austria from an EU/EEA country, it is necessary to obtain work permit documents in advance to legally work in Austria.

**Non-EU and non-EEA nationals.** Non-EU and non-EEA nationals may be employed in Austria only if the employer obtains a work permit for this purpose.

The granting of work permits to non-EU or non-EEA nationals is governed by the Employment of Foreigners Act. Applications must be filed by the prospective employer with the competent immigration authorities and will be reviewed by the local labor authority (Arbeitsmarktservice), which grants a permit based on several requirements, including the following:

- Similar remuneration and working conditions for foreign and Austrian employees must be ensured.
- Notice of job opportunities must be given to Austrian employees before a foreign employee is hired (this is not required in the case of highly qualified foreign applicants).

An employer who wishes to recruit foreign employees abroad must apply for an individual assurance certificate (Sicherungsbescheinigung), which indicates the employees or the number of employees for which work permits are prospective. The individual assurance certificate is therefore only granted if the conditions for the issuance of a work permit (and to a certain extent, a residence permit) are generally fulfilled. Accordingly, the requirements for the work (and residence) permit are examined at this early stage of the permit procedure.

After the employer obtains an individual assurance certificate, the alien must apply for a residence permit (see Section H). A residence permit allows a foreigner to enter Austria. However, before the foreigner may work, the Austrian employer must apply for a work permit with the competent employment authority. A work permit is usually issued if an individual assurance certificate has been granted.

Work permits are not transferable and are usually granted for two years with the possibility of renewal. They refer to a particular workplace in a particular company and therefore expire on the termination of employment.

Under the Employment of Foreigners Act, a work permit is granted if “the actual situation and the development of the employment environment allow for the employment of a foreigner, and the grant of the work permit is not in opposition to important public or economic interests.”

Austria has introduced a flexible immigration scheme, known as the Red-White-Red Card. It aims to facilitate the immigration of qualified third-country workers and their families with a view to permanent settlement in Austria, based on personal and labor-market criteria.

The Red-White-Red Card is issued for a period of 24 months and entitles the holder to fixed-term settlement and employment by a specified employer. The following persons are eligible for a Red-White-Red Card:

- Very highly qualified workers
- Skilled workers in shortage occupations
- Other key workers
- Graduates of Austrian universities and colleges of higher education
- Regular workers in tourism, agriculture and forestry

The Red-White-Red Card plus entitles the holder to fixed-term settlement and unlimited labor market access. The following persons are eligible for a Red-White-Red Card plus:

- Holders of a Red-White-Red Card if they were employed in accordance with the requirements decisive for admission for a minimum of 21 months within the preceding 24 months
- Family members of Red-White-Red Card holders and holders of EU Blue Cards
- Family members of foreign citizens permanently settled in Austria

For purposes of the above scheme, family members are defined as the following:

- Spouses
- Registered partners
- Minor children, including adopted children and stepchildren (up to the age of 18)

At the time of filing the application, spouses and registered partners must be at least 21 years of age.

The EU Blue Card is a residence permit for highly skilled university graduates who are third-country nationals. First-time applications must be submitted to the Austrian diplomatic representation abroad or by the potential Austrian employer on behalf of the applicant directly in Austria. Persons who are eligible for visa-free entry can submit the application in person to the immigration office in Austria during the validity period of their visa. The following are significant aspects of the EU Blue Card:

- Proof of German language skills before coming to Austria and completion of Module I are not required.
- The applicant must have completed a course of study at a university or other tertiary educational institution with a minimum duration of three years (as an exception, for information and communications technology professionals and service managers, proof of at least three years of relevant professional experience is sufficient, if it is comparable to a university degree with at least three years of study and has been acquired within the last seven years prior to the application).
- The applicant must have received a binding job offer for at least six months in Austria, and the employment corresponds to the applicant's education.
- The labor market test (Arbeitsmarktprüfung) shows that there is no equally qualified worker registered as a jobseeker with the Public Employment Service (AMS) available for the job.
- The EU Blue Card can be issued with a validity period of 24 months.
- Free labor market access is available in case of an extension.

- Permanent leave to remain can be obtained more quickly, and mobility in the EU is facilitated (EU Blue Cards from other EU Member States can be considered).
- Quota-free family reunification (Red-White-Red Card plus) is available.

A non-EU or non-EEA employee who already has a work or employment permit in another EU Member State and who works for an employer based in an EU Member State must obtain an EU-sending certification (EU-Entsendebestätigung) to work in Austria. These certifications must be issued by the competent authority within two weeks after application. The EU-sending certifications are not subject to investigation by the employment authorities with respect to the Austrian labor market.

Sanctions are imposed on companies that hire employees without the correct visas and permits. These sanctions usually consist of fines ranging from approximately EUR1,000 to EUR20,000 per worker. In the case of several violations within one organization or recurring violations, fines may be as much as EUR50,000 per worker.

The Intra-corporate transfers Directive governs intra-corporate transfers of high-level third-country employees (namely managers, specialists with crucial expert knowledge for an affiliated subsidiary or a trainee with a high school diploma) from a third-country company to an EU affiliate or employees with an existing intra-corporate transferee (ICT) title from another Member State to Austria.

ICTs are eligible for a residence permit called the Residence Permit for ICTs if the legal requirements are met. The transferee receives this residence permit, which is issued for no longer than three years or, for trainees, for no longer than one year.

The application process is similar to the “Red-White-Red-Card” model.

If the respective employee already holds an ICT title from another EU country, he or she is entitled to stay and work in Austria for up to three months (90 days) without any further application process (however, an up-front reporting obligation similar to the existing EU Posting of Workers Certificate [Entsendebestätigung] procedure applies).

If the work duration exceeds three months (90 days) and the applicant holds an ICT title from an EU country, an application for a Residence Permit for Intra-corporate Transferees must be filed 20 days before the estimated start date in Austria.

**Self-employment.** For most professions, self-employment requires a certificate of qualification. The extent to which foreign qualifications are accepted depends on the case. It may be possible to avoid certain restrictions by carefully choosing the form of legal entity used for the business.

Special rules apply to self-employed key persons.

## **H. Residence permits**

**EU and EEA nationals.** No special documents are necessary for EU and EEA nationals who wish to stay in Austria for longer

periods. EU and EEA nationals must prove, however, that they have sufficient funds to support themselves while in the country. In addition, visitors must have health insurance. Further registration is required for EU and EEA nationals if the stay exceeds three months.

**Non-EU and non-EEA nationals.** Non-EU and non-EEA nationals who plan to stay in Austria for longer than six months must apply for a permanent residence permit (Niederlassungsbewilligung) or, to work in Austria without changing their permanent residence to Austria, a residence authorization (Aufenthaltserlaubnis). Permanent residence permits are usually granted for one year (up to 24 months for persons who hold an EU Blue Card) and may be renewed for a two-year period. After five years, the permanent residence permit is granted indefinitely.

Depending on the nationality of the non-EU and non-EEA national, a first-time applicant may apply for residence permits outside Austria at any Austrian embassy or he or she may apply in Austria. Swiss citizens may generally reside in Austria without a residence permit.

Residence authorizations are available to non-EU and non-EEA nationals who prove that they are registered at Austrian universities and who have a certain minimum income. The permits are valid for six months or one year and may be extended.

## I. Family and personal considerations

**Family members.** Working spouses of expatriates must apply independently for their own work permits. The family members of non-EU and non-EEA expatriates must obtain separate residence permits to reside in Austria.

Every person aged 18 and above of non-EU and non-EEA expatriate parents must obtain a student or pupil visa to attend university or school in Austria. Minor children can obtain family permits that are derived from the expatriate parents.

### Driver's permits

*EU and EEA nationals.* A driver's license issued by the authorities of any EU or EEA country is recognized on an equal basis with an Austrian driver's license.

*Non-EU and non-EEA nationals.* The validity of a foreign driver's license held by an individual without established principal residence in Austria generally is limited to one year. Individuals with a residence in Austria must change their driver's license to an Austrian driver's license within six months.

An Austrian driver's license may be obtained by presenting a foreign license if all of the following requirements are met:

- The applicant has stayed or has established a principal residence in the country of issuance of the driver's license for a minimum of six months.
- The applicant has moved his or her principal residence to Austria.
- The applicant has been residing in Austria for no longer than 24 months since the establishment of principal residence in Austria.

- No objections are raised with respect to the individual's driving record and no health obstacles exist that might hinder the person's driving ability (as defined by law).
- The applicant's driving qualifications are proved by a practical driving test or the issuance of the foreign driver's license was subject to requirements similar to those in Austria.

The Ministry of Transportation has identified jurisdictions with processes similar to those of Austria for the issuance of various classes of licenses. The following jurisdictions have similar requirements for the issuance of all classes of licenses.

Andorra	Japan	San Marino
Guernsey	Jersey	Switzerland
Isle of Man	Monaco	

The following jurisdictions have similar requirements for the issuance of B-class licenses.

Australia	Israel	South Africa
Bosnia and Herzegovina	Korea (South)*	United Arab Emirates
Canada	North Macedonia	
Hong Kong SAR	Serbia	United States

\* Only for licenses issued as of 1 January 1997.

# Azerbaijan

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*The exchange rate is AZN1.7 = USD1.*

## A. Income tax

**Who is liable.** Residents are taxed on worldwide income. Nonresidents are taxed on Azerbaijani-source income only.

For tax purposes, individuals are considered resident if they are present in the country for 183 days or more in a calendar year.

### Income subject to tax

*Employment income.* Taxable income from employment consists of all compensation, whether received in cash or in kind, subject to certain minor exceptions as discussed below.

Income received in foreign currency is translated into Azerbaijani manats (AZN) at the official exchange rate of the Central Bank of Azerbaijan on the date the income is received.

Education allowances provided by employers to their employees' children aged 18 years and younger are taxable for income tax and social security purposes.

*Self-employment income.* Tax is levied on an individual's annual self-employment income, which consists of gross income less expenses incurred in earning the income.

*Non-employment income.* Interest on securities and deposits, copyrights, royalties and rental income are taxable.

*Capital gains.* Capital gains derived from the sale of most movable tangible property that is not used for business purposes are exempt from tax in Azerbaijan.

## Deductions

*Income exclusions.* The following specific tax exemptions apply for resident and nonresident individuals:

- The cost of renting accommodations in Azerbaijan if paid or reimbursed by the employer
- Food expenses paid or reimbursed by the employer
- Expenses paid or reimbursed by the employer for business trips

**Personal allowances.** The monthly taxable income of individuals with three or more dependents, including students under the age of 23, is reduced by AZN50.

**Business deductions.** Deductible business expenses include expenditure for materials, amortization deductions, lease payments, wages, state social security payments, payments for therapeutic nourishment, milk and similar products provided to employees (deductible within the established limits), payments of interest and expenses for repairs to capital production assets.

**Rates.** The following tax rates apply to an individual's monthly taxable income earned from employment activities in the oil and gas and public sectors.

Monthly taxable income AZN	Tax rate %	Tax due AZN	Cumulative tax due AZN
Up to 2,500	14	350	350
Above 2,500	25	—	—

Individuals whose monthly gross salary is less than AZN2,500 are exempt from tax on AZN200 of their monthly salary.

Individuals engaged in employment activities in the non-oil and gas and nonpublic sectors are subject to the following tax rates, effective from 1 January 2019, for a period of seven years.

Monthly taxable income AZN	Tax rate %	Tax due AZN	Cumulative tax due AZN
Up to 8,000	0	0	0
Above 8,000	14	—	—

An individual's taxable income earned from non-entrepreneurial activities (includes specific items, such as dividends, interest, royalties and gains received on the disposal of assets that are not used for entrepreneurial activities) is subject to a 14% personal income tax.

The taxable income of an individual who conducts entrepreneurial activities without creating a legal entity is subject to tax at a flat rate of 20%.

**Relief for losses.** Individuals may carry forward losses for up to three years if they are related to entrepreneurial activities.

## B. Other taxes

**Estate and gift tax.** Azerbaijan does not levy estate or gift tax.

The value of gifts and/or material assistance for education up to a limit of AZN1,000 is exempt from income tax. The value of material assistance for medical treatment in Azerbaijan is exempt up to a limit of AZN10,000 while exemption is up to a limit of AZN50,000 abroad. The value of an inheritance up to a limit of AZN20,000 is exempt from income tax. Gifts, material assistance and inheritances received from family members are exempt from income tax without limit.

**Property tax.** Azerbaijan levies an annual property tax on each square meter of building area. The following table provides the

property tax rates for residential and nonresidential premises that are privately owned by individuals.

<b>Areas</b>	<b>Amount of tax per square meter (AZN)</b>
Baku	0.4*
Gyanja, Sumgait cities and Absheron region	0.3
Other cities (except for regional subordination towns) and regional centers	0.2
Cities, towns and villages of regional subordination (except for settlements and villages of Baku, Sumgait cities and Absheron region)	0.1

\* For buildings located in Baku, a coefficient of at least 0.7 and not more than 1.5 must be applied to the rate.

### **C. Social security**

Employers engaged in the oil and gas and public sectors must make social insurance contributions at a rate of 22% of employees' gross salary to the Social Protection Fund. In addition, 3% is withheld from the employee's salary and is payable to the Social Protection Fund.

Social insurance contribution rates for individuals engaged in employment activities in non-oil and gas and nonpublic sectors are calculated differently from the above, effective from 1 January 2019, for a period of seven years. For individuals whose gross taxable monthly income is above AZN200, 10% of the amount exceeding AZN200 plus AZN6 should be withheld from the employee and 15% of the amount exceeding AZN200 plus AZN44 should be paid by the employer.

In addition, unemployment insurance contributions are due on the employment income of individuals holding local employment agreements. For such individuals, employers must make a payment of unemployment insurance contributions at a rate of 0.5% of employees' gross salary, withhold 0.5% from their salary and pay the total amount (1% of gross salary) to the Unemployment Fund.

Under amendments introduced to the Law on Medical Insurance, effective from 1 January 2021, medical insurance contributions at 2% of salary up to AZN8,000 and 0.5% of the part above AZN8,000 must be withheld from salaries of employees.

### **D. Tax filing and payment procedures**

The tax year is the calendar year.

Employers in Azerbaijan (Azerbaijani entities, joint ventures and foreign representative offices) must withhold tax from the salaries of resident and nonresident employees paid in Azerbaijan. Withholding is required regardless of whether payments are made in Azerbaijani manats or in foreign currency. The tax filing period is the calendar quarter.

Resident and nonresident individuals are not required to file tax returns if they receive income from employment and do not have income from other sources.



Resident and nonresident individuals engaged in self-employment in Azerbaijan must comply with the following filing and payment requirements:

- They must pay estimated taxes of one-fourth of the tax paid for the prior tax year or tax on actual income for the quarter, as measured at the effective tax rate for the prior year, due in four equal installments by 15 April, 15 July, 15 October and 15 January.
- They must submit an annual tax return no later than 31 March of the year following the reporting year.
- They must submit a final tax return within 30 days following the end of activities in Azerbaijan.

The final tax due for the year is determined from the final tax return after it is filed with the tax authorities. However, the final tax must be paid by the deadline for filing the final tax return.

## E. Double tax relief and tax treaties

Foreign taxes paid by residents on foreign-source income may be credited against Azeri tax, but the credit may not exceed the amount of the Azeri tax payable on the same income. To obtain relief, the taxpayer must present the appropriate form from the tax authorities of the foreign state verifying that tax has been paid in that country.

According to information provided on the official site of the Ministry of Taxes, double tax treaties with the following jurisdictions are effective in Azerbaijan.

Austria	Italy	Romania
Belarus	Japan	Russian
Belgium	Jordan	Federation
Bosnia and Herzegovina	Kazakhstan	San Marino
Bulgaria	Korea (South)	Saudi Arabia
Canada	Kyrgyzstan	Serbia
China Mainland	Kuwait	Slovak Republic
Croatia	Latvia	Slovenia
Czech Republic	Lithuania	Spain
Denmark	Luxembourg	Sweden
Estonia	Malta	Switzerland
Finland	Moldova	Tajikistan
France	Montenegro	Türkiye
Georgia	Morocco	Turkmenistan
Germany	Netherlands	Ukraine
Greece	North Macedonia	United Arab
Hungary	Norway	Emirates
Iran	Pakistan	United Kingdom
Israel	Poland	Uzbekistan
	Qatar	Vietnam

## F. Visas

Foreigners who want to visit Azerbaijan and who are from countries with which Azerbaijan has a visa regime should obtain entry visas from the respective embassy or consulate of Azerbaijan. In general, entry visas are granted to foreign individuals for entry into the country. Under the migration legislation, several types of entry visas are available. These visas

are based on the purpose of the visit and include, but are not limited to, the following:

- Visa for business trip purposes
- Visa for labor activity conduction purposes
- Tourist visa
- Visa for official visit
- Visa for personal visit
- Transit visa
- Visa for medical treatment
- Science or education visa
- Visa for cultural and sports events

Visas are divided into single and multiple entries with the validity period of stay ranging from one month for single-entry visas to 180 days for multiple-entry visas.

To obtain a visa from the diplomatic representations, embassies and consulates of Azerbaijan abroad or from the Consular Department of the Ministry of Foreign Affairs of Azerbaijan, applicants must present the following items:

- Letter of invitation provided by a legal entity registered in Azerbaijan that is approved and certified by the Consular Department of the Ministry of Foreign Affairs in Azerbaijan before its submission to the respective Azerbaijan embassy (this is not required in the case of obtaining a transit visa, a tourist visa, a visa for official visit or a visa for personal visit)
- A completed application
- Passport-size photographs
- A passport or other border-crossing document
- Document confirming reason of invitation (this is not required in the case of obtaining a transit visa, a tourist visa or a visa for personal visit)
- Copy of medical insurance
- Applicable fee
- Additional document required depending on the trip purposes

Citizens of certain countries under several international agreements to which Azerbaijan is a party can obtain the visa on arrival at international airports via the E-ASAN Self-Desk Kiosk located at the arrival hall before the Passport Control Area.

Electronic application forms for obtaining Azerbaijani visas may be used.

In addition, permits for staying in Azerbaijan temporarily or permanently are obtained through the “one window” principle or through the migration online system, which is designed to ease the application process. Under the “one window” principle, all documents necessary for the registration of expatriates in Azerbaijan or for the obtaining of work permits for them are submitted to one state body (State Migration Service), which, in turn, coordinates the work with other state authorities and issues identification cards and work permits for expatriates.

The “one window” principle is likewise used to register expatriates who have already been granted permits for staying in Azerbaijan temporarily or permanently and to obtain special identifications for them.

Citizens of countries that have a non-visa regime with Azerbaijan do not need a visa to enter Azerbaijan.

### **G. Work permits**

Expatriates must obtain a work permit to work in Azerbaijan. Work permits are obtained through the “one window” principle or the migration online system (see Section F).

### **H. Family and personal considerations**

**Vaccinations.** Under the current legislation, the COVID-19 vaccination requirement remains valid.

**Driver's permits.** A foreign national may drive legally using his or her home country driver's license if the license is legally translated into Azerbaijani and notarized. Azerbaijan has driver's license reciprocity with other Commonwealth of Independent States (CIS) countries. A foreign national obtaining a temporary or permanent residence permit in Azerbaijan should exchange the foreign driver's license with a national driver's license of Azerbaijan within a period of one month.

# Bahamas

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## A. Income tax

Income is not taxed in the Bahamas.

## B. Other taxes

**Capital gains.** No tax is levied on capital gains.

**Stamp duty.** The sale of a business is a taxable activity that attracts stamp duty at a rate of 6% of the consideration attributable to property other than land.

Transfers of personal property are subject to a stamp duty of 2.5% if personal property is valued at BSD100,000 and under, and 10% if the value exceeds BSD100,000.

The conversion of funds into foreign currency is subject to a stamp duty of 1.5% of the amount.

The transfer of funds out of the Bahamas is subject to stamp duty of 1.5% if amount is less than BSD500,000 and 5% if amount is equal to or greater than BSD500,000.

**Value-added tax.** The Bahamas imposes value-added tax (VAT) on the purchase of various consumer goods and services. The VAT rate is 10%. Specific items that are subject to VAT can be found on the Bahamas Government website. However, effective from 1 July 2022, transfers of real property to a company or other entity are subject to 10% VAT and transfers of real property to an individual are subject to VAT at the following rates:

- 2.5% if the value does not exceed BSD100,000
- 4% if the value exceeds BSD100,000 but does not exceed BSD300,000
- 6% if the value exceeds BSD300,000 but does not exceed BSD500,000

- 8% if the value exceeds BSD500,000 but does not exceed BSD700,000
- 9% if the value exceeds BSD700,000 but does not exceed BSD1 million
- 10% if the value exceeds BSD1 million

VAT withholding took effect 1 August 2022, and it requires certain VAT registrants or government agencies (VAT Withholding Agents) to withhold and remit to the government 40% of the VAT due on the payment to specific vendors for the purchase of certain goods or services, on account of the vendors' VAT payable. The Ministry of Works and Utilities, the Ministry of Education and Vocational and Technical Training, Ministry of Public Service and the Treasury Department are appointed as VAT Withholding Agents, effective from 1 August 2022. These identified VAT Withholding Agents must withhold VAT from all payments above BSD9,999.99 for the following:

- Procurement of construction goods or services for the government
- Commercial leases
- Purchase of materials, building supplies, machinery, fixtures or any equipment
- Purchase of goods and services related to the maintenance, repair or improvement of any machinery, fixture, equipment, buildings or other property owned or leased by the ministry or department

**Business license fee.** Business license fees are payable by any person conducting or “carrying on” business in or from within the Bahamas. Businesses with gross turnover under BSD100,00 are not required to pay any business license fees. For businesses with gross turnover of BSD100,000 and greater, the rates for business license taxes range from 0.5% to 2.25% based on turnover and the nature of the business.

The license year is the calendar year. Effective from 1 July 2022, businesses are now required to submit the business license renewal application by 31 January each year. Payment for estimated business license tax for the current year must be paid by 31 March or in four equal payments commencing on or before 31 March. The difference between the estimated tax paid and the actual tax due for any given year must be paid by 31 March of the following year.

For businesses that do not need an annual business license, options such as the Occasional Business License (BSD25) and the Temporary Business License (1.5% of the value of the contract), are available.

### **C. Social security**

All employees and employers must contribute to the social security (national insurance) scheme. Contribution rates are based on the amount of weekly or monthly wages. Effective from 1 July 2024, the ceiling increased to BSD810 weekly, BSD3,510 monthly or BSD42,120 annually. The total contribution rate is 11.3% of the employees' wages, of which 4.65% is withheld from the employee and 6.65% is paid by the employer.

# Bahrain

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## A. Income tax

There is no personal income tax in Bahrain. Employer-paid allowances provided as part of employment income to local and expatriate employees are not taxable for income tax purposes.

*Tax residency.* There is no definition of a tax resident in domestic legislation.

It is possible to apply for a tax residency certificate in Bahrain confirming the tax residency of the individual for the purposes of a double tax treaty concluded with Bahrain.

## B. Other taxes

No capital gains tax is presently imposed in Bahrain.

Bahrain does not impose wealth tax, inheritance/estate tax or gift tax.

**Bahraini nationals.** Bahraini nationals working in the private sector are subject to the Bahraini social security system. Monthly contributions are calculated on the total remuneration up to a maximum of BHD4,000. The applicable rates are provided below.

The total employer contribution amounts to 16% (however, see the next paragraph). The following are the components of the contributions:

- Unemployment contribution: 1%
- Employment injuries: 3%
- Old age, non-employment disability and death: 12%

An increase of 1% will be added to the employer contribution rate on a yearly basis every January until it reaches 20% in 2028.

The total employee contribution amounts to 8%. The following are the components of the contribution:

- Unemployment contribution: 1%
- Old age, non-employment disability and death: 7%

The Ministry of Health charges an annual health insurance fee of BHD22.5 for each Bahraini employee. The fee is paid to the Ministry of Health through the Social Insurance Organization (SIO). If the employer already provides medical or health insurance to its employees, the health insurance fee need not be paid. The employer may approach the Ministry of Health and obtain an exemption letter and present it to the SIO.

**Gulf Cooperation Council (non-Bahraini) nationals.** Gulf Cooperation Council (GCC) (non-Bahraini) nationals will continue to be subject to their home country social security system while working in Bahrain based on the GCC Unified Law of Insurance Protection Extension passed by the Supreme Council of the GCC. Consequently, the home country social security rates and caps apply.

**Non-GCC nationals.** Non-GCC nationals working in the private sector are subject to the Bahraini social security scheme. Monthly contributions are calculated on the total remuneration up to a maximum of BHD4,000. The following are the applicable rates.

The total contribution amounts to 4%. The following are the components of the contribution:

- Employer contribution (employment injuries): 3%
- Employee contribution (unemployment contribution): 1%

In addition, employees are entitled to receive an end-of-service benefit on termination of their tenure.

**End-of-service benefits.** Non-GCC national employees working in the private sector are entitled to an end-of-service benefit if they have completed more than one year of continuous employment.

Prior to 1 March 2024, employers internally accrued monthly amounts and made a lump-sum end-of-service payout to the employee at the end of the employment tenure.

Effective from 1 March 2024, under a new end-of-service benefits system for non-Bahraini employees, private sector employers are required to pay the monthly end-of-service contributions electronically through the SIO portal, replacing the previous accrual system.

At the end of the employment period, employees should apply to the SIO for their end-of-service entitlement.

For entitlements relating to years or periods of service prior to the implementation of the new system, the employer should pay the end-of-service benefit amount in accordance with the traditional system, and effective 1 March 2024, the end-of-service benefit amounts should be paid to the terminated employee by the SIO.

The end-of-service benefit, which is paid at termination, is funded by contributions paid to the SIO. The following are the percentages of the contributions:

- 4.2% per month in the first three years of employment (zero to three years). This equals half a month's base salary per year.
- 8.4% per month for each subsequent year of employment (more than three years). This equals one month's base salary per year.

## **D. Wage Protection System.**

The Wage Protection System (WPS) is an electronic salary transfer system that allows employers to pay workers' wages through authorized banks and financial institutions in Bahrain. The WPS enables

the authorities to create and maintain a database of wage payments in the private sector.

## E. Double tax treaties

Bahrain has concluded double tax treaties with the following jurisdictions.

Algeria	Georgia	Philippines
Austria	Hungary	Portugal
Bangladesh	Iran	Seychelles
Barbados	Ireland	Singapore
Belarus	Isle of Man	Sri Lanka
Belgium	Jordan	Sudan
Bermuda	Korea (South)	Switzerland
Brunei Darusslam	Lebanon	Syria
Bulgaria	Luxembourg	Tajikistan
China Mainland	Malaysia	Thailand
Cyprus	Malta	Türkiye
Czech Republic	Mexico	Turkmenistan
Egypt	Morocco	United Kingdom
Estonia	Netherlands	Uzbekistan
France	Pakistan	Yemen

Bahrain's double tax treaties with the following jurisdictions are in various stages of negotiation, signature and ratification.

Guernsey	Liechtenstein	United Arab
Hong Kong SAR	Spain	Emirates

## F. Visas

Nationals of the GCC Member States should not require visas to visit Bahrain.

**Business visas.** Since 2020, sponsored business visas issued online or at the Nationality Passport and Residence Affairs headquarters are valid for up to three months from the time of the issuance of the visas. The visa is valid for multiple entries, one month from the time of the first entry with two weeks of stay to be spent in Bahrain on one visit, which can be extended for another two weeks multiple times.

**Visas on arrival.** Nationals of 69 countries are eligible for a visa on arrival in Bahrain. The visa on arrival is extended to nationals of certain European countries as well as to certain South and Central American countries. Visitors from an additional 208 countries may apply for e-visas through a simple online process before traveling to Bahrain. Non-nationals with GCC residency and a designation of manager or above can obtain a visa on arrival at the Bahrain Airport.

The cost and duration of visas on arrival and e-visas vary depending on the traveler's nationality. Visitors applying for an e-visa or who obtain a visa on arrival are issued multiple-entry or single-entry visas. The extension period on these visas is two weeks per extension up to four extensions, or one month per extension up to two extensions. This depends on the issued/approved visit visa (two-week validity or one-month validity).



To avoid any inconvenience, it is recommended that visitors always check their visa eligibility on the Bahrain e-visa website.

**Golden Visa.** Bahrain introduced Golden Visas in 2022. A Golden Visa is valid for 10 years and allows the holder to sponsor dependents. The following individuals are eligible to apply for a Golden Visa:

- Retired individuals (not residing in Bahrain) from Bahrain or any country in the world earning a basic salary of not less than BHD4,000
- Owner of properties in Bahrain with a total value of not less than BHD200,000 when the properties were purchased
- Talented individuals nominated by a government agency in certain fields
- An employee working in Bahrain for no less than five years with an average salary of not less than BHD2,000 in the past five years
- Retired persons who worked in the government or private sector in Bahrain for 15 years or more and their average pension exceeds BHD2,000 during the last five years of residence

**Self-sponsored residency.** Bahrain allows individuals to obtain a self-sponsored residency (long-term visa) if they meet certain criteria. This residency can be valid for two, five or 10 years, and it allows the holder to sponsor dependents. The following individuals are eligible to obtain a self-sponsored long-term visa:

- Foreign investors who are owners of a company (or part of a company) in Bahrain, receiving a regular monthly income of BHD500 or more and a fixed deposit in Bahrain of at least BHD15,000
- A retired person who worked in the government or private sector in GCC Member States for 15 years or more, has regular monthly income of BHD500 or more and a fixed deposit in Bahrain of at least BHD5,000
- Foreigners who own a property in Bahrain worth at least BHD50,000 and have regular monthly income of BHD500 or more

## G. Work and residence permits

To work in Bahrain, all expatriates must have a valid work permit, which generally comes in the form of an employment residence permit. To be allotted work permits, an entity that employs expatriates must satisfy the following conditions:

- It must be established in Bahrain.
- It must be registered with the Labor Market Regulatory Authority (LMRA).
- It must have a certain percentage of Bahraini workers (between 5% and 50%, depending on the industry).

The following documents are normally required to apply for a work permit:

- Copy of passport (validity of a minimum of six months)
- Pre-employment medical certificate as per the LMRA guidelines, showing that the employee is fit to work
- Gulf Approved Medical Centers Association (GAMCA)/Non-GAMCA Wafid form with photo affixed

- Copy of a valid residence permit if the medical certificate is completed from the country of residence instead of the country of origin
- Copy of full medical reports
- Signed offer letter or employment contract written bilingually (English and Arabic)
- Copy of apostilled diploma or qualifications (if the job title requires a pre-approval from the relevant authorities [for example, Council for Regulating the Practice of Engineering Professions])
- Copy of Bahraini identification card (CPR card), if any

The LMRA can take up to four to five weeks to process the permit application because of the labor market testing (postponement of 21 days) for an outside applicant application and two to three weeks for an in-country application. After processing, the LMRA publishes the permit status online. Each applicant is allocated an application identification, and the permit status can be checked online through the LMRA website.

Before the employer proceeds with the permit application, it is suggested that the employee inform the future employer as to whether he or she previously worked in Bahrain. This ensures that he or she is not given a duplicate personal identification card. In addition, the employee should inform the employer as to whether he or she holds a current valid Bahraini visa, such as a multiple re-entry business visa. To avoid the disruption of the application process, it is suggested that the prospective employee not enter Bahrain before the work permit is finalized.

After the employee enters the country, another medical exam needs to be carried out to confirm that the employee is fit to work. On completing all the above and providing proof of an address in Bahrain, an expatriate employee is issued a CPR card.

## H. Family and personal considerations

**Family members.** An employee must obtain a Bahrain work permit (which also serves as the employee's residence permit) before the employee's family members can obtain Bahrain residence permits.

The following documents and information are required for a family visa (that is, Bahrain residence permit):

- Copy of employee's passport and digital residence permit
- Copy of the identification pages of the family member(s) passport(s)
- Copy of the apostilled marriage certificate for the spouse
- Copy of the apostilled birth certificate for each child (children must be under 24 years of age)
- Copy of the Bahraini CPR card (if any)

After the residence permit is issued, each family member must obtain a CPR card.

Each family member must provide the following documents to obtain a CPR card:

- Original passport
- One passport-size photograph with grey background

- Apostilled marriage certificate for spouse and apostilled birth certificate for the children
- Copy of electricity bill or letter from the local area municipality confirming the address

**Driver's permits.** Bahrain has driver's license reciprocity with all GCC Member States.

A Bahraini driver's license can be obtained from the General Directorate of Traffic. In addition, citizens of certain countries that have corresponding international agreements with Bahrain can exchange their home countries' driver's licenses for Bahraini-issued driver's licenses without taking the driving evaluation tests.

# Barbados

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## A. Income tax

### Who is liable

**Territoriality.** An individual resident and domiciled in Barbados for tax purposes is subject to income tax on worldwide income, regardless of whether the income is remitted to Barbados. Residents who are not domiciled in Barbados are taxed on income derived from Barbados, from an office in Barbados and from employment exercised in Barbados, and on income remitted to (or from which a benefit is received in) Barbados. Nonresidents are taxed on income derived from Barbados only.

**Definition of resident.** Individuals are considered resident if they are present in Barbados, in aggregate, for more than 182 days in a calendar year or if they are ordinarily resident in Barbados in a calendar year. Individuals are deemed to be ordinarily resident if they have a permanent home in Barbados and notify the Revenue Commissioner that they intend to reside in Barbados for a period of at least two consecutive years, including the current income year. Domicile is not defined in the Income Tax Act and is broadly understood as the jurisdiction that an individual regards as his or her permanent home.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable remuneration from employment includes salaries, commissions, bonuses, directors' fees, perquisites and pension income. In general, employees may be taxed on any benefit that is not conferred wholly, exclusively and necessarily for the performance of duties relating to their employment. For example, a company car is taxed at 10% of its cost, and the value of a rent-free residence is included in the employee's taxable income, up to a maximum of USD24,000 per year.

Amounts paid as a housing allowance are fully taxable.

Educational allowances provided by employers to their employees' children are fully taxable for income tax and social security purposes.

*Self-employment income.* Taxable profits generally consist of business profits as disclosed in the business operation's financial statements, subject to various tax adjustments. Income tax is imposed on net business income.

*Investment income.* A resident's investment income, other than domestic dividends, domestic interest and income from the rental of property, is aggregated with other income and taxed at the rates set forth in *Rates*.

If a resident company pays an ordinary dividend to a resident individual shareholder, the dividend is subject to a final 15% tax withheld at source. For resident individuals, dividends received from shares held under dividend reinvestment plans are exempt from the 15% withholding tax if the shares are held for at least five years. However, this exemption is limited to 75% of the value of the dividend, up to a maximum of USD3,750 per year. Interest received by a resident individual, other than a pensioner, from a resident borrower is also subject to a 15% final tax withheld at source. Pensioners over 60 years of age are not subject to tax on interest income.

For resident "authors," 50% of royalties received in Barbados is exempt from tax. Section 2 of the Barbados Copyright Act provides that an "author" in relation to a work is the person who creates it. Section 7 of the Copyright Act states that a work qualifies for copyright protection if the author was a citizen of or habitually resides in Barbados at the time the work was created. All other royalties received are aggregated with other income and subject to tax at the rates set forth in *Rates*.

Net income from the rental of residential property is taxed at a flat rate of 15%.

Nonresidents are taxed on domestic dividend income at a rate of 5%. Interest, royalties and management fees paid to nonresidents are subject to withholding tax at a rate of 0%. Technical services are subject to a different tax treatment than management fees and attract withholding tax at a rate of 15%. Rental income is subject to a 25% withholding tax, which represents a prepayment of tax. However, if a nonresident individual has habitually filed tax returns with respect to rental income in prior years, no tax is

required to be withheld. Interest earned by nonresidents on debentures, bonds and stock issued by the government of Barbados is exempt from tax.

**Taxation of employer-provided stock options.** Employees are taxed on income arising on the purchase of shares acquired under a stock option plan. The taxable amount is equal to the difference between the market price of the stock on the date the option is exercised and the price paid for the stock under the option, subject to a deduction of up to 10% of the employee's assessable income. The benefit is taxed in the same manner and at the same rates as other employment income. If the shares are disposed of within five years after the option is exercised, the 10% deduction is recaptured in the year the shares are sold. No distinction is made between qualified and nonqualified stock option plans.

**Capital gains.** Capital gains are not subject to tax, and capital losses are not deductible.

### Deductions

*Personal deductions and allowances.* For 2024, residents are entitled to the deductions and allowances listed in the following table.

Type	Maximum deductible amount
Basic allowance	USD12,500
Basic allowance for pensioners over the age of 60	USD20,000
Dependent spouse allowance	USD1,500
150% of the cost of conducting energy audits and 150% of 50% of the cost of retrofitting premises or installing systems to produce electricity from sources other than fossil fuels	Up to USD5,000 per year for each year over a five-year period
Amounts donated to exempt charities	Allowed in full
Amounts of USD500,000 or less paid to registered charities	10% of assessable income
Amounts in excess of USD500,000 paid to registered charities	50% of assessable income
Medical expenses for persons over 40	Up to USD375

Nonresidents may not claim the above deductions and allowances.

Specially qualified individuals working in the international business and financial services sector may qualify for tax exemptions equal to percentages of their remuneration, including salary, fees or any other emoluments, if they hold a valid work permit for at least three years. The following are the tax exemptions.

Income	Percentage exemption
Income not exceeding USD125,000	35%
Income exceeding USD125,000 but not exceeding USD250,000	50%
Income in excess of USD250,000	60%

If a resident individual earns income from sources outside Barbados and transfers this income to Barbados through the banking system, the individual may claim a foreign currency earnings credit as set out in the table below. The following are the amounts of the credit, effective from 1 January 2024.

Foreign earnings as a percentage of total earnings	Rebate of income tax (expressed as a percentage of income tax on foreign earnings)
20% and under	24%
Over 20% but under 41%	31%
At least 41% but under 61%	45%
At least 61% but under 81%	55%
81% and over	65%

*Business deductions.* Any expenses incurred wholly and exclusively for the purpose of producing taxable income are deductible.

Reserves or provisions of a general nature are not allowable. Write-offs of specific amounts or balances generally are allowed if the Barbados Revenue Authority is satisfied that they are not recoverable.

In computing taxable income, depreciation and amortization for financial statements' purposes are replaced by capital allowances for tax purposes. Annual allowances from 5% to 100%, calculated on a straight-line basis, are granted on the original cost of fixed assets.

Industrial buildings qualify for an annual allowance of 4% of the cost of the building.

**Rates.** The following tax rates apply to taxable income earned from 1 January 2024.

Taxable income USD	Tax rate %	Tax due USD	Cumulative tax due USD
First 25,000	12.5	3,125	3,125
Over 25,000	28.5	—	—

Nonresidents are taxed at the same rates as residents except on domestic dividend income, interest, royalties and management fees (see *Investment income*).

**Relief for losses.** Business losses may be carried forward seven years and offset against income arising in those years. However, effective from the 2019 income year, the offset of tax losses is restricted to 50% of assessable income. Losses may not be carried back. Losses incurred from the rental of residential property can be offset only against taxable income derived from the rental of residential property. These losses may also be carried forward seven years.

## B. Other taxes

**Property transfer tax.** Property transfer tax is levied on all transfers of real estate, certain leasehold interests and shares, except shares traded on the Barbados securities exchange, shares of companies whose assets consist of foreign assets and securities whose income is derived solely from sources outside Barbados.

The seller pays tax at a rate of 2.5% on amounts in excess of USD25,000 received for the sale of shares and on amounts in excess of USD75,000 received for the sale of land on which there is a building. Transfers of shares involving no change of beneficial ownership are exempt from property transfer tax if the beneficial ownership does not change within five years after the original transfer. The lessor pays tax at a rate of 2.5% on a lease of 25 years or more for residential and commercial property.

**Estate and gift tax.** Estate and gift tax is not levied in Barbados.

### C. Social security

**Contributions.** Contributions to the National Insurance Scheme must be made at the following rates on maximum monthly insurable earnings of USD2,560:

- For employees, 11.1%
- For employers, 12.75%
- For self-employed persons, 17.1%

The monthly insurable earnings will increase to USD2,600 in 2024.

**Totalization agreements.** Barbados has entered into social security totalization agreements with Canada, the Caribbean Community and Common Market (CARICOM) and the United Kingdom to provide relief from paying double social security taxes and to assure benefit coverage.

### D. Tax filing and payment procedures

Resident and nonresident individual taxpayers must file income tax returns by 30 April following the income year, which ends 31 December. Self-employed persons must file returns regardless of the amount of their taxable income. They must also prepay income tax quarterly based on the tax payable for the preceding year.

Tax on employees normally is collected through the Pay-As-You-Earn (PAYE) system.

Married persons are taxed separately, not jointly, on all types of income.

### E. Double tax relief and tax treaties

Double tax relief is provided for foreign taxes paid to a British Commonwealth country.

The following is Barbados' bilateral and multilateral treaty network as of 30 June 2024.

Austria	Italy	Seychelles
Bahrain	Luxembourg	Singapore
Botswana (a)	Malta	Slovak Republic (c)
Canada	Mauritius	Spain
CARICOM	Mexico	Sweden
China Mainland	Netherlands	Switzerland
Cuba	Norway (b)	United Arab
Cyprus	Panama	Emirates
Czech Republic	Portugal	United Kingdom
Finland	Qatar	United States



Ghana (a)  
Iceland

Rwanda  
San Marino

Venezuela

- (a) Barbados has completed its ratification process with respect to the double tax treaty with this jurisdiction and is awaiting official notification that the jurisdiction has completed its official ratification process.
- (b) Pursuant to a notification from the Norwegian government, the Norway treaty was terminated with effect from 1 January 2024.
- (c) Barbados and the Slovak Republic have completed their ratification procedures. Barbados is awaiting official notification from the Slovak Republic of the date for entry into force of the agreement.

Gross income received from a non-treaty country is taxed in accordance with the provisions of the domestic tax legislation. However, a credit can be claimed for any foreign tax imposed on the income.

## F. Temporary visas

In general, visitors from certain countries are required to have visas to enter Barbados. In certain cases, individuals from these countries are required to have visas only if they are going to be in Barbados longer than 28 days.

Foreign nationals who own property in Barbados may enter on special entry permits or, if other criteria are met, may be granted immigrant status.

Visitor visas, also called temporary visas and extensions of stay, are issued to individuals who want to extend their stays on the island or to cover the waiting period while another type of visa is being processed. Visitor visas are also issued to spouses of work permit holders.

The following documents are required to qualify for an extension of stay:

- An application on Immigration “Form B”
- Any other documentation to support the application (for example, a doctor’s letter)
- A valid passport and a copy of the bio-data page of the applicant’s valid passport
- For spouses of long-term work permit holders who are applying for an extension of stay, the original and a copy of the marriage certificate
- A valid airline ticket back to the country of origin
- A valid passport
- An application fee of USD50 for each six-month period
- One passport-size photograph
- Proof of financial support (not required to be furnished by a person who wishes to apply for a Visitor’s Visa/Extension of Stay if he or she is the dependent or spouse of a work permit holder)

## G. Work visas and/or permits

Foreign nationals and foreign companies are allowed to establish companies in Barbados. Foreign nationals employed by these companies in Barbados must obtain work permits.

Nationals of member countries of CARICOM who are university graduates are not required to have work permits to live and work in Barbados. However, such nationals must obtain a certificate of

recognition as a CARICOM Skilled National instead of a work permit contingent rights, including the right to leave the country without permission and the right to seek employment without first obtaining a work permit. All other foreign nationals who wish to work in Barbados must apply for work permits. Work permits allow individuals to reside and work in Barbados and normally are issued for a period of three years unless otherwise specified.

No quota system exists for issuing work permits; each application is evaluated on its own merit. To approve a work permit application, the government must be satisfied that no suitable Barbadians can fill the vacancy.

Work permits are non-transferable. If a work permit holder leaves the employer, the work permit is canceled. The employer should inform the Immigration and Passport Department that the employee has left the company.

Applicants may not work while their work permit applications are being processed.

Work permit holders should renew their work permits three to four months before expiration. Work permit holders who have lived in Barbados for six years or more may apply for non-immigrant visas (see Section H), which eliminate the necessity of applying for work permits. If necessary, an application should be made for a long-term work permit to cover the processing period of the non-immigrant visa.

The following documents must be submitted together with the application for a Barbados long-term work permit:

- Application fee of USD150.
- C-1 and C-2 forms, in duplicate.
- Medical form completed by a medical practitioner (including X-ray report and venereal disease research laboratory report). If it is done outside of Barbados, it must be reviewed by a local doctor (compact disc is required).
- Four passport-size photographs.
- Copy of bio-data page of applicant's valid passport.
- Two character references.
- Documentary evidence of the applicant's qualifications (for example, university degree).
- A cover letter setting out the nature of the business in which the applicant will be engaged.
- For an applicant hoping to set up a business in Barbados, clear evidence of the amount of his or her investment (for example, bank transfer statements).
- A copy of the certificate of registration or incorporation of the company as well as the company's International Business Companies license, if applicable.

A fee is payable upon receipt of the work permit. The amount of the fee is based on the job level, the type of business and the duration of the work permit. The minimum work permit fees are approximately USD150 to USD175 per month.

## **H. Barbados 12-Month Welcome Stamp visa**

The 12-Month Welcome Stamp visa is granted to a non-national who is employed in a country other than Barbados. It allows non-nationals to work remotely for companies and individuals outside Barbados. Visa holders can travel in and out of Barbados any time during the 12-month approval period and are not liable to pay Barbados income tax. Multiple applications can be made for workers in a company.

The requirements for the Barbados 12-Month Welcome Stamp visa include the following:

- Income of the individual of USD50,000 or more a year
- Medical insurance (if there are challenges securing medical insurance in the applicant's country of origin, Barbados will provide medical insurance options as required)
- A passport photo that is 2 x 2 inches (51 mm x 51 mm), with the head being between 1 to 1 3/8 inches (25 mm to 35 mm) from the bottom of the chin to the top of the head
- Bio data page of passport
- Entry visa (if applicable)
- If traveling with dependents, birth certificates for partners and children and proof of relationship with dependents

On approval, the following non-refundable fees are applicable:

- Individual: USD2,000
- Family bundle: USD3,000

Processing of an application begins within 48 hours of receipt (once all supporting documents are in place). The visa is granted or denied within five working days. The visa is issued via email to the applicant.

Children of non-nationals may attend private schools, or a small stipend will be required for attendance at the state-owned public schools. Education is compulsory for children between the ages of five and 16. There are also several tertiary education institutions, including The University of the West Indies and Barbados Community College.

For renewal of the visa, the following are the fees:

- Individual: USD1,500
- Family bundle: USD2,250

## **I. Residence visas and/or permits**

Non-immigrant visas are issued to individuals who wish to retire or reside on the island. Applicants must be of sound body and mind and must be capable of supporting themselves. Each application is processed on its own merit. The process is lengthy and can take more than one year.

To approve a residence application, the government must be satisfied that the applicant can support himself or herself and will not be a burden to the country. The individual's qualifications and entitlement are also taken into consideration.

No quota system exists for issuing residence permits; each application is evaluated on its own merit.

## J. Special entry permits

A special entry permit is available to a high-net-worth individual who wishes to reside in Barbados. To qualify for a special entry permit, an individual must meet specific criteria. These criteria depend on the category of permit that the individual wishes to obtain.

The following items must accompany an application for a Barbados Special Entry Permit for the High Net-Worth Individual:

- Extension of stay form.
- A certified statement of assets over USD5 million or USD300,000 (depending on whether the individual is over or under 60 years of age) from an auditor, accountant or banker.
- Title deeds or land tax documents, if applicable.
- Evidence of health insurance coverage in excess of USD500,000 if over 50 years of age, and USD350,000 for persons under 50 years of age. The insurance coverage must be valid in Barbados.
- Two character references.
- A completed medical form with X-ray report.
- Copy of applicant's valid passport bio-data page.
- Two passport-size photographs.
- Documentary evidence of the applicant's qualifications, if applicable (notarized copies are acceptable).
- Proof of relationship to dependents, if applicable (birth certificates or legal documents).
- Original birth certificate and a certified copy.
- Marriage certificate and a copy or affidavit for common law spouse.
- Previous marriage certificate and death certificate, if applicable (original and copy).
- Translation of any documents not in English, which, if prepared in Barbados, should be done by an authorized agent (that is, the Language Centre, Barbados Community College, University of the West Indies, embassy or consulate).
- Application fee of USD150. On approval of the application, persons must pay a further fee of either USD3,500 or USD5,000 to the immigration authorities, depending on whether the individual is over or under 60 years of age.

## K. Family and personal considerations

**Family members.** Spouses and dependents of working expatriates must obtain their own work permits to be employed in Barbados or must obtain extensions of stay to reside there.

Children who accompany work permit holders, non-immigrant visa holders or those who are in Barbados for the sole purpose of studying must obtain students visas.

**Marital property regime.** Barbados does not have a community property or similar marital property regime.

**Forced heirship.** The succession laws of Barbados provide that a surviving spouse is entitled to one-half of the estate of the deceased spouse, unless the surviving spouse elects not to claim this right or chooses instead to take his or her bequest under the will of the deceased spouse. Parents are not required to leave any

part of their estate to their children unless the children are minors (under 18 years of age), in which case sufficient provision must be made for the maintenance of the children. These rules apply only to persons who are citizens or permanent residents or are domiciled in Barbados.

**Driver's permits.** A foreign national may not drive legally in Barbados with his or her home-country driver's permit, nor does Barbados have driver's license reciprocity with any other countries.

Holders of work permits who possess valid driver's licenses in their home countries are excused from taking the written exam and driving test. They must submit the following items to the Barbados Licensing Authority:

- Driver's license from country of residence
- Valid passport and the passport bio page
- Identification card
- Proof of possession of a work permit
- Original and a copy of the applicant's birth certificate
- Fee of USD5 (with respect to an application for a period of stay under two months) and USD50 (with respect to an application for a period of stay exceeding two months)

Other applicants for a driver's license in Barbados must take a moderately difficult written exam and a driving test at the Licensing Authority.

# Belgium

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## A. Income tax

**Who is liable.** Income tax is levied on the worldwide income of Belgian residents and on the Belgian-source income of nonresidents.

Residents are individuals who are domiciled in Belgium. Residency status is determined based on the facts and circumstances. A rebuttable presumption exists that individuals enrolled in the National Register of the Population are resident in Belgium for tax purposes. For married individuals (or individuals officially engaged in a “cohabitant” scenario), an irrefutable presumption exists that the tax domicile is where the spouse or partner and any dependent children live.

Certain foreign executives, specialists and researchers residing in Belgium are eligible for a special tax regime (see *Special expatriate tax concessions*).

The income of spouses and registered cohabitants is taxed separately, even though they are required to file a joint tax return.

Under a fundamental revision of the Belgian tax system, effective from 1 January 2014, the overall tax due is split into a federal

base and a regional surcharge. In addition, several preexisting tax deductions are transferred to the authority of the regions (Brussels, Flemish and Walloon).

Although the regions have not made any changes that significantly affect the overall liability, consultation with a professional advisor is suggested.

**Income subject to tax.** Belgian tax law provides for the following four categories of taxable income:

- Professional income, including employment income, director fees, self-employment income, business income and retirement income
- Real estate income
- Investment income, including dividends, interest and royalties
- Other miscellaneous income

For each category of income, the net taxable amount is determined as the gross income received minus a number of deductions specific to the income category. In addition, several deductions and allowances can be set off against the total net taxable income.

The taxation of various categories of income is described below.

*Employment income.* Employment income includes salaries, wages, bonuses, perquisites and benefits in kind, as well as retirement income. Benefits in kind are taxable based on their actual value for the beneficiary. Specific valuation rules are provided for several of the more common benefits, such as company cars, below-market interest loans, free housing and stock options (see *Taxation of employer-provided stock options*).

Income from employment may be reduced by normal professional expenses, including, among others, the following:

- 75% of the cost of gasoline for the professional use of a car
- 75% of most other automobile expenses (for cars acquired before 1 January 2018)
- Commuting expenses by car up to EUR0.15 per kilometer (EUR0.35 per kilometer by bicycle for the 2024 income year)
- 69% of restaurant expenses and 50% of other entertainment expenses incurred in Belgium

Instead of claiming a deduction for actual professional expenses, the taxpayer may choose to claim a standard business expense deduction. The maximum standard deduction is EUR5,750 for the 2024 income year (2025 tax year).

*Directors' fees.* Directors' fees are included in total earned income. Directors' fees include income earned by a director as fixed remuneration as well as participation in the profit of the company. Certain benefits derived by a director are also included in the taxable income of the director. Directors' fees also include amounts paid to in-house self-employed consultants with day-to-day managerial responsibilities of a technical, commercial or financial nature. A deduction for professional expenses (actual expenses uncapped or a maximum standard deduction of EUR3,030 for the 2024 income year) can also be claimed against directors' fees. To avoid a tax surcharge (2.25% of the tax for the 2024 income year), tax prepayments and wage tax withholdings must equal the final tax due.

*Self-employment and business income.* Self-employment and business income is included in the total earned income. A deduction for actual professional expenses is also available against this income. To avoid a tax surcharge (2.25% of the tax for the 2024 income year) at the time of final assessment by the authorities, tax prepayments must be made.

*Real estate income.* Real estate income includes rental income from real estate that is used for a professional activity and, in certain circumstances, from real estate used for private purposes by the occupant.

Any Belgian resident taxpayer who owns real estate located in a jurisdiction other than Belgium must complete the real estate declaration form and submit it to the Belgian General Administration of Patrimony Documentation.

Nonresidents whose Belgian-source income consists only of real estate income are exempt from personal income tax if the annual rental income does not exceed EUR2,500.

*Investment income.* Under the Belgian domestic tax law, investment income consists of dividends, interest and royalties.

Dividends, interest and royalties are subject to a final withholding tax.

Dividends up to an amount of EUR833 (for the 2024 income year) are exempt from tax. This exemption should be claimed via the annual tax return.

**Special expatriate tax concessions.** Effective from 1 January 2022, a new tax regime for inbound taxpayers and researchers entered into force. With the introduction of this new tax regime, the old expatriate tax concessions are to be replaced. All relevant information regarding the new tax regimes and the old regime is provided below.

*Old expatriate tax regime.* Foreign executives, specialists and researchers residing temporarily in Belgium may qualify for a special tax regime when they are assigned, transferred or recruited from outside Belgium to work for a Belgian operation of an international group of companies. The special expatriate status is obtained through a written application to the Belgian tax authorities that sets forth the reasons why the relevant employee should qualify. The application is filed jointly by the employee and the employer. It must be filed within six months after the beginning of the month following the month of arrival of the employee in Belgium.

Foreign executives, specialists and researchers qualifying under the special expatriate tax regime are treated as nonresidents for purposes of the Belgian tax law. As a result, they are taxed on Belgian-source income only. Accordingly, unearned income and real estate income arising outside of Belgium are ignored in the determination of Belgian taxable income.

Qualifying individuals are taxed only on employment income or directors' fees relating to professional activities performed in Belgium.



Unless other reliable criteria are available, the amount of remuneration excluded from taxation in Belgium can be calculated as the fraction of the total worldwide remuneration that corresponds to the number of workdays performed outside Belgium compared to the total workdays performed (the travel exclusion). Special rules apply to the calculation of the exclusion. No maximum or minimum travel percentage is required to qualify for the special regime.

Certain allowances paid to the employee as a result of his or her temporary stay in Belgium are treated as deductible expenses for the employer and are non-taxable to the employee, within certain limits. An overall annual limit of EUR11,250 applies for qualifying expatriates working for regular operating companies. For qualifying expatriates employed by recognized headquarters, coordination offices, and research centers, an increased limit of EUR29,750 applies. The following are the most common recurring allowances:

- Cost-of-living allowance
- Housing differential
- Home leave
- Income tax

The tax-free allowances can be determined based on either the actual allowances granted by the employer (if these are based on recognized tables) or on a calculation method provided by the Belgian tax authorities (if no specific allowances are paid by the employer).

Expatriates are also allowed to exclude from taxable compensation the reimbursement of moving expenses by their employer and the reimbursement of education expenses for international primary and secondary schooling in Belgium and, exceptionally, outside Belgium. These exclusions are not subject to an overall limitation other than that the amounts reimbursed must be reasonable. In this context, lump-sum relocation allowances are considered taxable, in most instances, unless they are justified by specific relocation expenses.

Although the concessions are not granted for a fixed time period, the competent tax office has recently issued new guidelines, which set a review of the application after 10 years and 15 years. If the conditions for the regime continue to be met, the regime can be maintained after these reviews for up to a total of 20 years.

This regime has been abolished as from 1 January 2022. Nevertheless, expatriates already active in Belgium prior to 2022 can still benefit from these tax concessions until the end of 2023 by making use of the phasing out period. They are also given the opportunity to opt into the new expatriate tax regime on fulfilling all conditions (see *New expatriate tax regime*).

*New expatriate tax regime.* The regime for incoming taxpayers and the regime for incoming researchers was introduced, effective from 1 January 2022. To qualify, the taxpayer may not have had a connection with Belgium during the 60-month period prior to the start of the Belgian employment. This implies that the individual may not have been taxed as a resident in Belgium or as a nonresident on professional income and may not have been

living closer than 150 kilometers from the Belgian geographical border in this 60-month period. In addition to the fact that a connection to Belgium may not exist, the expatriate should have a minimum gross remuneration of EUR75,000. Regular gross salary as well as variable remuneration and benefits in kind may be taken into account to determine whether the EUR75,000 threshold is met.

The remuneration threshold does not apply to researchers, but they have to be in the possession of a master's degree in specified expertise areas (natural sciences, applied sciences, medical sciences, agricultural sciences and engineering) or they must prove at least 10 years of relevant experience in these fields. This exemption is only available to taxpayers working under an employment relationship, not to directors, and only to the extent that the eligible degree effectively forms the base of the individual's employment in Belgium. In addition, at least 80% of the total professional time should be directly related to these research and development activities.

The benefit of the new regime consists of a tax-free reimbursement of certain recurring additional costs as a result of the Belgian employment. An amount up to 30% on top of the Belgian gross remuneration can be paid out free of social security contribution and taxes. However, this cost reimbursement is limited to a maximum of EUR90,000 on an annual basis.

Expatriates are also allowed to exclude from the taxable compensation the reimbursement of moving and relocation, the costs for furnishing the accommodation and certain school fees, expenses incurred by their employer and the reimbursement of education expenses for international primary and secondary schooling in Belgium and, exceptionally, outside Belgium. These exclusions are not subject to an overall limitation other than that the amounts reimbursed must be reasonable.

The fiction of being considered as a nonresident (old expatriate tax regime) is no longer a benefit. In case a qualifying individual is not considered to be a tax resident under Belgian domestic tax rules, the taxpayer will need to provide annually a certificate of tax residency in another jurisdiction.

The new regime and its benefits are available for a fixed period of five years as of the start of the employment in Belgium. It is possible to apply for a three-year extension through the filing of a new request within six months following the end of the five-year period by demonstrating that the qualifying conditions are still met. To benefit from the new tax regime, the employee/director and employer will have to file a joint application within three months after the start of the Belgian employment. The authorities have to revert within three months with their decision on the electronic application. Employers will have the obligation to provide the Belgian authorities in January of the preceding year with an overview of all qualifying employees.

The two new tax regimes are available to all employments or assignments starting as from 1 January 2022. Employees or directors who were benefiting from the old regime (see *Old expatriate tax regime*) for less than five years on 1 January 2022 could

opt into the new regime, provided that the aforementioned qualifying requirements of the new regime are met (the salary threshold must be respected for all prior years active in Belgium). This opt-in had to be done before 30 September 2022. The years under the old regime will be deducted from the five- or eight-year period during which the taxpayer can benefit from the new regime.

**Taxation of employer-provided stock options.** Effective from 1 January 1999, specific rules are included in Belgian domestic law relating to the taxation of stock options granted to employees, directors and other independent persons.

Options offered on or after 11 November 2002 are deemed to be granted on the 60th day following the offer if the beneficiary has given written notice of his or her acceptance of the option before the expiration of the 60-day period.

The benefit in kind arising from such stock options is taxable to the beneficiary on the date of grant on a lump-sum basis, regardless of whether the exercise of the option is unconditional. Under the lump-sum basis, the taxable income is determined as a percentage of the value of the underlying shares at the moment of the offer of the options (18%, effective from the 2012 income year). If the exercise price of the option is lower than the value of the underlying shares at the time of the offer, the lump-sum basis is increased by the difference.

In general, only the grant of an option results in a taxable benefit. If that is the case, the employee is exempt from tax on potential benefits arising from subsequent possession of the option, including benefits from the exercise or sale of the option or from the sale of the underlying shares.

No social security contributions are required with respect to such options, unless the options are “in the money” (that is, granted at a discount) or if the options are “covered” (that is, the risk that the value of the underlying shares will decline is covered at the time of offer or until the end of the exercise period of the option, therefore granting a guaranteed benefit to the beneficiary of the option).

However, the taxation at grant does not apply in all circumstances. If the taxation at grant does not apply, taxation occurs at the time of exercise of the stock options on the difference between the fair market value of the underlying shares at the time of exercise and the exercise price. The benefit is also subject to social security contributions at the time of exercise.

No further taxes are due when the shares are sold.

**Capital gains.** In general, capital gains on assets that are not used for a professional activity are not taxable. However, exceptions exist for the following types of capital gains:

- Capital gains derived from speculative activities
- Capital gains derived from the sale of a Belgian corporation's shares to a company not resident in the European Economic Area (EEA) if the individual, alone or together with his or her family, directly or indirectly owned more than 25% of the corporation's shares at any time during the five years before the sale

- Capital gains derived from the sale of land that was acquired by purchase if the sale takes place within eight years after acquisition
- Capital gains derived from the sale of land that was obtained by donation if the sale takes place within three years after donation and the land was acquired by the donor within eight years before the donation
- Gains derived from the sale of developed real estate if the property is sold within any of the following time periods:
  - Five years after purchase
  - Five years after the start of using a new building if construction began within five years after purchasing the land on which the building stands
  - Three years after donation if the donor bought the property within five years before the donation
- Capital gains derived from the sale of certain intangible rights

**Deductions, personal allowances and reductions.** As mentioned in *Who is liable*, the Belgian regime of personal allowances, deductions and reductions is revised with a partial transfer to the competency of the regions. Because the regions have issued their own modifications, consultation with a professional advisor is highly recommended.

Certain of the deductions, allowances and reductions mentioned below are not available to nonresidents. Consultation with a professional advisor is necessary.

*Deductible expenses.* The following are allowable deductions:

- Deduction for certain alimony payments (limited to 80% of the payments).
- Investment deduction for new fixed assets (for self-employed persons). The standard rate of the investment deduction is 8%. However, the standard rate is 20% for new fixed assets acquired during the period from 1 January 2018 until 31 December 2019, and 25% for new fixed assets acquired during the period from 12 March 2020 until 31 December 2022.

Some of the above deductions are not available if the payments are made by or to nonresidents.

*Personal allowances.* All individuals may deduct personal allowances. Additional personal allowances are available for dependents. The personal allowances are applied to the lowest tax brackets.

For the 2024 income year (2025 tax year), the standard personal allowance equals EUR10,570 per person.

The following personal allowances for dependent children may be claimed for the 2024 income year (2025 tax year).

Number of children*	EUR
1	1,920
2	4,950
3	11,090
4	17,940
Each additional child	6,850

\* A handicapped dependent child is considered to be two children.

In general, nonresidents who do not earn at least 75% of their total professional income in Belgium may not deduct any personal allowances.

*Tax reductions.* Tax reductions are granted either by the federal or regional government for the following:

- Life insurance premiums
- Personal contributions to group insurance contracts or pension funds
- Investments in shares issued by the individual's employer
- Loans used to finance real estate acquisitions or renovations
- Interest on loans for financing the purchase, construction or renovation of privately owned real estate (subject to certain limits)
- The purchase of service vouchers, up to a maximum purchase of EUR1,790 per person (2024 income year)
- Childcare expenses for children up to the age of 14 (limited to EUR16.40 per child, per day)
- Charitable contributions to qualifying charities

Several other tax reductions are available, depending on the taxpayer's family situation and the type of professional income (pensions, pre-pensions for early retirees, unemployment income and disability or sickness reimbursement).

**Rates.** The following are the tax rates for the 2024 income year (2025 tax year).

Taxable income		Rate on excess %
Exceeding EUR	Not exceeding EUR	
0	15,820*	25
15,820	27,920	40
27,920	48,320	45
48,320	—	50

\* This bracket applies to the amounts exceeding the taxpayer's tax-free amount (see *Personal allowances*).

All tax amounts are increased by the applicable municipal (commune) taxes, which are imposed at rates of up to 9% (2024 income year). The municipal tax is calculated on the amount of income tax due.

For nonresidents, the final tax due is computed in the same manner as for Belgian residents, with personal allowances being allowed if nonresidents earn at least 75% of their total professional income in Belgium. No municipal tax is due, but an additional federal tax at a flat rate of 7% on the amount of the individual's income tax is payable.

The professional income of a husband and wife is taxed separately. If only one spouse receives earned income, 30% of this income (limited to a maximum annual amount of EUR13,050 for the 2024 income year) is attributed to the non-earning spouse and is taxable to such spouse at the (lower) progressive rates. If the earned income of the secondary wage-earning spouse is less than the maximum attributable amount, additional income from the primary wage earner is attributed to the second spouse to the extent of the difference.

The following types of income are subject to special tax rates:

- Severance payments are taxed at the average rate applicable in the last year of normal professional activity, taking into account the municipal tax (not for directors).
- Anticipated Belgian holiday pay is taxed at the average rate applicable to all income in the year of payment, taking into account the municipal tax.
- The capital accrued under life or group insurance contracts and lump-sum amounts paid instead of pensions are taxed at a rate of 10% or 16.5%, increased by the municipal tax. Tax increases may apply in the case of retirement before the age of 65 or in the case of a career of less than 45 years.
- Miscellaneous income from occasional benefits (including certain capital gains, prizes and subsidies) is taxed at a rate of 16.5% or 33%, depending on the nature of the income (the rates are increased by the municipal tax).
- Effective from 1 January 2023, a new tax regime for copyright and software rights entered into force. Copyright income remains taxed at a flat rate of 15% up to a certain amount. However, the scope of this new tax regime is very restricted and new additional thresholds are introduced. There are some transitional rules in very specific situations. For further details, consultation with a professional adviser is necessary.

The above flat rates apply to the special items unless it is more favorable to include the income with other income taxable at the regular progressive rates.

**Withholding tax.** Dividends are subject to withholding tax at a rate of 30%.

Belgian-source interest is generally subject to a 30% withholding tax. Interest on regulated savings accounts in excess of the tax-exempt amount is subject to a 15% withholding tax.

Royalties are considered a form of income and are subject to taxation, generally at a rate of 30%. However, the specific tax treatment of royalty income can depend on various factors, including the nature of the royalty, the residency of the recipient, and any applicable tax treaties that might reduce withholding taxes on cross-border royalty payments.

Employment income and directors' fees are subject to a payroll tax at source by the employer. This withholding tax is creditable against the final income tax liability and any excess income tax withheld is refundable to the employee or director.

A tax on immovable property is levied on all real estate property located in Belgium. The rate of this withholding tax ranges from 1.25% to 3.97%, depending on the region where the property is located. The tax is levied on the deemed rental income of the property. The basic tax is increased by a local surcharge, depending on the municipality where the property is located.

New reporting and withholding obligations for foreign incentive plans entered into force in 2019. Belgian-related entities are required to report all remuneration paid or attributed to the beneficiaries working for the benefit of Belgian entities. Under this new measure, any remuneration attributed outside Belgium needs

to be reported by the Belgian-related entity. In addition, Belgian-related entities must retain and remit withholding taxes on all such grants or payouts made outside Belgium. These extended reporting obligations apply to any compensation attributed as of 1 January 2019, and the new withholding tax requirements apply as of 1 March 2019.

The new reporting and withholding requirements apply not only to Belgian resident corporate entities but also to nonresident Belgian permanent establishments, even if these permanent establishments are nontaxable based on treaty considerations (for example, representation offices).

All employees or company directors working for the benefit of the Belgian affiliated entity are affected, regardless of the fact that they are bound by an employment contract with the Belgian entity. Consequently, the new requirements also apply to inbound assignees, commuters and business travelers, provided that they work for the benefit of the Belgian entity. In addition, the concept of “working for the benefit of the Belgian entity” needs to be interpreted in a broad sense, and not only in terms of a financial benefit. If the activities performed by the beneficiary belong to the normal activity or statutory purpose of the Belgian corporate entity, the individual is considered as working for the benefit for the Belgian entity.

Any kind of remuneration, not only equity-based compensation, is subject to the new reporting and withholding rules, including regular salary, bonus payments and post-departure payments such as a trailing bonus (bonus related to period of Belgian employment), equity or tax on tax payments.

**Relief for losses.** Losses with respect to earned income may be offset against other earned income and may be carried forward indefinitely. No carrybacks are allowed. Professional losses may not be deducted from other types of income.

## **B. Other taxes**

**Net worth tax.** No net worth tax is imposed in Belgium.

**Inheritance and gift taxes.** The inheritance tax rate system in Belgium varies depending on the region of residence of the deceased. Substantial differences exist between the rates applied by each region. Special rules apply with respect to the transfer of a family-owned business and to the transfer of a family home to a surviving spouse, legal cohabitant or other cohabitant (except in direct line). Readers should obtain up-to-date information regarding these rules.

Under existing law, the estate of a deceased resident consists of the resident’s worldwide assets. Belgian jurisdiction over estates of deceased nonresidents is limited to the nonresidents’ real estate located in Belgium. The definition of resident for inheritance tax purposes may differ from the definition used for income tax purposes.

Inheritance taxes and gift taxes on donations of immovable property are levied according to sliding scales, depending on the beneficiary’s relationship to the deceased or donor.

However, preferential flat rates apply to gifts of movable property.

Belgium has entered into estate tax treaties to prevent double estate taxation with France and Sweden.

**Transfer duties.** Transfer duties, whether registration duties or inheritance taxes, apply only to the extent an effective transfer of assets occurs under Belgian matrimonial or inheritance laws. On the death of a spouse, the transfer of assets to the surviving spouse resulting from the dissolution of the marital community is not subject to succession duties. Consequently, inheritance taxes apply only to the portion of the property that was actually owned by the deceased spouse.

**Tax on stock exchange transactions.** As of the 2018 income year, a stock exchange transaction tax of 0.35% applies to any transaction (purchase or sale) carried out by Belgian residents through professional intermediaries established in and outside Belgium. If the foreign professional intermediary does not fulfill this duty, the Belgian resident is ultimately responsible for filing and paying the stock exchange transaction tax. The maximum amount of tax per transaction is EUR1,600. The reporting and payment should be done proactively by the participant by the end of the second month following the month of the transaction. Penalties apply in cases of delay, errors or omissions in the return.

**Tax on securities accounts.** The original tax on securities accounts was abolished following a ruling by the Belgian Constitutional Court. A new law was adopted and entered into force on 26 February 2021. The revised tax on securities accounts applies to securities accounts on which qualifying financial instruments are registered for an average value exceeding EUR1 million in the tax period. The tax period is from 1 October to 30 September of the following calendar year. Tax of 0.15% is due on the average value of those qualifying financial instruments.

### C. Social security

**Contributions.** Social security contributions are generally compulsory for individuals working in Belgium. In 2024, the rate of the employee's basic social security contribution equals 13.07%. This rate applies to the monthly gross compensation without a ceiling. The employer's social security contributions are levied at a basic rate of 19.88% of gross monthly compensation, with no ceiling. On top of this basic rate, several specific contributions are due from the employer; some contributions vary based on certain parameters and may be specific to some industries or sectors. Some reductions are available, depending on various eligibility criteria. This results in an average actual rate of approximately 25%. These percentages apply to white-collar workers in the private sector.

Specific (and generally more beneficial) rates and arrangements apply to several salary elements and benefits in kind complementing the base salary. For example, no social security contributions are due on the benefit resulting from the personal use of a company car. However, an employer contribution based on the company car's carbon dioxide emission level is applied.



Different rates apply to self-employment activities, including activities of directors. For the 2024 income year, social security contributions are levied at a rate of 20.5% on net income up to EUR72,810.95 and at a rate of 14.16% on income between EUR72,810.95 and EUR107,300.30. The income amounts mentioned above are those the self-employed worker earns per trimester. If the person's income is higher than EUR107,300.30 per trimester, the social security contribution equals EUR5,103.53. The annual maximum contribution for self-employment activities is EUR20,414.12 (increased by 3% to 5% for the administration fees of the social insurance fund). The minimum amount of the social security contribution payable by a self-employed person equals EUR890.51.

Mandatory (self-employed) social security contributions are deductible for income tax purposes.

An individual who is liable to Belgian social security contributions is also required to make a special social security contribution. For the 2024 income year, the maximum amount of this contribution is EUR731.28. The actual amount that an individual needs to pay depends on his or her salary and on the situation of the worker's partner. The special social security contribution is not deductible for income tax purposes. For self-employed workers and directors, the special social security contribution is included in the rates mentioned above for self-employed activities.

**Coverage.** An employee who pays Belgian social security is entitled to benefits, including health care insurance, disability insurance, occupational insurance, unemployment allowances, family allowances, and retirement and survivor's benefits.

**Totalization agreements.** To prevent double social security liability and to assure benefit coverage in situations of cross-border employment, Belgium has entered into agreements with several countries.

As a Member State of the European Union (EU), Belgium applies EU Regulation 883/2004 (and the amendments made to the regulation by EU Regulation 465/2012 of 22 May 2012), which entered into force on 1 May 2010 and replaced EU Regulation 1408/71. Following the adoption of EU Regulation 883/2004 by Switzerland and the other three European Free Trade Association (EFTA) countries (Iceland, Liechtenstein and Norway) in 2012, Regulation 883/2004 also applies with respect to the EFTA countries. For posted workers, Regulation 883/2004 extends the home-country standard coverage for two years (in general, the Belgian social security administration accepts a further extension of up to five years).

Belgium has also entered into social security totalization agreements with Albania, Algeria, Argentina, Australia, Bosnia and Herzegovina, Brazil, Canada, Chile, Congo (Democratic Republic of), India, Israel, Japan, Korea (South), Kosovo, Moldova, Montenegro, Morocco, North Macedonia, the Philippines, Quebec, San Marino, Serbia, Switzerland, Tunisia, Türkiye, the United States and Uruguay. Under most agreements, the Belgian

social security administration accepts an extension of the home-country standard coverage of up to five years. However, the agreement with the United States exempts employees working in Belgium from Belgian social security taxes for a period of up to seven years in exceptional circumstances.

Special rules apply to UK citizens because Brexit's transition period ended on 31 December 2020. Depending on the start date of the international work situation, different rules apply with respect to social security. If the individual started his or her assignment or multistate work pattern on or before 31 December 2020 and if the situation continues without interruption, he or she will still enjoy the rights provided by the Regulation 883/2004 (coverage up to five years). However, if the work situation is interrupted or starts after that date, the updated rules of the Trade and Cooperation Agreement apply. Under these rules, the person can generally remain subject to the UK social security for two years only, without any extension possible.

#### **D. Tax filing and payment procedures**

Individuals must file annual tax returns reporting income received during the preceding calendar year, which is the income year. The year of filing is considered the tax year. The tax return must be completed, dated, signed and returned to the tax authorities by the date indicated on the return, unless the taxpayer obtains an extension. The official filing date is 15 July (30 June on paper), but the date is sometimes extended for resident individuals and is generally extended for nonresident individuals.

After filing, but no later than 30 June of the following year, a tax assessment or refund notice is issued. Within two months after the receipt of this assessment, the amount of tax due must be paid to the tax authorities. Any refund owed is paid within the same two-month period.

#### **E. Double tax relief and tax treaties**

Income derived by Belgian residents from a business activity performed in non-treaty jurisdictions is taxable at half the normal rate, to the extent that the income is subject to standard taxation abroad. Double tax treaties entered into by Belgium with other jurisdictions provide for the abolishment of double taxation on such income of Belgium residents through the exemption-with-progression method. Foreign-source income is exempt from tax in Belgium, but other taxable income is taxed at the rate that would apply to all taxable income if the foreign-source income were included in taxable income.

Belgium has entered into double tax treaties with the following jurisdictions.

Albania	Ghana	Philippines
Algeria	Greece	Poland
Argentina	Hong Kong	Portugal
Armenia	Hungary	Romania
Australia	Iceland	Russian
Austria	India	Federation
Azerbaijan	Indonesia	Rwanda
Bahrain	Ireland	San Marino

Bangladesh	Israel	Senegal
Belarus	Italy	Serbia (c)
Bosnia and Herzegovina (c)	Japan	Seychelles
Brazil	Kazakhstan	Singapore
Bulgaria	Korea (South)	Slovak Republic
Canada	Kosovo (c)	Slovenia
Chile	Kuwait	South Africa
China Mainland (a)	Kyrgyzstan (b)	Spain
Congo	Latvia	Sri Lanka
(Democratic Republic of)	Lithuania	Sweden
Côte d'Ivoire	Luxembourg	Switzerland
Croatia	Malaysia	Tajikistan (b)
Cyprus	Malta	Thailand
Czech Republic	Mauritius	Tunisia
Denmark	Mexico	Turkmenistan (b)
Ecuador	Moldova (b)	Türkiye
Egypt	Mongolia	Ukraine
Estonia	Montenegro (c)	United Arab Emirates
Finland	Morocco	United Kingdom
France	Netherlands	United States
Gabon	New Zealand	Uruguay
Georgia	Nigeria	Uzbekistan
Germany	North Macedonia (c)	Venezuela
	Norway	Vietnam
	Pakistan	

(a) The treaty does not apply to Hong Kong.

(b) Belgium is honoring the USSR treaty with respect to the republics comprising the Commonwealth of Independent States (CIS), except for those members of the CIS with which Belgium has entered into tax treaties.

(c) Belgium is honoring the Yugoslavia treaty with respect to Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia and Serbia.

Belgium has entered into an agreement dealing with double taxation with Taiwan. This treaty is not considered an international treaty because Belgium has not recognized Taiwan as a state.

Belgium has signed double tax treaties with Botswana, the Isle of Man, Macau, Moldova, Oman, Qatar and Uganda, but these treaties are not yet in force.

Belgium has signed a new double tax treaties with France and the Netherlands, but these treaties are not yet in force.

## **F. Belgian immigration for employees**

When planning an assignment (short term or long term), a business trip to Belgium or local employment in Belgium, several questions need to be asked before clearance to travel and clearance to be employed can be given.

The first question to be asked for immigration purposes is “What is the nationality of the individual?” The nationality is based on the valid passport(s). If the individual has several nationalities and passports, he or she can choose which one he or she wants to use.

For EEA and Swiss nationals, there are no immigration formalities to be taken into account for employment activities or travel to Belgium (exemption from the Belgian work/single permit, short-term Schengen Visa C or long-term Schengen Visa D).

However, individuals staying beyond three months must take into account registration formalities with respect to the town hall of the permanent place of residence in Belgium.

Since Brexit, special attention needs to be given to UK nationals and their family members. Employees and family members benefitting from the withdrawal agreement will have their residence rights safeguarded. Citizens of the United Kingdom and their family members who were lawfully residing in Belgium before the end of the transition period can continue to do so, but in the meantime, should have received their new residence permits. UK nationals and their family members having their main residence in Belgium should have received an M-card, while commuters should have received an N permit. UK nationals entering or setting up residence in Belgium after 31 December 2020 (and accordingly cannot benefit from the withdrawal agreement) need to obtain a visa and a single permit. However, commuters only need to obtain an Annex 15; a visa and residence permit are not needed. A valid work authorization is also needed.

**Entry, residence and employment.** For short-term stays (90 days or less in any 180-day period), EEA nationals and Swiss nationals can enter and reside in Belgium on the basis of their passport or identification (ID) card. Non-EEA/Swiss nationals traveling to Belgium must, in principle, have obtained a short-term visa to enter Belgium unless a visa liberalization treaty has been concluded between Belgium and the traveler's home country.

If they are planning to stay more than 90 days, EEA and Swiss nationals intending to reside in Belgium must register with the local town hall within 90 days. They will then receive a national registration number and will obtain a proof of registration. They will also need to apply for an electronic ID card. For all non-EEA nationals (excluding Swiss nationals), further verification is required (see the second immigration-related question below).

The second immigration question to ask is "Does the individual already have a residence right in Belgium which might result in an exemption from the Belgian work/single permit?" This verification is based on the Belgian residence permit or ID card.

Holders of an unlimited residence right (that is, holders of the ID cards B, K or L) are exempted from obtaining a work authorization. In addition, the following, among others, are exempted from obtaining a work authorization:

- Spouses or registered partners of EEA/Swiss nationals (that is, holders of the ID cards F and F+)
- Spouses or registered partners of single permit holders (generally holding the ID card A)
- Trainees taking up mandatory internships in the framework of their studies in Belgium, Switzerland or in another EEA country

If the individual does not yet reside in Belgium, a third immigration question needs to be asked, which is "What activities will the individual undertake in Belgium?" Based on the actual activities to be performed in Belgium, an exemption from the Belgian work/single permit might be possible. The following are some examples of these activities:

- Attending meetings in closed or limited circles for a maximum 60 working days per calendar year with a maximum of 20 consecutive calendar days per meeting. The purpose must be only to attend meetings (for example, board meetings, contract discussions with potential clients and evaluation meetings and following classroom trainings). This is only applicable in the Brussels region. The Walloon region and Flanders recently updated their legislation, which means that some categories of individuals are automatically permitted to perform their activities in Belgium, without obtaining a work authorization. These individuals must adhere to the Limosa declaration, and their activities must not exceed 90 days within a 180-day period.
- Secondment to Belgium within the framework of the provision of services by companies located in the EEA if there is compliance with “Vander Elst-requirements.” A local employment contract in an EEA country and a valid work and residence permit in the EEA “home” country concerned are required.
- Activities that must meet strict conditions, which are intra-group training for maximum of three months in the Belgian seat of the multinational group, assignment to Belgium for the initial assembly and/or the first installation of machinery, tools and similar items, and the activities of a specialized technician of a foreign company coming to Belgium to carry out urgent repair or maintenance work on machines or equipment.

If after this third immigration question, it is concluded that in view of the employment activities in Belgium no exemption from a work/single permit applies, it needs to be determined which immigration documents need to be applied for.

The time to be spent in Belgium, the activities to be performed and the actual place of employment (different rules may apply depending on the region) determine the following:

- Type of permit to be applied for
- Documents that need to be gathered
- Salary level that needs to be respected, which is the immigration salary threshold or applicable salary according to the competent joint committee
- The processing time
- The validity period of the permit

If a non-EEA/Swiss national comes to Belgium for up to 90 days (that is, a short stay), the following immigration actions need to be taken:

- Application for a work permit.
- Based on the nationality, travel is possible on the basis of the national passport (a short stay is possible for a maximum 90 days in any 180-day period in the Schengen area) or on the basis of a Schengen Visa C (required for nationals of countries listed in the European Community [EC] regulation).
- Depending on their place of stay in Belgium (hotel or not), formalities with respect to the Belgian town hall might be required (that is, declaration of arrival).

If a non-EEA/Swiss national comes to Belgium for more than 90 days, the following immigration actions need to be taken:

- An application for a single permit must be filed. The permit covers both the right to work and the right to reside in Belgium

and is open to local employees and posted workers. As a result, only one application must be filed with the regional authorities (that is, the Brussels Capital Region, Flanders or Wallonia). All documentary evidence supporting the right to work and the right to reside needs to be provided at the start of the process.

- The regional authorities verify whether the file is admissible. If yes, they transfer the “residence” part of the file to the immigration office. The regional authorities verify the “employment” part of the file, and the immigration office verifies the “residence” part. If both parties approve, a notification is provided to the employer (or the proxy holder) and competent Belgian consular authority.
- Once the authorities have agreed to issue the single permit, further steps depend on whether the worker is already in Belgium. If the person is abroad, he or she needs to apply for a Visa D via the competent Belgian consular authority before entering Belgium. Once in Belgium, the individual must register with the town hall of his or her place of residence within eight days after arrival to obtain a document called Annex 49 and to obtain the actual single permit (that is, the Belgian ID card that allows residence and employment).

**Regional differences.** Access to the labor market is a regional competence in Belgium. Consequently, the different regions have separate legislations and apply different immigration salary thresholds, and different formalities and conditions apply when it comes to the verifications of the file done by the region. Therefore, it is important to verify the specific regional conditions applicable to each individual case.

## G. Belgian immigration for self-employed persons

Non-EEA nationals (with the exception of Swiss nationals) who are self-employed must be in the possession of a professional card. The professional card functions as a work authorization and does not automatically cover residence. A residence permit might, therefore, be needed.

Self-employed persons who reside outside of Belgium and who come to Belgium for meetings for a maximum of 90 days are exempted from the professional card requirement. This is the case, for example, for board members/directors coming to Belgium to attend to board meetings.

The professional card is generally applied for at the Belgian embassy or consulate of the applicant’s country of residence. A Visa D must then also be applied for. However, if the applicant already has a right to residence (for example, as the spouse of work permit holder), the professional card can be applied for in Belgium.

Access to certain professions is restricted in Belgium, and authorization from the competent authority is then required.

The professional card application is transferred via the competent Belgian consular authority, or the enterprise counter if the application is done in Belgium, to the regional authorities who will examine the file. Conditions to be met and procedures to follow will depend on the region in which the individual wants to

apply. The professional card application is a regional competence.

If the professional card is applied for outside Belgium, Belgian consular authorities are informed of the professional card's approval and are then able to issue a Visa D. After the Visa D is obtained, the applicant may enter Belgium and, within eight days after arrival, must register at the town hall of his or her place of residence. At this time, the person receives an electronic ID card A, which is, in principle, valid for one year and is renewable annually.

#### **H. Belgian immigration for family members of employees and self-employed persons**

Spouses and children of non-EEA nationals who hold a work permit, single permit, or professional card or are exempted from the requirement to obtain these documents, may reside in Belgium if they meet all entrance requirements of the Belgian authorities.

#### **I. Limosa**

The Belgian social security authorities must be notified about employees and self-employed persons who work on a temporary or part-time basis in Belgium and who habitually work or have been hired outside of Belgium and who are not subject to Belgian social security. This is known as the Limosa notification, which must be filed before such persons begin their activities in Belgium.

Certain exemptions exist with respect to the duration and the nature of the activities in Belgium. For example, the abovementioned exemption for meetings in limited circles (see Section F) also applies as a Limosa exemption.

# Bermuda

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## A. Income tax

Bermuda does not tax the income or capital gains of resident and nonresident individuals.

## B. Payroll tax

Bermuda imposes a payroll tax on the total value of cash and benefits paid or given with respect to services rendered by employees. From 1 April 2023, payroll tax is levied at a marginal rate of up to 19.75% on each employee's remuneration or deemed remuneration of up to BMD1 million annually. The Bermuda payroll tax year is a fiscal year from 1 April to 31 March.

Bermuda payroll tax is structured in the following two separate portions:

- Employer portion
- Employee portion

These two portions must be calculated separately and reported by employers on the quarterly payroll tax returns. The sum of the two portions is the total payroll tax payable.

The employer remains responsible for the payment of both portions. However, they will have the option of deducting the employee portion from employee remuneration in full or in part.

The employer is responsible for calculating the full employee portion regardless of whether they deduct it from the employees.

The following are the payroll tax rates for the employer portion, which are based on gross annual remuneration:

- Annual payroll greater than BMD1,000,000: 10%
- Annual payroll from BMD500,000 to BMD1,000,000: 7.5%
- Annual payroll from BMD350,000 to BMD500,000: 5.25%
- Annual payroll from BMD200,000 to BMD350,000: 2.5%
- Annual payroll less than BMD200,000: 1%



The employee portion of payroll tax is a separate amount and must be calculated separately from the employer portion.

The employee portion is calculated using the following marginal or progressive tax rate structure based on gross earnings:

- From BMD0 to BMD48,000: 0.5%
- From BMD48,000 to BMD96,000: 9.25%
- From BMD96,000 to BMD200,000: 10%
- From BMD200,000 to BMD500,000: 11.5%
- From BMD500,000 to BMD1,000,000: 12.5%

There is a payroll tax cap on gross earnings over BMD1 million.

Items exempt from the payroll tax base include employers' contributions to social insurance, the Hospital Insurance Plan, approved retirement plans, hospital and health schemes, life insurance schemes, and workers' compensation schemes.

### **C. Estate tax**

Estate tax in Bermuda is paid through a stamp duty that is payable based on the affidavit of value filed by the estate representatives of the deceased with the Supreme Court of Bermuda for a Grant of Probate (if there is a will) or a Grant of Letters of Administration (if there is no will). For such purposes, the estate of the deceased person includes the following:

- All real and personal property in Bermuda of the deceased at the time of death, together with any property in which the deceased had an interest ceasing at his death to the extent that a benefit arises for someone else as result of the deceased's death (that is, the value of the remainder interest following the deceased's death if the deceased jointly owned a life interest).
- Money payable to the deceased's estate under any insurance policy. However, for a deceased person who was not domiciled in Bermuda, such money is deemed to form part of the estate only if such money is payable in Bermuda or in Bermuda currency.
- The value of a vessel or aircraft, or any share of a vessel or aircraft, belonging to the deceased if the vessel or aircraft is registered in Bermuda at the time of the deceased's death.

If the deceased is a Bermudian, estate tax is not payable on the value of the deceased's primary family homestead at the time of the deceased's death.

The following are the estate tax rates:

- First BMD100,000 of the value of the taxable estate: exempt from Bermuda estate tax
- On the next BMD100,000: 5%
- On the next BMD800,000: 10%
- On the next BMD1,000,000: 15%
- Thereafter: 20%

### **D. Social insurance**

Contributions for Bermuda social insurance are payable at a flat rate of BMD71.84 per employee per week. The cost is typically shared equally between the employee and the employer, with each paying BMD35.92. As a result, the amount of BMD179.60 is generally deducted from each employee's monthly paycheck in a five-week month and BMD143.68 is deducted from each

employee's monthly paycheck in a four-week month. These amounts are remitted together with the employer's matching amount to the Bermuda Social Insurance Department.

*Exceptions.* In some circumstances, individuals can be exempted from contributing to the Contributory Pension Fund. An application must be submitted to the Director of Social Insurance for the following persons:

- Full-time students under the age of 26 who work during periods of vacation, weekends or public holidays
- A person who earns less than BMD3,000 per year
- A widow or widower who is currently receiving a widow's or widower's benefit
- A nonresident who has worked for less than 26 consecutive weeks in Bermuda

### **E. Stamp duty**

Stamp duty is charged on various legal instruments, including those detailed below.

The following are the rates of stamp duty for the sale of Bermuda land or property:

- On the first BMD100,000 of the amount or value or any part thereof: 2.1%
- On the next BMD400,000 of the amount or value or any part thereof: 3.15%
- On the next BMD500,000 of the amount or value or any part thereof: 4.2%
- On the next BMD500,000 of the amount or value or any part thereof: 6.3%
- Amount in excess of BMD1,500,000: 7.35%

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## A. Income tax

**Who is liable.** All individuals domiciled or resident for tax purposes in Bolivia are subject to personal income tax (Régimen Complementario al Impuesto al Valor Agregado, or RC-IVA) on their total income generated in Bolivia.

There are no domicile or resident concepts defined by domestic tax regulation. In practice, such are assessed based on facts and circumstances, including employment in Bolivia or moving the family to the country.

Nonresident individuals are taxed on Bolivian-source income only.

A work permit (visa) or similar documentation does not change taxation status in Bolivia. A foreigner may obtain this permit if he or she fulfills certain requirements.

Law No. 1448, dated 25 July 2022, and Supreme Decree No. 4850, dated 30 December 2022, made certain amendments to the Bolivian tax code. The following changes are effective from 1 January 2023:

- The income of professionals is now in the scope of RC-IVA at a rate of 13% on a quarterly basis. Previously, these persons were subject to corporate income tax at a rate of 25% on a yearly basis.
- RC-IVA triggered by fees, remuneration or income obtained by people not domiciled in Bolivia but related to work carried out

in Bolivia can be paid through Forms 613 and 614. The respective tax should be paid within three days following each month or before the individual leaves Bolivia, whichever is earlier.

- Income from delegations or representations from other jurisdictions for cultural events is exempt from RC-IVA, provided that they are sponsored or accredited by the competent entity at the central level of the jurisdiction or an autonomous territorial entity.

### **Income subject to tax**

*Employment income.* In general, taxable income includes all wages, salaries, prizes, bonuses, gratuities, compensations and allowances in cash or in kind. It also includes fees for directors and trustees and salaries for owners and partners.

The following items are not included in taxable income:

- Salaries, fees or allowances received by diplomatic personnel, official personnel of diplomatic missions accredited in Bolivia and foreign employees employed by international organizations, foreign governments or foreign international organizations, as a direct reason of his or her position
- Christmas bonuses (the first one is mandatory, and the second one is mandatory only if the annual growth of the country is higher than 4.5%)
- Social benefits resulting from indemnities and evictions, in accordance with existing legal rules
- Pre-family, wedding, birth, lactation, family and burial allowances received according to the Social Security Code
- Retirement and pension income, sick allowances, and professional risk allowances
- Life pensions given to persons who were members of the army in any war or life pensions given to members of the army who were injured in peacetime
- Per diem and representation payments, evidenced by local or foreign invoices if they are company-related expenses

*Investment income.* Dividends paid to Bolivian residents are not subject to RC-IVA. Residents are taxed on interest and royalties received.

Nonresidents are subject to a 12.5% withholding of corporate income tax on dividends, interest and royalties.

*Self-employment and business income.* Self-employed persons are subject to the following taxes:

- Value-added tax (VAT) at a rate of 13%. This tax is paid on a monthly basis.
- Transactions tax at a rate of 3% on each service rendered. This tax is paid on a monthly basis.
- RC-IVA at a rate of 13%. The taxable base is the income, exclusive of VAT. This tax is paid on a quarterly basis, and the following credits may be claimed with respect to the tax:
  - 13% of two minimum national salaries per month (that is, 13% of six minimum national salaries per quarter). The current minimum salary is BOB2,362 (USD339).
  - The VAT generated by personal purchases.

*Directors' fees.* Directors' fees not supported by a local fiscal invoice are taxed in the same manner as other personal income.

**Taxation of employer-provided stock options.** The Bolivian tax law does not specifically address the taxation of employer-provided stock options. Based on the nature of RC-IVA, employees are taxed on stock options when the beneficiary acquires the right and can use or transfer the option.

**Capital gains and losses.** Capital gains derived by individuals are subject to RC-IVA. Capital losses can offset capital gains.

**Deductions and tax credits.** For RC-IVA on employees, the following tax deductions may be claimed with respect to taxable income:

- Employee contributions to social security institutions (12.71%) and national solidarity contribution (1%, 5% or 10%, depending on the total amount of the salary). Beginning October 2024, the percentages of the solidarity contributions have been modified to 1.15%, 5.74% and 11.48%.
- The nontaxable minimum amount, which equals two minimum national salaries per month.

In addition, the following credits may be claimed with respect to RC-IVA of employees:

- 13% of two minimum national salaries
- The VAT generated by personal purchases

**Taxation of non-domiciled individuals in Bolivia.** Beginning 1 January 2023, non-domiciled individuals in Bolivia must fulfill and pay RC-IVA for their income-related work carried out in Bolivia under contracts with foreign entities. Likewise, legal entities and individuals in Bolivia that request services directly from non-domiciled individuals in Bolivia who carry out the work in Bolivia are required to withhold RC-IVA.

**Rate.** The personal income tax rate is 13%, which equals the rate of VAT.

## B. Tax on inheritances

Inheritances are subject to the Departmental Free Transmission of Goods Tax. This tax applies to each legal action involving the free transfer of movables, real estate, shares and rights subject to registration.

The beneficiaries of the transfers must pay the tax. The tax rates, which depend on the respective departmental regulations, are the following:

- Parents, children and spouse: 1%
- Brothers, sisters and their descendants: 10%
- Other relatives, legatees and free donees: 20%

## C. Social security

**Contributions.** Employers and employees are required to make long-term and short-term social security contributions (SSCs) based on the total monthly remuneration. The following are the contribution rates.

Institution	Employer %	Employee %
Short Term – SSC		
Healthcare entity (a)	10	—

Institution	Employer %	Employee %
Long Term – SSC (b)		
Housing Fund (Fondo de Vivienda [Provivienda], or FV) (c)	2	—
Professional risk (d)	1.71/2.3	—
Solidary contribution (e)	3/3.5	0.5
Retirement fund (f)	—	10
Common risk (g)	—	1.71
Administration commission (h)	—	0.5
National Solidarity Contribution (i)	—	10/5/1 (11.48/5.74/ 1.15)

- (a) For contributions to the Healthcare entity, employees receive short-term health insurance, which covers medical care related to pregnancy, illnesses and accidents.
- (b) The long-term SSCs are mandatory and are paid on the basis of 60 national minimum wages, equivalent to BOB141,720 (USD20,362).
- (c) Based on this contribution, employees can obtain credits for the purchase or construction of a house.
- (d) Based on this contribution, employees receive full or partial coverage for disability and death from accidents at the workplace. Under Law 1582 of September 2024, as of October 2024, the contribution for Professional Risk insurance by the employer is increased from 1.71% to 2.3% for the mining and metallurgical sector.
- (e) This contribution is aimed to distribute funds among the less-favored insured. Under Law 1582 of September 2024, as of October 2024, the contribution made by employers to the Solidarity Fund increases from 3% to 3.5%.
- (f) This is a mandatory contribution to support employee's retirement.
- (g) Based on this contribution, employees receive full or partial coverage for disability and death in accidents out of the workplace.
- (h) This contribution is aimed to reward the Pension Fund for managing and administrating the collected contributions.
- (i) Under Act No. 65 of December 2010, this contribution is aimed to accumulate funds that are then distributed among the less-favored insured. The following are the percentages of the contributions:
- 10% of the difference between the total earned and BOB35,000
  - 5% of the difference between the total earned and BOB25,000
  - 1% of the difference between the total earned and BOB13,000
- Under Law 1582 of September 2024, as of October 2024, the national solidarity contribution is modified to 11.48%, 5.74% and 1.15%. The amounts of the total earned by the workers (BOB13,000, BOB25,000 and BOB35,000) are maintained.

Employers must withhold the employee contributions. They can pay these withholdings until the last working day of the following month.

**Contributions of foreigners.** Under Act No. 65 of December 2010, expatriates must pay social security contributions in Bolivia. This law also provides that contributions can be transferred to the expatriate's home country if the following conditions are fulfilled:

- The expatriate ends his or her employment relationship and definitively leaves the country.
- The expatriate has not accessed his or her pensions in Bolivia.
- A bilateral or multilateral social security agreement is in effect with the destination country.

The Bolivian authorities have not yet established an application procedure to achieve the abovementioned transfer.

**Totalization agreements.** Bolivia has signed the Ibero-American Multilateral Agreement on Social Security. Countries that have effectively implemented this agreement are Argentina, Bolivia, Brazil, Chile, Ecuador, El Salvador, Spain, Paraguay, Peru, Portugal and Uruguay.

Expatriates can request the transfer of their contributions to other countries after they leave Bolivia. However, transfer procedures are not currently available.

#### **D. Tax filing and payment procedures**

Tax must be paid monthly when it is paid by a withholding agent and quarterly when it is paid directly by a taxpayer. The tax must be paid at the same time the tax return form is filed. The tax return form must be filed between the 13th and 22nd day of the month following the end of the reporting period. The due date is determined by the last digit of the Tax Identification Number (Número de Identificación Tributaria, or NIT).

#### **E. Double tax relief and tax treaties**

Bolivia has signed tax treaties with Argentina, France, Germany, Spain, Sweden and the United Kingdom. It has also signed the Andean Pact, which includes a tax treaty with Colombia, Ecuador and Peru.

#### **F. Migration regime**

In May 2013, Act No. 370, which describes the new migration regime, was issued. This law provides requirements for entry into Bolivia. It restricts the entry of undocumented foreigners as well as foreigners who have a criminal background or are not economically solvent. The regulatory Supreme Decree No. 1923 of March 2014 includes the visas described below.

#### **G. Temporary visas**

**Tourist visas.** Tourist visas are valid for 30 days and can be renewed for two more periods of 30 days each (that is, 90 days per year). Tourists can obtain these visas in their home jurisdictions if a Bolivian consulate is located there and renew them at the Bolivian immigration office. Foreigners from the jurisdictions included in Group I do not need a tourist visa to enter Bolivia but must present their passport instead.

**Specific purpose visas - transitory work.** Visas for specific purpose – transitory work are valid for 30, 90 or 180 days depending on the time of the activity to be carried out in Bolivia.

**Temporary visas.** Temporary visas for residence, work, family, study or health visas can be obtained for one, two or three years and are renewable.

**Definitive visas.** Definitive visas for work or family can be obtained in Bolivia by foreigners who have resided in Bolivia for two or three years, as applicable.

**Cancellation of visas.** The visa is canceled if the expatriate, without the express authorization of the migratory authority, exceeds

the terms of absence from the country. The following are the absence terms applicable to non-consulate-issued visas:

- Tourist visas: one quarter of the authorized period of stay
- Specific purposes visas – transitory work: one quarter of the authorized period of stay
- Temporary visas: 90 continuous or discontinuous days per year
- Definitive visas: two consecutive years

Consular visas of 30 days issued by the consulate only allow one entry to Bolivia.

**Other rules.** Foreigners may establish businesses in Bolivia if they comply with all legal requirements. Companies may be headed by foreigners who are resident or domiciled in Bolivia for tax purposes.

The abovementioned visas allow individuals to reside and work in Bolivia. In addition, foreigners need to obtain a Foreigner's ID to open a bank account, register on the payroll and obtain a rental contract, among other actions.

## H. Residence visas

Bolivia issues the following types of residence visas:

- Officials: Members of the consular and diplomatic corps.
- Temporary: Expatriates who want to work or perform other legal remunerated activities in Bolivia. This visa may be granted to individuals who have relatives in Bolivia or who intend to make investments that are considered advantageous for Bolivia.
- Subject-to-contract: Valid for one to two years, and may be renewed for an additional one- to two-year period.
- Student: Valid for up to one year and may be renewed for additional one-year periods, as many times as necessary.
- Political refugee: Issued to foreign nationals who intend to establish permanent residence in Bolivia.
- Permanent residence: An indefinite visa that grants to the expatriate the same rights as an ordinary Bolivian national, except for the right to vote and work at public offices.

In general, foreign nationals must submit all or some of the following items when applying for visas and permits:

- An application form
- Passport and documents proving current visa status
- Foreign national identification card
- Documents that prove professional status
- Documents that prove the marital status
- Documents that evidence the activities that an applicant will perform in Bolivia, such as a labor contract, or documents that prove that the applicant has been accepted in a college or educational institution
- A certificate proving that the applicant has no criminal record (if the applicant has left the country for a period of three months or more, an international document proving no criminal record is required)
- Document proving economic solvency (bank statements, labor contract or others)
- A current photo of the applicant
- Payment for the procedure, which varies in relation to the type of visa (for specific types of work permits, the payment could



be UFV960, UFV1,260 or UFV1,560 [USD339, USD445 or USD550]; UFV is an abbreviation for Unidad de Fomento a la Vivienda, which is a Bolivian index referring to inflation adjustment and changes daily)

A residence visa is canceled if the expatriate, without the express authorization of the migratory authority, is absent from the country for more than two consecutive years.

## **I. Family and personal considerations**

**Family members.** Family members of foreign personnel do not need separate or individual visas for residing in Bolivia. In addition, the children of foreign personnel do not need student visas to attend schools in Bolivia, but they must apply for dependent visas. A separate work visa must be obtained by any family member of a working foreign national who intends to work in Bolivia.

**Driver's licenses.** Foreign nationals may not drive legally in Bolivia using their home country driver's licenses. However, they may legally drive in Bolivia with an international license while the license is in force if they are tourists. Bolivia has driver's license reciprocity with a few countries. To obtain a Bolivian driver's license, a foreign national must take a basic written exam, a technical exam, a basic practical driving test and a basic medical exam.

## Bonaire, Sint Eustatius and Saba (BES-Islands; extraordinary overseas municipalities of the Netherlands)

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On 10 October 2010, the country, Netherlands Antilles, which consisted of five island territories in the Caribbean Sea (Bonaire, Curaçao, Saba, Sint Eustatius and Sint Maarten), was dissolved. On dissolution of the Netherlands Antilles, the islands of Bonaire, Sint Eustatius and Saba (BES-Islands) became part of the Netherlands as extraordinary overseas municipalities. Curaçao and Sint Maarten have both become autonomous countries within the Kingdom of the Netherlands. A new tax regime applies to the BES-Islands, effective from 1 January 2011. The following chapter provides information on taxation in the BES-Islands only. Chapters on Curaçao and Sint Maarten appear in this guide.

## A. Income tax

**Who is liable.** Residents of the BES-Islands are taxable on their worldwide income. Nonresidents are taxable only on income derived from certain sources in the BES-Islands. Resident individuals who receive income, wherever earned, are subject to income tax in the BES-Islands.

Residence is determined based on an individual's domicile (the availability of a permanent home) and physical presence, and on the location of an individual's vital personal and economic interests.

**Income subject to tax.** The following sources of income are subject to tax in the BES-Islands:

- Income from movable property (dividend and interest income)
- Employment income
- Self-employment and business income
- Income from periodic allowances

*Movable income.* Dividend and interest income derived from domestic and foreign sources, less deductions, are generally subject to income tax at the rates set forth in *Rates*.

Nonresident individuals are taxed on income derived from shares, profit sharing rights, bonds or debt claims toward an entity that is established in the BES-Islands, capital gains received as a result of a transfer of a substantial share interest in resident companies, interest income derived from debt obligations if the principal amount of the obligation is secured by mortgaged real estate located in the BES-Islands, and profit-dependent remuneration from a business in Bonaire.

*Employment income.* Taxable employment income consists of employment income, including directors' fees, less itemized and standard deductions and allowances (see *Deductions*), pension premiums and social security contributions, whether paid or withheld.

Employees who have more than a 5% interest in their employer must report an annual deemed salary. The minimum deemed salary is USD40,848 for the 2024 calendar year, unless an exemption applies. The salary is treated similarly to ordinary employment income and is taxed at the rates set forth in *Rates*. Directors' salaries paid by BES-Islands companies are subject to withholding for wage tax and for social security insurance contributions.

Nonresident individuals receiving income from current or former employment carried on in the BES-Islands are subject to income tax and possibly social security contributions in the BES-Islands. Wage tax and social security contributions must be withheld from an individual's earnings. However, if the individual's stay does not exceed three months, the individual may request a full or partial exemption from the withholding requirement. Nonresidents who are employed by BES-Islands public entities are subject to income tax and social security contributions, even if the employment is carried on outside the BES-Islands.

Nonresident individuals receiving income as managing or supervisory directors of companies established in the BES-Islands are subject to income tax.

*Self-employment and business income.* Residents are subject to tax on their worldwide self-employment and business income, as well as on income derived from a profession.

Annual profits derived from a business must be calculated in accordance with sound business practices that are applied consistently. Taxable income is determined by subtracting the deductions and personal allowances specified in *Deductions* from annual profits.

A nonresident individual earning income from activities carried on in the BES-Islands through a permanent establishment or a permanent representative is subject to income tax in the BES-Islands. Profits of a permanent establishment are calculated in the same manner as profits of resident taxpayers.

*Income from periodic allowances.* Resident individuals are subject to tax on their worldwide periodic allowances, including old-age pensions (not related to previous employment), alimony payments and disability allowances. In general, periodic allowances are taxable if the allowances exceed their purchase price and if the purchase price has not (nor could have) been deducted from BES-Islands income or was considered to be a component of BES-Islands income.

**Capital gains.** In general, capital gains are exempt from tax. However, in the following circumstances, capital gains are taxable at the indicated rates.

Type of income	Rate (%)
Capital gains realized on the disposal of business assets and on the disposal of other assets if qualified as income from independently performed activities	30.4 to 35.4
Capital gains on the liquidation of a company or on the repurchase of shares by the company in excess of the average paid-up capital (non-substantial share interest)	30.4 to 35.4
Capital gains derived from the sale of a substantial share interest in a company*	5

\* The taxpayer has a substantial share interest if the taxpayer or the taxpayer and his or her spouse have any of the following:

- At least 5% of the issued capital directly or indirectly as a shareholder in a company that has capital divided into shares
- Profit sharing that is related to at least 5% of the annual profits of the company
- Rights to acquire directly or indirectly shares representing at least 5% of the issued share capital

**Deductions.** A fixed deduction for acquisition costs in the amount of USD280 may be deducted from employment income. The actual employment-related expenses incurred may be fully deducted if and to the extent the expenses exceed USD560.

For residents, the available deductions are described below.

*Personal deductions.* The following deductions may be claimed:

- Alimony payments to a former spouse.
- Mortgage interest paid that is related to the taxpayer's dwelling (limited to USD15,364 annually).
- Maintenance expenses related to the taxpayer's dwelling (limited to 2% of the value of the dwelling, with a maximum deduction of USD1,676 annually). All of the maintenance expenses are deductible if the dwelling is a protected monument.
- Premiums paid for fire and natural disaster insurance related to the taxpayer's dwelling.
- Interest paid on consumer loans (limited to USD1,397 [USD2,794 if married] annually).
- Life insurance premiums that entitle taxpayers to annuity payments (up to a maximum of 5% of the income or USD559 annually).
- Pension premiums paid by the employee.
- Qualifying donations in excess of certain threshold amounts.

*Extraordinary expenses.* Extraordinary expenses include the following (thresholds apply):

- Financial support to children exceeding 27 years of age and other relatives not capable of providing for themselves
- Medical expenses
- Educational expenses
- Support for up to second-degree relatives

*Business deductions.* In general, business expenses are fully deductible. However, deductions of certain expenses are limited. The following deductions are available for self-employed individuals:

- Accelerated depreciation of fixed assets at a maximum rate of 33⅓%.
- An investment allowance of 8% for acquisitions of or improvements to fixed assets in the year of investment and in the immediately following year. The investment allowance is increased to 12% for acquisitions of new buildings or improvements to existing buildings. This allowance applies only if the investment amounts to more than USD2,794 in a year.

*Deductions for nonresidents.* Deductions for nonresidents include the following:

- Employment expenses
- Qualifying donations in excess of certain threshold amounts

**Personal tax credits.** The following personal tax credits are available to residents only:

- Fixed tax credit: USD20,424
- Senior allowance: USD1,577

**Expatriate facility.** Individuals that meet certain conditions can request the application of the expatriate facility. To qualify for the expatriate facility, an individual must meet the following conditions:

- The applicant must not have been a resident of the BES-Islands for the past five years.
- The applicant must have special skills at the college or university level and at least five years of relevant working experience at the required level.
- The applicant must receive remuneration from his or her employer of at least USD83,500.
- The applicant must possess skills that are scarcely available in the BES-Islands.

The employer must file the application. In principle, the expatriate status applies with retroactive effect to the beginning of the employment if the application is filed within three months after the beginning of the employment.

An employee with the expatriate status can receive limited amounts of fringe benefits tax-free, such as wages in kind, travel expenses, hotel expenses and expenses with respect to means of transportation and relocation. The remainder of the compensation paid to the expatriate by the employer is taxed at the progressive income tax rates (see *Rates*). In addition, a net employment contract can be entered into with the expatriate, and the wage tax should then not be grossed up as an additional benefit received from employment.

**Rates.** The following are the tax rates in the BES-Islands.

Exceeding USD	Taxable income Not exceeding USD	Tax on lower amount USD	Rate on excess %
0	322,769	0	30.4
322,769	—	98,121	35.4

Income from a substantial share interest in a company is taxed at a rate of 5%.

## B. Social security contributions

All resident individuals must pay social security contributions. The contributions result in benefits under the following:

- General Old Age Pension Act (AOV)
- General Widows, Orphans Act (AWW)
- Decree for Health Insurance
- Accident Insurance Act (OV)
- Cessantia (severance contribution)
- Health Insurance Act (ZV)

For the calculation of the AOV, AWW and Health Insurance employee contributions, the maximum premium base is USD36,082. The OV, Cessantia, ZV and part of the BZV contributions are due only in the case of employment. The following are the rates of the social security contributions.

Employee contribution	Rate (%)
AOV	25.0
AWW	1.3
Health Insurance	0.5
Total	<u>26.8</u>

Employer contribution	Rate (%)
OV	0.1
Cessantia	0.0
Health Insurance	11.7
ZV	0.1
Total	<u>11.9</u>

## C. Tax filing and payment procedures

**Filing and payment.** Because the wage tax is a pre-levy to the income tax, employers must file wage withholding tax returns quarterly. The wage tax return must be filed by the 15th day of the month following the quarter in which the salaries are paid to employees. However, if certain conditions are met, the employer can request to pay the wage tax per month. For most employees, wage withholding tax is the final tax. The personal income tax returns for the calendar year must be filed within two months after the issuance of the income tax return forms, unless extensions for filing are obtained. Any additional income tax that is payable is normally due within two months after the date of the final assessment.

Effective from 29 March 2018, a guideline was implemented in the BES-Islands legislation for subjects such as collection, execution, interest, waiver and settlement.

**Social security payments.** Social security contributions are withheld by the employer and are declared together with the wage tax returns.

#### **D. Residency and working permits**

In general, foreign individuals who wish to reside and work in the BES-Islands need a residency and work permit. The conditions for obtaining such permit depend on the nationality of the individual. Special provisions apply to individuals with a Dutch passport.

#### **E. Exchange of information**

In the BES-Islands, various legislation for the exchange of information is in force. For example, following the Foreign Account Tax Compliance Act and Common Reporting Standard regulations, certain financial information regarding nonresident individuals that should be reported by financial institutions to the BES-Islands tax authorities is automatically exchanged with certain countries.

#### **F. COVID-19 measures**

The BES-Islands' COVID-19 measures are discussed below.

The collection interest was reintroduced in stages (collection interest of 2% as of 1 January 2022, which was increased to 3% as of 1 January 2023 and was further increased as of 1 January 2024 to 6%).

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## A. Income tax

*The structure of the tax system of Bosnia and Herzegovina (BiH) is rather complex. BiH consists of three separate entities (jurisdictions), which are the following:*

- Republic of Srpska (RS)
- Federation of Bosnia and Herzegovina (FBH)
- Brcko District (BD)

*These three jurisdictions have separate legal systems and, accordingly, separate tax systems.*

*Direct taxes are regulated at the level of the constitutional units mentioned above. Each of these jurisdictions has separate personal income tax (PIT) and social security contribution (SSC) regulations. Therefore, each of them has separate PIT and SSC requirements. Certain taxes (local taxes) in the FBH are regulated at the level of 10 cantons and at the level of municipalities.*

*The following text contains provisions from the perspective of the legislative framework of the FBH, which is the largest jurisdiction.*

**Who is liable.** Residents are subject to tax in the FBH on their worldwide income. Nonresidents are subject to tax on FBH-source income only.

Individuals are considered to be resident for tax purposes if they have a domicile, residence or center of business and vital interests in the FBH or if they spend more than 183 days within a calendar year.

**Income subject to tax.** Tax is levied on the types of income described below. For each type of income described below, a 10% tax rate is applied.

*Employment income.* Salary tax is payable on income from permanent or temporary employment, benefits received in money and in kind, paid leave and other employment remuneration that exceeds a prescribed nontaxable threshold.

*Income from independent activities.* Income from independent activities includes income from self-employment, agriculture and forestry, freelance professions, and other independent activities.



For occasional independent activities, expenses can be deducted in the amount of 20% of realized income, while, in the case of royalties, expenses are recognized in the amount of 30% of the realized income or the actual amount.

*Property income.* Tax is imposed on the income realized by the lease of immovable property or the alienation of real estate (that is, the sale, exchange, and other transfer of immovable property with compensation, or lease of equipment, transportation vehicles or other movable property if they are not used for conducting independent activities).

*Income from property rights.* Property-right income includes income from the alienation, sale, assignment, exchange or other transfer, with compensation, of copyrights, patents, licenses, franchises and other property consisting only of rights. However, income from the time-limited assignment of rights related to copyright and industrial property rights (rights to exploit natural resources, and rights to technological processes, business directories, and others) is taxed as income from property rights only if it is not income that is taxed as income from independent activities.

*Capital investment income.* Capital income subject to taxation includes income generated on the basis of interest from loans and income generated from paid-out capital from voluntary supplementary insurance (life or pension) saved from premiums on which mandatory contributions and income tax have not been calculated and paid to the insurance beneficiary.

The law also provides for certain tax exemptions, such as for dividends and pensions.

**Tax credit.** If double taxation occurs, the income tax paid in another jurisdiction may be deducted from the income tax in the FBH (based on valid documentation certified by competent authorities of another territory), up to the amount payable in FBH.

**Annual personal deductions.** Taxpayers may claim a personal deduction in the monthly amount of BAM300 (BAM3,600 annually), on the total realized income, for the tax period of the calendar year. If the tax period is less than the calendar year, the amount of personal deduction is reduced proportionally. In certain cases, taxpayers may have additional personal deductions in the amounts prescribed by legislation (for example, for having one or more children and for supporting of spouse or closer family member).

The following are two possible additional deductions:

- For the costs of health services and the procurement of orthopedic aids and prosthetic replacements (for oneself or for the needs of dependent family members)
- For interest paid on a housing loan

## B. Other taxes

**Property tax.** The property tax is regulated on a level of administrative units within the FBH (cantons). Leased immovable properties (that is, buildings, office spaces, flats, cottages, garages and parking spaces) are subject to the property tax (taxpayer is

the owner of the leased property). The tax amount is calculated for each of the leased property as a lump sum and is paid annually.

**Inheritance and gift tax.** Inheritance tax is regulated on the level of administrative units within the FBH (cantons) with a range of tax rates of 2% to 8%. Inheritance tax is not paid by the heirs of the first line of succession, the spouse when inheriting in the second line of succession, the parents of the testator and inheriting children without both parents who are in regular education.

Gift tax is also regulated on the cantonal level, such as other taxes mentioned above. The rate of gift tax varies from 3% to 10%. This tax should not be paid by The State of Bosnia and Herzegovina, the FBH, cantons, municipalities, their bodies, administrative organizations and public institutions founded by the canton, religious communities, endowments, religious endowments, foundations, children, spouse and parents of the donor and children without both parents who are in regular education.

**Transfer tax.** The transfer tax of immovable property is also regulated on a level of administrative units within the FBH (cantons). The tax is paid on the transfer of ownership rights over immovable property within the administrative unit to which the immovable property belongs. Exceptionally, no transfer tax arises in case the transfer of immovable property is subject to value-added tax (VAT). The payer differs from canton to canton and might be either the seller or buyer of immovables. The tax base is the sales price (if the sales price is lower than market price determined by the tax authorities, the market price prevails). The transfer tax rate is 5% for all cantons.

### C. Social security and other contributions

**Contributions.** Social security contributions consist of contributions paid by the employee and by employer and include contributions for retirement and disability insurance, primary health insurance and unemployment insurance. The following are the rates used to calculate the amount of contributions required to be paid.

Fund	Employer rate (%)*	Employee rate (%)*
Pension and Disability Fund	6.00	17.00
Health Care Fund	4.00	12.50
Unemployment Fund	0.50	1.50

\* In cases in which an employer hires employees who are residents of another tax jurisdiction within BiH (that is, BD or RS), slightly different contributions rates should be calculated to comply with the rates prescribed in the other tax jurisdiction.

Additional salary contributions payable by employers include the following:

- For employers that do not fulfill the obligation of employing individuals with disability, a contribution on every 16 employees to the Fund for the Promotion of Rehabilitation and Employment of Persons with Disabilities on a monthly basis, amounting to 25% of the average salary in the FBH for each person with a disability they were obligated to employ in accordance with the law

- Contribution for natural disasters of 0.5%
- Water fee of 0.5%

The following contributions are payable by individual entrepreneurs on the base published by the competent Ministry of Finance:

- Contributions to the Pension and Disability Fund at a rate of 23%
- Contributions to the Health Care Fund at a rate of 16.5%
- Contributions to the Unemployment Fund at a rate of 2%

Contributions to the Pension and Disability Fund at a rate of 6% and contributions to the Health Care Fund at a rate of 4% are payable for income received under contracts relating to royalties, services and additional work, as well as under similar contracts involving the payment of remuneration for services performed (that is, other independent activities).

For expatriate employees, social security contributions may also be payable on salaries received outside the FBH. Under certain bilateral conventions, expatriates may pay social security contributions in their jurisdiction of residence only.

**Coverage.** An employee who pays social security contributions in the FBH is entitled to benefits, including health insurance for the employee and dependent family members, disability and professional illness insurance, unemployment allowances, retirement, and other benefits.

**Totalization agreements.** To prevent double taxation and to assure benefit coverage, the FBH currently applies social security totalization agreements with the following jurisdictions.

Austria	Italy	Slovak
Belgium	Luxembourg	Republic
Bulgaria	Montenegro	Slovenia
Croatia	Netherlands	Sweden
Denmark	North Macedonia	Switzerland
France	Norway	Turkey
Germany	Poland	United
Hungary	Serbia	Kingdom

Some of the agreements listed above were concluded with the former Yugoslavia, but they are still applicable.

These agreements provide a 12-month or 24-month exemption, which may be extended.

## **D. Tax filing and payment procedures**

The tax year is the calendar year. Annual tax returns must be filed by 31 March of the year following the tax year. They may be submitted directly or electronically in the case of having electronic approval. The same deadline applies for the payment of annual tax. Withholding tax is levied on most types of income, including salaries. Self-employed individuals who are liable for income tax must make advance payments of income tax monthly.

## **E. Double tax relief and tax treaties**

Double tax treaties concluded by or applicable for BiH (in the case of former Yugoslavia double tax treaties that are still

applicable for BiH) equally apply to the tax residents of the FBH (that is, to all three entities [all three tax jurisdictions]).

Tax treaties with the following jurisdictions are being applied.

Albania	Hungary	Qatar
Algeria	Iran	Romania
Austria	Iraq	Serbia
Azerbaijan	Italy	Slovak Republic
Belgium	Kuwait	Slovenia
China Mainland	Malaysia	Spain
Cyprus	Montenegro	Sri Lanka
Croatia	Netherlands	Sweden
Czech Republic	North Macedonia	Türkiye
Finland	Norway	United Arab
France	Pakistan	Emirates
Greece	Poland	United Kingdom

## F. Visa D

Foreign nationals from jurisdictions with which Bosnia and Herzegovina does not have a visa-free regime need to obtain a visa prior entering BiH. A visa D allows a foreigner to enter Bosnia and Herzegovina and stay for maximum of 180 days in a 12-month period.

Foreigners may apply for the visa only in the competent BiH embassy. There is no possibility to apply for the visa online. The visa D is issued abroad in the jurisdiction where the applicant resides.

The processing time for granting a visa is up to two months. Holders of a foreign passport, coming from jurisdictions for which a visa is required, with a valid Schengen or European Union (EU) Member State visa, or a United States visa, and holders of a foreign passport with a residence permit in the countries of the Schengen area or the EU, or the United States may, without a prior visa application, enter, travel through, or stay in BiH up to 90 days during a six-month period, starting from the day of the first entry and up to the validity of Schengen, EU, or the United States visa. Such individuals may enter BiH for non-work purposes.

## H. Work and residence permits

This section will refer to the obtaining of the work and residence permit, as well as the other basis for regulating a foreigner's immigration status.

**Work permit.** In general, to work in BiH, it is required to obtain a work permit. A work permit is obtained by the employer (local company registered in BiH) and issued by the competent employment authorities.

The request for the issuance of a work permit should be submitted in hard copy form to the competent employment authorities together with other required documentation. This procedure may also be conducted on the basis of a power of attorney. A work permit is issued for a maximum period of one year. The work permit may also be extended in one-year increments. After five years of continuous residence with this permit, the permit holder may apply for permanent residence in BiH.

**Temporary residence permit on the basis of a work permit.** Once the work permit has been obtained, the next step is obtaining the temporary residence permit. This procedure is conducted before the competent field office of the Service for Foreigner's Affairs. The request for the issuance of temporary residence permit (together with other required documentation) should be filed in the hard copy, and the personal presence of the foreigner is required (that is, this procedure cannot be conducted under a power of attorney). The processing time for this request is 60 days after submission of the complete documentation. The foreigner may commence with the work only after the obtaining of the residence permit and work permit.

**Temporary residence permit on the basis of deployment within a legal entity.** The Law on Foreigners of BiH prescribes the possibility of employment without a work permit in precisely defined cases. One such instance is the deployment within a legal entity, specifically when a company from abroad deploys a foreigner to work in its Bosnian entity, provided that both entities are part of the same corporate group. In this case, the foreign national applies for a temporary residence permit at the competent field office of the Service for Foreigner's Affairs. The deadline for processing the request is 60 days from the submission of complete documentation. Once his or her residence is approved, the foreigner may commence work. The residence is issued for a maximum period of one year, with the possibility of two extensions, allowing the foreigner to reside for a maximum of three years under this basis.

**Work certificate.** In cases in which a foreigner is coming to work for up to 90 days within a year, the Law on Foreigners of BiH provides for the possibility of regulating their stay through a work certificate. This procedure is considerably more straightforward than arranging temporary residence on the previously described grounds. However, the work certificate is issued only in specific situations for certain individuals, such as the following:

- Key personnel in legal entities
- Foreigners who carry out tasks related to the delivery, installation, and servicing of machinery or equipment
- Foreigners who facilitate professional development and training for individuals employed by Bosnian entities
- Foreigners participating as lecturers at organized seminars
- Foreigners attending fair or exhibition events in which their employer is an exhibitor

This procedure can be executed through a power of attorney, meaning the personal presence of the foreign national is not mandatory. The processing time typically ranges from seven to 10 days.

**Permanent residence permit.** For a permanent residence permit, a foreign national needs to apply to the competent field office of the Service for Foreigner's Affairs. A permanent residence permit is issued to an applicant who meets the following conditions cumulatively:

- The applicant has lived for at least five years continuously in BiH, based on a temporary resident permit.
- The applicant has sufficient financial means.

- The applicant has appropriate accommodation.
- The applicant has health insurance in BiH.
- The applicant knows one of the official languages in BiH (Bosnian, Serbian or Croatian).
- The applicant has no criminal proceedings against him or her and has not been convicted of a criminal offense.

## **I. Family and personal considerations**

**Temporary residence on the basis of family reunification.** Family members of a foreigner, who has spent a minimum of one year in BiH may apply for a residence permit on the basis of family reunification. This basis for residence grants family members the right to work in BiH.

**Driver's licenses.** Foreigner with regulated temporary residence in BiH may drive with their home country driver's licenses in BiH. When the foreigner has permanent residence in BiH, he or she is required to obtain a Bosnian driver's license within six months starting from the day when the permanent residence permit is approved.

# Botswana

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## A. Income tax

**Who is liable.** Individuals earning income in Botswana are subject to income tax.

Individuals are considered resident in Botswana for any tax year (1 July to 30 June) if they meet any of the following conditions:

- Their permanent place of abode is in Botswana.
- They are physically present in Botswana 183 or more days during the tax year.
- After staying in Botswana 183 or more days in a tax year, they physically remain in Botswana into the next tax year, even if they do not stay in Botswana 183 days during the latter tax year.

### Income subject to tax

*Employment income.* With a few exceptions, income derived from sources outside Botswana is not subject to tax. All salaries paid, and benefits provided, for work performed in Botswana are taxable, regardless of where paid or provided. Special tables are used for calculating the taxable value of fringe benefits.

For individuals who receive retrenchment packages, one-third of the amount of the package, or an amount equal to the tax threshold, whichever is higher, is exempt from tax.

Educational allowances provided by employers to their local and expatriate employees' children are taxable.

*Self-employment and business income.* Business profits from self-employment activities are taxed at the rates described in *Rates*. Partners are individually subject to tax on their shares of

business profits. If the owners of a company are residents and if the company's income is less than BWP300,000, they may elect to have the company's profits taxed in the same manner as partnership profits.

*Directors' fees.* Resident directors' fees are subject to a 10% withholding tax and are added to the director's taxable income. Nonresident directors' fees are subject to a 15% withholding tax, which is a final tax.

*Investment income.* Royalties and rental income from Botswana sources are also included with other taxable income and are taxed at ordinary rates.

Dividends from resident companies are not included in taxable income and are subject to a 10% final withholding tax.

Interest, royalties, and management and consulting fees paid to nonresidents are subject to a 15% final withholding tax.

Interest paid to residents is subject to 10% withholding tax, which is a provisional tax. A credit is granted for the withholding tax against tax chargeable on assessment.

Interest paid to resident individuals in excess of BWP7,800 by banking institutions or building societies in Botswana is subject to 10% withholding tax. The withholding tax deducted is a final tax, and the interest earned by the individual does not form part of the individual's assessable income.

**Taxation of employer-provided stock options.** No specific provisions regulate the taxation of employer-provided stock options. Under general principles, the employee is taxed at the time of exercise on the difference between the fair market value of the stock at the time of exercise and the strike price.

**Capital gains.** Capital gains tax is levied on gains derived from the sale of immovable capital assets and from the sale of corporate shares and debentures.

Gains on disposal of a principal private residence (PPR) by an individual are exempt from capital gains tax if the PPR has been held for five years. Any subsequent disposal of the PPR is exempt from capital gains tax if five years have elapsed since the tax year in which the exemption was granted.

To compute capital gains on sales of property acquired before 1 July 1982, the cost of acquisition and improvements is increased at a rate of 10%, compounded for every 12-month period from the date of acquisition to 1 July 1982, and then indexed for inflation from 1 July 1982 to the date of sale. For property acquired on or after 1 July 1982, the cost of acquisition and improvements is indexed for inflation in computing capital gains.

Only 75% of gains derived from sales of corporate shares is subject to tax. Gains on the sale of shares listed on the Botswana Stock Exchange are exempt from tax if the shares have been held for a period of at least one year.

Net aggregate gains are subject to tax at the following rates.



<b>Taxable gain BWP</b>	<b>Tax rate %</b>	<b>Tax due BWP</b>
0 to 48,000	0	0
48,001 to 84,000	5	0 + 5% of excess over 48,000
84,001 to 120,000	12.5	1,800 + 12.5% of excess over 84,000
120,001 to 156,000	18.75	6,300 + 18.75% of excess over 120,000
Above 156,000	25	13,950 + 25% of excess over 156,000

### Deductions

*Personal deductions and allowances.* A single tax-free allowance of BWP48,000 is incorporated into the individual tax table applicable to residents. A deduction for approved pension fund contributions is also allowed, limited to 15% of income, excluding investment income.

*Tax-free gratuities for non-citizens.* One-half of a gratuity paid to a non-citizen employee is exempt from tax if the employee has completed a two-year contract of employment and if the gratuity payment is provided for in the employment contract. For the first contract, the one-half exemption is applied up to a maximum of 25% of an individual's cumulative salary, 27.5% for the second continuous contract and 30% for the third contract and subsequent contracts.

*Business deductions.* Business expenses of sole proprietorships and partnerships are deductible to the extent incurred in producing taxable income. Resident sole proprietors and partners may take the same salary deductions as employees.

**Rates.** The following table sets forth the income tax rates for residents.

<b>Taxable income BWP</b>	<b>Tax rate %</b>	<b>Tax due BWP</b>
0 to 48,000	0	0
48,001 to 84,000	5	0 + 5% of excess over 48,000
84,001 to 120,000	12.5	1,800 + 12.5% of excess over 84,000
120,001 to 156,000	18.75	6,300 + 18.75% of excess over 120,000
Above 156,000	25	13,950 + 25% of excess over 156,000

The following table sets forth income tax rates for nonresidents.

<b>Taxable income BWP</b>	<b>Tax rate %</b>	<b>Tax due BWP</b>
0 to 84,000	5	5% of the taxable income
84,001 to 120,000	12.5	4,200 + 12.5% of excess over 84,000
120,001 to 156,000	18.75	8,700 + 18.75% of excess over 120,000
Above 156,000	25	15,450 + 25% of excess over 156,000

**Relief for losses.** Losses may be carried forward for five years on a first-in, first-out basis.

## B. Capital transfer tax

The recipient of property transferred gratuitously or by inheritance is subject to capital transfer tax. Liberal exemptions apply. For example, all transfers between spouses and the first BWP100,000 transferred by inheritance are exempt. The following rates of capital transfer tax apply to individuals.

Taxable transfer BWP	Tax rate %	Tax due %	Cumulative tax due BWP
First 100,000	2	2,000	2,000
Next 200,000	3	6,000	8,000
Next 200,000	4	8,000	16,000
Above 500,000	5	—	—

## C. Social security

Social security taxes are not levied in Botswana.

## D. Filing and payment procedures

The tax year runs from 1 July to the following 30 June. Returns are due within 90 days after the end of the tax year, unless an extension is requested. Payment is due within 30 days after assessment.

The pay-as-you-earn (PAYE) scheme covers noncash benefits, including employer-provided housing, utilities and cars.

Married persons are taxed separately.

## E. Tax treaties

Botswana has entered into double tax treaties with the following jurisdictions.

Barbados	Lesotho	Seychelles
Belgium	Luxembourg	South Africa
China Mainland	Malawi	Sweden
Czech Republic	Malta	United Arab
Eswatini	Mauritius	Emirates
France	Mozambique	United Kingdom
India	Namibia	Zambia
Ireland	Russian Federation	Zimbabwe
Kenya		

## F. Visitor visas

All foreign nationals must obtain valid entry visas to enter Botswana, with the exception of nationals from most British Commonwealth countries and from the following countries with which Botswana has entered into visa-abolition agreements.

Austria	Ireland	Samoa (Western)
Belgium	Italy	San Marino
Denmark	Japan	Spain
Finland	Liechtenstein	Sweden
France	Luxembourg	Switzerland
Germany	Mozambique	United States
Greece	Netherlands	Uruguay
Iceland	Norway	

Although Bangladesh, Ghana, India, Nigeria, Pakistan and Sri Lanka are British Commonwealth countries, their citizens must have visas to enter Botswana.

All foreign nationals may visit Botswana as visitors or tourists subject to compliance with immigration regulations. Visitors are allowed a maximum of 90-day stays within a 12-month period. On application, they may be permitted by the Chief Immigration Officer to stay longer than 90 days. The various types of visitor visas are described below.

A continuous visa authorizes the holder to enter Botswana on an unlimited number of occasions within a period of 12 months from the date the visa is issued.

A transit visa authorizes the holder to pass through Botswana in transit to other countries for the period endorsed on the visa.

An ordinary visa authorizes the holder to enter Botswana on several occasions for the periods endorsed on the visa. Normally, this visa application takes at least 21 days to be processed. The visa is usually valid for no more than three months.

The following documents are required to apply for all visitor visas:

- A valid passport
- Letter of support from the host
- Letter requesting a visitor visa

Visas are issued at the discretion of the Chief Immigration Officer.

Visitors holding all types of visas are expected to provide their own financial support.

## **G. Work permits and self-employment**

Foreign nationals may obtain work permits in Botswana. In general, the permit is granted for the requested period, up to five years. Work permits may be renewed for as long as their holders are employed. A foreign national holding a valid work permit may change employers after signing a contract with the new employer. However, his or her permit is canceled and he or she must reapply with respect to the new company. The approximate turnaround time for obtaining the outcome of a work permit application, after all appropriate documents are submitted, is 10 to 12 weeks.

Foreign nationals may be self-employed in Botswana if they hold investor work permits and residence permits. No set minimum capital investment is necessary. A work permit holder may operate any business that is not reserved for the citizens of Botswana.

## **H. Point-based system to consider applications for work and residence permits**

In April 2012, the Ministry of Labour and Home Affairs implemented a point-based system (PBS) for the assessment of applications for work and residence permits. The objective of the PBS is to assist the Ministry of Labour Home Affairs and Regional Immigrants Selection Boards in the facilitation of the inflow of foreign investment into the country and the importation of skills.

Under the PBS, points are awarded for the attributes that Botswana considers to be desirable in its immigrants.

**Employees.** The PBS awards points for employees based on the following categories:

- Age
- English language ability
- Scarce skill (as stipulated on the Skills Occupation List)
- Academic qualifications
- Professional and technical qualifications
- Affiliation to professional bodies
- Job offer in Botswana
- Residence in Botswana
- Partner skills
- Spouse of a citizen

**Investors.** The PBS awards points for investors based on the following categories:

- Business activity (should not be a reserved business activity)
- Export focus
- Use of local raw materials
- Financial investment
- Total investment (including loans)
- Proportion of Botswana employees
- Proportion of Botswana partners
- Age of investor
- English language ability
- Educational and professional qualifications (not applicable to businesses that do not require persons with professional qualifications for their operation)
- Specific work experience (dependent on number of years)
- Locality of business (rural, peri-urban or urban)
- Residence in Botswana

## I. Residence permits

The following residence permits are issued in Botswana for the specified durations:

- Business: maximum 10 years
- Employment: maximum five years, depending on the duration of the contract
- Religious work: two years
- Students: depends on the duration of the course of study
- Dependents: varies based on the sponsor's residential status
- Research permits: duration according to the period requested

The following documents are required for foreign nationals pursuing business, employment, research and religious work, and for students, immigrants and dependents:

- Completed application form
- Medical forms completed by a medical practitioner
- Valid passport
- Proof of financial means for a dependent or a student
- Proof of investment and clearance from the Ministry of Commerce and Industry for self-employed applicants
- Qualification certificates and proof of employment

The applications for work and residence permits are considered simultaneously by the Regional Immigrants Selection Boards. All permits are renewable for an additional period if the Immigration

Selection Board considers the renewal to be in the interest of Botswana.

The holder of a residence permit must take up residence in Botswana within six months after the date of approval. If he or she does not take up residence within six months, the permit may be canceled.

## **J. Family and personal considerations**

**Family members.** The working expatriate's spouse and dependents must obtain separate residence and work permits. The dependents of an expatriate do not need student visas to attend schools in Botswana.

**Driver's permits.** Foreign nationals may drive legally in Botswana using their home-country driver's licenses. However, the foreign national should apply for a Botswana driver's license, but no time period is specified for this matter.

Foreign nationals who do not hold valid foreign driver's licenses must take written and physical driving exams to obtain Botswana driver's licenses.

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*At the time of writing, the approximate exchange rate for the Brazilian real against the US dollar was BRL5.7642 = USD1.*

## A. Income tax

**Who is liable.** Residents are taxed on worldwide income. Nonresidents are taxed on Brazilian-source income only.

Under Brazilian law, source is defined according to the place where the payer is located, regardless of where the services are provided. Therefore, income paid by a Brazilian entity is considered local source, while income paid abroad is considered foreign source.

Determination of residence for tax purposes depends on which visa and resident permit an individual uses to enter the country and/or the physical presence test on entering the country.

Individuals are considered to be tax residents from the moment of arriving in Brazil if any of the following conditions are satisfied:

- They are involved in a local labor relationship.
- They hold a residence permit based on a statutory representative status.
- They hold a residence permit based on an investor status.

Other foreign nationals are taxed as nonresidents if they satisfy all the following conditions:

- They hold other types of temporary visas.
- They are not involved in a local labor relationship.
- They do not stay in Brazil for more than 183 days (consecutive or nonconsecutive) during any 12-month period.

A foreign national who remains in Brazil for longer than 183 days is subject to tax on his or her worldwide income at the progressive rates applicable to tax residents.

Before their departure from Brazil, tax residents should file the Departure Communication and the Departure Income Tax Return and obtain tax clearance to resolve their final liability for Brazilian income tax. Otherwise, these individuals may be considered resident for tax purposes, subject to Brazilian income tax on worldwide income during the 12-month period following departure. From the time the individual files under the departure process mentioned above, taxation as a nonresident applies to Brazilian-source income only.

**Income subject to tax.** The various types of income subject to tax are described below.

*Employment income.* Taxable employment income generally includes wages, salaries, and any other type of remuneration and benefits received by an employee from an employer. The treatment of employer-provided allowances varies, as described below.

Under Brazilian law, individuals are taxed under a cash-basis system. Payments from foreign sources, including bonuses or premiums related to services rendered, that are made before or after an assignment in Brazil (nontax resident period) are generally not taxable if received during a period when the individual is not a resident for tax purposes.

Reimbursements received by employees from employers for income tax liability are recognized as income on a cash basis. If employers make the income tax payments directly, the amounts paid are taxable to the employees.

Schooling allowances for an individual's family members are considered indirect salary (a fringe benefit) and are taxed accordingly. For tax purposes, no distinction is made between amounts paid directly by the company or reimbursed by the company to an employee. Moving allowances are generally not taxable if paid by the employer.

Other allowances received by expatriates for work performed, including foreign service premiums and allowances for home leave, costs of living and housing, are subject to regular taxation.

However, under the Brazilian Labor Reform (Law #13,467/17), from 2017, the regular granting of meals, housing, clothing and allowances by an employer to the employee has a new interpretation. It is not considered as part of the individual's compensation for labor law purposes, nor is it considered ordinary compensation for labor and social security charges purposes. In this sense, these amounts, although usually granted, are no longer included in the employment contract or constitute the basis of incidence of any labor charges (for example, payments to the Severance Pay Indemnity Fund [FGTS]; see next paragraph).

Employees are not taxed on obligatory monthly deposits equivalent to 8% of gross salaries that are paid by employers to the FGTS, which is administered by the government. The amounts deposited, plus interest, may be withdrawn tax-free by the employees under certain conditions, including retirement or dismissal without just cause.

In addition, an employee who is dismissed arbitrarily or without just cause is entitled to a tax-free indemnification from the employer equal to 40% of the employer's deposits in the employee's FGTS fund.

The Labor Reform introduced a significant change in the Consolidation of Labor Laws. The Labor Reform created the possibility of an employee and employer negotiating a dismissal by mutual agreement. In this case, the total indemnification decreases to 20% instead of the above-mentioned 40%, and the employee is also entitled to immediately withdraw 80% of the FGTS fund.

*Self-employment income.* Self-employed resident individuals are subject to tax on income from a trade, business or profession, in accordance with the ordinary progressive personal income tax table (see *Rates*).

*Investment income.* As of 1 January 2024, with the enactment of Law #14,754/2023 (originated from Law Project #4,173/2023), investments held abroad by individual tax residents in Brazil, such as financial investments in a broad concept, controlled companies, trusts and closed-end funds, will undergo changes in their form of taxation in Brazil. Investment income that falls under the scope this law will be taxed at a flat rate of 15%. This tax must be reported and paid annually through the individual Annual Income Tax Return (Declaração de Ajuste Anual), which is filed in the year following the receipt of the investment income. Although tax collection is annual, it is essential to calculate the tax due monthly throughout the calendar year for the purposes of the following:

- Reporting and calculating the tax due properly
- Financial planning for payment of the total tax due on an annual basis

In addition, under the new law, losses related to investments held abroad by an individual may be used to offset other gains if the losses are proven by suitable documentation and if the individual is a tax resident of Brazil. Local financial income and gains from fixed or variable interest financial investments are taxed exclusively at source. The rates vary from 15% to 22.5%, depending on the investment term. In general, financial institutions withhold the tax due and the earnings are credited net.



Net rental income and royalty income from Brazilian and foreign sources are generally included in taxable income and are taxed at the rates stated in *Rates*.

Brazilian dividends paid to nonresidents are exempt from withholding tax. Rental payments to nonresidents from Brazilian sources are subject to a 15% final withholding tax, and other payments to nonresidents from Brazilian sources are generally subject to a 25% final withholding tax, unless a lower double tax treaty rate applies. Financial investments should be analyzed on a case-by-case basis.

**Taxation of employer-provided stock options.** Employer-provided stock options are not subject to tax at the time of grant. The taxation of equity plans represents a gray area in Brazil. In general, stock options are taxable at the time of exercise. The difference between the market price and the strike price is considered a fringe benefit and is taxable as employment income at a maximum rate of 27.5%. For purposes of capital gains tax, when the employee sells the shares the cost basis is the market value of the shares at the time of exercise (the spread between the strike price and the market value has already been taxed as employment income). An important decision from the Superior Court of Justice was published in September 2024, indicating that only capital gains are due on stock options plans, provided certain criteria are met (case-by-case analysis is required). Under this scenario, for purposes of capital gain tax, when the employee sells the shares the cost basis is the exercise price paid at the time of exercise. From 1 January 2024, under Law #14,754/2023, a positive result from the sale of personal assets located outside Brazil is subject to tax at a flat rate of 15%, without exemptions. Positive foreign exchange variation computed on the gain is also subject to the 15% tax. Capital gains earned by individuals on the sale of stocks on the Brazilian market are exempt from tax if the sale proceeds are equal to or lower than BRL20,000 in the month in which the sale occurs.

**Capital gains.** Capital gains are defined as the difference between the sale price of an asset and its acquisition price.

Under Law #13,259/16, effective from 1 January 2017, gains realized on the sale of assets and rights of any nature (real estate, vehicles and shares) are subject to the following progressive tax rates.

Exceeding BRL	Not exceeding BRL	Rate %
0	5,000,000	15
5,000,000	10,000,000	17.5
10,000,000	30,000,000	20
30,000,000	—	22.5

If the sale price exceeds the abovementioned thresholds, the entire gain is taxed at the rates stated in the above capital gains table.

For the purpose of calculating and paying the monthly tax on net gains, the losses calculated on the market operations may be offset against the net gains realized in the same month or in subsequent months from other market operations.

A special exemption is granted to individuals selling their only residence if they have owned it for at least five years and if the sale price does not exceed BRL440,000. In addition, gains derived from sales of residential real properties are exempt from tax if the seller uses the proceeds from the sale to buy other residential real estate properties in Brazil within 180 days from the first contract execution date.

If the capital gain is related to investments held abroad by a Brazilian tax resident individual and falls under the scope of Law #14,754/2023, the gain will be subject to a flat tax rate of 15%, rather than the above regular capital gains rates and rules.

**Deductions.** The following are the only deductible expenses permitted when calculating monthly income tax liability:

- Social security taxes paid to Brazilian federal, state or municipal entities
- Amounts paid as alimony and pensions in accordance with a Brazilian court decree
- BRL189.59 per month for each dependent, with no limitation on the number of dependents
- Brazilian Private Pension Fund contributions (PGBL or Fapi modes only), up to 12% of gross taxable income

On the annual federal income tax return, the taxpayer may elect the standard deduction, which is 20% of taxable income up to a maximum deduction of BRL16,754.34, or may deduct the following amounts:

- Brazilian Private Pension Fund contributions (PGBL or Fapi modes only), up to 12% of gross taxable income.
- Amounts paid as alimony and pensions in accordance with a court decree.
- BRL2,275.08 for each dependent, with no limitation on the number of dependents.
- Social security taxes paid to Brazilian federal, state or municipal entities.
- Payments made by the taxpayer or a dependent for educational expenses, up to an annual limit of BRL3,561.50 for each individual.
- Payments made during the calendar year to doctors, dentists, psychologists, physiotherapists, phono-audiologists, occupational therapists and hospitals, as well as expenses for laboratory tests and X-rays, with no limit. These payments are not deductible for income tax purposes if a health plan reimburses the individual for the payments.
- Payments for medical treatment plans managed by Brazilian companies or by companies authorized to carry out activities in Brazil, as well as payments made to entities to ensure the right to either medical attention or reimbursement for medical, dental and hospital expenses.
- Contributions directly made through the income tax return to the Children's Fund or to funds controlled by municipal, state and national councils for the elderly, up to 6% of income tax due with up to 3% being used for each category.
- Contributions for three types of actions made in the previous year, which are incentives to culture (such as donations, sponsorships and contributions to the National Fund for Culture), incentives to audiovisual activity and sports incentives, up to 6% of income tax due. Under Law #11,439/2022, in the case of

sports incentives, until 2027 the contributions may be up to 7% of income tax due.

- Contributions to the National Programs for Supporting Health Care for People with Disabilities and Supporting Oncology Care. In this case, deductions are limited to 1% of the calculated income tax (not the income tax due).

Ordinarily, a dependent's medical expenses are deductible on the annual federal return. Expenses that are covered by insurance or reimbursed to the taxpayer are not deductible.

**Rates.** Federal income tax is levied on taxable income. Under Law #14,848/2024, the following tax rates apply to monthly taxable income from February 2024.

Monthly taxable income		Deductible amount BRL	Rate %
Exceeding BRL	Not exceeding BRL		
0	2,259.20	0	0
2,259.20	2,826.65	169.44	7.5
2,826.66	3,751.05	381.44	15
3,751.06	4,664.68	662.77	22.5
4,664.68	—	896.00	27.5

The following tax rates apply to monthly taxable income from May 2023 to January 2024.

Annual taxable income		Deductible amount BRL	Rate %
Exceeding BRL	Not exceeding BRL		
0	2,112.00	0	0
2,112.00	2,826.65	158.40	7.5
2,826.65	3,751.05	370.40	15
3,751.05	4,664.68	651.73	22.5
4,664.68	—	884.96	27.5

For information regarding the taxation of investment income paid to nonresidents, see *Investment income*.

**Relief for losses.** If a self-employed person's business activity shows a loss in one month, the loss may be carried forward to a later month in the same fiscal year (but not into a new year) if the proper supporting documentation is provided.

## B. Estate and gift tax

The Senate has established a maximum estate and gift tax rate of 8%. States may levy estate and gift tax on transfers of real estate by donation and inheritance at any rate, up to 8%. A rate of 4% generally applies in São Paulo. In Rio de Janeiro, the rate can vary from 4% to 8%, depending on the values involved. Resident foreigners and nonresidents are subject to this tax on assets located in Brazil only.

For transfers of property through succession, inheritance or donation, the assets may be valued at either market value or the value stated in the declaration of assets of the deceased or donor. For transfers carried out at market value, the excess of market value over the value stated in the declaration of assets is subject to income tax at the rates stated in the capital gains table (from 15% to 22.5%) in *Capital gains* in Section A.

## C. Social security

**Contributions.** All individuals earning remuneration from a Brazilian source are subject to local social security tax, which is withheld by the payer. Contributions are levied on employees at rates ranging from 8% to 14%, according to the following progressive table, depending on the level of remuneration, with a maximum required monthly contribution of BRL908.85 (for 2024).

Monthly income		Rate %
Exceeding BRL	Not exceeding BRL	
0	1,412.00	7.5
1,412.00	2,666.68	9
2,666.68	4,000.03	12
4,000.03	7,786.02	14

Employers' contributions are calculated at approximately 26.8% to 28.8% of monthly employee's gross compensation, without ceiling. These contributions consist of ordinary social security contributions (20%) plus a percentage from 1% to 3% corresponding to the risk of the activity to the health or safety of the employee and additional social security contributions known as "s" system contributions (approximately 5.8%).

Although Brazilian legislation establishes that a tax resident in Brazil is subject to the collection of tax on his or her global income, there is no express provision regarding social security and labor charges on employment-related income paid overseas (that is, the portion of split-payroll arrangements that is paid outside Brazil). Although the payment of Social Security and FGTS on the portion of the individual's remuneration paid overseas is not expressly provided, Brazilian legislation also does not exclude the incidence of such charges. According to the Labor Reform, amounts paid, even if frequently, as fringe benefits, food allowances (not covered by its payment in cash), travel expenses, premiums and bonus allowances are not part of the employee's ordinary compensation. Accordingly, the above payments might not constitute basis for the calculation of labor and social security charges.

The Greater Brazil Plan took effect in August 2011. This plan changed the pricing model of social security contributions in Brazil with respect to the part of the contribution levied by the employer. Under this plan, employers do not pay the ordinary social contribution at a rate of 20% of payroll. Instead, the social security contribution is calculated according to a flat rate applicable to the gross revenue of the company, which can vary from 1% to 2.5%, depending on the sector and the case. The reduction allowed by the Greater Brazil Plan applies only to the ordinary employer social security contribution of 20%. Law #14,973/2024 extends these actions until the end of 2024 for 17 sectors of the economy.

Self-employed individuals' contributions are calculated at a rate of 20% of base salary. The base salary is fixed by the government, and its value depends on when the self-employed individual

joined the social security system. The maximum monthly contribution for a self-employed person is BRL1,557.20 (for 2024).

**International social security agreements.** Brazil has entered into social security totalization agreements with the following jurisdictions.

Argentina	El Salvador	Mozambique
Belgium	France	Paraguay
Bolivia	Germany	Peru
Canada	Greece	Portugal
Cape Verde	India	Quebec
Chile	Italy	Spain
Ecuador	Japan	Switzerland
Colombia	Korea (South)	United States
Dominican Republic	Luxembourg	Uruguay

Brazil has also signed social security agreements with Angola, the Czech Republic, Bulgaria, Guinea-Bissau, Israel, São Tomé and Príncipe, and Timor-Leste, but the Brazilian Congress has not yet ratified these treaties. Negotiations are in progress for social security agreements with Austria, China Mainland, Sweden and Ukraine.

## D. Tax filing and payment procedures

The Brazilian tax year is the calendar year. Brazil imposes a Pay-As-You-Earn (PAYE) system. Under the PAYE system, income tax on employment-related income received by an individual through a foreign payroll should be paid on a monthly basis through a monthly income tax return commonly known as “*carneleão*.” In addition, for the portion of the compensation paid through a Brazilian payroll, taxpayers are subject to withholding income tax.

Individuals who receive income from more than one source may pay the difference between tax paid or withheld at source and their total monthly tax liability at any time during the fiscal year or when they file their annual federal returns in the year following the tax year (the deadline for filing tax returns is generally the last business day of May). The balance of tax due is payable either in a lump sum when the return is filed or in eight monthly installments. The installments are subject to interest based on a monthly rate set by the Central Bank of Brazil (approximately 1% per month). Brazilian law does not provide for extensions to file tax returns. Nonresidents are not required to file tax returns.

Income tax on foreign earnings or on earnings received from other individuals in Brazil on which no Brazilian tax is withheld at source must be paid monthly, as described above. The tax is due on the last working day of the month following the month when the income is received. Late payments are subject to penalties (at a daily rate of 0.33%, limited to 20%) and to interest (at a monthly rate of approximately 1%).

Payments from companies to self-employed persons are subject to income tax withholding at source. The payer must withhold tax at the monthly rates set forth in Section A. If the payer makes several payments to a self-employed person during a month, the tax

withheld at source must be calculated using the tax rate for the total amount paid that month.

To make monthly income tax payments, residents must register as individual income tax contributors and obtain an Individual Taxpayer Registry (Cadastro de Pessoa Física, or CPF) number. Disclosure of the CPF number is mandatory in most financial transactions.

Tax on capital gains derived from Brazil is generally not included in the total annual tax liability calculated in the annual federal income tax return. Instead, tax on capital gains is due on the last working day of the month following the month when the gain is realized. Special rules apply to gains derived from transactions on stock exchanges.

Married persons may be taxed jointly on all types of income if one spouse has no income and is listed as a dependent in the other spouse's return. In all other cases, married persons are taxed separately on all types of income.

Individuals resident or domiciled in Brazil who hold foreign assets of at least USD1 million on 31 December of the preceding year must annually declare their holdings of the following monetary assets, properties and rights to the Central Bank of Brazil:

- Foreign deposits
- Monetary loans
- Financing
- Leasing and financial leasing
- Direct investments
- Portfolio investments
- Investments involving derivative instruments
- Other investments, including real properties and other assets

The due date for the Declaration of Assets and Rights Held Abroad is 5 April of the following year. Penalties are imposed for failing to declare the required information or for submitting inaccurate declarations. Such declaration must be filed quarterly, based on the dates of 31 March, 30 June and 30 September, if the total value of the assets and other items that the declarant holds abroad is USD100 million or more on those dates.

Foreign nationals who were considered residents for tax purposes should apply under the departure process and obtain a tax clearance certificate from the Brazilian tax authorities before their definitive departure from Brazil. To obtain such certificate, individuals must file a Departure Communication and a Departure Income Tax Return covering the period of 1 January in the year of departure through the date on which the return is filed and pay all taxes due.

## **E. Double tax relief and tax treaties**

Brazil has entered into double tax treaties with the following jurisdictions.

Argentina	Italy	South Africa
Austria	Japan	Spain
Belgium	Korea (South)	Sweden
Canada	Luxembourg	Switzerland

Chile	Mexico	Trinidad
China Mainland	Netherlands	and
Czech Republic	Norway	Tobago
Denmark	Peru	Türkiye
Ecuador	Philippines	Ukraine
Finland	Portugal	Uruguay
France	Russian Federation	United Arab
Hungary	Singapore	Emirates
India	Slovak	Venezuela
Israel	Republic	

In addition, the Brazilian Federal Revenue and Customs Secretariat recognizes that although Germany, the United Kingdom and the United States have not entered into formal tax treaties with Brazil, these countries waive reciprocal tax treatment for individuals who may be subject to double taxation. As a result, tax paid in one of the countries may be offset against the tax due in the other on the same earnings if all of the following requirements are satisfied:

- Same tax nature
- Same calculation basis
- Absence of a tax refund in the future

From a Brazilian perspective, even if the above requirements are met, foreign taxes may only be offset against the *carne-leão* system (see Section D); it is not allowed to offset foreign income taxes against Brazilian payroll withholding taxation.

## **F. Visit visas (tourist or business purpose) and other types of visas**

With the exceptions for nationals of countries that border Brazil and nationals of countries that do not require visas of Brazilians, foreign nationals must obtain valid entry visas to enter Brazil.

The visa is an individual document granted by the Brazilian consulate abroad, which provides expectation of entry into Brazil. After the visa holder enters the country, the Brazilian Federal Police defines the applicable immigration situation. The validity of the visa could be up to 10 years, with a maximum stay of 90 days per entry. It can be extended for an equal period, depending on the nationality.

The resident permit is granted by the Immigration Council, and it may have a temporary or indeterminate validity. Such authorization is ratified by the Federal Police at the moment of the visa registration.

The validity of the temporary visa is unrelated to the validity of the residence permit.

**Visit visas.** Visit visas are intended for visitors who will stay for a short period of time, with no intent to establish their residence in Brazil. This visa type is aimed at those who intend to enter Brazil for the following reasons:

- Tourism
- Informative, cultural, educational or recreational activities
- Family visits
- Participation in conferences, seminars, congresses or meetings

- Prospecting of commercial opportunities, transactions or signings of contracts
- Audit or consultancy
- Acting as an aircraft or vessel crew member
- Performance of volunteer services
- News coverage and reporting filming
- Research, teaching or academic extension activities

The visit visa does not allow the immigrant to receive remuneration in Brazil, except daily allowances.

This is also the case for a business visa, which is granted to short-term visitors who visit Brazil for specific purposes (for example, attending meetings and establishing business contacts). A business visa does not permit the holder to work for any locally owned or multinational company or organization located in Brazil, nor does it permit the holder to receive any remuneration in Brazil for products or services supplied.

In all cases, immigrants must obtain residence permits (see Section G) to receive remuneration in Brazil for services provided in Brazil.

The terms of business visas vary depending on the degree of reciprocity between Brazil and the home country of a foreign national. In general, business visas are valid for up to 10 years (depending on the consulate issuing the visa) and allow various entries into the country for stays of no longer than 90 days. Business visas are renewable once each year for an additional 90 days, for a total of 180 days per year. The visa must be renewed before the expiration of the 90 days; otherwise, the holder is subject to a fine. Depending on the nationality, an individual holding a temporary business visa can stay in Brazil for up to 90 days in a six-month period.

**Other types of visas.** Visas are classified according to the purpose of the trip to Brazil, and not according to the type of passport presented. Under the new immigration law, the following types of visas are available.

*Diplomatic Visa.* Diplomatic Visas are granted to foreign officials and employees who have diplomatic status and travel to Brazil on an official mission, either on a temporary or indeterminate basis, representing foreign governments or international organizations recognized by Brazil.

*Official Visa.* Official Visas are granted to foreign administrative staff traveling to Brazil on an official mission, either on a temporary or indeterminate basis, representing foreign governments or international organizations recognized by the Brazilian government, or to foreigners traveling to Brazil under the official seal of their states.

*Courtesy Visa.* Courtesy Visas are granted to the following:

- Foreign personalities and officials on an unofficial trip to Brazil
- Spouses or partners, regardless of their gender, dependents and other family members who do not benefit from Diplomatic or Official Visa, for family reunification
- Domestic workers of foreign missions based in Brazil or of the Ministry of Foreign Affairs



- Foreign artists and sportspersons traveling to Brazil for free and primarily cultural events

*Other:* Nationals of countries that joined the Agreement on Residence for Nationals of the Mercado Comun del Cono Sur (MERCOSUR), which are Argentina, Bolivia, Chile, Colombia, Ecuador, Paraguay, Peru and Uruguay, may apply at a consular office for a temporary residence. Those who already live in Brazil can go directly to the Federal Police.

The Ministers of State for Justice and Public Security and Foreign Affairs published Ordinance No. 19, of 23 March 2021, which provides for the residence permit for immigrants who are in Brazilian territory and are nationals of a border country, if the Residence Agreement for Nationals of MERCOSUR State Parties and Associated Countries is not in force. He or she is considered a border resident, a national of a neighboring country or a stateless person who maintains his or her habitual residence in a border municipality of a neighboring country.

After two years in Brazil, foreigners holding a temporary residence permit can request residence for an indefinite period from the Federal Police. In addition, holders of certain types of work visas can request residence for an indefinite period by applying to the Immigration Council.

### **G. Temporary work permit (residence permit)**

The following types of temporary work permits are based on the characteristics of the activities that will be performed in Brazil:

- Cultural or study trip
- Artist or entertainer
- Athlete
- Student
- Professional contracted by a Brazilian company or the government
- Scientist or teacher
- Technician or other professional without a local contract with a Brazilian company
- Correspondent for newspaper, magazine, radio, television or other foreign news agency
- Religious worker

A temporary work permit is designed for immigrants who have an interest in establishing residence in Brazil. For this type of work permit, the following may be considered:

- Research, teaching or academic activities
- Health treatment
- Humanitarian sheltering
- Study
- Work, including vacation work
- Practice of religious activities
- Volunteer service
- Investment purposes (including real estate)
- Activities with economic, social, scientific, technological or cultural relevance
- Family reunion
- Retirement and/or death pension benefit
- Artistic or sports activities with a contract for a determined term

- Digital Nomad
- Nationals of Community of Portuguese Language Countries (CPLP)
- Immigrant who has completed undergraduate or *stricto sensu* postgraduate studies in Brazil and is in Brazil

Some temporary work permits may be renewable for an additional equivalent period.

To obtain temporary work permits for their expatriate employees, employers must apply for authorization from the Immigration Council. The process and documents required depend on whether the work permit is based on a service contract between a Brazilian company and a foreign company (temporary technical work permit based on Normative Resolution No. 03) or whether the work permit is for an expatriate employee of a Brazilian company under a local work contract (temporary work permit based on Normative Resolution No. 02), such as a service contract.

For a temporary technical work permit, the contractor in Brazil initiates the procedure by applying to the Immigration Council. If the application is approved, the authorization is forwarded through the Ministry of Foreign Affairs to a designated Brazilian consulate abroad, where the individual designated in the service contract requests the issuance of the visa in the passport.

To obtain a temporary residence permit for real estate investment, a foreigner must buy a real estate property located in an urban area, with a total value equal to or greater than BRL1 million. This can be achieved through either of the following:

- The acquisition of constructed real estate properties
- The acquisition of real estate properties under construction

The minimum investment value may be up to 30% lower when acquiring properties in the north and northeast regions of the country. The interested party may prove the real estate investment by acquiring more than one property as the owner, provided that the total value of all properties amounts to BRL1 million.

To obtain a temporary technical work permit under a service contract, the immigrant individual and the company must provide certain documents and information, including the technical service agreement between the companies.

To obtain a temporary work permit based on a labor contract with a Brazilian company, the individual must file proof of education and professional experience in addition to the passport. The employer in Brazil must also file certain documents with the Ministry of Justice and National Security, together with an employment contract.

The Digital Nomad Resolution was published on 9 September 2021. It regulates the concession of temporary visa and residence authorization to an immigrant with no employment relationship in Brazil, whose professional activity can be carried out remotely. This immigrant is known as a Digital Nomad.

A Digital Nomad is an immigrant who, remotely and using information and communication technologies, is able to carry out his or her work activities in Brazil, in favor of a foreign employer.

An immigrant who works, with or without an employment relationship, for a Brazilian employer or whose residence permit to carry out work in the country is regulated in another Normative Resolution of this Council is not considered a Digital Nomad.

The immigrant must apply for the Digital Nomad visa directly at the Brazilian Consulate abroad, or the immigrant who is in national territory may apply for the residence permit as provided for in this resolution to the Ministry of Justice and Public Security.

For the purpose of proving Digital Nomad status, all of the following documents must be presented:

- Declaration by the applicant attesting to the ability to carry out his or her professional activities remotely, through information and communication technologies
- Employment or service contract or other documents that prove the link with a foreign employer
- Proof of means of subsistence, from a foreign-source payer, in a monthly amount equal to or greater than USD1,500 or availability of bank funds in the minimum amount of USD18,000

Nationals of CPLP residence permits are available to highly qualified technicians, businesspeople and researchers, among others, from CPLP Member States and remain valid for up to two years. Applications for these visas will be accepted exclusively at Brazilian embassies and consulates in Angola, Cape Verde, Equatorial Guinea, Guinea-Bissau, Mozambique, Portugal, São Tomé and Príncipe and Timor-Leste, or at the Federal Police in Brazil.

To obtain a work permit based on work purposes under Normative Resolution No. 50, the immigrant must complete undergraduate or *stricto sensu* postgraduate studies in Brazil and be currently in Brazil. Accepted courses include those taken in person or in a hybrid format, provided that the evaluation was conducted in person at an accredited Brazilian institution. The majority of the course must have been completed at an accredited Brazilian institution, and the certificate or diploma must be issued by an institution accredited by the Ministry of Education. This resolution does not apply to students in the Federal Government's Undergraduate Student Agreement Program (PEC) and the University for International Integration of the Afro-Brazilian Lusophony (UNILAB), unless they have fulfilled the program's obligations in their home jurisdiction.

## **H. Residence permits for indefinite period**

Immigrant nationals who intend to establish permanent residence in Brazil may obtain residence permits for an indefinite period. This type of residence permit allows an immigrant to transfer his or her residency to Brazil for an indefinite period of time, beginning on the date on which he or she enters the country under this type of permit.

**Self-employment.** Immigrants may obtain a residence permit in Brazil as an investor to be able to be self-employed in the country. To obtain this type of residence permit, both of the following conditions must be satisfied:

- The immigrant must make a minimum investment, which is currently BRL500,000 if certain requirements are met, and register

the investment at the Central Bank of Brazil. This limit may be reduced to BRL150,000 if certain requirements are met.

- The investor must present a plan of investment and a commitment to create work positions for Brazilian nationals.

The investment amount and the number of work positions referred to above may vary, depending on the region where the company is located. In the event of the cessation of the Brazilian business, the investment may be repatriated.

**Statutory director of a Brazilian subsidiary.** If an immigrant is to be appointed as statutory director (general manager, president or member of the board) of a Brazilian subsidiary of a foreign parent company, the company must present proof of an investment of BRL600,000 registered at the Central Bank of Brazil for each immigrant administrator applying for this type of residence permit.

**Brazilian child, stable union or marriage.** Immigrants who have a Brazilian-born child, have a stable union (common law) or are married to a Brazilian citizen may apply for a residence permit for an indefinite period.

## I. Family and personal considerations

**Family members.** Spouses of expatriates may work with dependent work visas. Working expatriates must list their dependents when applying for their visas. The listed dependents require dependent permits to reside in Brazil. These permits and the main applicant's work permit are applied for together. The children of working expatriates do not require student visas to attend schools in Brazil.

All dependents are allowed to work in Brazil.

**Marital property regime.** The Brazilian Civil Code provides for the following marital property regimes:

- Community property, under which all assets and liabilities of the spouses, whether acquired before or during the marriage, are held in common. Certain exemptions apply.
- Partial community property, under which assets acquired during the marriage are held in common.
- Separate property, under which assets acquired before and during the marriage are held separately.
- Final participation in the assets, under which each spouse has his or her own wealth, and in case of divorce, the couple divides only the assets acquired during the marriage.

The above regimes apply to heterosexual and same-sex couples married under the laws of Brazil. The partial community property regime automatically applies unless the spouses elect one of the other regimes in a prenuptial agreement.

**Driver's permits.** Immigrants from countries included in the Vienna Convention may drive legally in Brazil with their home country driver's licenses for up to 180 days. They can also use an international driver's license. These licenses are usually valid for one year. To drive in Brazil after this period, immigrants must obtain a Brazilian driver's license.

**Fine and penalties.** Penalties are imposed in case of violations of the immigration rules. Breaches committed by individuals face fines ranging from BRL100 to BRL10,000 per occurrence and those that are committed by a legal entity may range from BRL1,000 to BRL1 million per breach. In the case of recurrence, these penalties may be increased from one to five times and may reach BRL5 million.

# British Virgin Islands

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## A. Payroll tax

**General.** Under the Payroll Taxes Act, 2004, corporate tax, Pay-As-You-Earn (PAYE) income tax and any other income tax payable under the Income Tax Ordinance is applied at a 0% rate. Payroll tax is imposed on the following:

- Remuneration provided in cash or in kind by employers to employees and deemed employees
- Remuneration received in cash or in kind by self-employed persons
- Any benefits received in cash or in kind by employees, deemed employees or self-employed persons as a result of his or her employment

Remuneration is defined as the payment an employee receives for services rendered to his or her employer. The first USD10,000 of earnings is exempt from payroll tax. Persons receiving remuneration from a second employment are not entitled to the exemption of USD10,000 with respect to that remuneration because the exemption is granted only once.

Employers must pay the payroll tax, regardless of whether they withhold payroll tax from employee remuneration. Employers may withhold 8% of the remuneration of an employee and pay the amount withheld together with the balance of the tax due to the Department of Inland Revenue. Employers may not withhold payroll tax from the first USD10,000 paid to an employee in a tax year.

Individuals are not subject to tax on investment income in the British Virgin Islands (BVI).

**Rates.** The applicable rate of payroll tax depends on whether the employer is classified as a Class I employer or Class II employer.

*Class I employers.* For Class I employers, which include self-employed persons, payroll tax is imposed at a rate of 10% (8% contributed by the employee and 2% contributed by the employer).

A Class I employer or self-employed person is one who meets the following conditions:

- Its annual payroll does not exceed USD150,000.
- Its annual turnover or gross receipts does not exceed USD300,000.
- The total of its employees and deemed employees does not exceed seven.

*Class II employers.* For Class II employers, which include self-employed persons, payroll tax is imposed at a rate of 14% (8% contributed by the employee and 6% contributed by the employer).

A Class II employer is an employer that does not satisfy all the requirements for qualification as a Class I employer.

## **B. Capital gains**

No tax is levied on capital gains. However, transfers of real property are subject to stamp duty at a rate of up to 4% of the sales price or market value of the property, whichever is higher. The rate of the duty is increased to 12% if the sale is made to a non-British Virgin Islander. British Virgin Islanders are persons who are born in the British Virgin Islands or who obtain “belonger” status, as defined by law.

## **C. Social security and health insurance**

**Social security.** All employers and employees must contribute to the National Insurance Scheme. The total contribution rate is 8.5%; employers pay 4.5% and employees pay 4%.

Contributions are based on the amount of weekly or monthly wages, up to maximum weekly wages of USD942.31 or to monthly wages of USD4,083.33. Consequently, the maximum annual contribution is USD2,205 for employers and USD1,960 for employees. Effective from 1 January 2025, the maximum insurable earnings will increase to a weekly maximum of USD980.77 or monthly maximum of USD4,250. This equates to a maximum annual contribution of USD2,295 for employers and USD2,040 for employees.

**Health insurance.** The National Health Insurance (NHI) regime requires employers and employees to pay 3.75% each on the employee’s monthly income. The maximum income on which NHI premiums is assessed is two times the upper wage limit for social security contributions, which equals USD8,166.67 per month. Consequently, the maximum monthly amount payable by employees and employers is USD306.25 each. Employees also must contribute an additional 3.75% on behalf of an unemployed spouse. Effective from 1 January 2025, the maximum income on which NHI premiums is assessed will be USD8,500 per month. As a result, the maximum monthly amount payable by employees and employers will be USD318.75 respectively.

## **D. Tax filing and payment procedures**

The tax year is the calendar year. Employers and self-employed persons must pay the payroll tax within 21 days after the end of each month for which the tax is due. A failure to comply with this rule results in the imposition of a penalty of 5% on the outstanding tax. The Commissioner of Inland Revenue may request that a

return of payroll or remuneration for a tax year be submitted to the Inland Revenue.

Married persons are taxed separately.

### **E. Double tax treaties**

The BVI has entered into a double tax treaty with the United Kingdom. The BVI has not entered into any other double tax treaties covering income tax.



# Brunei Darussalam

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## A. Income tax

Individuals are exempt from income tax in Brunei Darussalam.

Individuals who are partners are not subject to tax on their apportioned shares of partnership income.

## B. Capital gains

No capital gains tax is levied in Brunei Darussalam.

## C. Estate tax

No estate tax is levied in Brunei Darussalam.

## D. Social security

Brunei Darussalam does not impose social security taxes. Employees who are Bruneian citizens or permanent residents and their employers are required to make contributions to the government-run Skim Persaraan Kebangsaan (SPK) for the benefit of the employees. Employees are required to contribute a minimum rate of 8.5% of their basic salaries.

The following are the prescribed rates of contributions for employers.

### Salary group in BND

### Employer contribution rate

500.00 and below

Set as BND57.50

500.01 to 1,500.00

10.5% (minimum BND57.50)

1,500.01 to 2,800.00

9.5%

2,800.01 and above

8.5%

The employers are responsible for withholding the employees' contributions. These contributions and the employers' contributions are payable monthly by the employers to the fund. This scheme does not apply to foreign nationals who are not permanent residents.

## E. Double tax relief and tax treaties

Brunei Darussalam has entered into double tax treaties with Bahrain, Cambodia, China Mainland, the Hong Kong Special Administrative Region (SAR), Indonesia, Japan, Korea (South),

Kuwait, Laos, Luxembourg, Malaysia, Oman, Pakistan, Qatar, Singapore, the United Arab Emirates, the United Kingdom and Vietnam. In addition, Brunei Darussalam has signed tax treaties with the Philippines and Tajikistan, but these treaties have not yet been ratified.

## F. Visitor visas

In general, visitors must obtain entry visas before their visits to Brunei Darussalam. However, nationals of various countries with which Brunei Darussalam has visa arrangements are exempt from the requirement to obtain visas for visits of up to either 14 or 30 days. Visitors from the United States are exempt from the requirement to obtain visas for visits not exceeding 90 days.

Visitors to Brunei Darussalam may not take up remunerated employment during their stay in the country without the prior approval from the relevant authorities.

## G. Work visas and self-employment

Employers in Brunei Darussalam that wish to hire foreign workers are required to apply for the foreign workers' license.

As in most countries, foreign workers may be employed in Brunei Darussalam for positions that cannot first be satisfied by citizens or permanent residents of the country. Therefore, employers may sometimes be required to provide justification to support their desire to hire foreign individuals by documenting their efforts to first hire locals.

For health security reasons, all foreign individuals whose applications to work in Brunei Darussalam are approved must undergo medical screening tests conducted by the Ministry of Health. This screening is not required for their spouses and dependent children.

**Employment visas.** To work in Brunei Darussalam, foreign nationals must obtain employment visas, which are usually granted for an initial period of up to two years, and subsequently extended for two-year periods, if certain requirements are met.

The following are the procedures to hire foreign workers in Brunei Darussalam:

- The employer must apply to the Department of Labour for a foreign workers' license by submitting an online application through the National Labour Management System (NLMS). The process requires the employer to register with NLMS and submit the application together with certain documents such as a clearance letter from JobCentre Brunei, a receipt of the Employer/Employee Census Statement, an endorsement from the Employees Trust Fund application for the license, and a confirmation form of the housing and working address. The application must state the employment position and nationality of the prospective employee. It takes about 14 working days or more for a foreign workers' license to be issued.
- On the approval of the foreign workers' license, the employer is required to pay a security deposit to cover the employee's repatriation expenses. The payment can be made in the form of a banker's guarantee or an insurance guarantee.

- For the application for the employment visa, the employer must submit copies of the foreign workers' license and employee's passport to the Department of Immigration. It usually requires one to two weeks for an employment visa to be issued.
- An employment visa is initially granted on a temporary basis, usually for three months, during which the employee must undergo medical tests.
- The employer must enter into an employment contract with the employee, which must be filed with the Department of Labour.
- On expiration of the initial temporary visa, if the results of the medical tests are satisfactory, an employment visa valid for a two-year period is normally granted.
- The employee must also obtain an identity card, normally renewable every two years, which is issued by the Department of Immigration.
- The Department of Labour will conduct a mandatory inspection three to six months after the foreign workers' license approval.

The applicant may not undertake employment in Brunei Darussalam until the employment visa is granted. He or she is required to be in the country when the application for an employment visa is made with the Department of Immigration.

**Self-employment.** Self-employed foreign nationals, who are professionals, including doctors, dental surgeons, lawyers, accountants, architects and consulting engineers, may set up practices in Brunei Darussalam. Before applying for an employment visa, however, the professional must apply for a practicing license from the relevant government ministry. Applications are considered on a case-by-case basis.

## H. Permanent residence visas

Brunei Darussalam has a restrictive policy on granting visas to foreign nationals wishing to take up permanent residence. Applications are usually turned down unless the foreign individual has a business or is a professional, has sufficient assets in Brunei Darussalam and has resided or been working in the country for at least 20 years, in which case the application may be considered. A foreign individual married to a Brunei Darussalam national may apply for a permanent residence visa under certain conditions.

## I. Family and personal considerations

**Family members.** The spouse and dependent children of a foreign national working in Brunei Darussalam generally are not permitted to engage in any form of remunerated employment in Brunei Darussalam. If they wish to work, they must qualify independently for employment visas.

Student passes are required for dependent children and are processed in Brunei Darussalam. The International School Brunei and Jerudong International School, whose curricula are generally based on the British system, are available for expatriate children.

**Driver's permits.** Holders of a valid driving license obtained in other countries are usually permitted to drive in Brunei Darussalam for a limited period.

A holder of a foreign driver's license who wishes to obtain a Brunei Darussalam license may apply to the Department of Land Transport for exemption from having to take a full driving test. Full or partial exemption may be granted, depending on how long the applicant has had a valid license and on the country that issued the applicant's license.

If no license is held, a full driving test, which includes both written and practical examinations, must be taken. Applicants are advised to seek professional help from driving schools because the administrative and application procedures may be complicated and the waiting time for a driving test appointment may take up to three months.

# Bulgaria

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## A. Income tax

### Who is liable

*Territoriality.* Individuals who are tax residents in Bulgaria are subject to income tax on their worldwide income. Individuals who are nonresidents for tax purposes are subject to income tax on their income from a source in Bulgaria.

*Definition of tax resident.* An individual is considered a tax resident for a calendar tax year if he or she satisfies either of the following conditions:

- On any day in that year, he or she has spent more than 183 days in Bulgaria in the previous 12 months.
- His or her center of vital interests is considered to be in Bulgaria.

Days of entry and departure count as days of presence in Bulgaria.

The center of vital interests is considered to be in Bulgaria if the individual's personal and economic interests are tightly connected to Bulgaria based on actual facts and circumstances such as family residence, real estate owned or place of work.

Tax residence status is determined for the entire tax year, which coincides with the calendar year.

### Income subject to tax

*Employment income.* Employed individuals are subject to income tax on remuneration (money or benefits in kind) paid or provided by or on behalf of an employer. Income derived from employment activities performed in Bulgaria has a Bulgarian source. The following employment income is exempt from tax:

- The amount of per diems received by an outbound employee of a Bulgarian employer that are related to business trips within Bulgaria and abroad up to double the statutory amounts determined by law if the trip does not constitute posting in line with the European Union (EU) rules on posted workers
- Travel and accommodation expenses relating to business trips covered by supporting documentation
- Certain social benefits provided by and taxed at the level of the employer

Employer-provided share units or options are taxed as employment income at the time of the transfer of the shares.

Private use of company assets is also considered employment income and can be reported either at the individual or company level, at the option of the employer. The employer must apply the chosen reporting with respect to all employees and cannot apply different reporting regimes for different employees.

*Self-employment and business income.* Self-employment and business income is income derived from professional services and business activities, such as the following:

- Income from activity as a sole entrepreneur
- Copyright royalties
- Agricultural income
- Forestry income
- Earnings from other self-employment and non-employment activities

A fixed deduction of 25%, 40% or 60% of gross revenue applies, depending on the type of activity, with the exception of sole entrepreneurs, who may deduct the actual expenses of the business.

*Interest income.* Interest income is taxable at a rate of 10%.

*Directors' fees.* Management income, including directors' fees, paid to residents is taxed as employment income. Any deductions that may be applied to residents may be claimed by nonresidents who are residents of EU countries and countries of the European Economic Area (EEA) through the filing of an annual tax return (see Section D).

*Other income.* A fixed deduction equal to 10% of revenue applies when determining the taxable rental income of residents. Nonresidents who are residents of other EU countries and countries of the EEA may apply the same deduction through the filing of an annual tax return (see Section D).

Payments for rights, damages and indemnities to residents in low-tax jurisdictions are subject to withholding tax at a rate of 10%.

Dividends and liquidation proceeds from participations in the profits of Bulgarian entities are considered Bulgarian-source taxable income. Foreign-source dividend income derived by Bulgarian tax residents is also taxable in Bulgaria at a rate of 5%.

### **Capital gains**

*Shares.* Income derived from the sale of shares and other financial assets is taxable if a gain has been realized. Gains on disposals of securities traded through the Bulgarian or an EU/EEA stock exchange are exempt from tax.

The taxable gain is the positive difference between the total amount of profits realized during the year less the total amount of losses during the year, both determined for each transaction. A fixed deduction of 10% of the taxable gain applies.

*Non-monetary contributions to the capital of a company.* For non-monetary contributions to the capital of a company, no tax is levied at the moment the contribution is made. However, if the

contribution is subsequently sold, followed by a reduction in capital and payment to the shareholder, the realized gain is taxable at the individual level.

*Real estate.* Bulgarian and EU/EEA tax residents are not subject to tax on a gain derived from the disposal of one principal private residence in a year if the residence has been owned for at least three years. Such residents are also exempt from tax on gains derived from up to two other real estate properties if the properties have been owned for at least five years.

A fixed deduction of 10% of the taxable gain (sales price minus purchase price) on the disposal of real estate applies.

**Exempt income.** Income from scholarships, pensions derived from compulsory social security schemes in Bulgaria and abroad, alimony and certain insurance payments are not taxable.

**Deductions.** Individuals may claim deductions only if they have no outstanding public liabilities subject to public enforcement at the time of claiming the deduction.

*Donations.* Gifts and donations to Bulgarian and similar EU/EEA charitable institutions and other welfare institutions are deductible up to 5% of the annual tax base. A deduction of up to 50% applies to gifts and donations to special funds for children's medical treatment and assisted reproduction.

*Child benefits.* Bulgarian and EU/EEA tax residents may now deduct BGN200 per child from their annual tax base for up to three minor children. A deduction of BGN2,000 from the annual tax base is also available for taking care of a child with disabilities. Only one of the parents or legal guardians can benefit from these deductions. For 2024, the amount of the benefit that may be deducted from the annual tax base is increased to BGN6,000 per child for up to three minor children and the amount of the deduction for taking care of a child with disabilities is increased to BGN12,000. The benefit may be deducted by the employer on a monthly basis.

*Mortgage interest.* Interest paid on the first BGN100,000 of a mortgage loan is tax deductible for married couples if all of the following conditions are satisfied:

- The taxpayer or his or her spouse was below the age of 35 when the mortgage agreement was concluded.
- The mortgage loan contract entered into force after the date of the marriage.
- The real estate subject to the mortgage is the only residential property owned by the family.

This deduction is also available to nonresidents from other EU/EEA countries.

*Mandatory social security and health insurance contributions.* Social security and health insurance contributions made by individuals to mandatory Bulgarian and EU/EEA systems, or mandatory systems of countries with which a totalization agreement is available, are deductible for tax purposes. Official documentation from the social security institution must be presented as proof for the paid contributions. The deduction can be applied on a monthly or on an annual basis.

*Voluntary social security contributions.* Deductions equaling up to 10% of the tax base may be claimed for voluntary pension contributions by individuals. In addition, deductions equaling up to 10% of the tax base may be claimed for voluntary health and life insurance contributions made by individuals to Bulgarian or EU/EEA authorized funds.

*Deduction for cashless payments.* A deduction of 1% of the tax due (but no more than BGN500) may be claimed by individuals who have received 100% of their income into their bank accounts and have spent at least 80% of it by making cashless payments.

*Deduction for repairing or improvement of residential property.* A deduction amounting up to BGN2,000 from the annual tax base for property repairing or improvement applies if the residential property is in Bulgaria, if the beneficiary is the owner of the property and if the improvement or repair has been done by Bulgarian or EU/EEA residents. Only expenditures for labor are deductible, not equipment or construction materials.

**Tax rates.** The rate of income tax is a flat 10%, except for dividend income, which is taxed at a rate of 5%, and the income of sole entrepreneurs, which is taxed at a rate of 15%.

## B. Inheritance and gift taxes

Inheritance tax is levied on all property located in Bulgaria and is paid by the recipient. Property located outside Bulgaria that is owned by Bulgarian citizens is also subject to inheritance tax. Spouses, parents and more remote ancestors and direct descendants are not subject to inheritance tax. The following flat rates apply for determining the inheritance tax for other heirs:

- For brothers, sisters and their children, the tax rate ranges from 0.4% to 0.8% (determined by the local Municipal Council of the last permanent residence of the deceased) for an inheritance share over BGN250,000
- For other heirs subject to inheritance tax, the tax rate ranges from 3.3% to 6.6% (determined by the local Municipal Council of the last permanent residence of the deceased) for an inheritance share over BGN250,000

Property acquired as a gift is taxable unless the gift is given by a spouse or the gift is made between descendants. The tax base is the value of the property at the moment of transfer determined by the tax authorities or the Municipal Council. The applicable rates vary by location and type of property.

## C. Social security

**Contributions.** Different social security regimes apply to employees and self-employed individuals. Social security contributions payable by self-employed individuals vary depending on the individual's activity.

Individuals performing working activities in Bulgaria are subject to Bulgarian mandatory social security contributions unless an exemption is provided. Labor is divided into three categories, depending on the characteristics of the work performed. Professions involving harmful or risky conditions are included in the



first or second category. The following table provides the rates effective from 1 January 2021 for contributions payable by employers and employees with respect to employees in the third labor category (normal work conditions) who were born after 1 January 1960 and work under employment contracts governed by the Labor Code.

	Employer's share (%)	Employee's share (%)	Total (%)
Pension Fund	8.22	6.58	14.8
Illness and Maternity Fund	2.1	1.4	3.5
Accident and Occupational Disease Fund	0.4 to 1.1*	0	0.4 to 1.1
Additional mandatory social insurance for individuals born on or after 1 January 1960	2.8	2.2	5
Unemployment Fund	0.6	0.4	1
Health insurance	4.8	3.2	8

\* The percentage depends on the category of basic economic activities into which the company falls.

The monthly social security base is capped at BGN3,750.

**Coverage.** Employees working in Bulgaria under an employment contract are covered under all of the social security funds, as well as the Pension Fund. Third-country nationals with long-term residence permits (non-Bulgarian and non-EU/EEA/Swiss) are not subject to the health insurance system.

The following exceptions apply:

- EU Blue card holders are subject to the Bulgarian health insurance system.
- Citizens of Albania, Montenegro, North Macedonia and Serbia are subject to the Bulgarian health insurance system.

Sole entrepreneurs and freelancers insure themselves by paying contributions on a level of monthly income selected by them of at least BGN933. For these individuals, the annual amount of social security and health insurance contributions is recalculated at the end of the year based on actual annual income received, up to a maximum of BGN45,000. The rate of the contribution is 27.8% or 31.3%, depending on the scope of coverage desired.

**Exemption.** Exemption from paying social security contributions in Bulgaria may apply under the provisions of EU Regulation 883/2004 or a bilateral social security agreement, including the EU/UK social security protocol. Bulgaria has entered into bilateral social security agreements with the following jurisdictions.

Albania	Korea (South)	Russian
Azerbaijan (a)	Libya	Federation
Bosnia and Herzegovina	Moldova	Serbia
Brazil (b)	Montenegro	Tunisia
Canada	Morocco (b)	Türkiye (a)
Israel	North Macedonia	Ukraine
	Quebec	

(a) This agreement has a limited scope of applicability.

(b) This agreement has been ratified and is pending entry into force.

## D. Tax filing and payment procedures

### Payment of tax

*Employment income.* An advance tax payment on employment income is due on a monthly basis. The employer withholds advance tax from the salary payment and must remit and report it to the tax authorities by the 25th day of the month following the month of payment of the income. A tax rate of 10% is applied to the tax base.

*Self-employment and business income.* Self-employed individuals must pay advance tax of 10% by the end of the month following the quarter of the earning of the income.

Advance tax of 15% applies to income derived from activities of sole entrepreneurs under the provisions of the Corporate Tax Act.

*Directors' fees.* Management income is treated as employment income if derived by residents. If nonresidents derive management income with a Bulgarian source that is earned without a fixed base in Bulgaria, it is subject to 10% withholding tax. Management income earned from a fixed place of business outside Bulgaria is specifically distinguished from employment income.

*Rental income.* Rental income is subject to a 10% tax. This tax must be withheld and reported on a quarterly basis by the tenant if the tenant is an enterprise or a freelancer. For foreign entities or freelancers who do not have Bulgarian reporting obligations, the reporting must be done by the recipients of the income.

*Interest income.* Interest income is taxable at 10% on an annual basis. Withholding tax at a rate of 10% applies to nonresidents.

*Dividend income.* A 5% withholding tax applies to income from dividends and liquidation distributions received from resident entities.

*Capital gains.* A tax rate of 10% applies to capital gains, which are reported in annual tax returns for residents and quarterly tax returns for nonresidents. A fixed deduction of 10% of the taxable gain applies.

**Harmonization.** Nonresidents who are residents of EU countries or countries of the EEA may apply the same deductions applicable for residents and claim the refund of the excess tax withheld or paid in advance through the filing of an annual tax return.

### Tax returns

*Quarterly tax returns.* Certain types of income are subject to quarterly tax payment and reporting by both residents and nonresidents.

*Annual tax returns.* Annual tax returns must be filed and the balance of tax due must be paid by 30 April of the year following the tax year. Extensions are not possible. Registered self-employed individuals must file annual tax returns electronically. The submission must be completed on the National Revenue Agency website via a Personal Identification Code. Tax return filing requirements do not apply to individuals who receive only employment income during the year if they have no outstanding

tax liabilities and do not use tax relief. Individuals may benefit from this exception even if they have no employer on 31 December 2023 or their employer does not perform an annual reconciliation. Heirs may file a tax return on behalf of the deceased after the statutory deadline but no later than six months following the opening of the estate.

Employers have an annual obligation to report all employment income processed through payroll through the filing of an electronic reporting form with the National Revenue Agency by 28 February of the following year. In addition, employers have the obligation to report employment income paid to Bulgarian tax nonresidents who are tax residents in another EU state by 30 April of the following year.

**Discount.** The Bulgarian income tax law provides for a 5% discount on the balance between the total annual tax liability (but no more than BGN500) and the advance tax payments made throughout the year if the following conditions are satisfied:

- The individual has no other outstanding public liabilities subject to public enforcement.
- The tax return is filed online by 31 March of the following year.
- The tax is paid by 31 March of the following year.

**Penalties.** Late filings and tax payments result in administrative fines and penalties.

## E. Double tax treaties

The double tax treaties recently entered into by Bulgaria closely follow the Organisation for Economic Co-operation and Development (OECD) model treaty. Bulgaria has entered into double tax treaties with the following jurisdictions.

Albania	Ireland	Russian
Algeria	Israel	Federation
Armenia	Italy	Saudi Arabia
Austria	Japan	Serbia
Azerbaijan	Jordan	Singapore
Bahrain	Kazakhstan	Slovak
Belarus	Korea (North)	Republic
Belgium	Korea (South)	Slovenia
Canada	Kuwait	South Africa
China Mainland	Latvia	Spain
Croatia	Lebanon	Sweden
Cyprus	Lithuania	Switzerland
Czech Republic	Luxembourg	Syria
Denmark	Malta	Thailand
Egypt	Moldova	Türkiye
Estonia	Mongolia	Ukraine
Finland	Morocco	United Arab
France	Netherlands	Emirates
Georgia	North Macedonia	United Kingdom
Germany	Norway	United States
Greece	Pakistan	Uzbekistan
Hungary	Poland	Vietnam
India	Portugal	Yugoslavia*
Indonesia	Qatar	Zimbabwe
Iran	Romania	

\* The treaty applies to Bosnia and Herzegovina, Montenegro and Serbia.

## F. Entry and visa requirements

**EU nationals, citizens of EEA Member States and citizens of Switzerland.** EU nationals, citizens of EEA Member States and citizens of Switzerland may benefit fully from the right of free movement. They may enter Bulgaria based on a valid identification card or international passport and reside freely in the country. Individuals who intend to spend more than three months in Bulgaria should register with the Bulgarian Immigration Office. A long-term residence certificate is obtained through this registration.

**Other nationals enjoying a visa-free regime.** Nationals of countries under Annex II of Council Regulation 539/2001, as well as holders of Schengen visas and residence permits issued by Schengen countries, Liechtenstein and Switzerland, are not required to obtain visas. They may stay in Bulgaria for up to 90 days within each six-month period, counting from the date of the first entry into Bulgaria. These individuals are required to possess valid international passports to enter the country. If they intend to work or engage in self-employment activities in Bulgaria, they are subject to the same regime as citizens of non-preferred countries.

Holders of valid residence cards issued by other EU Member States are not subject to visa requirements for Bulgaria.

**Citizens of non-preferred countries.** Citizens of non-preferred countries (countries whose nationals are not subject to a visa-free regime) need a valid international passport and a Bulgarian visa to enter the country. Citizens of some non-preferred countries may require a Type C visa to travel through the country or an air transit visa to stay in the international transit zone of a Bulgarian airport.

**Visas.** Visas are issued by the Bulgarian diplomatic and consular offices abroad. The following are the types of visas:

- Type A: air transit visa.
- Type C: short-term visa for a total stay of up to 90 days during a six-month period beginning from the date of first entry. A Type C visa may be issued for tourist or business purposes. The Type C visa can be a single- or multiple-entry visa.
- Type D: long-term visa for a total stay of up to 180 days. The Type D visa is also a prerequisite for a long-term residence permit. In exceptional cases, a Type D visa may be issued for a period of 360 days, such as for seconded personnel of an employer certified in accordance with the International Investments Act. The Type D visa also allows multiple entries into Bulgaria.

## G. Work permits, EU Blue Cards and self-employment

**EU nationals, citizens of EEA Member States and citizens of Switzerland.** EU nationals, citizens of EEA Member States and citizens of Switzerland enjoy the right of free movement within the EU. They do not need to obtain a work permit or register with the Employment Agency to work or engage in self-employment activities in Bulgaria.

**Individuals enjoying preferential treatment.** The following individuals do not need a work permit to work in Bulgaria:

- Permanent or long-term residence permit holders

- Family members of EU, EEA and Swiss nationals
- Individuals granted asylum or humanitarian status
- Individuals to whom the provisions of an international agreement apply

**Other nationals.** Individuals not enjoying preferential treatment who intend to work in the country under a local employment contract or under the terms of a secondment or intercorporate transfer must obtain a work permit from the Employment Agency by submitting an application form for initiating the respective immigration procedure to the immigration office. The immigration office distributes the documents received internally to various institutions, including, among others, the Employment Agency and Ministry of Foreign Affairs.

Foreign companies posting employees to Bulgaria have an obligation to notify in advance the Labor Inspectorate of each posting and to appoint a representative in Bulgaria.

Applications for work permits are submitted by the Bulgarian entity that would employ or host the third-country nationals. For certain procedures, applications can be submitted personally by foreign nationals if they already have valid long-term residence permits in the country. Individuals who obtain work permits are authorized to work only for that employer.

Work permits are issued to foreign nationals who possess proper education, special skills or professional experience, suitable to the position they intend to take. In some cases, the Bulgarian employer must perform a labor market test to establish the lack of Bulgarians and individuals enjoying preferential treatment who are suitable for the position. The market test requirement can be avoided under specific circumstances.

The number of non-EU nationals employed by a company may not exceed 20% (for large enterprises) or 35% (for small and medium-sized enterprises) of the average number of Bulgarian nationals and individuals enjoying preferential treatment that were employed by the company in the preceding year. The ratio of foreign to local employees does not apply in cases of applications for EU Blue Cards, work permits based on secondments or intercorporate transfers.

The term of validity of the standard work permit is up to one year and may be renewed each year (for up to three years). In general, non-EU nationals may not reside in Bulgaria while their work permit application is being processed.

Highly qualified foreign employees can be granted EU Blue Cards subject to prior approval by the Employment Agency. A Bulgarian employer is not required to conduct a labor market test to establish the lack of Bulgarians who are suitable for the position. An EU Blue Card allows its holder to work and reside in Bulgaria for up to five years.

Foreign nationals intending to perform self-employment activities in Bulgaria should apply for a permit before entering the country.

## H. Residence certificates and permits

**Residence certificates.** Residence certificates are issued to EU, EEA and Swiss nationals who intend to reside in Bulgaria for a period exceeding three months. Long-term and permanent residence certificates may be issued.

A long-term residence certificate is issued for a term of up to five years. To obtain a residence certificate, an EU, EEA or Swiss national must present evidence of sufficient funds, accommodation and health insurance. Residence certificates are also granted to such nationals who are employed by a Bulgarian employer or are enrolled in a Bulgarian educational institution. EU, EEA or Swiss nationals who hold a residence certificate may apply for a biometric residence certificate card.

EU, EEA or Swiss nationals may apply for permanent residence certificates if they have resided legally in Bulgaria for longer than five years. The granting of a permanent residence certificate is subject to some additional conditions. The term of a permanent residence certificate is indefinite, subject to the renewal of the issued identification card each 10 years, similar to the standard process for the renewal of identification documents for Bulgarian citizens.

**Residence permits.** Residence permits may be issued to non-EU nationals who have entered Bulgaria with a Type D visa.

Prolonged residence permits are generally issued for a stay of up to one year, most often on the basis of employment, study, marriage or a management agreement. Depending on the grounds for application, the non-EU national must present a specific set of documents to the Immigration Office.

Non-EU nationals, who have legally and continuously resided in Bulgaria for the preceding five years, can acquire permanent resident status. Holders of permanent resident status enjoy equal treatment with Bulgarians with respect to access to work and self-employed activities and certain other matters.

Permanent residence permits are issued for an indefinite period. Permission for a permanent stay is also granted to foreign nationals who have a substantial link to Bulgaria, such as the following:

- They have been married to a Bulgarian national for more than five years.
- They are of Bulgarian origin.
- They have made a large investment in the country.

**Investors.** Long-term and permanent residence permits can be obtained based on investment in Bulgaria. For long-term residence permits, an additional requirement is that the foreigner must settle in Bulgaria. Greater investments must be made to obtain a permanent residence permit without settling in Bulgaria. A family member of a permanent resident based on investment can also obtain a permanent residence permit for the same period as the initial holder's residence. Local legislation provides opportunities for an individual and his or her family members to obtain Bulgarian citizenship based on an investment even though the investor does not have knowledge of Bulgarian and maintains other citizenships.

## I. Family and personal considerations

### Family members

*Family members of EU, EEA or Swiss nationals.* Family members of EU, EEA or Swiss nationals who are not citizens of EU Member States themselves can benefit from the right of free movement within the EU. They do not need a work permit to begin an employment relationship in Bulgaria. However, they need to register their employment with the Employment Agency. They may enter Bulgaria with an international passport and, if required as a result of their nationality, a visa. They can apply for a long-term residence permit on the grounds of their family relationship with an EU, EEA or Swiss national. The term of validity of a residence permit of a family member depends on the term of residency of the EU, EEA or Swiss national whom the family member is accompanying. However, the term cannot exceed five years.

*Family members of non-EU, EEA or Swiss nationals.* Family members of non-EU, EEA or Swiss nationals must have separate permits to reside in Bulgaria. They can apply for a residence permit on completion of a family reunion immigration procedure on the grounds of their family relationship with Bulgarian residence permit holders. The term of validity of their residence permits depends on the term of the residence permits granted to the non-EU, EEA or Swiss nationals whom they are accompanying.

They should apply independently for their own work permits if they wish to take up employment in Bulgaria.

Family members of an EU Blue Card holder can acquire a derivative residence permit for the period of validity of the EU Blue card. Family members of a foreigner with permanent resident status can acquire a Bulgarian residence permit for up to one year with an option for an extension.

**Marital property regime.** Married couples whose marital relationships are governed by Bulgarian law may choose between a community property regime or separation of assets regime. They may also choose to govern their relationship through a written marriage agreement.

The default regime is community property, under which all property acquired during marriage, except by gift or inheritance, is community property. However, on termination of the marriage each spouse is solely entitled to the property he or she brought to the marriage.

Under the separation of assets regime all property acquired during marriage belongs to the acquirer. On termination of the marriage, one spouse can claim part of the property that the other spouse acquired with his or her assistance.

**Forced heirship.** Bulgarian succession legislation provides for a “reserved part right” that entitles close relatives (surviving spouse, descendants and parents) to inherit a reserved part of an estate, regardless of the provisions of a will. The rules apply to the estate of a Bulgarian citizen or to property located in Bulgaria.

**Driver's permits.** Foreign nationals, who reside in Bulgaria and have a valid driver's license issued by EU or EEA Member States or Switzerland, may drive legally in Bulgaria. Holders of licenses issued by other states that signed the Vienna Convention for Traffic Rules may drive legally in Bulgaria for up to one year.



# Cambodia

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## A. Income tax

**Who is liable.** Cambodian resident and nonresident individuals are subject to Tax on Salary (ToS) on income from their employment activities and withholding tax on certain types of income. Resident individuals are subject to ToS on their worldwide employment income, while nonresident individuals are subject to tax on their Cambodian-source employment income only. For withholding tax rates, see the sections below.

For tax purposes, an individual is considered to be a resident if he or she has his or her residence or his or her principal place of abode in Cambodia or if he or she is present in Cambodia for more than 182 days in any period of 12 months ending in the current tax year.

### Income subject to tax

*Employment income.* The taxation of the various types of employment income is described below.

ToS applies to employment income, which includes salary, remuneration, wages, bonus, overtime compensation and fringe benefits. Salary from employment activities advances and loans are taxable, except as provided below. Taxable salary consists of all payments in cash or in kind except payments classified as fringe benefits. Fringe benefits are subject to a separate tax regime called the Tax on Fringe Benefits (ToFB; see *Tax on Fringe Benefits*).

Salary and fringe benefits received in foreign currency are converted to Cambodian riel in calculating taxable income.

The following categories of employment income are exempt from tax:

- Reimbursement of employment-related expenses
- Indemnity for a layoff within the limit provided in the Labor Law
- Additional remuneration with social characteristics as indicated in the Labor Law

- Flat allowance for mission and travel expenses (per diem for field work done by employees)
- Allowances for special uniforms or professional equipment
- Salaries of members of the National Assembly and Senate, and employees of approved diplomatic and international aid organizations

*Self-employment and investment income.* The following table provides the progressive tax rates for profits realized by individuals, sole proprietors and members of a partnerships that are not classified as legal persons.

Annual taxable profit		Rate %
Exceeding KHR	Not exceeding KHR	
0	18,000,000	0
18,000,000	24,000,000	5
24,000,000	102,000,000	10
102,000,000	150,000,000	15
150,000,000	—	20

Currently, no procedure exists for individuals to report income tax on their income. As a result, the tax authority does not collect income tax based on the above table. Tax on individuals' income is collected only through withholding tax.

Withholding tax is imposed on resident individuals at the following rates:

- Services (except payments to a real regime [self-assessment] taxpayer with a valid value-added tax [VAT] invoice or payments less than KHR50,000): 15%
- Royalties (except payments to a real regime taxpayer with a VAT invoice for shrink-wrap software, site license, downloadable software and software bundled with computer hardware): 15%
- Interest income: 4% (non-fixed term deposits at domestic banks), 6% (fixed term deposits at domestic banks) and 15% (paid by resident taxpayers except domestic banks)
- Rental income: 10% (except payments to real regime taxpayer with a valid VAT invoice)

Withholding tax at a rate of 14% applies to all payments of Cambodian-source income by a resident or permanent establishment of a nonresident to a nonresident (except premiums with respect to the reinsurance of property or other risks in Cambodia).

**Capital gains.** Effective from 1 January 2025, capital gains are taxed at a flat rate of 20%. Capital gains refer to taxable income resulting from the revenue received from the sale or transfer of capital less allowable expenses. Capital gains tax is applicable to resident physical persons and nonresident taxpayers, which can be a physical person or a legal entity.

**Deductions.** An allowance for a spouse and minor dependent children in the amount of KHR150,000 per person per month is deductible from taxable salary.

**Rates.** The employer must withhold ToS from Cambodian residents. ToS is imposed at progressive rates ranging from 0% to

20%. A flat rate of 20% applies to nonresidents. The following table presents the ToS rates imposed on the monthly taxable salary of residents from 1 January 2023.

Monthly taxable salary		Rate %
Exceeding KHR	Not exceeding KHR	
0	1,500,000	0
1,500,000	2,000,000	5
2,000,000	8,500,000	10
8,500,000	12,500,000	15
12,500,000	—	20

**Tax on Fringe Benefits.** The Tax on Fringe Benefits (ToFB) is imposed on taxable fringe benefits provided by an employer in cash or in kind, including the providing of, among other items, private use of vehicles, accommodation, food, utilities, household personnel, low-interest loans, discounted sales, educational assistance to employees and their children (except for employment-related training to employees), insurance premiums, unnecessary or unreasonable payments, social security and pension contributions in excess of the levels provided by the Labor Law, entertainment or amusement, and provision of shares.

The ToFB is borne by the beneficiary. Fringe benefits are taxable at a rate of 20% of the total value of the benefit provided. In determining the tax payable, the tax base equals the fair market value of the fringe benefit and any other applicable taxes.

Effective from 6 October 2016, the following allowances received by employees and workers for the performance of their employment activities are not subject to ToFB:

- Travel allowances from home to workplace or factory and from workplace or factory to home, and provision of accommodation or a dormitory in the factory in accordance with the Labor Law
- Food allowances provided to all employees and workers regardless of job classification and function (including overtime meals)
- Contributions to the Social Security Fund within the limit provided under the law (see Section C)
- Life and health insurance premiums provided to all employees regardless of job classification and function
- Infant allowances or nursery expenses as stipulated in the Labor Law
- Severance pay for the termination of a contract or indemnity for a layoff within the limit of the Labor Law

However, to claim the above exemptions, the employer must inform the tax authority about its allowance policy.

## B. Other taxes

Net worth, gift, inheritance and estate taxes are not imposed in Cambodia.

## C. Social security

The two types of social security schemes in Cambodia are pension and occupational risks. The contribution for the occupational risks scheme consists of an occupational risk contribution

(ORC) and a health care contribution (HCC). The occupational risks scheme and pension scheme are currently being applied. The pension scheme was implemented on 1 October 2022.

The ORC covers work-related accidents, accidents commuting between home and the workplace and other occupational diseases. The HCC covers health problems. All employers must register with the National Social Security Fund and make an ORC of 0.8% and HCC of 2.6% of the monthly average wages of the employees. The maximum monthly average wage per employee is KHR1,200,000, and the minimum monthly average wage per employee is KHR400,000. As a result, the maximum ORC per employee is approximately KHR9,600 (0.8% of KHR1,200,000), and the HCC per employee is approximately KHR31,200 (2.6% of KHR1,200,000).

The ORC and HCC are not refundable.

The pension contribution covers old-age pension, disability pension, funeral allowance and survivor's pension. It is paid jointly between the employer and employee at the following rates:

- 4% (employer: 2% and employee: 2%) during the first five years (October 2022 to September 2027)
- 8% (employer: 4% and employee: 4%) in the next five years (October 2027 to September 2032)
- 10.75% (employer: 5.375% and employee 5.375%) in the next 10 years (October 2032 to September 2042)
- 2.75% in addition in every further 10 years

This pension contribution is compulsory, but employees can also volunteer to contribute additional pension payments (that is, voluntary pension contributions).

The pension is refundable at the age of 60.

#### **D. Tax filing and payment procedures**

Employees and other individuals are not required to file ToS/ToFB and withholding tax returns with the tax authority. Employers and withholding agents must withhold ToS/ToFB and other income taxes from employees and other individuals before making payments. They must file monthly ToS/ToFB and withholding tax returns and remit the taxes to the tax authority on behalf of employees and other individuals.

If an employer resides outside Cambodia, it can appoint a fiscal representative (a local registered company) in Cambodia to be in charge of withholding the ToS/ToFB (before making the salary payment to employees) and remitting the ToS/ToFB to the Cambodian tax authority on its behalf. If no withholding of the ToS/ToFB is made, the fiscal representative appointed by the foreign employer is held responsible under Cambodian law.

Effective from January 2021, the ToS/ToFB and withholding tax return must be filed and the amount of tax must be paid to the tax authority through the tax authority's e-filing system by the 25th of the following month and by the 20th day of the following month for manual filing.

Cambodia does not require the filing of an annual ToS/ToFB or personal income tax return.

## E. Double tax relief and tax treaties

**Relief for foreign taxes.** A resident person who receives foreign-source salary and who pays taxes according to the foreign tax law receives a tax credit against the ToS/ToFB if supporting documents are available.

**Tax treaties.** To date, Cambodia has entered into tax treaties with Brunei Darussalam, China Mainland, the Hong Kong Special Administrative Region (SAR), Indonesia, Korea (South), the Macau SAR, Malaysia, Singapore, Thailand and Vietnam.

## F. Entry visas

Foreign nationals of most countries must obtain valid entry visas to enter Cambodia. However, this requirement does not apply to nationals of the member countries of the Association of Southeast Asian Nations (ASEAN) such as Brunei Darussalam, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand and Vietnam.

Cambodia has several types of entry visas, including business (Category E), tourism (Category T) and diplomatic missions (Category A). The duration of a single-entry business visa depends on the nationality of the employee.

Nationals of ASEAN countries may obtain an immigration stamp on arrival. This immigration stamp is valid for 14, 21 or 30 days, depending on the nationality of the employee.

To work in Cambodia, foreign nationals must obtain a multiple-entry business visa. A single-entry business visa can be applied for at the Cambodian Embassy or consulate in the home country or online prior to departure via “e-Visa Kingdom of Cambodia (Official Government Website)” or on arrival at Phnom Penh or Siem Reap international airport. This visa is valid for 30 days, and foreign nationals can extend it up to 12 months each time (that is, multiple-entry visa or visa extension) with the General Department of Immigration of Ministry of Interior in Cambodia.

The following documents are required to be submitted to obtain a single-entry visa:

- A copy of the application form
- Original passport with a validity of at least six months
- A copy of the employment contract or offer letter
- Three photographs (4 cm x 6 cm)
- Duty fee

After an individual receives a single-entry business visa to Cambodia, he or she can obtain a multiple-entry business visa or an extension of temporary residency permission for up to 12 months from the Immigration Department of the Ministry of Interior. The following documents are required:

- Application letter to request a visa extension
- Original passport with a validity of at least 18 months
- One photograph (4 cm x 6 cm)
- Copy of Foreigners Present in Cambodia System (FPCS)
- Latest foreign staff list
- Copy of approved staff movement declaration from the Ministry of Labor and Vocational Training

- A copy of the rental contract
- Certificate of incorporation issued by the Ministry of Commerce
- Latest patent certificate
- A copy of the employment contract
- A copy of the work permit
- Duty fee
- Physical presentation of assignee at the Immigration Department of the Ministry of Interior

## G. Work permits

All foreign nationals who wish to work in Cambodia must obtain work permits from the Cambodian Ministry of Labor. To be eligible for a work permit, a foreigner must have a business visa.

An employer who has established an office and registered with the Ministry of Labor in Cambodia is responsible for processing an application for the employee's work permit. Work permits normally have an initial duration of one year.

The two types of work permits are the temporary work permit and the permanent work permit.

**Temporary work permit.** Temporary work permits are issued to the following foreigners:

- Staff and management specialists
- Technical staff
- Skilled workers
- Service providers or other laborers

The application for a temporary work permit must be submitted online to the Ministry of Labor with the following required items:

- Passports or an equivalent document with proper visa
- A photograph (4 cm x 6 cm), taken in the front without hat and glasses
- Medical certificate of employee obtained from the Cambodian partner clinic of the Ministry of Labor or home country
- Certified employment contract
- Residency letter or rental agreement
- Annual tax fees for temporary work permit

**Permanent work permits.** Permanent work permits are issued to the following foreigners:

- Foreign immigrants recognized by the Ministry of Interior
- Foreign investors, spouses and dependents recognized by the Council for the Development of Cambodia

Applications for permanent work permits must be submitted online to the Ministry of Labor with the following required documents and information:

- Application form
- Resident card or equivalent documents recognizing the individual as an immigrant or investor
- Passport or any equivalent documents with proper visas
- Medical certificate of employee obtained from the Cambodian partner clinic of the Ministry of Labor
- Three photographs (4 cm x 6 cm), taken from the front without hat and glasses
- Annual tax fees for permanent work permit

In addition to the above, based on Instruction 110/23 dated 28 December 2023, a person whose name appears on the patent tax certificate of a registered company in Cambodia is also required to have a work permit.

It takes 20 working days to three months to obtain an approval for a work permit.

A work permit must be renewed every 12 months. From January to March of each year, an application to renew the work permit must be submitted to the Ministry of Labor online system together with the required documents.

## H. Residence permits

Any person who does not have Cambodian nationality is considered to be alien. Aliens may obtain resident cards from the Ministry of Interior. The two types of resident cards for aliens are temporary and permanent.

**Temporary resident cards.** Temporary resident cards are valid for a period of two years and can be extended every two years. Temporary resident cards are issued for employees performing managerial, technical or specialized services.

The following documents must be submitted to obtain temporary resident cards:

- An application form for a temporary resident card
- Three copies of information slip form
- A copy of passport or any other equivalent document with proper visa
- Three photographs (4 cm x 6 cm)
- A copy of medical certificate from a doctor from the home country
- A copy of a written labor contract
- A copy of social security insurance
- A copy of the receipt of payment of temporary resident card tax

**Permanent resident cards.** Permanent resident cards are issued to foreign investors and their household members who have authorization to invest in Cambodia from the Council for the Development of Cambodia and to other individuals who are recognized by the Ministry of Interior.

The following documents must be submitted to obtain a permanent resident card:

- An application form for a permanent resident card
- A copy of the proclamation recognizing the alien as an immigrant alien who is a private investor
- A copy of passport or any other equivalent document with proper visa
- Three photographs (4 cm x 6 cm)
- A certificate from a Cambodian bank that evidences the deposit of a bond required by the Anukret (sub-decree)
- A copy of the receipt of payment of permanent resident card tax

## I. Family and personal considerations

**Family members.** The spouse and dependents of a work permit holder must apply for a single-entry business visa and then a

multiple-entry business visa, which would enable them to live in Cambodia.

**Forced heirship.** No forced heirship rules apply in Cambodia.

**Driver's licenses.** Drivers must have a Cambodian driver's license. Some foreign nationals may be able to use their valid home-country driver's licenses to apply for a Cambodian driver's license.



# Canada

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*The tax rates and other information for 2024 provided in this chapter are based on known and proposed rates as of 1 September 2024.*

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**A. Income tax**

**Who is liable.** The major determinant of Canadian income tax liability is an individual's residence status. An individual resident in Canada is taxable on worldwide income. Nonresidents are taxed on Canadian-source income only.

The tax statutes do not contain a specific definition of "residence." Accordingly, the residence of an individual is determined by such matters as the location of dwelling places, spouse, dependents, personal property, economic interests and social ties. However, a nonresident individual who stays temporarily in Canada for 183 days or longer in a calendar year is deemed to be a resident of Canada for the entire year, unless he or she is determined to have nonresident status under a tax treaty. This provision applies only to an individual who would otherwise be considered a nonresident, and not to an individual who purposely takes up residence in Canada or to an existing resident who ceases to be a resident after moving away from Canada. These latter individuals may be treated as part-year residents.

In certain situations, an individual may move from Canada to another country and retain enough ties to continue to be considered a Canadian resident for domestic tax purposes. At the same time, this individual may be considered a nonresident of Canada for tax treaty purposes. Individuals who become treaty nonresidents of Canada after 24 February 1998 are deemed to be nonresident in Canada for domestic tax purposes as well.

In the year that an individual becomes a Canadian resident, that individual is considered a part-year resident, and is subject to tax in Canada on worldwide income for the portion of the year he or she is resident in Canada. A part-year resident is also subject to Canadian tax on any Canadian-source income received during the nonresident period.

**Income subject to tax.** The taxation of various types of income is discussed below.

*Employment income.* Income from employment includes salaries, wages, directors' fees and most benefits received from employment. Some examples of taxable benefits are low-interest loans, the use of company-owned automobiles, subsidized or free personal living expenses and stock option benefits (see *Taxation of employer-provided stock options*). Among the few nontaxable benefits are employers' contributions to certain employer-sponsored retirement savings plans, including registered Canadian pension plans and deferred profit-sharing plans.

Reasonable education allowances provided by an employer to its relocated employee with respect to the employee's children who live away from home to attend school on a full-time basis are not taxable for income and social security tax purposes if a school suitable for the child, offering instruction primarily in the official language of Canada that is primarily used by the employee, is not available in the location where the employee is required to live as a result of his or her employment. The school must be the closest one that satisfies both of the following conditions:

- It has suitable boarding facilities.
- The language primarily used for instruction is an official language of Canada and is the official language of Canada primarily used by the employee.

A Salary Deferral Arrangement (SDA) includes most situations in which the following two circumstances exist:

- An employee has the right to receive an amount after the end of the year instead of salaries or wages for that year or a prior year.
- One of the principal purposes of the arrangement is to postpone the payment of Canadian tax.

Consequently, foreign deferred compensation plans may be subject to Canadian tax under the SDA rules. If the SDA rules apply, the amount of salary deferred in the year and any interest earned on amounts previously deferred are subject to Canadian tax on a current basis.

An exception applies to certain amounts that were deferred under a plan established primarily for the benefit of nonresidents with respect to services rendered in a country other than Canada. Amounts deferred before an employee becomes resident in Canada, or deferred in the first 36 months of Canadian residence, are not subject to Canadian tax if the employee was a member of the plan before moving to Canada, and if the deferred amount relates to services rendered while the employee was a nonresident of Canada (or during the first 36 months of Canadian residence). Amounts deferred after an employee becomes resident in Canada that are not taxed on a current basis are usually taxed when received. Consequently, other than in the case of the above exception, an amount deferred after an employee becomes resident in Canada is taxed in the year earned, while any interest or other amount accruing on the amounts deferred before moving to Canada is not taxable unless received while a resident of Canada.

*Self-employment income.* The computation of an individual's income from a business or property is similar to that for a corporation, with business income generally computed using the accrual method of accounting.

Income derived from a partnership is allocated among the partners in accordance with either the partnership agreement or, in the absence of such an agreement, the governing partnership law. Deductions and credits also flow through to the individual partners. Special rules limit the amount of business or property losses that may be claimed by a limited partner of a limited partnership.

*Directors' fees.* In Canada, a director is deemed to be an employee. Directors' fees derived from Canada or a foreign country are taxable to a Canadian resident as employment income. Tax treaties signed by Canada generally do not allow a resident of Canada to be exempt from tax on directors' fees received from a foreign (nonresident) company or to otherwise receive favorable tax treatment.

For a nonresident, directors' fees are considered to be earned where the services of the director are rendered. Therefore, fees for services rendered at a specific board meeting in Canada are taxable in Canada. If a fee is related to services rendered both in and outside Canada, it may be possible to prorate the fee in proportion to the number of days that the director spent in Canada during the year. However, no specific guidelines for such allocations are provided.

Under certain tax treaties, directors' fees are considered similar to compensation from regular employment. If the conditions exempting a nonresident from Canadian taxes on compensation from regular employment are met, the directors' fees are exempt.

*Investment income.* Interest income may be reported by an individual using the cash basis (when received), the receivable basis (when due) or the accrual basis (as earned during the year) on investments if the investment is held for less than 12 months. Whichever method is selected, it must be applied to an investment consistently. However, for most investments held for a period of more than 12 months, accrued interest must be included in income annually. The bonus or premium paid on the maturity of certain investments, such as treasury bills, strip bonds or other discounted obligations, must be reported as interest income.

Dividends received by individuals resident in Canada from taxable Canadian corporations are given special treatment to recognize corporate taxes already paid on the accumulated income used as the source for the dividend distribution. These dividends are classified as "eligible dividends" or "ineligible dividends."

An "eligible dividend" is a taxable dividend paid to a person resident in Canada by a corporation resident in Canada and designated by the corporation at the time of payment to be an "eligible dividend."

For eligible dividends, 138% of the actual amount received is included in income, and a credit against federal tax is allowed in an amount approximately equal to 20.73% of the cash amount of the dividend. For other taxable dividends from Canadian corporations ("ineligible dividends"), 115% of the actual amount received is included in income, and a credit against federal tax is allowed in an amount approximately equal to 10.38% of the cash

amount of the dividend. For many Canadian-controlled private corporations and their shareholders, the result of this gross-up and dividend tax credit procedure is that the combined corporate tax on the original income and the net personal tax on the dividend is approximately equal to the tax that would have been paid on the original income had it been received directly by the individual rather than passed through the corporation.

Royalties and rental income are taxed as ordinary income. In computing a loss from the rental of real estate or leasing of other property, allowable depreciation generally is limited to the net income determined before deducting depreciation. Therefore, the depreciation claimed by an individual may not create or increase a rental loss.

Beginning in 2009, all residents of Canada age 18 or older may contribute to a tax-free savings account (TFSA). No tax deduction is allowed for the contributions, but the investment earnings are not subject to tax. For 2024 and subsequent years, the annual TFSA limit is CAD7,000. Unused contribution room can be carried forward indefinitely. If an individual is nonresident for the entire tax year, he or she will not have any current-year contribution room. Withdrawals from a TFSA increase the carryforward TFSA room in the following calendar year. Individuals retain the full annual contribution room for the year they become nonresident of Canada and the year that they resume being a Canadian tax resident. Nonresidents of Canada cannot contribute to a TFSA. The tax on over-contributions is 1% per month.

*Passive income derived by nonresidents.* Nonresidents with sources of income from Canada other than employment or business income generally are subject to a withholding tax of 25% of gross income received. Examples of income subject to withholding tax are rental income, royalties, dividends, trust income and pensions. The payer must withhold and remit the appropriate amount of tax and must file the required returns. For the recipient, withholding taxes generally are final taxes, and tax returns are not required for income subject to withholding. However, nonresidents receiving real estate rentals or timber royalties may choose to file a tax return and be taxed in Canada on the net rental or timber royalty income at the same tax rates that apply to Canadian residents (that is, at marginal rates on net income rather than at withholding tax rates on gross income). Nonresidents receiving certain pension and benefit income may elect to be taxed on such income at the same incremental tax rates as Canadian residents, rather than at the withholding tax rate.

Most arm's-length interest payments to nonresidents are exempt from Canadian withholding tax.

Canada's double tax treaties generally reduce withholding taxes to 15% or less on most types of passive income paid to nonresidents.

*Other sources of income.* Other amounts that must be included in income are receipts from superannuation or pension plans and amounts paid from Canadian Registered Retirement Savings Plans. Eligible pension income can be split between spouses for tax reporting purposes. Under this measure, if spouses have taxable income in different income tax brackets, overall tax may be

reduced by moving income from the higher-rate taxpayer to the lower-rate taxpayer.

In general, amounts received as a result of severance pay in recognition of long service at retirement, and spousal support payments (deductible to the payer, subject to certain limitations) are also includible in income. Child support payments pursuant to agreements or court orders made on or after 1 May 1997 are neither taxable to the recipient nor deductible by the payer. Payments made pursuant to agreements or court orders made before 1 May 1997, continue to be taxable to the recipient and deductible by the payer. However, the new rules may apply if the amount of child support payable under the agreement is changed.

**Taxation of employer-provided stock options.** Individuals are not taxed when the employer grants stock options. In general, tax consequences arise when the employee exercises the options.

Under the longstanding view of the Canada Revenue Agency on determining the location of services to which a stock option benefit relates, the benefit was generally considered to be attributable to services rendered in the year of grant, unless compelling evidence existed to suggest that some other period was more appropriate. However, for stock options exercised after 2012, the Canada Revenue Agency applies the principles set out in the Organisation for Economic Co-operation and Development (OECD) model to allocate a stock option benefit for purposes of the Income Tax Act, unless an income tax treaty specifically applies.

Under these principles, the process of determining the amount of a stock option benefit that is derived from employment exercised in a source country is to be carried out by examining all relevant facts and circumstances, including any underlying contracts, applicable to a specific situation. In particular, a stock option benefit is apportioned to each source country based on the number of days of employment exercised in that country over the total number of days in the period during which the employment services from which the stock option is derived are exercised. In making this determination, a stock option benefit is generally presumed to relate to the period of employment that is required as a condition for the employee to acquire the right to exercise the option (that is, the vesting period). In addition, a stock option benefit is generally presumed not to relate to past services, unless evidence indicates that past services are relevant in the particular circumstances.

The fifth protocol to the Canada-United States income tax treaty introduced a sourcing method for options based on where days are worked in the period between grant and exercise. This change is effective for stock options exercised on or after 1 January 2009.

The amount of the taxable benefit equals the difference between the value of the shares at the time the shares are acquired and the exercise price paid. The shares have a cost basis equal to the fair market value of the shares at the time of acquisition, provided the employee does not hold identical shares of the issuer at that time.

The employee may be entitled to a deduction equal to 50% of the taxable benefit (25% for Quebec tax and 50% if the public corporation has a significant presence in Quebec or if the corporation is a small or medium-sized business that is engaged in innovative activities) if the option price is at least equal to the fair market value of the shares on the date of grant, if the shares are prescribed shares and if certain other conditions are met. Effective 25 June 2024, the stock option deduction is reduced to one-third of the stock option benefit. However, individuals may claim an increased deduction of 50% of the stock option benefit up to a combined annual limit of CAD250,000 for both employee stock options and capital gains. The effect of this deduction is taxation of the benefit at tax rates applicable to taxable capital gains (see *Capital gains and losses*). For stock options granted after 1 July 2021, the 50% stock option deduction is limited to an annual cap of CAD200,000 at the time of grant, based on the fair market value of the underlying shares except in the case of options granted by Canadian-controlled private companies (CCPC) and non-CCPCs whose gross revenues, or whose corporate group gross revenues, if applicable, are CAD500 million or less.

The Canadian stock option rules apply to both shares and to units of mutual fund trusts.

If the employee is a resident of Canada at the time that the shares are sold, any gain is subject to the regular capital gains rules. If the employee ceases to be a Canadian resident prior to the sale of the shares, then he or she is subject to the deemed disposition rules at departure (see *Capital gains and losses*).

An automatic deferral of tax to the year of disposition of the shares is provided with respect to the option benefit for shares of Canadian-controlled private companies acquired through stock options.

**Capital gains and losses.** Fifty percent of the year's capital gains are included in taxable income, to the extent that the amount exceeds 50% of capital losses for the year. Effective 25 June 2024, the capital gains inclusion rate for individuals is increased to two-thirds for gains realized that exceed an annual limit of CAD250,000. Quebec has proposed to increase the capital gains inclusion rate on the same basis as the federal change. This includes capital gains on real estate and personal property, regardless of whether used in a trade or business, and on shares held for personal investment. Special rules apply to determine the nature of the gain or loss on the sale of depreciable property.

The adjusted cost basis of identical shares must be averaged for the purpose of determining the capital gain or loss on a disposition of such shares if the individual has acquired shares of a particular corporation at different dates.

The specific identification method is used to calculate the adjusted cost basis of shares that are acquired through the exercise of a stock option and that are disposed of within 30 days after the acquisition of the shares.

Capital gains derived from the sale of a principal residence are generally exempt from tax. Capital losses incurred on the sale of



a principal residence may not be used to reduce income for the year. In tax years before 2016, the reporting of the sale of a principal residence on a tax return was not required if the entire gain was eliminated as a result of the principal residence exemption. However, beginning in the 2016 tax year, the sale of a principal residence must be reported on a tax return in order to claim the principal residence exemption. The 2022 Federal Budget introduced a new rule to fully tax profits on the sale of a home on or after 1 January 2023 as business income if the property is held for less than 12 months. Exemptions apply if a home is disposed of as a result of certain life circumstances, such as death, disability, birth of a child, a new job or a divorce.

In general, capital losses from personal-use assets are not allowed.

Gains derived from the sale of qualifying farm property, qualifying fishing property or shares of small business corporations (see below) qualify for a lifetime capital gain exemption. However, the amount of this exemption is reduced by any amounts claimed in prior years under the CAD100,000 lifetime capital gain exemption that was eliminated in 1994.

*Qualifying farm property.* Farmers are eligible for a lifetime exemption equal to CAD1,016,836 for pre-25 June 2024 sales and CAD1,250,000 for sales of qualified farm property, which includes farmland, shares of a family farm corporation or an interest in a family farm partnership that occur on or after 25 June 2024. The available exemption is reduced by the amount of any exemption claimed on the disposition of any other capital property during the tax year or in preceding years.

*Qualifying fishing property.* Fishers are eligible for a lifetime exemption equal to CAD1,016,836 for pre-25 June 2024 sales and CAD1,250,000 for sales of qualified fishing property, which includes real or immovable property or a fishing vessel used in a fishing business in Canada, shares of a family fishing corporation or an interest in a family fishing partnership that occur on or after 25 June 2024. The available exemption is reduced by the amount of any exemption claimed on the disposition of any other capital property during the tax year or in preceding years. The exemption is effective for dispositions of qualified fishing property after 2 May 2006.

*Shares of a small business corporation.* Capital gains realized on the disposition of shares of a small business corporation qualify for a lifetime capital gains exemption equal to CAD1,016,836 for pre-25 June 2024 sales and CAD1,250,000 for sales that occur on or after 5 June 2024, provided that certain criteria are met. This exemption amount is reduced by any portion of a gain eligible for the exemptions described in the preceding paragraphs.

The use of this exemption may be restricted in a particular year because of cumulative net investment loss (CNIL) rules. Essentially, an individual's CNIL is the excess of his or her post-1987 investment expenses over investment income for those years. To the extent that an individual has a CNIL balance, the capital gains for the year that are eligible for the exemption are reduced.

An individual using the various capital gains exemptions may be subject to minimum tax.

The 2024 Federal Budget is proposing to introduce the Canadian Entrepreneurs' Incentive and revisited Employee Ownership Trusts. The Canadian Entrepreneurs' Incentive will reduce the taxable portion of eligible gains to one-half of the inclusion rate otherwise applicable (discussed above). This incentive will be phased in starting in 2025 with an initial limit of CAD200,000 and increasing each year until a maximum limit of CAD2 million is reached. This incentive is available to founding investors in certain sectors who own at least 10% of the shares and who have been employed by the company for at least five years. The incentive only applies to capital gains realized from the disposition of certain qualifying shares.

Employee Ownership Trusts were introduced as a succession planning option for business owners. If an individual sells qualifying shares to a qualifying Employee Trust, the first CAD10 million of eligible capital gains is exempt.

For capital gains realized on the disposition of an eligible small business investment, individuals are permitted a tax-free rollover if the proceeds of the disposition are used to make other eligible small business investments. The amount of gain deferred is proportional to the amount reinvested.

*Capital losses.* Except for allowable business investment losses and capital losses realized in the year of death, capital losses not utilized in the year realized are deductible only against net capital gains realized in another year. Unused capital losses may be carried back to any of the three preceding years or may be carried forward indefinitely.

Allowable business investment losses (ABILs), a special type of capital loss, are deductible against any other source of income in the year incurred. Any unused ABIL realized in a particular year is converted into a business loss and is subject to the business loss carryover rules described in *Relief for losses*. If an unused portion of the ABIL remains at the end of the 10 years following the year when it was realized, the loss converts back into a capital loss and may be carried forward indefinitely.

*Ceasing Canadian residency.* An individual who ceases Canadian residency is generally deemed to have disposed of all assets, including taxable Canadian property, and excluding real property located in Canada, capital property or inventory used in carrying on a business in Canada, certain pension rights and unexercised employee stock options, at fair market value on the date that residency is terminated. The deemed disposition rule is commonly referred to as "departure tax."

The following special tax rules and exceptions apply to individuals entering or leaving Canada with respect to the calculation of capital gains or losses and the general deemed disposition rule:

- The departure tax provision is modified for an individual who was not resident in Canada for more than 60 months during the 120-month period preceding departure. Property owned by such an individual when he or she became resident, or property inherited since that time, is not subject to the deemed disposition rule.

- Nonresidents who return to Canada after emigrating may elect to reverse the tax effects of the deemed dispositions of the assets that are still held regardless of how long they were non-residents.
- Emigrating taxpayers who are subject to the deemed disposition rules may post security for the departure tax instead of paying such tax by the balance-due date for the year of departure. An individual is not required to provide security for an amount of departure tax that is equal to or less than the taxes payable on the first CAD100,000 of capital gains resulting from the deemed dispositions.

## **Deductions**

*Deductible expenses.* Few deductions are allowed in computing income from employment. Among the deductible items are employee contributions to a registered pension plan (up to a certain maximum amount), travel and certain other expenses of commission employees, certain travel expenses of other employees, and union or professional dues.

Employers must generally withhold income tax, government pension contributions and unemployment insurance premiums from remuneration paid to employees, and must remit those amounts to the tax authorities for credit to the employees' accounts.

Interest may be claimed as a deduction in the year it is paid or when it becomes payable, depending on the taxpayer's normal practice, as long as the money is borrowed for the purpose of earning income. Other costs, including investment counseling fees and accounting costs (but not tax return preparation fees), are deductible. Personal interest, including interest on mortgages or charge accounts, is not deductible.

Other deductions include contributions to registered retirement savings plans (for an individual retirement income plan, the maximum 2024 contribution limit is equal to the lesser of 18% of 2023 earned income and CAD31,560), payments for alimony, expenses for certain moves within Canada and certain childcare expenses.

Beginning in 2023, contributions can be made to a tax-free First Home Savings Account of CAD8,000 per year up to a lifetime maximum of CAD40,000. These contributions are tax deductible and qualified withdrawals to purchase a first home will be tax free.

*Federal personal credits and allowances.* A resident individual is allowed to deduct several federal personal tax credits in computing the amount of basic federal tax for the year. Personal tax credits include a basic personal credit, a spousal credit subject to thresholds for spousal income, an employment credit, a disabled dependent's credit, an age credit, a disability credit, and education and tuition fee credits. An employee's contributions to the Canada/Quebec Pension Plan and to employment insurance/the Quebec parental insurance plan are also eligible for tax credit treatment.

Charitable donations (up to 75% of net income) are eligible for a federal tax credit of 15% on the first CAD200 and a federal tax credit of 29% for donations in excess of CAD200. A 33% tax

credit is available to the extent that the individual has taxable income in excess of the highest income bracket threshold (CAD246,752 in 2024). The unused portion of the donation credit may be carried forward for up to five years. Similarly, medical expenses in excess of the lesser of CAD2,759 (in 2024) or 3% of net income are eligible for a federal tax credit equal to 15% of the excess. An individual is eligible for a federal tax credit of up to CAD300 on the first CAD2,000 of qualifying pension income.

Various other credits are available, including credits determined with reference to employment income and adoption expenses. The federal credit amounts mentioned above are based on known and proposed amounts as of 1 September 2024. The credit amounts are indexed annually for inflation.

In general, the Canada Child Benefit (CCB) is a tax-free monthly payment program that provides a maximum annual benefit of up to CAD7,787 per child under the age of six and CAD6,570 per child aged six through 17. These benefit amounts begin to be reduced (and are ultimately phased out) if adjusted family net income exceeds CAD36,502 (all figures apply to 2024).

The Canadian Dental Care plan is being introduced in phases for Canadian resident taxpayers with family net income of less than CAD90,000 and who do not have access to dental insurance. Currently, seniors aged 65 and above, adults with a valid disability tax certificate and children under the age of 18 are eligible to participate.

*Provincial tax credits.* The provinces and territories have their own set of personal tax credits in computing the amount of provincial or territorial tax for the year. In addition, several provinces provide provincial tax credits against taxes otherwise payable for certain groups of taxpayers. The credits are available to taxpayers with low incomes and are calculated by reference to rental or other occupancy costs.

*Business deductions.* Interest and other charges incurred to acquire business assets or investment property generally may be deducted. Limitations apply to the deduction of automobile and home office expenses. Deductions for business meals and entertainment expenses are limited to 50% of actual expenses.

## **Rates**

*Federal/provincial tax authorities.* The federal government, as well as the provinces and territories, impose income taxes on resident individuals. However, only the province of Quebec collects its own individual income tax and requires filing a separate return. The federal government collects the tax on behalf of all other provinces and territories, which means that only one combined return must be filed.

The calculation of an individual's tax payable is a two-step process. An individual's federal income tax for a given year is calculated on taxable income using a single graduated rate schedule. From this amount, allowable federal personal tax credits (see *Federal personal credits and allowances*) and the dividend tax credit are deducted. The net result is the individual's basic federal tax payable.

Income tax is generally paid to one of the provinces or territories based on the individual's residency on the last day of the year. All of the provinces and territories calculate tax by applying their graduated tax rates to taxable income. A separate calculation of taxable income, which is similar to the calculation of federal taxable income, is required. However, the treatment of certain items may differ.

*Federal tax rates.* Canada has five tax brackets for federal income tax purposes. The federal tax brackets and rates for 2024 shown below are based on known and proposed amounts as of 1 September 2024.

Exceeding CAD	Taxable income Not exceeding CAD	Tax on lower amount CAD	Rate on excess %
0	55,867	0	15.00
55,867	111,733	8,380	20.50
111,733	173,205	19,832	26.00
173,205	246,752	35,815	29.00
246,752	—	57,144	33.00

*Top marginal combined rates.* The following table summarizes the top marginal combined federal and provincial/territorial tax rates in 2024 for an individual residing in various provinces and territories.

	Top marginal combined rate (a)				
	Ordinary income %	Eligible dividends %	Non- eligible dividends (b) %	Capital gains (c) %	Capital gains (d) %
Alberta	48.00	34.31	42.30	24.00	32.00
British Columbia	53.50	36.54	48.89	26.75	35.67
Manitoba	50.40	37.78	46.67	25.20	33.60
New Brunswick	52.50	32.40	46.83	26.25	35.00
Newfoundland and Labrador	54.80	46.20	48.96	27.40	36.53
Northwest Territories	47.05	28.33	36.82	23.53	31.37
Nova Scotia	54.00	41.58	48.27	27.00	36.00
Nunavut	44.50	33.08	37.79	22.25	29.67
Ontario	53.53	39.34	47.74	26.76	35.68
Prince Edward Island	51.75	36.20	47.63	25.88	34.51
Quebec	53.31	40.11	48.70	26.66	35.55
Saskatchewan	47.50	29.64	41.34	23.75	31.67
Yukon	48.00	28.92	44.05	24.00	32.00
Nonresident	48.84	—	—	—	—

(a) The rates shown are the maximum combined federal and provincial/territorial marginal tax rates, including surtaxes, as of 1 September 2024.

(b) The rates apply to the actual amount of taxable dividends received by individuals from taxable Canadian corporations.

(c) Only 50% of capital gains is included in taxable income (see *Capital gains and losses*). Consequently, total capital gains up to a maximum of CAD250,000 are effectively taxed at 50% of the ordinary tax rates.

(d) Two-thirds of capital gains exceeding CAD250,000 are included in taxable income.

*Minimum income tax.* To ensure that high-income taxpayers pay a certain level of tax, an alternative minimum tax (AMT) applies

(flat rate of 15%). Under its provisions, individuals are required to recalculate taxable income, without deducting certain items that are otherwise deductible in the regular tax calculation. In recalculating taxable income, a blanket CAD40,000 exemption is permitted. Individuals pay the greater of the regular tax or the minimum tax. If the minimum tax exceeds the regular tax, the excess amount may be carried forward for seven years. The carryforward amount may be used to reduce regular tax to the extent that regular tax exceeds minimum tax.

The 2023 Federal Budget proposes significant changes to the existing AMT regime for tax years ending after 2023. The key changes to the AMT regime include changes to the calculation of adjusted taxable income, increase in the exemption to CAD173,000 for the 2024 tax year (subsequent years to be indexed to inflation) and an increase in the AMT tax rate to 20.5% of adjusted taxable income.

**Relief for losses.** In general, business losses not utilized in the year incurred may be deducted from taxable income earned in the three years preceding the year of loss or in the 20 years following the year of loss.

## B. Other taxes

**Estate and gift taxes.** Canadian succession law does not include an estate or gift tax. However, provincial probate fees may apply at rates that vary depending on the province.

In the year of death, the income of a deceased taxpayer includes income on an accrual basis from all sources up to the date of death, including accrued capital gains and losses. Various provisions alleviate hardship caused by the taxation of income and capital gains on an accrual basis at death. Among these provisions are the options to file a separate tax return for certain types of income and to tax the beneficiaries on certain transferred amounts. Special tax-free rollover provisions are available for property transferred to the Canadian-resident spouse or common-law partner of the deceased or to a qualifying trust for the benefit of the spouse or common-law partner, and for transfers of farm property to a child of the deceased.

**Foreign home buyer's taxes.** The provinces of British Columbia and Ontario have implemented foreign home buyer's taxes that apply to non-Canadian citizens and nonpermanent residents of Canada. In British Columbia, the tax is levied on the value of the property being acquired in specified areas at a rate of 20%. The Ontario rate is 25%.

Furthermore, in British Columbia, the Speculation and Vacancy Tax has been implemented with respect to certain properties located in certain urban centers. For Canadian citizens or permanent residents of Canada who are not members of a satellite family, the tax rate is 0.5% of the property's assessed value. The tax rate for foreign owners and satellite families is 2% of the property's assessed value. A satellite family is defined as persons who declare less than 50% of their total combined household income for the year on a Canadian income tax return. This could apply even if an individual is a Canadian citizen or British Columbia resident. Certain exemptions exist.

Recent legislation has introduced an Underused Housing Tax that is effective from 1 January 2022. The legislation provides that every person who is an owner (excluding owners who are Canadian citizens or permanent residents of Canada) of a residential property in Canada as of 31 December of a calendar year are subject to a 1% tax on the taxable value of a property and requires the filing of a tax return, which is due 30 April of the following year. The amount of tax payable is deemed to be zero if the property is the owner's or the owner's spouse or common-law partner's primary place of residence, or if the qualifying occupancy period is 180 days or more in the year. Certain other exemptions apply. In addition, the Canadian government has introduced restrictions that would prohibit individuals who are not Canadian citizens or permanent residents from acquiring non-recreational, residential property in Canada for a period of two years, subject to certain exemptions.

### C. Social security

**Contributions.** Individuals employed in Canada and their employers must each make Canada Pension Plan (CPP) contributions at a rate of 5.95% on salaries, which includes the 1% enhanced CPP contribution. Contributions to the Quebec Pension Plan, when applicable, are made at a rate of 6.4%. For 2024, the maximum amount of earnings subject to CPP contributions is CAD68,500, with a basic exemption of CAD3,500. This results in a maximum annual CPP contribution for employers and employees of CAD3,867.50 each. Self-employed individuals must pay both portions for a maximum annual contribution of CAD7,735.00. Quebec Pension Plan contributions are subject to the same thresholds, resulting in maximum employers' and employees' contributions of CAD4,160 and self-employed individuals' contributions of CAD8,320. If the employment income exceeds CAD68,500, the employee and employer must contribute to the additional plan under the Quebec Pension Plan at a rate of 4% on the earnings between CAD69,400 and CAD73,200. Self-employed individuals are required to contribute to the additional plan under the Quebec Pension Plan at a rate of 8%.

Employment insurance premiums are also payable. For 2024, an employee's required employment insurance premiums are calculated at a rate of 1.66% on the maximum annual amount of insurable earnings of CAD63,200. This results in a maximum annual premium of CAD1,049.12. Employers must make contributions equal to 1.4 times the amount of the employee's premiums, up to CAD1,468.77. The federal employment insurance premiums for Quebec residents are lower. The premium rates are 1.32% for employees and 1.848% for employers. Quebec has lower rates because Quebec residents also participate in the Quebec parental insurance plan. For 2024, an employee's required premiums under the Quebec parental insurance plan are calculated at a rate of 0.494% on the maximum annual amount of insurable earnings of CAD94,000. This results in a maximum annual employee premium of CAD464.36 for the Quebec parental insurance plan. Employers must make contributions equal to 1.4 times the amount of the employee's premiums, up to a maximum of CAD650.48.

If employees are at least 65 but under 70 and work while receiving government pension amounts, employees must continue to make contributions to the plan unless they file an election not to contribute. Also, if employees are under 65 and work while receiving a CPP retirement pension, both the employee and the employer must make government pension plan contributions. While contributing during this period, the number of years of low or zero earnings are automatically dropped from the calculation of CPP retirement pension distributions.

**Coverage.** The following table shows the maximum monthly amounts of the listed CPP benefits for 2024 (the Quebec Pension Plan provides similar benefits).

<b>Benefit</b>	<b>Amount (CAD)</b>
Retirement	1,364.60
Disability	1,606.78
Survivor with disability	1,613.54

The maximum amounts shown above are paid to a person who begins to receive benefits at 65 years of age. The pension amount is reduced if a person chooses to begin receiving benefits before reaching 65 years of age (and as early as age 60) and is increased if the person delays beginning taking the pension until after age 65, up to the age of 70.

Canadian resident individuals or employers may have to contribute to health care plans operated by the provinces. Most hospital bills and physicians' fees, including those for drugs and dental care in some provinces, are covered by these plans.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Canada has entered into totalization agreements with the jurisdictions listed below. The agreements usually apply for a maximum of two to five years.

Albania	Grenada	Peru
Antigua and Barbuda	Guernsey and Jersey	Philippines
Australia (c)	Hungary	Poland
Austria	Iceland	Portugal
Barbados	India	Romania
Belgium	Ireland	St. Kitts and Nevis
Brazil	Israel (a)	St. Lucia
Bulgaria	Italy	St. Vincent and the Grenadines
Chile	Jamaica	Serbia
China	Japan	Slovak Republic
Mainland (a)	Korea (South)	Slovenia
Croatia	Latvia	Spain
Cyprus	Lithuania	Sweden
Czech Republic	Luxembourg	Switzerland
Denmark	Malta	Trinidad and Tobago
Dominica	Mexico	Türkiye
Estonia	Morocco	United Kingdom (a)(b)
Finland	Netherlands	United States
France	New Zealand (c)	Uruguay
Germany	North Macedonia	
Greece	Norway	



- (a) A limited interim agreement, which is in force, deals only with contributions and does not cover benefits.
- (b) Consolidated arrangements permit residents of the United Kingdom to use their periods of residence in Canada as if they were periods of contribution to the United Kingdom.
- (c) These are limited agreements that only cover benefits.

The province of Quebec has separate totalization agreements. As a result, it does not follow the agreements listed above.

## **D. Tax filing and payment procedures**

Married persons are taxed separately, rather than jointly, on all types of income. Therefore, spouses must file separate tax returns.

Individuals must file tax returns if they owe tax or if they are specifically requested to do so by the tax authorities. In addition, because of the capital gains exemption rules (see Section A), all individuals with capital gains or losses must file income tax returns, regardless of whether tax is owed for the year.

Nonresident individuals generally must file Canadian income tax returns if they earn employment or business income (including resource income, which is generally oil, gas and mineral rights) in Canada or if they have capital gains from dispositions of “taxable Canadian property” (TCP), which includes the following:

- Real estate in Canada
- Property used in carrying on a business in Canada
- Shares of a Canadian resident or nonresident corporation not listed on a designated stock exchange, capital interests in trusts, income interests in nonresident trusts (other than units of mutual fund trusts) or interests in partnerships, if at any time during the 60-month period before the disposition, more than 50% of the fair market value of these shares or interests was derived directly or indirectly from real or immovable property located in Canada, Canadian resource property, timber resource property or options on or interests in any of these properties (or from any combination of these properties)
- Shares of a Canadian resident or nonresident corporation listed on a designated stock exchange, shares of mutual fund trust corporations or units of mutual fund trusts, if at any time during the 60-month period before the disposition, 25% or more of the issued shares of the corporation or units of the mutual fund trust was owned by nonresident and related parties and more than 50% of the fair market value of the shares or units of the mutual fund trust was derived directly or indirectly from real or immovable property located in Canada, Canadian resource property, timber resource property or options on or interests in any of these properties (or from any combination of these properties)
- Income interests in trusts resident in Canada

Canada’s double tax treaties may modify or exempt nonresidents from the above tax provisions. However, in general, Canadian nonresident tax withholding is required unless a payroll waiver is obtained or unless the employer becomes certified under a new certification process implemented in 2016.

The tax year for individuals in Canada is the calendar year. Annual income tax returns must generally be filed on or before 30 April of the year following the tax year. The filing due date is

extended to 15 June for individuals earning self-employment or business income. This extended due date also applies to these individuals' spouses. No other extension of time to file income tax returns is available in Canada.

Any unpaid income taxes are due on or before 30 April of the year following the tax year, regardless of the due date of the individual's return. Penalties are levied if any tax due is not paid on time, and interest is charged on unpaid taxes.

Individuals may be required to make quarterly installment payments if the difference between tax payable and the amount withheld at source is greater than CAD3,000 (for Quebec residents, CAD1,800 of federal tax payable after federal withholding) in both the current year and either of the two preceding years. The amount of the quarterly installments is based on the lesser of the liability calculated by the tax authorities on installment notices, the liability for the preceding year or the liability projected for the current year after deduction of withholdings.

Taxpayers coming to or departing from Canada during a tax year are taxed on their worldwide income for the portion of the year in which they are residents of Canada. They are entitled to the same deductions and tax credits for the period of residency as a full-time resident with the exception of certain personal credits, which are prorated for the number of days during the year in which they are resident in Canada.

## **E. Double tax relief and tax treaties**

**Foreign tax relief.** Foreign taxes paid are generally allowed as credits. If an individual receives foreign-source income that has been subject to foreign tax, foreign tax credit relief may be provided in Canada to reduce the effects of double taxation. The foreign tax credit is computed on a country-by-country basis and may be taken only to the extent of Canadian tax payable on the net foreign income from the country. Separate foreign tax credits are computed for business income and nonbusiness income. The nonbusiness foreign tax credit allowed on income derived from property, other than real property, is further limited to 15% of gross foreign income from property.

To the extent that foreign taxes paid on foreign nonbusiness income are not credited against Canadian federal tax, the individual may deduct the excess amount in computing income derived from property. The individual also has the option of deducting from property income any foreign nonbusiness income taxes paid, rather than applying the amount for foreign tax credit purposes.

Unused foreign business tax credits may be carried back three years and forward 10 years. Unused foreign nonbusiness tax credits are not eligible for carryover.

Provincial foreign tax credit relief for nonbusiness foreign income taxes is also provided. The provincial tax credit is generally limited to the lesser of the provincial taxes payable on the income and any foreign tax paid exceeding the amount of tax allowed as a credit and deduction for federal income tax purposes.

**Double tax treaties.** Canada has negotiated double tax treaties with most major industrialized nations and many developing nations. All treaties negotiated after 1971 generally follow the provisions of the model treaty developed by the OECD. Many treaties currently in force were negotiated prior to 1972 and may vary significantly from the OECD model treaty.

Double tax treaties have been entered into with the following jurisdictions.

Algeria	Iceland	Peru
Argentina	India	Philippines
Armenia	Indonesia	Poland
Australia (b)	Ireland	Portugal
Austria	Israel	Romania
Azerbaijan	Italy	Russian Federation
Bangladesh	Jamaica	San Marino (b)
Barbados	Japan	Senegal
Belgium (a)	Jordan	Serbia
Brazil (b)	Kazakhstan	Singapore
Bulgaria	Kenya	Slovak Republic
Cameroon	Korea (South)	Slovenia
Chile	Kuwait	South Africa
China	Kyrgyzstan	Spain
Mainland (b)(c)	Latvia	Sri Lanka
Colombia	Lebanon (a)	Sweden
Côte d'Ivoire	Lithuania	Switzerland (b)
Croatia	Luxembourg	Taiwan
Cyprus	Madagascar	Tanzania
Czech Republic	Malaysia (b)	Thailand
Denmark	Malta	Trinidad and Tobago
Dominican Republic	Mexico	Tunisia
Ecuador	Moldova	Türkiye
Egypt	Mongolia	Ukraine
Estonia	Morocco	United Arab Emirates
Finland	Namibia (a)	United Kingdom
France	Netherlands (b)	United States
Gabon	New Zealand	Uzbekistan
Germany (b)	Nigeria	Venezuela
Greece	Norway	Vietnam
Guyana	Oman	Zambia
Hong Kong	Pakistan	Zimbabwe
Hungary	Papua New Guinea	

(a) This treaty has been signed, but it is not yet in force.

(b) This treaty is under negotiation or renegotiation.

(c) This treaty does not apply to Hong Kong; a separate treaty with Hong Kong is in force.

## F. Temporary permits

**Entry visas.** Unless he or she is a citizen of a visa-exempt country, an individual who is not a citizen or permanent resident of Canada and who wishes to enter the country as a tourist, business visitor, student or foreign worker must obtain a Temporary Resident Visa before entering Canada. Applications must be submitted online through the Immigration, Refugees and Citizenship Canada website.

**Electronic travel authorization.** A foreign national who is exempt from the above requirement to possess a travel entry visa (for example, most citizens of a European Union country, Australia and Japan) must first obtain an electronic travel authorization (eTA) before departing for Canada when arriving by air for visitor, temporary work or study purposes. An eTA is normally valid for five years or for the duration of the traveler's passport, whichever is shorter. The application and approval process is normally very fast for most travelers, but must be completed and approved before departure in order for the airline to allow the traveler to board the aircraft. It is recommended that a traveler apply for his or her eTA as soon as possible in advance of travel to Canada to avoid having to reschedule travel in the event of a delay in processing. Citizens and lawful permanent residents (that is, valid green card holders) of the United States are exempt from the eTA requirement and can travel to Canada without a visa or eTA.

**Biometrics.** Canada expanded the requirement for biometrics for most foreign nationals traveling to Canada. Applicants for visitor visas, study or work permits or permanent residence in Canada subject to the biometric requirements are required to provide their fingerprints and photographs. In most cases, biometrics only need to be provided once every 10 years. US citizens are exempt from the requirement for temporary status as well as children under the age of 14 years and those over the age of 79 years. Visa-exempt nationals may also be able to provide biometrics at one of eight major Canadian airports where fingerprint verification will be conducted at inspection kiosks.

**Tourists.** An individual wishing to enter Canada as a tourist must generally first secure a Temporary Resident Visa from a consulate outside Canada or, in the case of visa-exempt foreign nationals, an eTA (see *Electronic travel authorization*). Citizens and lawful permanent residents (that is, valid green card holders) of the United States are exempt from the eTA and Temporary Resident Visa requirement. Visitors are generally admitted to Canada for periods of up to six months after the original date of entry. An application for an extension may be submitted from within Canada, depending on the circumstances.

**Business visitors.** An individual wishing to enter Canada as a business visitor generally must first secure a Temporary Resident Visa or, in the case of visa-exempt foreign nationals, an eTA (see *Electronic travel authorization*). US citizens and lawful permanent residents are exempt from the visa and eTA requirement. A foreign national may enter Canada as a business visitor, without obtaining a work permit, in certain limited instances. In general, these instances are limited to foreign nationals engaging in international business activities in Canada, without directly entering or competing in the Canadian labor market or providing services to a Canadian entity. Common circumstances in which a foreign national may enter Canada as a business visitor include the following:

- Foreign nationals attending business meetings or conferences
- Foreign nationals seeking to purchase Canadian goods or services or receiving training and familiarization with such goods or services

- Foreign nationals giving or receiving training with a Canadian parent or subsidiary of the corporation that employs the foreign national abroad
- Foreign national sales representatives who come to Canada to sell goods (or services) manufactured outside Canada, if they do not sell to the general public

## G. Work permits

With few exceptions, most individuals providing services in Canada's labor market require a work permit, regardless of duration of stay or source of income. Admission to Canada is generally granted for a specific purpose and is time-limited. All foreign nationals seeking entry to Canada must ensure that they have the appropriate status for their intended activities and length of stay.

The federal government, through Service Canada and Employment and Social Development Canada, is responsible for ensuring that the Canadian labor market is not negatively affected by the employment of foreign nationals in place of Canadian citizens or permanent residents. Unless exempted, a foreign worker may apply to Immigration, Refugees, Citizenship Canada (IRCC) for a work permit only after Service Canada has provided a Labor Market Impact Assessment (Confirmation) (LMIA; see *Labor Market Impact Assessment*) to the employer that a job may be offered to a foreign worker. However, in several occupations and circumstances, an employer may be exempt from the requirement to obtain an LMIA and the qualifying employee may apply directly to IRCC for a work permit (see *Exempt categories*).

**Labor Market Impact Assessment.** In general, unless a foreign national meets the criteria for an exemption, a LMIA is required before the foreign national can apply for a work permit (see *Exempt categories*). Typically, the LMIA process requires the employer to demonstrate to Service Canada that a job offer to a foreign worker is likely to have a positive or neutral impact on the Canadian labor market. In reaching its opinion, Service Canada considers a number of factors, including the efforts made by the employer to recruit Canadians for the position, whether the work will result in direct job creation or retention for Canadians, and whether the work will result in the creation or transfer of skills and knowledge for the benefit of Canadians.

In addition, Service Canada assesses the genuineness of a job offer, the ability to transition the job to a Canadian in the future, its consistency with the terms of applicable federal-provincial/territorial agreements, whether the foreign worker will be paid a prevailing wage in Canada, and the employer's past history of compliance with the conditions of previous job offers to foreign nationals.

After Service Canada is satisfied that the above criteria are met, it issues a positive LMIA confirming the job offer to the foreign worker, who must then submit an application for a work permit online through a visa office or at a port of entry, if eligible to apply upon arrival in Canada.

Work permit applications must be submitted before expiration of the LMIA and are issued for a specific time period, which coincides with the recommended duration stated in the LMIA,

usually between one to three years. A work permit extension may be applied for online through an IRCC processing center in Canada with the support of a new LMIA or proof of eligibility for an LMIA exemption. A transition plan is required for most high-skilled positions, outlining how the role will be transitioned to a Canadian citizen or permanent resident. If a foreign worker is contemplating a longer stay, he or she should consider obtaining Canadian permanent resident status.

Foreign workers employed in lower-skilled and lower-wage occupations have greater restrictions on their ability to work in Canada or apply for permanent residence.

**Global Talent Stream.** The Global Talent Stream, which is a subset of the Temporary Foreign Worker Program, allows innovative firms in Canada a more streamlined process to obtain an LMIA and hire highly skilled foreign talent when they can demonstrate that there are benefits to the Canadian labor market. As part of the application process, employers are either referred by a designated partner organization or they are eligible to hire highly skilled workers for one of the occupations listed on the Global Talent Occupations List. A labor market benefits plan is required instead of formal public recruitment and a transition plan.

**Exempt categories.** Canadian immigration legislation and policy outlines the circumstances under which a work permit may be issued without an LMIA. Exempt categories include work that will result in significant economic, social or cultural benefits for Canada, international treaty-based permits and other occupation-specific exemptions.

The most common LMIA-exempt categories are discussed below.

*Free trade agreement professionals.* As of 1 July 2020, the new Canada-United States-Mexico Agreement (CUSMA) entered into force. This new agreement replaced the North American Free Trade Agreement (NAFTA) while preserving the same requirements and guidelines regarding work permit applications. The CUSMA provides a special opportunity for US and Mexican citizens to secure a Canadian work permit without obtaining an LMIA. Applicants with certain education and skill levels may accept job offers from Canadian employers in listed professions. For certain professions, licensing in Canada may also be required. Listed professions include, among others, accountants, architects, economists, engineers, hotel managers, lawyers, librarians, management consultants and scientists. Canada has also entered into free trade agreements with Chile, Colombia, Korea (South), Panama and Peru, which provide similar benefits to professionals of those countries. The Canada-European Union (EU) Comprehensive Economic and Trade Agreement (CETA), which includes mobility provisions for key personnel, contractual service providers and short-term business visitors, has also been implemented. The Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP) applies to citizens of the signatory parties as well as to permanent residents of Australia and New Zealand. The Agreement on Trade Continuity between Canada and the United Kingdom (CUKTCA) includes the same provisions as CETA but applies to nationals of

the United Kingdom. The most recent agreement is the Canada-Ukraine Free Trade Agreement (CUFTA), which came into force on 1 July 2024. CUFTA includes mobility provisions for business visitors, key personnel and professionals with similar capabilities as those set out by the CPTPP.

*Students.* Full-time international students currently studying at a designated post-secondary institution are eligible to work on or off campus for up to 24 hours a week during school terms and full time during scheduled study breaks.

Depending on various factors, the married or common-law spouse of a foreign student may qualify for an unrestricted “open” work permit.

A foreign student who has graduated from an authorized, designated post-secondary educational program in Canada of at least one year can apply for an unrestricted work permit for a period of one to three years, based on the length of his or her program of study.

*International Experience Class.* Canada has entered into reciprocal agreements with over 35 countries to facilitate international work experience for youths. Depending on the country of citizenship, work permits may be issued under one of the following three programs:

- Working holiday
- Young professional
- Co-op/internship

Program availability may be subject to quotas and age restrictions.

Canada has entered into bilateral agreements with many jurisdictions, including Australia, France, Japan, Sweden and the United Kingdom.

*Intracompany transferees.* The most commonly relied on LMIA exempt category is for intracompany transferees. The exemption for intracompany transferees is designed to facilitate the transfer of “executive,” “senior or functional managerial” and “specialized knowledge” personnel from companies affiliated with those established in Canada. The applicant must be employed by the foreign related company for at least one year in the three years preceding the transfer, and must come to Canada to take a similar role in a “senior management,” “executive” or “specialized knowledge” position.

*Spousal work permits.* Spouses, including common-law and same-sex partners, who are in Canada accompanying their skilled foreign workers or student spouses ordinarily qualify for work permits themselves under the spousal work permit program. These work permits are “open” work permits, which are unrestricted in terms of employer, occupation and location of employment. Individuals seeking to work in childcare, medical or teaching fields may require the completion of medicals in advance of working in these fields. Spousal permits are typically valid for a period concurrent with the foreign national spouse’s status in Canada or the period of validity of the spouse’s passport, whichever is shorter.

**Global Skills Strategy.** The Canadian federal government has launched the Global Skills Strategy (GSS) to support faster access to high-skilled talent in Canada and to help Canadian businesses support the creation of jobs for Canadians. The program includes a multipronged approach, including faster consular processing times for high-skilled work permit applications (National Occupation Classification under Training, Education, Experience and Responsibilities category 0 or 1 occupations), establishment of a dedicated service channel for referred companies looking to make significant job-creation investments in Canada, introduction of a simplified process to allow the entry of short-term, highly skilled workers for a limited duration of up to 30 days within a 12-month period, and a more consistent service standard for LMIA applications for high-skilled, in-demand positions supported by a labor market benefits plan.

## H. Permanent residence status

*The following descriptions apply to permanent residence outside the province of Quebec. Individuals intending to settle in Quebec should consult with Quebec-based professionals to obtain relevant information.*

**Express Entry.** Express Entry refers to the intake management system used by IRCC to invite potential economic immigrants to apply for permanent residence to Canada. Potential immigrants who meet the criteria for one or more of the permanent residence streams including, but not limited to, the Federal Skilled Worker Program (FSWP), Canadian Experience Class (CEC) or certain Provincial Nominee Programs (PNP) are required to submit an online profile using the Express Entry system. Individuals are then assessed a Comprehensive Ranking System (CRS) score based on several factors including the following:

- Age
- Education
- Language ability in English and/or French
- Previous work experience

Potential applicants are then entered into the “Express Entry Pool.” Draws are held periodically (historically every two to four weeks) and those with the highest CRS scores or with certain skills and experience are invited to submit a permanent residence application. Only those with an invitation to apply are eligible to proceed with the submitting of an application for permanent residence. Applicants will then have 60 days to complete a full application online, including the completion of medicals, obtaining police clearances and providing required support documentation. The processing standard is six to eight months following submission of the full application, subject to current government processing priorities.

**Federal Skilled Worker Program.** The Federal Skilled Worker Program (FSWP) is based on a points-based assessment, which requires applicants to meet a minimum points threshold, based on the following:

- Age
- Education
- Work experience
- Adaptability to Canada factors



To qualify for immigration under the FSWP, an applicant must be assessed at least 67 out of a possible 100 points.

At a minimum, the applicant must have at least one year of work experience in a skilled occupation, demonstrate that he or she meets the minimum language proficiency requirements in French or English, and have his or her foreign educational credentials formally assessed to determine equivalency to Canadian education levels.

The applicant must also demonstrate that he or she meets the minimum language proficiency requirements in French or English.

**Canadian Experience Class.** The Canadian Experience Class (CEC) recognizes that certain individuals have the qualities to make a successful transition from temporary to permanent residence and can contribute to the Canadian economy. It is a simplified program that allows certain high skilled temporary foreign workers to remain permanently in Canada and apply for permanent residence from within Canada. To be eligible under the CEC, the applicant must be proficient in English and/or French and must have obtained at least 12 months of full-time (or an equal amount of part-time) skilled work experience in Canada in the three years before the application is made.

CEC applicants must also submit the results of a designated third-party English or French language proficiency assessment to meet language proficiency requirements.

**Provincial nominee programs.** Under agreements between the provincial and federal governments, provinces are able to nominate candidates for permanent residence in Canada if the applicant has the intention to settle and establish themselves in a particular province. Program criteria differ between provinces but the overriding principle is that applicants have skills or resources in demand in the particular province, that they have a job offer from an employer in the province, and that the applicants intend to reside permanently in such province. Certain provinces also have programs for immigrant entrepreneurs. It is recommended that potential applicants consult with an authorized Canadian immigration representative to confirm eligibility criteria for specific provincial streams and whether applications are currently being accepted (there are limited numbers of nominations available each year).

## **I. Family and personal considerations**

**Family members.** The legally married spouse or common-law partner and any dependent children (under the age of 22 years and who do not have a partner/spouse) of a holder of a Canadian work permit in a high-skilled occupation may seek to enter and reside in Canada for a term concurrent with the principal holder's work permit. These family members are usually issued Visitor Records, if required, to document their status as accompanying family members. Study Permits for minor children are not required to attend primary and secondary schools unless the children require Temporary Resident Visas to enter Canada. Attendance at a post-secondary institution requires a letter of

acceptance from that institution prior to the issuance of the Study Permit. Study Permits are not required if the student is enrolled in a short-term program in Canada of six months or less.

In many instances, married spouses and common-law partners, including same-sex couples, may be eligible for work permits if their spouse/partner is in Canada on a work permit or a study permit and if they meet the administrative criteria of the program.

**Driver's permits.** Foreign nationals may drive temporarily in Canada using driver's licenses from their home countries. Because each Canadian province issues driver's licenses independently, rules for foreigners vary. In general, foreign nationals have 60 days from the time of their arrival in Canada to obtain a Canadian driver's license. Depending on the province, an eye examination and a driving examination may be required. Insurance coverage requirements should also be reviewed.

**Criminal and medical inadmissibility.** Foreign nationals who have committed or been convicted of an offense in any jurisdiction may be criminally inadmissible to Canada. An assessment should be completed by an authorized Canadian immigration representative prior to making an application to Canadian immigration authorities to confirm whether the foreign national is eligible to enter Canada or whether a Temporary Resident Permit or Rehabilitation application may be required. Foreign nationals may be inadmissible to Canada on health grounds if they are likely to pose a danger to public health or safety if they may reasonably be expected to cause excessive demand on health or social services. It is suggested that advice be sought from an authorized Canadian immigration representative if a foreign national or immediate family member have any serious medical conditions.

# Cape Verde

[ey.com/globaltaxguides](https://ey.com/globaltaxguides)

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*The personal income tax rules described in this chapter reflect the current legislation and are expected to be in force until 1 August 2024.*

## A. Income tax

**Who is liable.** Residents of Cape Verde are subject to personal income tax (Imposto sobre o Rendimento das Pessoas Singulares, or IRPS) on their worldwide income. Nonresidents are subject to IRPS on income arising in Cape Verde.

An individual is considered resident in Cape Verde if he or she meets any of the following conditions:

- He or she stays in Cape Verde for more than 183 days in any 12-month period.
- On 31 December, he or she has a dwelling in Cape Verde that suggests habitual residence in Cape Verde.
- He or she exercises abroad public functions or commissions for the Republic of Cape Verde.
- On 31 December, he or she is a crew member of a ship or aircraft at the service of an entity having its residency, head office or place of effective management in Cape Verde that has been resident in Cape Verde in the past five years.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment and pension income.* IRPS is imposed on the income received by employed individuals, which includes all payments related to work. It is also imposed on all types of pensions. Some exemptions are available, particularly for termination payments and pensions up to CVE960,000.

*Business and professional income.* Business and professional income includes all income from professional activities and commissions and profits from a trade received by individuals.

Business and professional income may be subject to one of the following two regimes:

- Simplified regime for micro and small companies: turnover subject to a special rate of 4%
- Organized bookkeeping regime: net profit subject to the standard tax rates listed in *Rates*

Income may be taxed under the simplified regime if such regime is chosen by the taxpayer and if such taxpayer meets the requirements established in the legal regime for micro and small companies (notably, having up to 10 employees and/or having a gross turnover of up to CVE10 million), as defined by the relevant legislation. The organized bookkeeping regime applies to those taxpayers that do not meet the relevant requirements established in the legal regime for micro and small companies.

Taxpayers deriving business and professional income under the organized bookkeeping regime may benefit from a tax credit concerning internships.

*Directors' fees.* Directors' fees are taxed in the same manner as employment income.

*Rental income.* Rental income is subject to withholding tax at a rate of 10%. Taxpayers may opt for rental income to be included in taxable income computed in the tax return. In this case, the withholding tax is treated as a payment on account of the final annual income tax. Rental income must be included in the taxable income computed in the tax return if the payer is an individual or if the taxpayer simultaneously obtains rental income from individual and legal entity lessees. Expenses incurred on the maintenance and repair of the property may be deductible up to 30% of the gross rental income. For subleases, the difference between the rental income received and the rental income paid is not allowed as a deduction.

*Investment income.* Interest derived from public company bonds and state bonds and dividends are subject to withholding tax at a rate of 10%. An exemption applies to dividends received by resident individuals from resident companies or nonresident companies in Cape Verde subject to and not exempt from corporate income tax (Imposto sobre o Rendimento das Pessoas Colectivas, or IRPC). Dividends received by nonresident individuals from resident companies subject to and not exempt from IRPC are exempt from IRPS.

In general, other gross investment income is subject to a final withholding tax of 20%.

*Other income.* A flat rate of 20% applies to gains from gambling, lotteries, betting and prizes awarded in sweepstakes or contests.

**Capital gains and losses.** Capital gains derived by individual taxpayers from the disposal of immovable property, intellectual property or shareholdings are subject to a flat rate of 1%.

The IRPS Code provides an exemption for gains realized by nonresident individuals in Cape Verde from the disposal of shares and other securities. This exemption does not apply if real estate located in Cape Verde accounts for more than 50% of the assets of the entity being disposed of.

**Special regime for non-habitual residents.** A special regime applies to individuals who become tax residents of Cape Verde and have not been taxed as such in any of the previous five years. Non-habitual resident status applies for up to 10 years, and requires the taxpayer to be registered as a non-habitual resident with the tax authorities. The main features of this regime are summarized below.

Employment income, pensions and business or professional income derived from high value-added activities of a scientific, artistic or technical nature are taxed at a flat rate of 10% on net income.

Foreign-source income, such as employment income, income from certain business or professional activities (as mentioned above), income from copyrights, industrial property rights or transfer of know-how, investment income, rental income and capital gains, is exempt from tax in Cape Verde if such income is effectively taxed (for employment income) or may be taxed (for the other types of income) in either of the following countries:

- A tax treaty country, in accordance with the terms of the treaty
- A non-tax treaty country, in accordance with the Organisation for Economic Co-operation and Development (OECD) Model Tax Convention rules, provided that the country is not a territory considered a tax haven (not applicable to employment income) and that the income cannot be deemed sourced in Cape Verde under domestic tax law

Foreign-source pension income is exempt from tax in Cape Verde if such income is taxed in a tax treaty country or is not deemed sourced in Cape Verde under domestic tax law.

In general, income benefiting from the exemption method is considered to determine the tax rate applicable to the remaining income (except employment and business or professional income subject to the 10% rate mentioned above, which are taxed at special flat rates). Taxpayers may opt to apply the credit method (rather than the exemption method) to this income.

## Deductions

*Personal deductions and allowances.* Personal allowances are granted in the form of credits (see *Credits*).

*Business and professional deductions.* Professionals and individuals carrying on a business may be taxed under the simplified regime for micro and small companies or the organized bookkeeping regime (see *Business and professional income*).

The organized bookkeeping regime provides for the deduction of activity-related expenses. Taxable income is calculated using the IRPC rules, subject to the following limitations contained in the IRPS Code:

- Travel and accommodation expenses are only deductible up to 10% of total revenue.
- If a professional's house is partially used as an office, the professional may deduct certain expenses, including rent, electricity, water and telephone costs, and depreciation, up to 50% of the total amount of expenses incurred.

- Amounts booked as per diem allowances, kilometer allowances, meal allowances and other remuneration allowances are not deductible.

**Rates.** The following personal income tax rates apply for 2025.

Taxable income		Rate %
Exceeding CVE	Not exceeding CVE	
0	960,000	16.5
960,000	1,800,000	23.1
1,800,000	—	27.5

Taxable income up to CVE220,000 is exempt from tax. The CVE220,000 is subtracted from the amount taxable. As a result, the 16.5% rate applies to income between CVE220,000 and CVE960,000.

For purposes of assessment of the personal income tax liability on capital gains arising from the disposal of wealth goods, the following amounts are considered unjustified patrimonial increases and are taxable.

Evidence of wealth	Income to be considered
Acquisition of immovable property in an amount greater than CVE15 million	25% of the acquisition price
Passenger vehicles acquired for a price above CVE5 million	50% of the acquisition price in the register year (the calendar year in which the first certificate of register of the vehicle is issued)
Loans granted amounting to at least CVE2,500,000 in a year	30% of the annual amount

*Withholding taxes.* Tax on income listed in the following table is withheld at source.

Type of taxable income	Withholding tax rates	
	Residents %	Nonresidents %
Employment income	— (a)	— (a)
Business and professional income	15	15
Royalties	20	20 (b)
Bank deposit interest	20	20 (b)
Interest derived from public company bonds and state bonds	10	10 (b)
Dividends	0/10 (c)	10 (b)(d)
Income from the use or concession of equipment	20	20 (b)
Rentals	10	10
Pensions	— (a)	— (a)
Other investment income	20	20

(a) Withholding taxes are imposed at progressive rates according to the levels of income.

(b) This is a final withholding tax; income need not be declared.

(c) An exemption applies to dividends received from resident companies or non-resident companies in Cape Verde subject to and not exempt from IRPC.

(d) An exemption applies to dividends received from resident companies subject to and not exempt from IRPC.

**Credits.** For 2025, individuals may credit the following amounts against their tax liability:

- CVE5,000 for each dependent not subject to IRPS, each dependent under declared permanent incapacity and for each ascendant who lives with the taxpayer and does not receive income above the minimum social security retirement pension (the credit is subject to an annual cap of CVE25,000)
- 10% of documented medical expenses of the taxpayer or a member of the household (the credit is subject to an annual cap of CVE25,000)
- 10% of alimony payments (the credit is subject to an annual cap of CVE25,000)
- 10% of expenses incurred on the rental of the taxpayer residence (the credit is subject to an annual cap of CVE12,500)
- 10% of interest on certain loans and debts incurred for the acquisition or improvement of the taxpayer residence (the credit is subject to an annual cap of CVE12,500)
- 10% of education expenses of the taxpayer or a member of the household up to 24 years old (the credit is subject to an annual cap of CVE12,500)
- Advance personal income tax payments and taxes withheld at source

## **B. Other taxes**

**Inheritance and gift taxes.** Inheritance and gift taxes were eliminated, effective from April 1999.

**Property tax.** Property tax is levied on the property value at a flat rate of 1.5%. It is payable by the owners or users of the property, regardless of whether they reside in Cape Verde.

Property tax is due in the following circumstances:

- Annually, as a real estate tax
- On the act of transfer, in case of acquisition of real estate
- At the moment of disposal, in case of qualifying capital gains

**Touristic contribution.** For 2025, the tourist contribution established in 2013 remains in force. Accordingly, every overnight stay in a tourist establishment incurs a cost of CVE220 per occupant for a maximum of 10 nights. Children under 16 years old are not subject to this contribution.

## **C. Social security**

**Contributions.** Social security contributions are payable on all salaries, wages, bonuses, subsidies and other regular income, excluding some allowances and transport subsidies. Effective from 26 July 2017, the employer rate is 16%, and the employee rate is 8.5%. An employer must deduct an employee's contribution and pay the total amount by the 15th day of the following month.

Self-employed individuals engaged in a business or professional activity are subject to a special regime for social security contributions. Their contributions are calculated on a base preselected by the individual. The following are the contribution rates for self-employed individuals:

- 11% for the restricted social security regime
- 19.5% for the extended social security regime

**Employment incentive.** Companies or individuals (with organized accounts) who hire young employees up to 35 years old for their first employment relationship for a minimum term of one year are exempt from the mandatory employer social security contributions if certain conditions are met.

**Totalization agreements.** To provide relief from double social security contributions and to assure benefit coverage, Cape Verde has entered into totalization agreements. Under social security agreements, foreigners who work up to two years in Cape Verde and who contribute to a compulsory social security regime in their country of origin may not be subject to Cape Verdean social security contributions.

Cape Verde has entered into social security agreements with the following jurisdictions.

Brazil*	Luxembourg	Spain
France	Netherlands	Sweden
Italy	Portugal	

\* A new agreement is under negotiation.

A social security agreement is being negotiated with Senegal.

Cape Verde has also signed a community of Portuguese-language countries multilateral social security agreement with the following jurisdictions, which is not yet in force.

Brazil	Portugal	São Tomé and
Mozambique		Príncipe

Angola, Equatorial Guinea, Guinea-Bissau and Timor-Leste have not yet signed the multilateral agreement.

#### **D. Tax filing and payment procedures**

The tax year in Cape Verde is the calendar year. Residents, as well as nonresidents who have filing obligations, with only employment income or pension income must file their personal income tax returns by the end of March. Residents, as well as nonresidents who have filing obligations, with other income must file their returns by the end of May. Any balance of tax due or excess tax paid is payable or refundable when the Cape Verdean tax authorities issue the respective tax assessment.

Resident and nonresident individuals must use Form MOD 112 to self-assess the personal income tax. The tax return must be submitted electronically.

#### **E. Double tax relief and tax treaties**

Residents who receive foreign-source income are entitled to a tax credit equal to the lower of the foreign tax paid or the Cape Verdean tax payable on such income (after the respective credits). The credit applies to income derived from treaty and non-treaty countries.

Cape Verde has entered into double tax treaties with the Macau Special Administrative Region, Mauritius, Portugal and Spain. Cape Verde has signed double tax treaties with Angola, Equatorial



Guinea, Guinea-Bissau, Luxembourg, São Tomé and Príncipe, Senegal and Singapore, which are not yet in force.

On 21 June 2023, the Luxembourg Council of Government approved the income and capital tax treaty with Cape Verde, signed on 13 January 2022.

Income tax treaties are under negotiation with Brazil, the Hong Kong Special Administrative Region (SAR), Morocco and Seychelles.

# Cayman Islands

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## A. Income tax

The Cayman Islands government does not tax the income or capital gains of resident or nonresident individuals.

## B. Social security

No welfare or social security taxes are imposed. No deductions or contributions are required for any other government-sponsored programs. Medical insurance is mandatory for all private employees in the Cayman Islands. Employees must contribute a minimum of 5% of their earnings to a mandatory pension plan up to KYD87,000 except for foreign workers who have completed less than nine months of their employment contracts.

## C. Business licenses

Unless exempt, every person or company carrying on a trade or business in the Cayman Islands must have a business license for each location where the trade or business is conducted. The cost of the annual license depends on the type and location of the business and on the number and type of employees. The license fee is payable every year, and the application for renewal must be made at least 28 days before the anniversary of the grant of the license.

Companies carrying on a trade or business in the Cayman Islands that are not 60% owned and controlled by Caymanians also need a license under the Local Companies (Control) Law. This license normally has a 12-year term.

## D. Double tax treaties

The Cayman Islands has entered into a double tax treaty with the United Kingdom. The Cayman Islands has not entered into any other double tax treaties covering income tax.

# Chile

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## A. Income tax

**Who is liable.** All individuals domiciled or resident in Chile are subject to personal income tax on their worldwide income. However, during their first three years of residence, foreign nationals are subject to tax on Chilean-source income only. Nonresidents are taxed on Chilean-source income only.

Income earned from goods located in the country, services rendered in Chile or activities performed in Chile is considered to be Chilean-source income, regardless of where it is paid.

A person with presence in Chile for a period or periods that in total exceed 183 days within a rolling 12-month period, regardless of whether it is in an uninterrupted manner, is considered a resident of Chile.

“Domicile” is defined as residence in a place with the intention of staying there. The intention is proven through facts and circumstances, such as employment within the country. According to the tax authority criteria, the most important element to define domicile is the place where the person carries out the main economic activity that generates the most income and where the main interests or the principal business activities are located. In some cases, other aspects could also be considered, such as moving one’s family into the country.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable employment income includes any kind of remuneration received under an employment contract, including entertainment expenses. However, to the extent that certain requirements are met, board and lodging provided to workers for the employer's convenience are exempt from tax. Family allowance payments and social security benefits established by law, as well as severance payments within certain limitations, are not included in taxable income.

Subject to certain requirements, scholarships provided by employers to their employees or their employees' children are not taxable, but the latter has a tax deduction cap for the employer.

*Self-employment income.* Personal income tax, which is imposed at progressive rates ranging from 0% to 40%, must be paid on income withdrawn from business enterprises. The business enterprises are subject to the First Category Tax. The corporate income tax rate is 27%. Small to medium-size entities are subject to corporate income tax at a rate of 25% (certain requirements need to be met). Corporate tax paid by a company is creditable against the tax applicable to the distribution of profits to the company's partners or shareholders.

Income earned by professionals and independent workers, minus deductions for actual or deemed expenses, is also subject to personal income tax, which is imposed annually at progressive rates ranging from 0% to 40%.

Income and expenses are subject to a monetary correction based on the change in the Consumer Price Index (inflation index) between the month prior to the collection or disbursement and the month preceding the financial year-end.

Individuals and small partnerships engaged in agriculture, mining, land transportation and certain other activities are entitled to special tax benefits for small taxpayers, which includes paying tax on deemed income if gross income does not exceed a specified amount.

*Investment income.* Shareholders receiving dividends from Chilean corporations are entitled to a total or partial credit of the First Category Tax paid by the corporation. The dividends are aggregated with all other income and taxed as personal income, along with interest derived from the following sources:

- Demand deposits or time deposits in cash
- Bonds, debentures or other debt instruments, unless otherwise provided by international agreement

Income derived from rentals and royalties is included in taxable income and is subject to personal income tax.

*Directors' fees.* Directors' fees are taxed as personal income, subject to a provisional withholding of 10%, without deduction of actual or deemed expenses.

**Taxation of employer-provided stock options.** Since February 2020, neither the grant nor the exercise of a stock option is

taxable for the beneficiary if a stock option plan is included in an individual or collective employment agreement; if not, it is taxable at exercise. The above applies regardless of the taxation that may be imposed on the subsequent sale of the shares or the dividends on such shares. This treatment applies to stock option plans exclusively and not to other types of equity plans.

**Capital gains.** Capital gains derived from sales of personal property, including automobiles and household furniture, not used in connection with a trade or business, are exempt from tax. Since 1 January 2017, capital gains derived from sales of local real estate are taxable income, with an overall non-taxable amount of UF8,000 (approximately USD319,000), which is applied if the sale meets certain criteria. The cap is determined on the accumulated results of sales of real estate. The UF is an inflation-indexed unit expressed in Chilean pesos that varies according to the consumer price index.

Gains derived from transfers of personal property and real property used in a trade or business are treated as ordinary income and are subject to tax at the regular rates (see *Rates*).

Capital gains arising from the sale of shares are subject to the general tax regime. However, for residents complying with certain requirements, the tax paid can be allocated to the number of years during which the shares were held by the owner, up to a maximum of 10 years. Alternatively, the taxpayer may choose to pay a 10% flat rate on the amount of the capital gains. Also, capital gains arising from the sale of shares traded in the Chilean stock exchange are taxed at a flat rate of 10%.

## Deductions

*Personal deductions and allowances.* Individuals may deduct from their taxable income their social security contributions paid, up to certain limits. Subject to certain limitations, amounts invested in pension or insurance funds may be fully deductible from taxable income. Mortgage interest paid may be deducted from the tax base, subject to certain limitations.

In addition, child education expenses incurred during the year are eligible for a tax credit against personal taxes if the parents' total yearly income does not exceed UF792 (approximately USD31,500). The maximum annual tax credit per child is UF4.4 (approximately USD175).

*Business deductions.* Deductible expenses consist of expenses necessary to produce taxable income.

Instead of accounting for actual expenses, individual professionals and independent workers may take a standard deduction equivalent to 30% of gross income, limited to 15 Annual Tax Units (ATUs, see *Rates*).

## Rates

*Employment income.* Personal income tax is levied on a progressive scale. The income brackets are adjusted monthly in accordance with the consumer price index variation expressed through a unit called a Monthly Taxable Unit (MTU). An MTU is equivalent to approximately USD70. The Annual Taxable Unit (ATU) is equal to one Monthly Taxable Unit multiplied by 12.

The following table presents the personal income tax brackets and corresponding rates.

Taxable income		Rate %
Exceeding MTU	Not exceeding MTU	
0	13.5	0
13.5	30	4
30	50	8
50	70	13.5
70	90	23
90	120	30.4
120	310	35
310	—	40

Employment income taxpayers may voluntarily file an annual tax return to recalculate the monthly taxes paid on an annual basis.

*Self-employment and business income.* Tax is calculated on an annual basis rather than the monthly basis used by dependent employees. The brackets and rates are the same as those indicated above, except that the MTU is replaced by the ATU, which is equivalent to 12 MTUs for the month of December.

For 2024, sole proprietors are subject to the First Category Tax at a rate of 25% or 27%, depending on the corporate tax regime chosen by them.

Self-employed taxpayers are subject to provisional tax at a rate of 13.75% (applicable tax rate during 2024) of gross fees or receipts. In certain cases, the provisional tax is withheld by the payer or otherwise the taxpayer is obligated to pay the monthly provisional tax. The provisional tax withheld or paid during the year is credited against the final tax. This applies to independent workers, professionals and individuals in professional partnerships who are not subject to the First Category Tax.

*Nonresidents.* Individuals working in Chile for periods not exceeding 183 days, regardless of whether these periods are uninterrupted, within any 12-month period are considered nonresidents. However, a person may be treated as domiciled in the country from the first day of his or her stay in Chile if evidence of an intention to establish a domicile in Chile exists.

Nonresidents are subject to an Additional Tax on their Chilean-source income, which is income earned for services rendered in Chile or activities performed in the country, at flat rates of 15%, 20% or 35%.

The rate is generally 15% for remuneration paid for technical or engineering work or for professional or technical services rendered under certain conditions in Chile or abroad. However, the 15% rate is increased to 20% if the payments are made to a related entity or to a resident in a country listed as a tax haven.

The rate is 20% for fees or salaries for scientific, cultural or sports activities. The tax rate for other types of services is 35%.

The Additional Tax may also be imposed on nonresidents receiving payment of remuneration from Chile for services rendered

abroad. The general tax rate is 35%, with special rates of 15% or 20% imposed under the conditions described above.

Dividend income of nonresidents generally is subject to tax at a rate of 35%, with a credit for corporate tax paid. Profits from Foreign Capital Investment Funds, however, are subject only to a 10% withholding tax when repatriated, with no credit.

Interest and remuneration for certain services are generally subject to a 35% withholding tax. The tax rate for directors' fees is also 35%. Royalties are subject to withholding tax at a rate of 30%.

**Relief for losses.** Business losses of a self-employed person must first be carried back. To the extent the loss exceeds profits from prior years, the unused portion of the loss may be carried forward indefinitely. These matters are subject to special rules, applicable to self-employed persons subject to First Category Tax, or subject to accounting, according to the corresponding requirements for it.

Individuals who are not self-employed or engaged in their own business may offset investment losses against investment profits in the same year.

## B. Estate and gift tax

Estate and gift tax is a unified tax, assessed in accordance with rates and brackets expressed in ATUs (see Section A). Residents are subject to estate and gift tax on worldwide assets. Nonresidents are subject to estate and gift tax on assets located in Chile only. Estate tax paid abroad may be credited against Chilean tax.

A zero rate applies to the first 50 ATUs transferred from an estate to close relatives, including a spouse or children. Only five ATUs are subject to the zero rate if assets are transferred to other beneficiaries. The following tax rates apply after deduction of the exempt amount.

Taxable amount		Rate %
Exceeding ATU	Not exceeding ATU	
0	80	1
80	160	2.5
160	320	5
320	480	7.5
480	640	10
640	800	15
800	1,200	20
1,200	—	25

## C. Social security

Employers pay a basic contribution of 0.9%, which can be increased by 3.4% depending on the risk of the company's activities, to cover work accident insurance for employment activities.

Also, employers must pay a contribution for accompanying insurance for boys and girls affected by serious health conditions, equivalent to 0.03% of the employee's taxable remuneration.

In addition, employers must pay a 1.5% contribution for each employee to cover disability and survival insurance. These contributions are paid on salaries up to a maximum of UF84.3 for 2024 (approximately USD3,350) (for details regarding the UF, see Capital gains in Section A). This amount is adjusted on an annual basis.

Social security contributions covering health care institutions and pension funds are paid by employees at a maximum basic rate of approximately 18.4% (7% for health care institutions, 10% for pension funds and the Pension Funds Administrator commission of approximately 0.49% to 1.44%) on salaries up to a maximum of UF84.3 for 2024 (approximately USD3,350). The applicable wage ceiling is adjusted annually.

The contributions described above are withheld and remitted by employers on a monthly basis. In addition, employees may contribute voluntarily in excess of the ceiling to individual pension funds or health insurance. Voluntary contributions are entitled to the same tax benefits as required contributions, within certain limits.

Another mandatory social security contribution relates to unemployment insurance, which is financed by employers, employees and the government. For employees hired indefinitely, the contribution rates are 2.4% for employers and 0.6% for employees, with a salary ceiling of UF126.6 for 2024 (approximately USD5,000) per month. This amount is also adjusted on an annual basis. For fixed-term employees, the contribution is 3%, which is borne entirely by the employer.

To the extent that certain requirements established by law are met, to provide relief from paying double social security contributions and to assure benefit coverage, Chile gives the possibility to foreign individuals to exempt themselves from paying social security contributions in Chile if they are technical or professional employees covered under a similar social security system in their home jurisdiction. However, this exemption does not apply to unemployment insurance, work accident insurance and accompanying insurance for boys and girls affected by serious health conditions (SANNA fund).

Independent workers are also required to contribute to the Chilean pension system, on an annual basis. It is mandatory for all independent workers who receive income mentioned in Article 42, No. 2 of the Chilean Income Tax Law (see next paragraph), with the exception of the following:

- Men over 55 years of age and women over 50 years of age as of 1 January 2018
- Individuals affiliated to social security systems other than Pension Fund Administrators (Administradora de Fondos de Pensiones, or AFP)
- Individuals who already contribute up to the social security ceiling (UF84.3)
- Pensioners for old age or total disability

In general, Article 42, No. 2 of the Chilean Income Tax Law refers to income from the exercise of liberal professions or any



other “lucrative occupation” (as defined) other than those regulated by Article 42, No. 1 of the Chilean Income Tax Law (employment income).

It also applies to independent workers who receive dependent income simultaneously during a year, within the above caps, and to individuals who are currently receiving a partial disability pension while continuing to work as independent workers.

Independent workers must contribute for the following coverages:

- Pension
- Health insurance
- Disability insurance
- Work accident insurance
- SANNA fund

**D. Tax filing and payment procedures**

The deadline to submit the corresponding Chilean Internal Revenue Service (IRS) form and pay taxes withheld by employers, originally is the 12th day of the month following the declared payroll monthly period. If the presentation of the corresponding form is done through the internet payment system, the deadline is the 20th day of the month following the declared payroll monthly period.

Spouses are taxed separately on their personal income.

Annual income tax returns must be filed in April for income received in the preceding calendar year. Tax withheld or paid monthly is credited against tax due. Any tax owed must be paid when filing the tax return. Balances in the taxpayers’ favor are refunded in May.

Certain self-employed taxpayers, including independent workers, professionals and professional partnerships, must pay provisional monthly tax at a rate of 10% of gross monthly fees or receipts. The provisional tax is credited against final tax. Enterprises that pay fees to professionals or independent workers must withhold 13.75% (applicable rate for 2024) from gross fees. The withholding is treated as a provisional payment by the taxpayer. Taxes withheld by payers of fees are credited against the provisional monthly payments.

**E. Double tax relief and tax treaties**

Chile has entered into double tax treaties based on the Organisation for Economic Co-operation and Development (OECD) model convention with the following jurisdictions.

Argentina	India	Portugal
Australia	Ireland	Russian
Austria	Italy	Federation
Belgium	Japan	South Africa
Brazil	Korea (South)	Spain
Canada	Malaysia	Sweden
China Mainland	Mexico	Switzerland
Colombia	Netherlands	Thailand
Croatia	New Zealand	United Arab
Czech Republic	Norway	Emirates

Denmark	Paraguay	United Kingdom
Ecuador	Peru	United States
France	Poland	Uruguay

Chile entered into a double tax treaty with the United States, which takes effect in December 2023 and January 2024. Double tax treaties with India, the Netherlands and the United Arab Emirates entered into force in January 2023.

## F. Tourist visas

Most foreign nationals from jurisdictions with which Chile has consular relations do not need to obtain entry visas before entering Chile. However, citizens of certain jurisdictions need to obtain a tourist visa in advance through the Chilean consulate in their home jurisdiction to be able to enter Chile. A list of these citizens is provided by the Foreign Affairs Chilean Office.

For foreign citizens who do not need to obtain a tourist visa in advance as an entrance requirement, the new Chilean immigration law (see Section G) allows them to obtain a transitory permanence permit on arrival from the International Police. The transitory permanence permit can be issued to individuals who intend to visit Chile for business, family, health, recreational or sporting activities and who have no intention of immigrating or conducting remunerated activities. Depending on the visitor's citizenship, transitory permanence permits can be valid for a maximum period of 90 days and can be renewable for an additional maximum 90-day period.

## G. Chilean immigration law

In April 2021, a new immigration law was published in the *Chilean Official Daily*, establishing new rules with respect to institutions, procedures and types of visas that can be requested. The new law entered into force on 12 February 2022.

Relevant aspects of the new law are discussed below.

The National Immigration Service, which replaces the Immigration Department, is created. This authority has the mission of granting, extending or revoking the work, residency and permanent residency permits submitted for its consideration, including applications filed through the Chilean Consulates around the world.

As a general rule, a temporary residence permit must be applied for and obtained before the applicant's entrance to Chile, through the National Immigration Service website. As part of the main general process, applicants should sign the Chilean employment contract that supports the application made through the corresponding Chilean Consulate abroad and attach the contract to the other required documents to be filed. Exceptionally, foreigners who has already entered Chile can apply for temporary residence permits in the country in cases related to family reunion or other specific humanitarian circumstances.

Temporary residence renewal for definitive residence permits are applied for and obtained in Chile, according to the procedures defined by Chilean immigration rules and Chilean Immigration Service criteria and definitions.

Foreign visitors can obtain special work permits that allow them to develop work activities in Chile for specific periods while they stay in the country with transitory permanence authorizations. The visitors can obtain these work permits abroad before entering Chile or in Chile after their arrival.

The entry and exit of persons into and out of Chile must be carried out through authorized passages with travel documents, provided that there are no legal prohibitions in their regard.

The new law provides a new catalog of residency and work permits and establishes its requirements.

In general terms, the new Chilean immigration law establishes four immigration categories, which may be requested by foreigners as main applicants or dependents in order to obtain authorization to enter Chile. The law establishes the following immigration categories:

- Temporary permanence: It is the permit granted by the National Immigration Service to foreigners who enter the country with no intention of settling there, which authorizes them to remain in Chile for a period of 90 days, extendable for the same period once, except in the case of *force majeure*. Foreigners with permanent residence are not able to carry out paid activities in the country, except in qualified cases.
- Official residence: It is the residence permit granted to foreigners who are on an official mission recognized by Chile and to their dependents. The granting and rejection of this residence permit is the responsibility of the Ministry of Foreign Affairs.
- Temporary residence: It is the residence permit granted by the National Immigration Service to foreigners who intend to settle in Chile for a limited time, and which enables them to carry out paid activities in the country. This permit is valid for up to two years, except in the case of seasonal workers, in which case it may be valid for up to five years when limited annual stay periods are established. This permit may be extended for up to two additional years.
- Definitive residence: It is the permission to settle indefinitely in Chile, which authorizes the development of any lawful activity, without other limitations than those established by legal and regulatory provisions. Definitive residence may only be granted to foreigners who hold a temporary residence permit that expressly allows applying for it and who meet the requirements of the law and applicable regulations. Holders of a definitive residence permit do not require prior authorization or a visa to enter the country.
- Nationalization: It is granted based on Supreme Decree No. 5,142, which provides the text for Chilean nationalization.

## H. Work visas and self-employment

An expatriate who wishes to engage in remunerated activities in Chile must apply for the corresponding residence permit, or a special work permit as visitors with transitory permanence authorization. Except in certain special cases, visas can only be obtained abroad, before the arrival of the person to Chile.

Foreign nationals may start businesses in Chile if they comply with all legal requirements. Companies may be headed by foreign

nationals and be represented by them for tax purposes if such citizens have obtained residency in Chile. For this purpose, the Chilean Internal Revenue Service can define its criteria and can request a definitive residence in the country.

In general, foreign nationals must file all or some of the following main documents, duly apostilled, when applying for residence authorizations or work permits:

- An application form
- Passport and documents proving current immigration status
- Documents that prove professional status
- Documents that prove marital status
- Birth certificates
- Documents that support the activities that an applicant will develop in the country, such as a labor contract or documents that prove that the applicant has been accepted in a college or educational institution; according to current Chilean Immigration Service criteria, foreigners who will develop work activities in Chile should support those activities with a Chilean employment contract signed by a local employer
- Health certificate
- Police record

However, the appropriate authorities have the discretion to request different or additional documents if these are deemed necessary for the approval of the visa.

## **I. Family and personal considerations**

**Family members.** Family members of a working foreign national should obtain their temporary residence permits as dependents. According to the new immigration law, dependents are allowed to develop their own work or economic activities.

**Driver's permits.** Foreign visitors can drive in Chile with their foreign or international driver's licenses while they stay in Chile with transitory permanence authorization. Nevertheless, foreigners who stay in Chile as residents rather than visitors should obtain a Chilean driver's license. To obtain a Chilean driver's license, a foreign national must take a basic written exam, a technical exam, a basic practical driving test and a basic medical exam. Notwithstanding, Chile has license reciprocity with a few jurisdictions, with the possibility to exchange a home driver's license for a Chilean one, but subject to the validity of Chilean residence documentation.

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*This chapter relates to the mainland China tax jurisdiction, referred to as "China" within this chapter.*

## A. Income tax

**Who is liable.** Chinese tax residents are generally subject to tax on their China-source and non-China-source income. Nonresidents are subject to tax on their China-source income only.

Effective from 1 January 2019, Chinese tax residents include the following persons:

- Individuals who have their domicile in China
- Individuals who do not have their domicile in China, but reside in China for 183 days or more in a tax year

For employment income, non-China-domiciled individuals who are Chinese tax residents for no more than six consecutive years are subject to China individual income tax (IIT) on income earned from services rendered in China and on income earned from services rendered outside China but paid or borne by the individual's China employer.

China-domiciled individuals are subject to China IIT on their worldwide income. Non-China-domiciled individuals who have been a Chinese tax resident for more than six consecutive years and who had no absence from China for more than 30 consecutive days in any of the six consecutive years are subject to China IIT on their worldwide income, regardless of the mode of payment and place of payment of the income.

**Income subject to tax.** The taxation of various types of income that are common to foreign expatriates is described below. For Chinese tax residents, employment income, labor services income, author's remuneration and royalties should be aggregated in a tax year as consolidated income.

*Employment income.* The types of taxable compensation under the China IIT law include, but are not limited to, wages and salaries, foreign service or hardship allowances, cost of living and automobile allowances, tax reimbursements, bonuses and equity compensation. The form of the individual income may be cash, physical objects, securities and economic interests in any other form.

Nontaxable compensation for expatriate employees includes housing rental, home leave (limited to twice a year for employee only), relocation or moving, meals and laundry, language training and children's education in China, provided such items are paid directly or reimbursed by the employer on the presentation of official tax invoices. The non-taxable treatment of housing rental, language training and children's education may not be available from January 2028.

The annual bonus can be treated as a separate one-month salary for tax purposes. Effective from 1 January 2019, for Chinese tax residents, the applicable marginal tax rate can be determined based on 1/12 of the annual bonus, while for nonresidents, the annual bonus or several-month bonus may be divided evenly into six installments and each installment is taxed using the monthly tax rates. This calculation method can be used by each individual only once in a calendar year. For Chinese tax residents, bonuses other than the annual bonus must be treated as a part of monthly salary income and are taxed based on the aggregated amount of



monthly income. For Chinese tax residents, the favorable tax treatment on the annual bonus may not be available from January 2028.

*Self-employment income.* Taxable income includes compensation for independent personal services performed in China, bonus payments and income specified as taxable by the Ministry of Finance.

*Investment income.* Interest, dividends and other investment income from China sources are subject to tax at a flat 20% rate, with no deductions allowed.

Dividends, interest, royalties and rental income received by non-resident foreign nationals from China sources are normally subject to a 10% withholding tax under most double tax treaties entered into by China on the approval of the local tax authorities in charge.

Dividends paid by foreign-investment enterprises to foreign nationals in China are exempt from China IIT.

*Directors' fees.* Directors' fees are considered income from independent personal services and are taxed as income derived from labor services. However, directors' fees paid to a company director are taxed as "wages and salaries" if he or she is an employee of that company or a related company. If the director is not also an employee of the company, his or her directors' fees may be taxed under the "labor service" category.

If directors' fees are taxed under the "labor service" category, the tax liability is computed by applying the rules outlined for income from independent personal services. If directors' fees are taxed as "wages and salaries," they must be included in the salary for the month of receipt of the fees and are subject to the progressive tax rates ranging from 3% to 45%.

*Enterprise annuities.* Under a tax circular that took effect on 1 January 2014, deferred taxation is provided to qualified annuity plans that are set up by enterprises in accordance with Chinese annuity regulations. Both employer and employee contributions are not subject to IIT at the time of contribution if certain conditions are met.

*Tax deferral.* Effective from 1 May 2018, the Chinese Government launched IIT deferral on commercial pensions in pilot areas including Fujian Province, Shanghai and the Suzhou Industrial Park Zone. Under the trial program, individual contributions (capped at 6% of monthly salary or CNY1,000 a month, whichever is lower) to qualified commercial pension plans can be deducted from taxable income when filing IIT returns. Starting from 1 January 2022, the deduction is based on the actual contribution amount and is capped at CNY12,000 per year.

*Temporary relief.* Under a temporary measure, for dividends and profit sharing derived by individuals from domestic listed companies, only 50% of the income is chargeable to IIT if the stockholding period is longer than one month but no more than one year, and 100% of the income is exempt from IIT if the stockholding period exceeds one year. Also, interest income derived by

individuals from domestic banking institutions on deposits is temporarily exempt from IIT.

*Exempt income.* The following types of income are exempt from tax:

- Monetary awards granted by provincial People's Governments, State Council ministries and commissions, units of the People's Liberation Army at army level or above, or by foreign or international organizations for achievement in fields, such as science, education, technology, culture, public health, sport and environmental protection
- Interest on state treasury bonds and state-issued financial bonds and national debt obligations
- Subsidies and allowances paid in accordance with the centralized State Council
- Welfare benefits, disability pensions and relief payments
- Insurance indemnities
- Military severance pay and demobilization pay
- Resettlement allowances, severance pay, retirement pay, retirement pensions and cost-of-living subsidies of personnel who have left their jobs on a permanent basis to rest and recuperate, and subsidies distributed to cadres and workers, in accordance with centralized state regulations
- Income of diplomatic representatives, consulate officials and other personnel of foreign embassies and consulates in China who enjoy tax exemptions in accordance with the relevant Chinese laws
- Tax-exempt income stipulated in international conventions
- Tax-exempt income approved by the finance department of the State Council

**Capital gains.** After deducting costs and related expenses, income derived from the sale or transfer of movable or immovable property in China is taxed at a flat 20% rate.

Capital gains derived from transfers of shares listed on China stock exchanges in the secondary market are temporarily exempt from China IIT.

Foreign individuals are subject to a 20% tax on gains derived from the sale of equity in a foreign-investment enterprise in China (for example, an equity joint venture).

The applicable tax rate may be reduced for individuals who are residents of treaty jurisdictions.

**Taxation of employer-provided stock options.** Taxable income is recognized on the date an employee exercises an employer-provided stock option. For foreign nationals, stock option income attributable to China employment is considered China-source income.

If the stock option is taxable, the amount of taxable income is the difference between the fair market value of the stock on the exercise date and the exercise price. For stock options of publicly listed companies, the taxable income may be reported in the month of exercise as stand-alone employment-related income, which is subject to IIT at progressive rates ranging from 3% to 45%. Effective from 1 January 2019, annual tax rates can be applied to the taxable income for Chinese tax residents while for

nonresidents, the taxable income can be divided into six equal installments and each installment is taxed using the monthly tax rates (this treatment is referred to below as the “favorable tax treatment”). This favorable tax treatment is applied only when a tax registration of the stock option plan has been performed with the in-charge tax bureau. In addition, all exercises of stock options in the same calendar year must be aggregated for the calculation of China IIT. For Chinese tax residents, the favorable tax treatment on the taxable income may not be available from January 2028.

The above favorable tax treatment applies to employees of publicly listed companies (including branches) and their subsidiaries that are at least 30% owned by the listed companies. For companies indirectly held by listed companies, the ownership percentage is determined by multiplying the respective shareholder percentage at each level of ownership. If a listed company holds over 50% of the first-tier subsidiary’s shares, the ownership percentage is calculated as 100%.

Effective from 1 September 2016, if equity incentives (that is, stock options, restricted stocks and stock rewards) granted to employees by unlisted domestic companies meet certain criteria, an employee of the domestic company can defer taxation until the equity is sold.

If the above types of favorable tax treatment do not apply, the taxable income derived from the stock option is aggregated with regular taxable monthly employment income in the month of exercise and subject to the marginal rate of the employee.

## **Deductions**

*Deductible expenses.* A Chinese tax resident can enjoy a CNY60,000 deduction each year in computing his or her net taxable consolidated income, which is an aggregate of employment income, labor services income, author’s remuneration and royalties. A nonresident foreign employee can enjoy a deduction of CNY5,000 per month on his or her employment income. Qualified charitable donations are also deductible.

Employees, self-employed individuals and individual partners of partnerships can claim a deduction for their contributions to qualified commercial health insurance schemes from taxable income. The deduction is capped at CNY2,400 per year (that is, CNY200 per month).

An individual’s contributions to a certain qualified private pension scheme through personal pension fund accounts can be deducted from the taxable consolidated income or operational income. The deduction is based on the actual contribution amount and is capped at CNY12,000 per year. The policy was effective from 1 January 2022 in pilot cities.

For foreign expatriates, overseas social security contributions made by individuals are not deductible.

If an employer is responsible for paying the employee’s China income tax liabilities, the employee’s taxable income is grossed up by the amount of the payment. Any hypothetical tax, which is an amount withheld by the employer as full or partial compensation for satisfying the employee’s China tax liability, is normally

allowed as a deduction in computing the employee's net taxable income.

*Personal deductions and allowances.* Chinese tax residents are eligible for the following specific additional tax deductions (the amounts are effective from 1 January 2023), if applicable.

<b>Specific additional tax deductions</b>	<b>CNY</b>
Children's education	2,000 per month per qualified child
Continued education	
Academic education	400 per month
Continued education for skilled professional or technical personnel	3,600 per year
Medical expenses for serious illness	Expense above 15,000, capped at 80,000 per year
Housing loan interest	1,000 per month
Housing rent	800/1,100/1,500 per month, depending on the category of the city
Caring for the elderly	
Single child	3,000 per month
Non-single child	Not exceeding 1,500 per month
Caring for a baby under three years old	2,000 per month per qualified child

However, foreign employees who are Chinese tax residents cannot enjoy the nontaxable benefits, such as housing and children's education, and the above specific additional tax deductions at the same time. They can elect to only enjoy one of them. The nontaxable benefits of housing, children's education and language training may be unavailable to foreign employees from January 2028; thereafter, Chinese tax resident foreign employees would only be able to enjoy the children's education, housing rent or housing loan interest, and continued education deductions mentioned above. At the time of writing, no further instruction had been issued by the tax authority.

On the approval of the local tax bureau, employees who do not have their domicile in China and who have job responsibilities both within and outside China may be allowed to report income on a time-apportionment basis. The employment income may be prorated based on the number of days the employee stays in China. To qualify, an employee needs to provide supporting documentation.

No distinction is made between married and single taxpayers.

*Business deductions.* Independent personal services income and royalties can have a deduction of 20% of income.

Rental or leasing income can have a deduction of CNY800 or 20% of income, whichever is higher.

A taxpayer may claim a deduction for reasonable repair fees from rental income, limited to CNY800 per month, on the presentation of official invoices and the approval of the local tax authorities in charge.

**Rates.** Employment income is accumulated for purposes of calculating monthly tax liabilities for Chinese tax residents. Income tax for resident individuals is computed on a monthly basis by applying the progressive annual tax rates shown below to employment income under a cumulative pre-withholding method.

For Chinese tax residents, labor services income, author's remuneration and royalties can have a deduction of 20% of income, and author's remuneration can have a further 30% deduction of income.

Employment income, labor services income, author's remuneration and royalties must be aggregated as consolidated income and the following progressive annual tax rates are applied to compute the annual tax liability.

Taxable income CNY	Annual tax rates		Cumulative tax due CNY
	Tax rate %	Tax due CNY	
First 36,000	3	1,080	1,080
Next 108,000	10	10,800	11,880
Next 156,000	20	31,200	43,080
Next 120,000	25	30,000	73,080
Next 240,000	30	72,000	145,080
Next 300,000	35	105,000	250,080
Above 960,000	45	—	—

Income tax for nonresident individuals is computed on a monthly basis by applying the progressive monthly tax rates shown below for employment income, labor services income, author's remuneration and royalties.

For nonresident foreign nationals, labor services income, author's remuneration and royalties can have a deduction of 20% of income, and author's remuneration can have a further 30% deduction of income. They are subject to tax at the following progressive monthly tax rates to compute monthly tax liability.

Taxable income CNY	Monthly tax rates		Cumulative tax due CNY
	Tax rate %	Tax due CNY	
First 3,000	3	90	90
Next 9,000	10	900	990
Next 13,000	20	2,600	3,590
Next 10,000	25	2,500	6,090
Next 20,000	30	6,000	12,090
Next 25,000	35	8,750	20,840
Above 80,000	45	—	—

Rental or leasing income is subject to tax at a flat rate of 20%.

**Relief for losses.** Except for individual proprietorship enterprises and individual equity partnership enterprises, no measures exist for the carryover of losses.

**Nonresidents.** Individuals who do not have their domicile in China and who stay in China for less than 183 days in a calendar year are considered nonresidents and are subject to IIT under different rules, as described below.

*Resident for 90 days or less.* Individuals who reside in China continuously or intermittently for not more than 90 days during a calendar year are treated in the following manner:

- An expatriate is exempt from IIT if the salary is paid and borne by an overseas employer.
- Employment income paid or borne by the employer's establishment in China is subject to IIT to the extent that the income is attributable to services actually performed in China. For these purposes, an establishment includes a representative office and a permanent establishment that a foreign entity has or constitutes in China.
- Normally, the employment income paid or borne by the employer's establishment in China is apportioned to China and non-China services in accordance with the actual number of days the expatriate resides in China.

*Residents for more than 90 days but less than 183 days.* Individuals who reside in China for more than 90 days, but less than 183 days in a year, are treated in the following manner:

- The expatriate is subject to IIT on employment income derived from services actually performed in China.
- Employment income attributable to services performed outside China is exempt from IIT. Normally, the employment income is apportioned to China and non-China services in accordance with the actual number of days the expatriate resides in China.

Notwithstanding the above, special treatment may be available for a foreign individual who serves in the senior management of a Chinese entity or for an individual who is a resident of a jurisdiction that has signed a tax treaty with China.

Income paid and borne by an employer outside China with respect to these individuals is taxed in one of the following ways:

- The income is exempt from individual income tax if the individual resides in China for not more than 90 days during a calendar year (or for tax treaty expatriates, not more than 183 days during a calendar year or any 12-month period, depending on the relevant tax treaty terms).
- The income is subject to individual income tax if the period of residency in China extends more than 90 days during a calendar year (or for tax treaty expatriates, more than 183 days during a calendar year or any 12-month period, depending on the terms of the relevant tax treaty), to the extent that the income is attributable to services performed in China.

*Registration requirement.* To claim the treaty entitlement provided under relevant tax treaties to nonresident individuals, such as for dependent services income, these individuals must submit the required documents to the tax authorities for confirmation.

## **B. Other taxes**

**Net worth tax.** No net worth tax is levied in China.

**Estate and gift taxes.** No estate and gift taxes are levied in China.

## **C. Social security**

Chinese nationals employed by China entities are subject to the social security (that is, must participate in the social security system) in China. Under the new China Social Security Law, which

took effect on 1 July 2011, foreign nationals working in China must also participate in the China social security system. The Ministry of Human Resources and Social Security in China released interim measures for the participation of foreign nationals employed in China in China social insurances on 6 September 2011. These interim measures took effect on 15 October 2011. Under the interim measures, foreigners who have obtained a China Permanent Residence Certificate, Work Permit, Foreign Expert Certificate or Certificate of Permanent Foreign Correspondent are required to contribute to Chinese social security schemes. They must participate in basic pension schemes, basic medical insurance, work-related injury insurance, maternity insurance and unemployment insurance. Chinese employers are required to perform social security registration for foreign employees within 30 days after the employees obtain a work permit and withhold the required contributions on a monthly basis.

Hong Kong, Macau and Taiwan residents working in China are allowed to participate in the China housing provident fund, effective from 28 November 2017. They are required to participate in the China social security system, effective from 1 January 2020.

Special rules apply to foreigners from certain jurisdictions or territories. Under the totalization agreements with Germany and Korea (South), if German and Korean employees do not contribute to their home jurisdiction's pension and unemployment insurance during their employment in China, they should contribute to pension and unemployment insurance in China. A totalization agreement with Denmark took effect on 14 May 2014. Under the totalization agreement, Danish employees who are required to participate in Danish pension schemes can be exempt from the contributions to pension insurance in China. Also, under rules that took effect on 1 October 2005, employees from Hong Kong, Macau and Taiwan who have entered into local labor contracts in China can contribute into the China social security system.

Social security tax rates vary among cities. Employers and employees are subject to social security taxes at an average rate of 25% and 11% of gross income, respectively. For this purpose, the amount of gross income is capped at three times the average salary in the city for the preceding year as published by the local government.

China has entered into totalization agreements with the following jurisdictions.

Canada	Germany	Netherlands
Denmark	Japan	Serbia
Finland	Korea (South)	Spain
France*	Luxembourg	Switzerland

\* The totalization agreement with France had not yet entered into force as of the time of writing.

## D. Tax filing and payment procedures

The tax year is the calendar year. Spouses are taxed separately, not jointly, on all types of income.

Foreigners must register with the local tax bureau or, if individuals are engaged in offshore oil and gas exploration activities, with the local offshore oil tax bureau.

Foreigners subject to China IIT may need to complete a tax registration form and provide an employer's certification stating the amount of their compensation, along with copies of relevant passport pages to verify their date of arrival.

Although the recipient of income is responsible for payment of income tax, it is generally collected through a withholding system under which the payer is the withholding agent.

A withholding agent must notify its supervising tax authorities of the basic personal details regarding all individuals to whom it has paid taxable income. Required personal details for payees include name, personal identification number, position, residential address, telephone number and correspondence address. Additional information may be required if the income recipients are not employees of the withholding agent, investors, equity owners, or nonresidents of China. However, payers of dividends and interest are required only to file a set of simplified information with respect to the recipients. The withholding agent must submit the above information in the month following the month of payment of taxable income to an individual, regardless of the availability of deductions or concessions that may be offset against the income. The withholding agent must also notify the tax authorities of any subsequent changes. If the withholding agent fails to withhold the tax and file the monthly tax returns with its governing local tax bureau for its employees and income recipients, the tax authorities may impose a penalty of 50% to 300% of the tax due on the withholding agent.

All taxpayers, including those earning China-source income but not covered by the withholding system, and employees who are paid outside China must file monthly income tax returns and pay the relevant tax to the local tax bureau. The returns must be filed within 15 days after month-end.

Chinese residents with foreign-source income must file annual reconciliation tax returns and pay tax due between 1 March to 30 June of the following year. Foreign taxes paid on this income are allowed as a tax credit, up to the amount of China IIT levied on the same income.

Individuals who are taxpayers are required to register and file annual reconciliation tax returns between 1 March to 30 June with a tax bureau in charge if any of the following circumstances apply:

- An individual receives consolidated income in two or more locations and the balance of annual consolidated income less specific tax deductions (that is, statutory social security and housing fund contributions by the individual) exceeds CNY60,000.
- An individual receives labor services income, author's remuneration and royalties, and the balance of the annual consolidated income less specific tax deductions exceeds CNY60,000.
- The prepaid tax amount is less than the actual tax liability in a tax year.
- The individual needs to apply for a tax refund.

Late payment of tax is subject to a daily interest charge of 0.05%. A penalty of up to five times the amount of unpaid tax may be levied for tax evasion or refusal to pay tax.



## E. Double tax relief and tax treaties

An individual subject to China IIT on worldwide income may claim a foreign tax credit if he or she has paid tax in a foreign jurisdiction or region. The credit is limited to the China tax payable computed on the same income based on China tax law.

China has entered into double tax treaties with the following jurisdictions.

Albania	Iceland	Qatar
Algeria	India	Romania
Angola	Indonesia	Russian Federation
Argentina*	Iran	Rwanda
Armenia	Ireland	Saudi Arabia
Australia	Israel	Senegal*
Austria	Italy	Serbia
Azerbaijan	Jamaica	Seychelles
Bahrain	Japan	Singapore
Bangladesh	Kazakhstan	Slovak Republic
Barbados	Kenya*	Slovenia
Belarus	Korea (South)	South Africa
Belgium	Kuwait	Spain
Botswana	Kyrgyzstan	Sri Lanka
Brazil	Laos	Sudan
Brunei Darussalam	Latvia	Sweden
Bulgaria	Lithuania	Switzerland
Cambodia	Luxembourg	Syria
Cameroon*	Macau	Taiwan*
Canada	Malaysia	Tajikistan
Chile	Malta	Thailand
Congo (Republic of)	Mauritius	Trinidad and Tobago
Croatia	Mexico	Tunisia
Cuba	Moldova	Türkiye
Cyprus	Mongolia	Turkmenistan
Czech Republic	Morocco	Uganda*
Denmark	Nepal	Ukraine
Ecuador	Netherlands	United Arab Emirates
Egypt	New Zealand	United Kingdom
Estonia	Nigeria	United States
Ethiopia	North Macedonia	Uzbekistan
Finland	Norway	Venezuela
France	Oman	Vietnam
Gabon*	Pakistan	Yugoslavia
Georgia	Papua New Guinea	Zambia
Germany	Philippines	Zimbabwe
Greece	Poland	
Hong Kong	Portugal	
Hungary		

\* At the time of writing, the double tax treaties with these jurisdictions had not yet entered into force.

Under the treaties, remuneration derived from employment in China is generally exempt from China IIT if all of the following conditions are met:

- The recipient is present in China for a period or periods not exceeding 183 days in the calendar year, or in a 12-month period for certain jurisdictions.

- The remuneration is paid by, or on behalf of, an employer that is not resident in China.
- The remuneration is not borne by a permanent establishment or a fixed base maintained by the employer in China.

Under many of the treaties, income derived from independent professional services or other independent services is exempt from China IIT if the recipient meets both of the following conditions:

- The recipient does not have a fixed base regularly available to him or her in China for the purpose of performing the services.
- The recipient is present in China for a period or periods not exceeding 183 days in the relevant calendar year, or in a 12-month period for certain jurisdictions.

## F. Types of visas

All foreign nationals entering, leaving, passing through or residing in China must obtain the relevant visas from the relevant Chinese authorities, which include the Chinese diplomatic missions, consulates and other representatives in foreign jurisdictions and the Ministry of Public Security, the Ministry of Foreign Affairs or local designated authorities within China.

Depending on the status and type of passport held by a foreign national, a diplomatic, courtesy, business or ordinary visa may be issued.

Ordinary visas are designated by letters that correspond to the purposes of the individuals' visits. The following are selected letter designations:

- D: Issued to a person who plans to reside permanently in China
- Z: Issued to a person who will work in China
- X: Issued to a person who enters China for long-term (more than 180 days) (X1) or short-term (180 days or less) (X2) study purposes
- F: Issued to a person who has been invited to visit China on a temporary basis for the following purposes:
  - Scientific, educational, cultural, health and athletic exchanges
  - Short-term visits and fact-finding
  - Other noncommercial activities
- M: Issued to a person who performs business or trade activities for a short period (90 days or less in one calendar year)
- R: Issued to a person who is considered by the Chinese Government to be a senior-level talent and/or professional in short supply in China
- Q: Issued to a person for visiting family who is either a Chinese national or foreign national with permanent residency status in China for long-term (Q1) or short-term (Q2) purposes
- S: Issued to a dependent of a foreigner who resides in China because of work and study for long-term (S1) and short-term (S2) purposes
- J: Issued to foreign journalists or media staff of foreign news organizations in China for long-term (J1) or short-term (J2) purposes
- G: Issued to a person who passes through China in transit
- L: Issued to a person who enters China for tourist purposes

## G. Steps for obtaining visas

Foreign nationals who wish to enter China should apply for visas at a Chinese diplomatic mission or consulate or with other representatives in foreign jurisdictions authorized by the Ministry of Foreign Affairs. The following documents are required when applying for a visa:

- A valid passport or an equivalent certificate of identification. The passport must have a period of validity of at least six months before expiration and at least two blank visa pages left in it.
- A completed visa application form with one recent passport-size photograph.
- Other relevant documents that vary according to the type of visa for which the foreign national is applying. The following are the relevant documents:
  - D: A permanent residence confirmation form, for which the applicant or an entrusted relative applies to the entry-and-exit department of the public security bureau in the city or county where the applicant intends to reside
  - Z: A work permit notification letter or a short-term work certificate (for short-term employment), for which the sponsor employer in China applies to the provincial or municipal Expert Bureau
  - X: JW201 form or JW202 form (Application Form for Overseas Students to China) issued by the receiving unit or the relevant department in charge, Admission Notice and medical report for foreigners
  - F: An invitation letter from the inviting unit or person
  - M: A visa notification letter from an authorized unit (that is, a commercial or trade partner in China) or an invitation letter issued by a relevant entity or individual in China
  - R: Special approval documents from the designated government authorities in China
  - Q: An invitation letter from the family members together with supporting documents proving the relationship between the applicant and family members in China and permanent residency status of the family members in China
  - S: An invitation letter from the family members together with supporting documents proving the relationship between the applicant and family members in China
  - J: A visa notification letter issued by the Information Department of the Ministry of Foreign Affairs of China and an official letter issued by the media organization
  - G: A valid visa for the jurisdiction (region) to which the applicant intends to travel next and an onward ticket with confirmed date and seat
  - L: A certificate or letter issued by the receiving tour agency of China and a round trip ticket and hotel reservation

When applying for an entry visa, if a foreign national intends to take up permanent residence or stay in China on a long-term basis, he or she may be required to present a notarized medical report issued by a public health and medical unit designated by the Chinese embassy in the foreign national's home jurisdiction or issued by any authorized health and medical unit in China. The medical report must remain valid for six months from the date of issuance. A non-criminal report issued by the police or public

security or judicial authorities from the foreign national's home jurisdiction is also required for a permanent resident or long-term work authorization permit application in China, and this report needs to be authenticated by the Chinese embassy in the home jurisdiction.

Under the following special circumstances, an application for a visa may be made at any designated entry point authorized by the Ministry of Public Security (landing visa):

- The foreign person is invited, because of a late confirmation on the part of the Chinese party, to attend a trade fair in China.
- The foreign national is invited to submit a bid or to formally sign an economic or trade contract.
- The foreign national, pursuant to an agreement, visits China to conduct inspection of import or export products or for contract verification and acceptance.
- The foreign national is invited to perform equipment installation or to undertake emergency repairs.
- The foreign national is requested by a Chinese party to come to China for a settlement of claims.
- The foreign national is invited to visit China to provide scientific and technical consulting services.
- The foreign national is an additional or substitute member of a group that has already been issued visas.
- The foreign national comes to China to visit a seriously ill person or to arrange funeral matters.
- The foreign national is in direct transit but, for unavoidable reasons, cannot leave China within 24 hours.
- The foreign national is invited to China but is unable to apply in time to the aforementioned Chinese organizations abroad, and he or she holds a document issued by the designated authorities indicating he or she is approved to apply for a visa at the port of entry.

The landing visa application may be accepted in 30 provinces and in about 72 cities and 99 ports in China, including, among others, Beijing, Chengdu, Guangzhou, Shanghai, Shenzhen, Xiamen, Xi'an, Yantai and Zhuhai.

## **H. Visa exemptions**

Citizens of Brunei Darussalam who enter China for tourist or business purposes, or to visit friends, need not apply for a China visa if their stay in China is less than 15 days beginning from the date of entry. The visa-free policy used to apply to Japan as well, but it had been suspended for four years since the COVID-19 pandemic. The suspension of the visa-free policy for Japanese nationals is expected to remain in place until further notice.

Citizens of Antigua, Barbuda, Georgia, Thailand and Singapore who enter China for tourist or business purposes, or to visit friends, need not apply for a China visa if their stay in China is less than 30 days beginning from the date of entry.

Citizens of Australia, Austria, Belgium, France, Germany, Hungary, Italy, Ireland, Luxembourg, Malaysia, the Netherlands, New Zealand, Poland, Spain and Switzerland who enter China for tourist or business purposes, or to visit friends, need not apply for a China visa if their stay in China is less than 15 days beginning

from the date of entry. This policy is tentatively valid until 31 December 2025.

Beihai, Changsha, Guilin and Ha'erbin have implemented a 72-hour Visa-free Transit Policy for foreign visitors with valid third-country visas who plan to travel to the third destinations from the airports of these cities. Foreign visitors who hold passports issued by certain jurisdictions on the 72-hour Visa-free Transit Policy List (total of 54 jurisdictions) need to stay in the relevant cities within 72 hours of their travel and can apply for a temporary stay in the respective cities without applying for a Chinese visa at the Exit and Entry Frontier Inspections of the airports.

Beijing (Capital International Airport, Daxing International Airport and Beijing West Railway Port), Chengdu (Chengdu Shuangliu International Airport), Chongqing (Jiangbei International Airport), Dalian (Dalian Zhoushuizi International Airport and Dalian Harbor Port), Guangzhou (Guangzhou Baiyun Airport and Guangzhou Nanshan Harbor Port), Hangzhou (Xiaoshan International Airport), Kunming (Kunming Changshui International Airport), Jieyang (Jieyang Chaoshan International Airport), Lianyungang (Lianyungang Harbor Port), Lijiang (Lijiang Sanyi International Airport), Mohan (Mohan Railway Port), Nanjing (Lukou International Airport), Ningbo (Lishe International Airport), Qinhuangdao (Qinhuangdao Harbor Port), Qingdao (Qingdao Jiaodong International Airport and Qingdao Harbor Port), Shanghai (Shanghai Pudong International Airport, Shanghai Hongqiao International Airport, Shanghai Harbor Port and Shanghai Railway Port), Shenzhen (Shenzhen Bao'an International Airport and Shenzhen Shekou Harbor Port), Shenyang (Shenyang Taoxian International Airport), Shijiazhuang (Shijiazhuang Zhengding International Airport), Tianjin (Tianjin Binhai International Airport and Tianjin International Cruise Home Port), Wenzhou (Wenzhou Harbor Port), Wuhan (Wuhan Tianhe International Airport), Xiamen (Xiamen Gaoqi International Airport and Xiamen Harbor Port), Xian (Xianyang International Airport), Zhengzhou (Zhengzhou Xinzheng International Airport) and Zhoushan (Zhoushan Harbor Port) have implemented a 144-hour Visa-free Transit Policy for foreign visitors with valid third-country visas who plan to travel to the third destination from the transport center of these cities.

Citizens of the following 54 jurisdictions are under the Transit Visa Exemption Program.

Albania	France	Norway
Argentina	Germany	Poland
Australia	Greece	Portugal
Austria	Hungary	Qatar
Belarus	Iceland	Romania
Belgium	Ireland	Russian
Bosnia and Herzegovina	Italy	Federation
Brazil	Japan	Serbia
Brunei Darussalam	Korea (South)	Singapore
Bulgaria	Latvia	Slovak Republic
Canada	Lithuania	Slovenia
Chile	Luxembourg	Spain
	Malta	Sweden

Croatia	Mexico	Switzerland
Cyprus	Monaco	Ukraine
Czech Republic	Montenegro	United Arab
Denmark	Netherlands	Emirates
Estonia	New Zealand	United Kingdom
Finland	North Macedonia	United States

*Note: Since 8 January 2023, passengers can take advantage of the 144-hour Visa-free Transit Policy to visit designated cities and regions during the transfer in China.*

## **I. Residence permits**

Foreign nationals may obtain residence permits from the local Public Security Bureau. The term of the resident permit varies from three months to five years, depending on the purpose of residence. The renewed permit is normally valid for three months to five years.

Foreign nationals holding residence visas (including D, J1, S1, Q1, X1 and Z visas) must apply for their resident permit with the local Public Security Bureau within 30 days after their entry.

Foreign nationals holding entry visas are required to register with the local police and obtain a Registration Form of Temporary Residence within 24 hours after their arrival.

## **J. Short-term employment**

Foreign nationals who perform one of the following activities in China for less than 90 days are considered to have short-term employment in China and are required to obtain a short-term work certificate:

- Technical, scientific research, management, consulting and similar activities, or support or works with respect to such activities, for a cooperative entity in China
- Conducting training as requested by a sports association in China (including coaches and athletes)
- Film production (including advertisements and documentaries)
- Fashion shows (including car models, print advertisements and other activities)
- Foreign commercial performances or shows
- Other activities as determined by the Human Resources and Social Security Department

Foreigners who are considered to have short-term employment in China must go through the following procedures with the required documents before they can carry out the approved activities in China:

- Application for employment license and work certificate
- Application for Single-Entry Z Visa
- Application for work-type residence permit (for staying in China over 30 days but less than 90 days)

Foreign nationals who are considered to have short-term employment in China generally need to obtain an employment license and work certificate from the provincial or municipal labor authorities. For foreigners who will conduct foreign cultural performances or shows in China, the organizing unit will need to obtain approval from the local Cultural Bureau. Foreigners who

expect to work in China for less than 30 days can reside and work in China based on the valid period indicated on the work certificate and Single-Entry Z Visa.

Foreigners who will work in China for more than 30 days but less than 90 days should apply for a “90 days” work-type residence permit from the local Public Security Bureau.

## **K. Family and personal considerations**

**Family members.** Family members of a working expatriate do not automatically receive the S visa and residence permit and must apply for it independently. These applications are completed after the expatriate obtains a work authorization in China or they are completed together with the expatriate’s visa and residence permit applications. Legalized relationship documents may be required in a dependent residence permit application, such as a marriage certificate for a spouse and a birth certificate for a child.

Subject to the decision of the local government and schools, children of working expatriates may be required to obtain student visas to attend schools in China.

**Marital property regime.** No community property or other similar marital property regime is in effect in China.

**Forced heirship.** Forced heirship rules do not apply in China.

**Driver’s permits.** China has driver’s license reciprocity with Belgium, France, Serbia and the United Arab Emirates. Foreign nationals from other jurisdictions may not drive legally in China with their home jurisdiction driver’s licenses, but they may take written exams and exchange their driver’s licenses for Chinese licenses.

# Colombia

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*The official exchange rate is USD1 = COP4,430 as of 7 November 2024.*

## A. Income tax

**Who is liable.** Residents are subject to tax on their worldwide income. Nonresidents are subject to tax on their Colombian-source income only. Foreigners are considered residents for tax purposes if they remain in Colombia for more than 183 continuous or discontinuous days during a consecutive 365-day period. Colombian citizens are also deemed to be tax residents if they meet additional conditions.

Colombian-source income includes employment income attributable to services rendered in Colombia, regardless of where the payment is made.

**Income subject to tax.** Law 2010 of 2019 established three categories of taxable income (income baskets), reductions and tax rates for such baskets. The following are the income baskets:

- General basket (includes employment income, non-employment income and capital income related to financial interest and rental income)
- Pensions
- Dividends

The taxation of various types of income is described below.

*Employment income.* Employment income is classified to be in the general basket. It includes salaries, wages, bonuses, benefits in kind and any other income derived from services rendered by an individual.

Law No. 1111 of 27 December 2006 created the Tax Unit Value (Unidad de Valor Tributario, or UVT) as a value measurement to



adjust the amounts of taxes and other obligations contained in the laws administered by the Colombian tax authority (Dirección de Impuestos y Aduanas Nacionales, or DIAN). The UVT is COP47,065 for 2024.

Contributions to the mandatory health and pension systems decrease taxable income. Twenty-five percent of employment income is exempt up to UVT790 per year.

Exemptions and deductions applicable to employees are capped at 40% of gross income less contributions to the mandatory Social Security System. In any case, deductions and exemptions cannot exceed the annual amount of UVT1,340.

*Self-employment income.* Self-employment income is usually considered to be in the general basket, as it is part of employment income. Taxable self-employment and business income equals gross income less contributions to mandatory health and pension systems and business expenses applied according to the tax law.

An independent employee who receives self-employment income can choose between the following:

- Costs and expenses incurred in the development of such activity
- Exempt income of 25%, with applicable limitations

Exemptions and deductions applicable to employees are capped to 40% of gross income less contributions to the Social Security System. In any case, deductions and exemptions cannot exceed the annual amount of UVT1,340.

*Capital gains.* Capital gains (typically understood as the sale of assets owned for more than two years and inheritances, among others) are taxed at a fixed rate of 15%. This rate is applied separately from the ordinary income. In determining the amount of capital gain, the acquisition costs of shares and real estate are calculated in Colombian pesos and adjusted according to inflation.

*Pensions.* Pensions include pensions for retirement, disability, survivors and employment risks, as well as refunds of pension savings plans and pension substitution indemnities. Taxable income can be reduced with mandatory contributions to the health system and an annual tax exemption up to UVT12,000. From January 2023, a pension received by an individual abroad can be also exempted, depending on the nature of the pension.

*Investment income.* Investment income is classified in the general basket as well as with non-labor income and employment income. Applicable exemptions and deductions are capped to 40% of net income (including the employment and non-labor income) and cannot exceed the annual amount of UVT1,340. Additionally, the inflation component that varies each year according to the regulations of the national government must be included.

*Directors' fees.* Directors' fees are classified as employment income. Contributions to mandatory health and pension systems decrease taxable income. Twenty-five percent of employment income is exempt up to UVT790 per year. Exemptions and

deductions applicable to employees are capped to 40% of gross income less contributions to mandatory Social Security System. In any case, deductions and exemptions cannot exceed the annual amount of UVT1,340.

**Taxable income reductions.** Specific reductions and benefits are applicable for each basket income. The main items are described below.

*Employment income.* Mandatory contributions to health and pension systems decrease taxable income. Twenty-five percent of employment income is exempt up to UVT790 per year. Exemptions and deductions applicable to employees (including such 25%) are capped at 40% of gross income less contributions to the mandatory Social Security System. In any case, deductions and exemptions cannot exceed the annual amount of UVT1,340 (approximately COP63,067,000 for 2024).

Deductions include economic dependents, payments to private health enterprises, interest and payments on loans for the acquisition of a taxpayer's house, all of them with specific applicable thresholds.

Starting from 2020, a deduction was established with respect to interest paid to the Colombian Institute of Educational Credit and Technical Studies Abroad (Instituto Colombiano de Crédito Educativo y Estudios Técnicos en el Exterior, or ICETEX) for educational loans obtained by the taxpayer. This deduction may not exceed annually the amount equivalent to UVT100 (approximately COP4,707,000 for 2024).

Exemptions are related to voluntary contributions deposited in a Colombian pension fund and deposits in AFC Accounts (for housing construction promotion) opened in local commercial banks.

From 1 January 2023, there is an additional deduction in the general basket for dependents. This dependent equals UVT72 and is for up to four dependents. There is also a deduction of up to 1% of all kinds of payments made by individuals for the acquisition of goods or services supported by electronic invoices, capped to an annual amount of UVT240. These deductions are not subject to the limit of UVT1,340 mentioned above.

Under Colombian law, the following are tax dependents:

- An employee's child who is under 18 years old
- An employee's child who is between 18 and 25 years old and who is studying in an institution certified by the appropriate official authority in Colombia or abroad, provided that the employee pays the education fees
- An employee's child who is 18 years old or older and whose dependence is related to physical or psychological factors, as certified by the appropriate official authority in Colombia or abroad
- Employee's spouse, one parent or sibling, who is financially dependent on the employee and who receives income in an amount of less than UVT260 in the year, as certified by a Colombian-certified public accountant

- An employee's spouse, one parent or sibling, whose dependence is related to physical or psychological factors, as certified by the appropriate official authority in Colombia or abroad

*Capital income.* Gross capital income (financial interest, royalties and rental income) can be reduced applying expenses that meet general requirements applicable to deductions (for example, property tax and interest paid on the acquisition of real property). Deductions and exemptions cannot exceed the annual amount of UVT1,340, including the total exemptions and deductions of the general basket.

*Monthly tax rates.* The following table sets forth the marginal withholding tax rates applicable to monthly employment income for the 2024 tax year.

Exceeding UVT	Income Not exceeding UVT	Marginal rate %	Tax calculation
0	95	0	0
95	150	19	(Taxable employment income expressed in UVT – UVT95) x 19%
150	360	28	(Taxable employment income expressed in UVT – UVT150) x 28% + UVT10
360	640	33	(Taxable employment income expressed in UVT – UVT360) x 33% + UVT69
640	945	35	(Taxable employment income expressed in UVT – UVT640) x 35% + UVT162
945	2,300	37	(Taxable employment income expressed in UVT – UVT945) x 37% + UVT268
2,300	—	39	(Taxable employment income expressed in UVT – UVT2,300) x 39% + UVT770

The base for applying withholding tax on employment income is 75% of such income after the subtraction of the mandatory and voluntary contributions to pension funds, deposits in AFC Accounts and the other deductions described above. This 25% exemption is limited to UVT790 per year. Deductions and exemptions cannot exceed 40% of the amount of the income less the mandatory contributions to the health and pension system and cannot exceed UVT1,340.

The income tax withholding rate for nonresident individuals is 20% on gross income.

*Annual tax rates.* The applicable annual income tax rates for resident individuals depend on the category of income.

The following are the applicable rates for residents on income reported in the general basket, pensions and dividends.

Exceeding UVT	Income Not exceeding UVT	Marginal rate %	Tax calculation
0	1,090	0	0
1,090	1,700	19	(Taxable income in UVT – UVT1,090) x 19%
1,700	4,100	28	(Taxable income in UVT – UVT1,700) x 28% + UVT116
4,100	8,670	33	(Taxable income in UVT – UVT4,100) x 33% + UVT788
8,670	18,970	35	(Taxable income in UVT – UVT8,670) x 35% + UVT2,296
18,970	31,000	37	(Taxable income in UVT – UVT18,970) x 37% + UVT5,901
31,000	—	39	(Taxable income in UVT – UVT31,000) x 39% + UVT10,352

The annual income tax rate for nonresident individuals is 35%.

Dividends distributed by a Colombian company are taxed according to the rules discussed below.

Dividends distributed to resident individuals out of profits that were taxed at the level of the distributing company are subject to rates from 0% to 39%, depending on the level of the income received.

For nonresidents, the applicable tax rate is 20%.

In addition, tax residents may take a tax discount of 19% on the value of dividends exceeding UVT1,090. The dividend withholding tax rates range from 0% to 15%, depending on the amount received.

Dividends distributed out of profits that were not subject to tax at the level of the distributing company are taxed at a rate of 35% (for 2024), regardless of whether the recipient of the dividend is an individual resident in Colombia or a nonresident, plus the dividend tax (0% to 39% for residents and 20% for nonresidents). In this case, the dividend tax should be applied to the amount of the dividends, reduced by the 35% tax (for 2024).

Dividends distributed by foreign companies are taxed in the same way as described in the last paragraph.

## B. Estate and gift tax

A “capital gain” is unexpected income or profit from an extraordinary event, such as an extraordinary sale or winning a lottery or a raffle. An inheritance or legacy is deemed to be a “capital gain” if it is received by individuals other than the legal inheritors. Capital gains are taxed at a fixed rate of 15%. This rate is applied separately from the ordinary income.

For the 2024 tax year, the first UVT3,250 received as a gift or inheritance by spouses and legal heirs is exempt from tax. For inheritances or legacies received by individuals other than the legitimate heirs and spouse, as well as for donations, the exempt amount of the “capital gain” is 20% of the value received.

In addition, the first UVT13,000 for urban real estate and the first UVT6,500 for rural real estate received as a gift or inheritance by spouses and legal heirs is exempt from tax.

### C. Social security

Employers and employees are subject to the following monthly social security contributions (calculated as percentages of salaries).

Contribution	Employer (%)	Employee (%)
Health (a)	8.5	4.0
Pensions (b)	12.0	4.0
Additional contribution (c)	—	1 to 2
Labor risks	0.522 to 8.7 (d)	—

- (a) Contributions to the health system and labor risks are mandatory for all employees. Under Law 1819 of 2016, companies, consortiums, free-trade zones and joint ventures that have not signed legal stability agreements, as well as trusts acting as employers, are exempted from paying the 8.5% health contribution for employees who earn less than 10 monthly legal minimum salaries per month, if they file income tax returns. One monthly legal minimum salary equals COP1.16 million for 2023.
- (b) According to Article 15 of Law 100 of 1993 modified by Article 3 of Law 797 of 2003, foreign employees are considered as voluntary affiliates (not mandatory) to the social security pension system, whenever they have been covered by a foreign pension system and are paying actively a contribution for a pension who covers risks associated to retirement, disability and death. However, the Management Unit for Pension and Payroll Contributions (UGPP), the authority in charge of monitoring and reviewing the effective payment of social security and payroll tax contributions, is requesting the affiliation certificate to the pension system abroad, to foreigners who are not affiliated in Colombia but in a pension fund abroad, to be exempted from contributing to this system in Colombia. This certificate is an original document given by the pension entity in the home country stating that the assignee is affiliated to the pension system abroad and that the assignee is currently paying the contributions.
- (c) An additional 1% contribution for pensions must be paid by employees who earn at least four monthly legal minimum salaries (COP4.6 million) per month. This rate will be increased by 0.2%, 0.4%, 0.6%, 0.8% or 1%, depending on the total amount of the salary (from 16 to 25 monthly minimum legal salaries).
- (d) The contribution for labor risks ranges between 0.522% and 8.7% of the employee's salary. It varies if the company is new or has been operating and according to the insured risk, which is based on the type of activity carried out by the employee.

The base on which these contributions are calculated is limited to the equivalent of 25 monthly legal minimum salaries (COP25 million) per month.

In addition to the above, employers must pay monthly payroll taxes equal to 9% of the salaries paid to their employees. These taxes are distributed in the following percentages among the following entities:

- Family Compensation Funds: 4%
- Colombian Family Welfare Institute (ICBF): 3%
- National Learning Service (SENA): 2%

The base for payroll taxes is not limited to 25 times the monthly legal minimum salaries as for social security.

For payroll tax calculation purposes, employers must consider only salary payments and paid rest days and exclude extralegal benefits, allowances and fringe benefits.

Companies that file income tax returns, consortiums and free trade zones, and joint ventures that have not signed legal stability agreements, as well as trusts acting as employers, are exempted from paying the payroll taxes that are allocable to the ICBF and the SENA with respect to the payroll of employees who earn less than 10 monthly legal minimum salaries. They continue to be obligated to pay payroll taxes designated to the Family Compensation Funds for these employees (4%).

Non-salary payments exceeding 40% of the employee's monthly remuneration must be part of the base for contributions to the Social Security System (Pension, Health and Labor Risks) (Article 30, Law 1393 of 2010). This 40% limit does not apply for payroll taxes.

If the employee earns an integral salary (all-inclusive salary), social security contributions and payroll taxes are calculated based on 70% of such salary. For 2024, minimum integral salary is equivalent to COP16,900,000. This labor rule does not apply for the calculation of the income tax withholding. For income tax withholding purposes, the base is 100% of the taxable income, regardless of the type of salary (ordinary or all-inclusive).

#### **D. Tax filing and payment procedures**

The tax year is the calendar year.

Each year, the Colombian government establishes deadlines for filing income tax returns through the issuance of an Official Decree.

Usually, the tax-filing dates for individuals are between August and October of each year, according to the last two digits of the Colombian tax identification number.

An income tax return for the 2024 tax year must be filed if any of the following conditions is met by a tax resident:

- Gross assets or equity are equal to or higher than UVT4,500 (COP211,793,000) (for 2024).
- Annual gross income is equal to or higher than UVT1,400 (COP65,891,000) (for 2024).
- The total of purchases and consumptions is equal to or higher than UVT1,400 (COP65,891,000) during the year (for 2024).
- The total of consumptions with credit cards is equal to or higher than UVT1,400 (COP65,891,000) during the year (for 2024).
- Bank deposits or investments in Colombia are equal to or higher than UVT1,400 (COP65,891,000) during the year (for 2024).

Nonresidents must file a tax return if 100% of their total taxable income was not subject to local withholding tax at the nonresident rate (currently 20% on gross income). Additionally, nonresidents are required to file a return if they meet any of the last three requirements mentioned above for residents.

Individuals who are required to file tax returns must calculate and pay advance tax for the following tax year in accordance with the applicable rules under specific circumstances.

Married individuals are taxed separately, not jointly, on all types of income.

There is an audit benefit for the 2023 tax year for individuals who increase their net income tax by at least 25% as compared to the preceding year.

Typically, the tax authority could review income tax returns within three years. With this benefit, such term could be reduced to six months if there is an increase up to 35%. If there is an increase up to 25%, the term could be reduced to 12 months.

**Report of assets held abroad.** The report of assets held abroad is a tax obligation for resident individuals that entered into force as of 2015. Individuals must submit a report listing assets held outside Colombia if the assets have a value greater than UVT2,000 (COP94,130,000) for 2024, including the value of the assets, and the jurisdictions in which they are located.

## E. Double tax relief and tax treaties

Taxpayers deemed tax residents who receive foreign-source income subject to income tax in the country of origin may apply a tax credit for the foreign tax paid in their income tax return, up to the amount of Colombian tax payable on the same income. As of the 2024 tax year, Colombia has entered into double tax treaties with Canada, Chile, the Czech Republic, France, India, Italy, Japan, Korea (South), Mexico, Portugal, Spain, Switzerland, the United Kingdom and the Andean Community member countries (Bolivia, Ecuador and Peru).

## F. Entry visas

Decree 1067 of 2015, which has been in force since 26 May 2015, unifies Colombia's immigration regulations. This decree establishes that all foreigners who are going to work or run a business in Colombia must apply for the corresponding visa. Resolution 5477 of July 2022 establishes the immigration requirements for each type of visa, replacing the previous Resolution 6045 of August 2017.

The Ministry of Foreign Affairs and the foreign consular offices may grant any type of visa. However, citizens of restricted nationalities must have a visa to enter Colombia. Visas can be requested electronically through the website of the country's Ministry of Foreign Affairs.

Under Resolution 5488 of 22 July 2022, the following are the jurisdictions with unrestricted nationalities.

Albania	Georgia	Papua New Guinea
Andorra	Germany	Paraguay
Antigua and Barbuda	Greece	Peru
Argentina	Grenada	Philippines
Australia	Guatemala	Poland
Austria	Guyana	Portugal
	Honduras	Qatar

Azerbaijan	Hungary	Romania
Bahamas	Iceland	Russian Federation
Barbados	Indonesia	St. Kitts and Nevis
Belgium	Ireland	Samoa
Belize	Israel	San Marino
Bhutan	Italy	Serbia
Bolivia	Jamaica	Singapore
Bosnia and Herzegovina	Japan	Slovak Republic
Brazil	Kazakhstan	Slovenia
Brunei	Korea (South)	Solomon Islands
Darussalam	Latvia	Spain
Bulgaria	Liechtenstein	St. Lucia
Canada	Lithuania	St. Vincent and the Grenadines
Chile	Luxembourg	Suriname
Costa Rica	Malta	Sweden
Croatia	Marshall Islands	Switzerland
Cyprus	Mexico	Trinidad and Tobago
Czech Republic	Micronesia	Türkiye
Denmark	Moldova	Ukraine
Dominica	Monaco	United Arab Emirates
Dominican Republic	Montenegro	United Kingdom
Ecuador	Morocco	United States
El Salvador	Netherlands	Uruguay
Estonia	New Zealand	Vatican City
Fiji	North Macedonia	Venezuela
Finland	Norway	
France	Oman	
	Palau	
	Panama	

The latest resolution includes the following jurisdictions:

- Morocco
- North Macedonia
- Oman
- Ukraine

Under the same resolution, citizens of Hong Kong and the Sovereign Military Order of Malta also do not need an entry visa.

Nationals from Cambodia, China Mainland, India, Myanmar, Nicaragua, Taiwan, Thailand and Vietnam may enter Colombia with an entry permit if they comply with one of the following requirements:

- They hold a residence permit in a Member State of the Schengen area or in the United States.
- They hold a visa from the Schengen area or the United States with a validity of at least six months at the time of arrival in Colombia.

For academic exchanges, the Colombian government does not consider the activities of teachers, scholars or researchers to be lucrative if foreigners receive air tickets and travel expenses from the academic institution or the organization that invites and receives them.

Nationals of Nicaragua who can certify they come from the Autonomous Regions of the South and North of the Caribbean Coast are also exempted from applying for a visa to enter Colombia.



Foreigners who have a permanent residence in one of the Member States of the Pacific Alliance or the Andean Community are also exempted from applying for a visa to enter Colombia.

## G. Types of visas

**Visitor ("V" type) Visa.** A Visitor Visa is granted to foreigners who want to visit Colombia several times or to stay temporarily without settling in Colombia. The validity of this visa can be up to two years.

The following are the subcategories for Visitor Visas:

- Transit
- Tourism
- Business visits
- Academic exchanges and non-formal studies
- Medical treatment
- Legal proceedings
- Crew member
- Conferences
- Seasonal agricultural worker
- Student/religious volunteering
- Religious
- Volunteering or cooperators
- Audiovisual production
- Digital nomad
- Journalistic coverage
- Permanent correspondent
- Technical assistance
- Internships
- Unaccredited officials
- Labor service provider
- Vacation-work program
- Internationalization encouragement
- Renter
- Cases not foreseen

The most common and used subcategories are described below.

*Visitor Visa for temporary services.* The Visitor Visa for temporary services is issued to foreigners who wish to enter the country to provide temporary services under a provision of services contract or a contract for work or labor. The relatives of a holder of this type of visa may apply for a beneficiary visa.

The employer must pay for the foreigner's and his or her family's travel expenses back to their home jurisdiction or their last residence within 30 days after the end of his or her professional activities. If the foreigners decide not to make use of this benefit from the Colombian company, the company must report to Migración Colombia that the foreigners decided not to make use of such benefit. This must be reported within five working days after departure.

*Visitor Visa for technical assistance.* The Visitor Visa for technical assistance is for foreigners who will provide technical assistance to a company. This visa is valid for up to two years. The time spent in the national territory should be a maximum of 180 calendar days, continuous or non-continuous, for each 365

calendar days from the moment the visa was issued. The granted visa only allows work on the registered activity and exclusively for the required company. In addition, both company and worker assume the responsibility and accountability for the requirements and permissions requested by the Colombian government to practice a profession legally within the national territory.

*Visitor Visa for business purposes.* The Visitor Visa for business purposes is granted to foreigners who intend to enter Colombia to conduct trade and business, promote economic exchange, make investments and create businesses. This visa is valid for up to two years with multiple entries, but the holder of this type of visa can stay only up to 180 continuous or non-continuous days for each 365 calendar days from the moment the visa was issued. The foreigner's activities cannot generate the payment of wages in Colombia.

**Migrant ("M" type) Visa.** A Migrant Visa is granted to foreigners who enter Colombia with the intention of settling in Colombia and does not fulfill the conditions to apply for a Resident Visa (see *Resident ["R" Type] Visa*). The validity of this visa can be up to three years.

The following are the subcategories for Migrant Visas:

- Spouse of a Colombian national
- Permanent companion of a Colombian national
- Mother or father of Colombian national by adoption
- Father or mother of Colombian national by birth
- MERCOSUR (Mercado Común del Sur; English translation is Common Market of the South) Agreement
- Andean migrant
- Refugee
- Worker
- Partner or owner of a Colombian business
- Independent professional
- Promoting internationalization partner or owner
- Retired
- Stateless

The most common subcategories of Migrant Visas are described below.

*Migrant Visa for work.* The Migrant Visa for work may be granted to foreigners who come to Colombia under an employment contract with a Colombian company or a natural person.

For regulated professions (for example, engineering, accounting and economics), foreigners must request special permits or licenses from the competent Professional Councils to practice their professions in Colombia. To obtain these permits, they must provide their diplomas, legalized or apostilled and translated into Spanish by an official translator. Noncompliance with the requirement to obtain the special permits or licenses to practice regulated professions may result in sanctions or fines by the Colombian immigration authority.

This type of visa is granted, under the decision of the Ministry of Foreign Affairs, for the entire duration of the contractual relationship between the employee and the employer, but it may not exceed three years. However, it is renewable. It allows multiple

entries and permits the holder to conduct studies. The visa is cancelled if the holder leaves Colombia for more than 180 consecutive days. It also allows for beneficiaries.

The employer must pay for the foreigner's and his or her family's travel expenses back to their jurisdiction or their last residence within 30 days after the end of his or her professional activities. If the foreigner decides not to use this benefit from the Colombian company, this company must report this to Migración Colombia. This needs to be reported within five working days after leaving the country.

*Migrant Visa – MERCOSUR Agreement.* This visa is valid for two years. Based on the Principle of Reciprocity, foreigners with nationalities from Argentina, Bolivia, Brazil, Ecuador, Paraguay, Peru and Uruguay can apply for this visa. The holder of this visa can perform any legal activity in Colombia, including employment activities, with a Colombian company, as a temporary service provider or as an independent contractor. After two years of holding this type of visa, it is possible to request the Resident ("R" type) Visa. It allows multiple entries, but it is not renewable. This visa allows beneficiaries.

For regulated professions (for example, engineering, accounting and economics), foreigners must request special permits or licenses from the competent Professional Council to practice their professions in Colombia. To obtain the permits or licenses, the foreigners must provide their diploma, legalized or apostilled and translated into Spanish by an official translator.

**Resident ("R" type) Visa.** A Resident Visa is granted to foreigners who want to settle permanently in Colombia. This visa is granted for five years. Foreigners holding this visa who leave the country for more than two continuous years will lose the validity of this visa. A Resident Visa holder can perform any legal activity. This visa allows beneficiaries.

A Resident Visa is granted to foreigners in the following types of cases:

- For previously renouncing Colombian nationality
- For accumulating legal residence time in Colombia
- For application of the Temporary Protection Status for Venezuelan Migrants
- For being a special resident of peace

**Foreign Identification Card.** Visa registration before the Administrative Unit of Migración Colombia will be mandatory for all types of visas. Likewise, for visas with a duration of more than 90 days, the issuance of the Foreigner's Identification Card will be mandatory (tourist and business visitor visas are exempted). Both processes must be carried out during the 15 calendar days following the issuance of the visa or the entry of the foreigner into the country. The Foreign Identification Card is the personal identification document within the country. Therefore, with this document, foreigners can have access to social security and other services, such as having a bank account.

**Registration and deregistration of the visa, filed in the information system for reporting foreigners (Sistema de Información para el Reporte de Extranjeros, or SIRE) of Migración Colombia.** Colombian companies must report the activities of their foreign employees

or foreigners invited by them; they have to make the registration when the assignment starts and make a deregistration when their assignment ends. This must be done within 15 days of the event and is applicable for all types of visas.

In addition, workers who contribute to the Social Security System, including Venezuelan nationals with special permit of permanence, and the administrative personnel of the embassies or consulates in Colombia, must be registered through the Unique Registry of Foreign Workers (Registro Único de Trabajadores Extranjeros en Colombia, or RUTEC) website of the Ministry of Labor, within 30 calendar days from the occurrence of the event.

**Practice of a regulated profession.** Foreigners who want to practice a regulated profession in Colombia, such as engineering, medicine or economics, must have a professional permit from the competent authority in addition to their visa.

**Family as beneficiaries.** Under Resolution 5477 of 2022, beneficiaries are understood to be a spouse or permanent partner and children up to 25 years of age, unless they have a physical or mental disability, of the main visa holder. These visas have the same validity as the holder's visa. However, they do not allow the beneficiaries to work. Beneficiaries can only study or perform other non-remunerated activities. The main document to apply for these visas is a birth or marriage certificate, which proves the link with the visa holder. These documents must be presented with an issue date of no more than three months at the time of applying for the visa.

# Congo, Democratic Republic of

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## A. Income tax

**Who is liable.** Individual income taxes are imposed on remuneration paid to an individual by a third party, regardless of whether the individual is engaged under a service agreement with the third party.

*Territoriality.* Individual income taxes are imposed only on Democratic Republic of Congo (DRC)-source income.

*Definition of resident.* An individual is considered to be resident in the DRC if any of the following circumstances exist:

- An individual regardless of his or her nationality has established in the DRC a real home, effectively and continuously.
- An individual has in the DRC his or her domicile, family, main activity, business headquarters or business.
- The DRC is the usual place from where the individual's assets and wealth are principally managed.

**Income subject to tax.** The taxation of various categories of income is described below.

*Employment income.* Individuals are subject to payroll tax (Impôt professionnel sur les rémunérations, or IPR) at progressive rates on employment income, including payments to administrators and managers. The total amount of IPR payable cannot exceed 30% of taxable revenue. The tax base for IPR includes the following:

- Salary and wages
- Allowances that do not correspond to the reimbursement of professional expenses
- Bonuses and other indemnities

- Payments made by the employer in the case of breach of contract (notice allowance), excluding damages
- Benefits in kind at their real value, except for the following:
  - Legal family allowances (only extra-legal amount is taxable)
  - Housing allowance, provided the amount of the allowance is limited to 30% of gross salary
  - Transport allowance, provided that the amount of the allowance does not exceed the limit imposed per day
  - Medical care, provided that the amount is not overstated

Reimbursements of professional expenses are exempt if all of the following conditions are satisfied:

- They are used in accordance with their nature. The tax administration may require evidence of such use.
- They are not overstated in terms of the employee concerned.
- They relate to the activity of the company.

*Investment income.* Investment income consists of dividends and other income derived from shares, stock options, debentures or bonds issued by companies resident in the DRC. Investment income is subject to a 20% withholding tax (Impôt Mobilier) in the DRC, subject to the provisions of a double tax treaty.

*Business and self-employment income.* Business and self-employment salary income is subject to IPR at progressive rates, with a maximum rate of 30%.

*Directors' fees.* Directors' fees paid by public limited liability companies registered in the DRC are subject to IPR at progressive rates, with a maximum rate of 30%.

*Casual staff remuneration.* The remuneration of casual staff is subject to income tax at a rate of 15%.

In the event of termination of work, the final settlement paid is subject to income tax at a rate of 10%.

**Taxation of employer-provided stock options.** Stock options provided to employees in the DRC are subject to IPR at a rate of 30%.

**Capital gains and losses.** Under the DRC tax law, only capital gains and losses realized by persons subject to corporate tax are taxable or deductible. Capital gains are subject to the normal corporate income tax rate of 30%.

**Exempt income.** The following types of income are not taxable to individuals in the DRC:

- Pension contributions by law
- Housing allowance, for a value not exceeding 30% of gross salary
- Transport allowance provided that the amount of the allowance does not exceed the legal limit per day
- Telephone charges (professional use)
- Home leave for assignee and family
- Business trips
- Medical charges

**Deductions.** Expenses incurred by an individual for medical care for the individual and his or her family are deductible.

Individuals may deduct the following contributions effectively paid to pension funds:

- Contributions by the taxpayer under a pension scheme that is mandatory as a result of an engagement of the employer or a requirement in the work agreement
- Direct contributions to obtain a pension or insurance

Individuals may not claim any other deductions.

**Tax relief on remuneration.** Individual taxpayers without a dependent should not claim any tax relief on their remuneration.

**Rates.** The total amount of IPR cannot be higher than 30% of taxable revenue. The following are the IPR rates for annual income.

Annual taxable income		Tax rate %
Exceeding CDF	Not exceeding CDF	
0	1,944,000	3
1,944,000	21,600,000	15
21,600,000	43,200,000	30
43,200,000	—	40

The amount of IPR is reduced by an amount of 2% per dependent (limited to nine dependents).

**Relief for losses.** Individual taxpayers may not claim relief from losses.

**Expatriates.** Entities employing expatriates must pay a special payroll tax on expatriates (Impôt Exceptionnel sur les Rémunérations, or IER) at a rate of 25%. Companies operating under the Mining Code are subject to a reduced IER rate of 12.5% for the first 10 years and 25% for the following years.

IER applies only to income paid to expatriates who are subject to tax in the DRC. Nonresident individuals whose income is not taxable in the DRC because they are in the DRC under a technical services agreement are not subject to IER.

## B. Other taxes

**Property tax.** Property tax is imposed on real property such as buildings and grounds. The owner of the property is liable for the tax.

The property tax rate varies depending on the nature of the item and the rank of the locality. The owner must sign an annual declaration, which must state all taxable items, to the tax authorities.

**Inheritance, estate and gift taxes.** The DRC does not impose inheritance, estate or gift taxes.

**Tax on vehicles.** The tax on vehicles is imposed on all types of vehicles used in the DRC. Owners of vehicles are liable for the tax.

The rate of the tax on vehicles varies each year and depends on the nature of vehicle and the province. The owners of the vehicles must buy road tax discs (annual license tags) when the tax authorities sell them.

## C. Social security

**Contributions.** Employers and employees must make monthly contributions to the National Social Security Fund (Caisse Nationale de Sécurité Sociale, or CNSS). The following are the rates of the contributions, which are applied to employee wages:

- Employers: 13%
- Employees: 5%

Companies are required to register all employees with the Social Security National Institute (Institut National Sécurité Sociale, or INSS). and remit both employer and employee contributions.

Employers are also subject to monthly contributions to the National Institute for Professional Preparation (Institut National de Préparation Professionnelle, or INPP). The following are the contribution rates:

- Private companies with one to 50 employees: 3%
- Private companies with 51 to 300 employees: 2%
- Private companies with more than 300 employees: 1%

Employers must also pay a National Employment contribution (ONEM) at a rate of 0.2%.

**Totalization agreements.** The DRC has not entered into any totalization agreements.

## D. Tax filing and payment procedures

The payment of IPR, IER, ONEM and CNSS taxes or contributions must be made before the 15th day of the month following the month in which the salaries are paid.

In practice, the subscription to ONEM, CNSS and INPP must be completed before the 21st day of the month following the month of salary payment.

Taxpayers registered with the Tax Center for Large Scale Companies (Direction des Grandes Entreprises, or DGE) must file a single return and make a single payment for the IPR, IER, INSS, INPP and ONEM by the 15th day of the month following the month of payment of the salaries.

Tax on movable assets is due before the 15th day of the month following the month of the payment.

**Annual tax return.** Natural persons, domiciled in the Democratic Republic of Congo and bound by subordinate relationship to an employer in the public or private sector for which they receive income, must file an annual tax return related to the professional tax on the compensation paid by the employer during the previous year.

Employees must file their annual tax return to the Synthetic Tax Centre of their place of residence as mentioned in their individual file and the nominative statement summarizing all the forms attached by the employer to the Pay-As-You-Earn (PAYE) declaration relating to the last month of the year.

## E. Double taxation relief and tax treaties

The DRC has entered into double tax treaties with Belgium and South Africa.



## F. Temporary visas

The General Direction of Migration issues temporary work visas. To obtain a temporary work visa, the following documents must be submitted to the Direction:

- Work contract of the expatriate
- Proof of identity of the expatriate
- Identification picture
- Completed form provided by the Direction together with the contract between the DRC company and the foreign company

## G. Work visas and permits

To obtain a work permit, an authorization for a work card from the Labor Ministry is required. The process used to obtain temporary work visas also applies to work visas and work permits. This process also applies to establishment visas and multiple-entry visas.

## H. Residence cards

The Provincial Home Affairs Ministry issues residence cards to expatriates working for DRC companies. These cards have a duration of two years. Because the service is centralized, they are only issued in Kinshasa.

## I. Family and personal considerations

**Work visas for family members.** Dependents of expatriates working in the DRC with a legal work visa must obtain an establishment visa. Under the law, dependents are the spouse and children under the age of 18 of the expatriate working in DRC. However, if a person in the family wants to work in the DRC, he or she must comply with the requirements mentioned in Section G.

**Marital property regime.** The community property regime applies to the property of spouses, but only to property acquired during the marriage. Property acquired before the marriage is considered the separate property of the respective spouses. Each spouse remains the owner of their separate property.

**Driver's permits.** In practice, foreign driver's licenses may be not used in the DRC.

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## A. Income tax

**Who is liable.** Residents are subject to personal income tax. Nonresident employees who work in the Republic of Congo more than two weeks a year are subject to tax on a lump-sum salary, regardless of where their employers are resident. Under the double tax treaties between the Republic of Congo and some foreign countries such as France, Italy and Mauritius, nonresident employees from those countries become taxable in the Republic of Congo after 183 days of presence.

*Definition of resident.* Individuals are considered resident if they meet one of the following conditions:

- They have a dwelling in the Republic of Congo, either as owners or as tenants with leases for at least one year, or they otherwise maintain their principal residence in the Republic of Congo.
- They stay in the Republic of Congo for more than six months.
- They are outside the Republic of Congo on 1 January of the tax year but continue to receive remuneration from the administrations or companies to which they belonged before their departure from the Republic of Congo.
- They have income earned in or from the Republic of Congo.
- They receive profits or income whose taxation is attributed to the Republic of Congo by an international convention on double taxation.

Under the 2020 Finance Law, individuals appointed as representatives, headers or proxies of branches owned by foreign companies in the Republic of Congo are deemed to be resident there, regardless of whether they live outside the Republic of Congo.

### **Income subject to tax**

*Employment income.* Taxable employment income includes all compensations, allowances and benefits in kind.

*Investment income.* Dividend and interest income from investments in the Republic of Congo are included in taxable income. Residents are also taxed on foreign investment income.

A withholding tax, called the tax on movable assets, is levied on dividends at a rate of 15%, on directors' fees at a rate of 17%, and on bonds and creditors at a rate of 20%. Amounts paid under the tax on movable assets are deductible from personal income tax.

*Self-employment and business income.* Self-employed individuals are subject to tax on income from commercial, agricultural and professional activities. Taxable income consists of total income from all categories.

Taxable income from commercial and agricultural activities includes all receipts, advances, interest and gains directly related to the activities. It is calculated on an accrual basis, with a possible option for a deemed-profits system if turnover does not exceed a certain amount. Capital gains derived from sales of fixed business assets may be exempt if reinvested.

Taxable income from professional activities is determined on a cash basis. Taxable income equals the difference between amounts received and expenses paid during the calendar year, including gains or losses from the sale of professional assets.

*Directors' fees.* Compensation paid to directors is treated as investment income and is subject to income tax. Taxes withheld by the payer may be credited by the recipient against general income tax payable.

**Taxation of employer-provided stock options.** Congolese law does not specifically address the taxation of employer-provided stock options.

**Capital gains.** Capital gains are taxed at ordinary income rates.

The taxable portion of gains from the disposal of real property is the difference between the sale price and the purchase price. For developed land, the gain is taxed at a rate of 5% for an ownership of more than 10 years. For undeveloped land, the gain is taxed at a rate of 7% for an ownership of more than 10 years.

Gains derived from the sales of shares are generally exempt from tax for residents. However, one-third of the gain is taxed if, during the five preceding years, the seller, together with his or her ascendants, descendants and spouse, held more than 25% of the capital stock of the company and if any of these individuals served as managers or directors in the company at any time during the five-year period.

## Deductions

*Deductible expenses.* To determine taxable income, the following items are deducted:

- A 20% deduction from the personal income tax base.
- Pension plan contributions, limited to 6% of gross compensation.
- Social security contributions.
- Interest on loans for which the taxpayer is liable, restricted to the first six annual payments of loans related to the construction or acquisition of a principal apartment. The deductible amount is limited to XAF1 million.
- Alimony paid pursuant to a judicial decision.
- Family allowances, limited to XAF5,000 per child.
- Medical fees paid by the taxpayer and dependents, not exceeding 10% of net income up to a maximum of XAF200,000. Care, prosthesis and pharmaceutical expenses are excluded.
- Special allowances to cover professional expenses (for example, transport allowances), limited to 15% of taxable income.
- One round trip ticket per year for the individual and his or her family.
- Dismissal allowances.
- Retirement allowances.
- Amount paid for life insurance premiums.

*Personal deductions and allowances.* The family coefficient rules described in *Rates* are used instead of a schedule of personal allowances and deductions.

*Business deductions.* All expenses necessary to carry on a professional activity are deductible. Deductible expenses for industrial, commercial and agricultural activities include the following:

- Expenses necessary to carry on the activity, such as personnel and rental expenses
- Depreciation
- Provisions for losses and expenses
- Interest on loans from shareholders at the rate of current account advances on the central bank (4.50) plus two points
- Certain taxes, including business tax, license fees and tax on wages

**Rates.** Tax is levied at progressive rates, up to a maximum rate of 40%. Income is taxed under a family coefficient system, which adjusts the amount of income subject to the progressive tax rate table according to the number of family members. Under this system, taxable income is divided by the number of family allowances to which the taxpayer is entitled. The amount calculated corresponds to the income per allowance. Tax is then computed for one allowance and multiplied by the number of family allowances. No more than 6.5 allowances may be taken. The following allowances are available.

Type of allowance	Number of allowances
Single, divorced or widowed individual with no children	1
Married with no children, single or divorced with one child	2
Widowed or married with one child	2.5
Each additional child	0.5

The following table presents the tax rates that apply to income for one allowance.

Taxable income		Rate %
Exceeding XAF	Not exceeding XAF	
0	464,000	1
464,000	1,000,000	10
1,000,000	3,000,000	25
3,000,000	—	40

**Relief for losses.** Losses in one category may be deducted from income in other categories. If income from all categories does not fully offset the loss, the remaining loss may be carried forward for three years.

**Nonresidents.** Nonresidents are subject to withholding tax at a rate of 20% on payments for work or services carried out in the Republic of Congo. This rate does not apply to residents of countries which have a tax treaty with the Republic of Congo, such as France, Italy and Mauritius. The withholding rate is 20% for royalties derived by nonresidents, except residents of France, for whom the rate is 15%. As of 2022, the remuneration paid to beneficiaries located within Central African Economic and Monetary Community (Communauté Économique et Monétaire de l'Afrique Centrale, or CEMAC) countries are subject to a 10% withholding tax.

## B. Other taxes

**Property tax.** An occupancy tax for premises for residential use is imposed on employees.

The tax is due by 20 April of each year.

The occupancy tax is withheld at source by the employer at a rate of XAF1,000 per month for the employees living in periphery and XAF5,000 per month for employees living in the downtown area.

**Inheritance and gift tax.** If a deceased person or donor was a resident of the Republic of Congo, inheritance or gift tax is payable on net assets, unless otherwise provided by applicable tax treaties. Expatriates and nonresidents are subject to inheritance and gift tax only on assets located in the Republic of Congo.

Inheritance and gift tax rates vary, depending on the relationship between the recipient and the deceased or donor and on the value of the gift or inheritance. The rates range from 0% to 18%.

## C. Social security

**Contributions.** Social security contributions are withheld monthly by employers. The tax base includes all compensation, premiums, bonuses, benefits and allowances.

The following contributions are required and are paid by the employer, except for the pension contribution, which is paid by the employer and the employee.

Description	Rate (%)
On monthly salary, up to XAF600,000	
Family allowances	10.035
Accidents and illnesses due to professional activity	2.25
Pension contributions on monthly salary up to XAF1,200,000; paid by	
Employer	8
Employee	4

**Coverage.** The social security system includes the following branches:

- A family benefits branch, which provides maternity benefits
- An occupational risk branch, which provides benefits for work injuries or occupational diseases and hazards
- A branch of pensions, which provides benefits relating to old age, invalidity and death

**Universal Health Insurance Scheme.** The 2021 Finance Law created the solidarity contribution for the Universal Health Insurance Coverage. The amount of the contribution is equal to 0.5% of the portion of monthly salary income exceeding XAF500,000. The contribution is withheld and remitted together with personal income tax by the employer on behalf of its employees.

Employers and self-employed individuals are also liable for this contribution. In their case, the contribution is calculated based on the amount of the business license tax at the rate indicated above. The contribution must be remitted by 20 April each year.

**Totalization agreement.** To provide relief from double social security taxes and to assure benefit coverage, the Republic of Congo has entered into a totalization agreement with France. Under this agreement, French employees on a secondment (short assignment with a duration of one year) are exempt from social security taxes for one year. An exceptional extension for one year may be granted in response to a request addressed to the relevant authorities.

The Republic of Congo has signed a social security treaty with other member countries of the Common African and Mauritian Organization (Organisation Commune Africaine et Mauricienne, or OCAM), which are Benin, Burkina Faso, Central African Republic, Côte d'Ivoire, Gabon, Mauritius, Niger, Rwanda, Senegal and Togo. The application of this treaty is subject to the rule of reciprocity.

## D. Tax filing and payment procedures

The tax year is the calendar year. By law, individuals must file a general income tax return between 10 March and 20 March following the end of the tax year with the Individual Tax Unit. An extension between 10 May and 20 May is planned for independents required to file financial statements.

Income tax returns for individuals in the two categories (profits from industrial, commercial, artisanal and agricultural activities, and profits from non-commercial activities and other similar income) must be filed with the Individual Tax Unit between the 10 April and 20 April of the year following the year in which the

income was earned, after deduction of the installments of the personal income tax.

The balance of the personal income tax resulting from the declarations is paid to the Individual Tax Unit.

Individuals engaged in commercial, professional or agricultural activities must make two prepayments, each equal to one-third of the tax paid the previous year. The balance is payable on receipt of a tax assessment.

Married persons are taxed jointly; the husband files a single personal income tax return for the whole family, adding up both his revenues and those of his dependents (that is, his spouse and children). However, the spouse with employment income (salary) may be taxed separately. The same applies to children earning income from their own employment or from an independent source.

## **E. Double tax relief and tax treaties**

No foreign tax credit is available unless a double tax treaty provides otherwise. However, taxes withheld in a foreign country are deductible for determining taxable income in the Republic of Congo.

The Republic of Congo has entered into double tax treaties with France, Italy and Mauritius and with other member countries of the CEMAC, including Cameroon, Central African Republic, Chad, Equatorial Guinea and Gabon.

The following relief is available under the CEMAC treaty:

- Commercial profits are taxable in the treaty country where a foreign firm performs its activities through a permanent establishment.
- Dividends are taxable in the country of source.
- Interest is taxable in the country of residence of the beneficiary.
- Royalties are taxable in the country of residence of the beneficiary.
- Employment income is taxable in the treaty country where the activity is performed.

## **F. Temporary visas**

Foreigners who have expired visas, who want to enter the country for the first time, or who have visas that were canceled when they left the country, must apply for 15-day visas at a Congolese embassy or consulate before entering the Republic of Congo. During this 15-day period, the foreigner can apply for a three-month visa. This visa may be obtained from the General Director of Immigration in Brazzaville or from the department director of immigration in Pointe-Noire.

To obtain a three-month visa, an applicant must submit the following documents:

- Receipt for the temporary work permit
- Valid passport
- Four identity pictures
- Employer testimony

## G. Work visas and/or permits

A nonresident also needs a temporary work permit to work legally in the Republic of Congo. To obtain a temporary work permit, the applicant must submit the following documents:

- Valid passport
- Two identity pictures
- Copy of the entry visa
- An information form
- A job analysis form

For workers, an attestation of employment or an acknowledgment of receipt of the request for employment must be added to the permit application file.

## H. Residence visas (and/or permits)

**Temporary residence permit.** A temporary residence permit (*carte de resident temporaire*) is the same as a one-year visa. It is valid for one year, and is granted exclusively by the General Director of Immigration Services in Brazzaville.

To obtain a temporary residence permit, the applicant must submit, in addition to the documents required for a temporary permit, the following documents:

- A duty stamp of XAF5,000
- A valid passport or substitute document, with a visa if the foreigner is a national of a country that has not signed an immigration treaty with the Republic of Congo
- Four pictures of the applicant
- An international vaccination book
- A receipt for payment of a deposit guaranteeing repatriation (for applicants who are neither citizens of the CEMAC countries nor of the Democratic Republic of the Congo)
- A work contract signed by the Congolese Minister of Labor if the applicant is a salaried employee, a certificate of inscription in a school or university if the applicant is a student, or a commercial agreement if the applicant is an independent worker

## I. Family and personal considerations

**Marital property regime.** The following marital property regimes apply in the Republic of Congo:

- Community property limited to acquired assets during the marriage
- Division of property
- Universal community

The community property regime is the default regime and it applies automatically if the couple does not specifically choose another regime.

The choice of marital regime is made when the marriage is solemnized. The marital property regime may not be changed during the first two years of the marriage. After two years, changes are allowed only if the rules under the original regime conflict with the family's interests. Changing regimes must be official and accepted by the authorities.



The Republic of Congo's marital property regimes apply to married couples who solemnize their marriage in the Republic of Congo or to couples who solemnize their marriage abroad but under Congolese laws. The regimes do not apply to couples who establish a permanent domicile in the Republic of Congo if they were married under foreign laws. The community property claims purport to survive a permanent move to a non-community property country.

**Forced heirship.** Forced heirship rules do not apply in the Republic of Congo.

**Driver's permits.** Foreign nationals can use the international driving license for six months in the Republic of Congo, and then they must obtain a local permit.

## Costa Rica

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## A. Income tax

**Who is liable.** Resident and nonresident individuals, regardless of their nationality, are taxed on their income earned in Costa Rica, following the “territorial principle” whereby the income derived within the Costa Rican territory and from Costa Rican sources are subject to income tax. Foreign-source income is not taxed.

Individuals are considered resident if they have lived in Costa Rica for more than six consecutive months (that is, 183 days) during a tax year. However, the tax authorities may apply a shorter term for employed individuals.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Monthly income in excess of CRC929,000 is taxable, including salary, pensions, bonuses, premiums, commissions and allowances (for example, housing and educational allowances). Payments made to board members, other executives and counselors not included in the payroll are subject to a 15% withholding tax.

*Self-employment and business income.* Income derived from self-employment or from a trade or business is subject to taxation. Annual income in excess of CRC5,687,000 is taxable.

*Investment income.* In general, dividends paid or credited by corporations to individuals or entities are subject to a 15% withholding tax. Dividend distributions paid to another entity domiciled in Costa Rica are exempt, provided that the recipient is an entity that carries out an economic activity and is subject to income tax or is the holding company of a financial conglomerate or group duly supervised in Costa Rica. Dividend distributions by companies of their own shares are also exempt. In addition, interest paid to multilateral development banks and other institutions of multilateral or bilateral development and to other not-for-profit entities that are not subject to tax is exempt from the withholding tax. Royalties from franchises, technical advice payments and similar payments are subject to a 25% withholding tax.

*Directors' fees.* Directors' fees paid to resident and nonresident individuals are subject to a 15% withholding tax.

**Capital gains.** Capital gains on the sale of tangible or intangible assets are subject to the capital gains tax at a 15% rate. For the first sale of goods and rights acquired before 1 July 2019, taxpayers are allowed to apply a capital gains tax of 2.25% over the gross purchase price.

The gain is subject to corporate income tax if any of the following circumstances exist:

- The sale of assets is considered to be part of the taxpayer's ordinary trade or business.
- The goods or rights are used to generate other taxable income.
- The asset being transferred is a depreciable asset.

**Deductions**

*Personal deductions and allowances.* Annual tax credits are allowed in the amounts of CRC1,730 for each dependent child and CRC2,620 for a spouse. The spouse tax credit may be taken by either the husband or the wife, but not by both.

*Business deductions.* All costs and expenses that are necessary to generate taxable income and protect investments are deductible for self-employment and business income.

**Rates.** Employment income is taxable income. The employer should withhold tax from the employee's monthly salary at the following tax rates.

Monthly taxable income		
Exceeding CRC	Not exceeding CRC	Tax rate %
0	929,000	0
929,000	1,363,000	10
1,363,000	2,392,000	15
2,392,000	4,783,000	20
4,783,000	—	25

Fringe benefits and salary in kind are subject to a 15% withholding tax.

Self-employment and business income are taxable at the following monthly tax rates, which are applicable from 1 January 2024 to 31 December 2024.

Monthly taxable income		
Exceeding CRC	Not exceeding CRC	Tax rate %
0	4,127,000	0
4,127,000	6,164,000	10
6,164,000	10,281,000	15
10,281,000	20,605,000	20
20,605,000	—	25

Withholding tax is levied on nonresidents at a rate of 10% on salaries, other remuneration, pensions, commissions and directors' fees. A 25% rate applies to payments for professional services rendered by nonresidents in Costa Rica.

**Relief for losses.** Self-employed individuals may carry their losses forward for a period of three years.

## B. Estate and gift taxes

Costa Rica does not impose estate or gift taxes. However, estates may be taxed as ordinary taxpayers if they derive income before the distribution of assets to beneficiaries.

## C. Social security

Social security contributions are levied on salaries, at a rate of 26.67% for the employer and 10.67% for the employee. Contributions are computed based on an employee's gross compensation, with no deductions allowed.

## D. Tax filing and payment procedures

Employers are responsible for withholding income taxes and social security contributions from employees' salaries on a monthly basis. Employees are not required to file an annual income tax return if their only source of income is employment compensation. Nonresidents are not required to file tax returns if they are only subject to income tax withholding at source.

The fiscal year for self-employed individuals and individuals with a trade or business in Costa Rica is from 1 January to 31 December. Returns must be filed, and any tax liabilities due must be paid, no later than 15 March. However, in certain specific circumstances, taxpayers may elect to file using a different tax year. Self-employed individuals and individuals with a trade or business must make advance quarterly tax payments.

## E. Double tax relief and tax treaties

Costa Rica has entered into double tax treaties with Spain (effective from 1 January 2010), Germany (effective from 1 January 2017), Mexico (effective from 1 January 2019) and the United Arab Emirates (effective from 15 April 2021).

Costa Rica has entered into bilateral tax information exchange agreements with Argentina, Australia, Canada, France, Mexico, the Netherlands, Norway and the United States. Also, the Congress has approved such agreements with Denmark, Faroe Islands, Finland, Greenland, Iceland and Sweden. It is negotiating such agreements with Guernsey, India, Indonesia, Italy, Japan, Korea (South) and South Africa.

## **F. Temporary visas**

Depending on their country of citizenship, individuals may be required to apply for and obtain an entry visa before traveling to Costa Rica. A Costa Rican consulate overseas grants the visa. The immigration authorities have established a list of countries for which an entry visa is required before entering Costa Rica. The requirements for obtaining a visa often vary. Therefore, it is necessary to check the entry visa requirements on a case-by-case basis.

As of 1 April 2022, the temporary immigration measures with respect to COVID-19 for entering Costa Rica were eliminated.

## **G. Work visas (and/or permits)**

The Government of Costa Rica grants a work authorization to foreign employees who have special knowledge or experience in a certain field. The granting of a work authorization is subject to certain rules that must be checked on a case-by-case basis because the rules may vary. The main criterion applied by the Ministry of Labor (Ministerio de Trabajo) is that persons in the local work force cannot be displaced by the hiring of foreigners. Even for a company registered with the immigration authority, a request for a job listed in the official document issued by the Ministry of Labor related to forbidden professions will be rejected.

## **H. Residence visas (and/or permits)**

The government of Costa Rica may grant migratory statuses that allow foreigners to reside in the country. These include the following:

- Science status
- Athletes
- Journalists
- Workers
- Businesspersons
- Investors
- Retired individuals
- Religious status
- Digital nomads
- Certain family relatives

The request must be submitted and processed by the immigration authorities in Costa Rica. The application requirements may vary. Therefore, they should be checked on a case-by-case basis.

On 8 July 2022, Law No. 10008, “Law to Attract International Workers and Services Providers,” also known as “Digital Nomads Law,” was published. The Digital Nomads Law is designed to attract workers and service providers who perform their activities remotely from Costa Rica and accordingly to encourage long stays in the country and increase the expenditure in Costa Rica of resources of foreign origin.

Under the Digital Nomads Law, for an individual to opt for the migratory category of nonresident and subcategory of “stay” and accordingly qualify for the tax and other benefits of the law, this individual should comply with the following conditions:

- He or she should be a nonresident individual who provides services remotely.

- The services rendered by him or her should be provided in favor of a nonresident individual or entity.
- He or she should receive payment or remuneration from abroad.

When the Department of Immigration and Foreign Affairs issues the termination of the beneficiary status, the tax benefits established by the Digital Nomads Law are immediately revoked.

Regarding tax equalization matters, the Digital Nomads Law provides a total exemption for income tax purposes for an individual working under the migratory status of nonresident subcategory of “stay.”

## I. Family and personal considerations

**Family members.** Spouses of foreigners who are granted work permits do not automatically receive the same treatment as the original permit holder and must apply for an independent visa or work permit. However, they can apply as a dependent of the main applicant.

Children of expatriates may use the granted migratory status of their parents to attend schools in Costa Rica.

Once residency is obtained, the spouse and children must be registered as insured before the Costa Rican social security system so that they can be attended to in the medical centers.

**Marital property regime.** Assets obtained by any means, except by donation, after the commencement of the marriage are considered to be marital property.

**Forced heirship.** If an individual dies without leaving a will, the beneficiaries of his or her assets and patrimony according to the law are descendants, ascendants, spouse and collaterals (certain other relatives). The priority order is set by the Civil Code according to a series of different combinations. The amounts needed to satisfy maintenance and other obligations of the deceased are removed from the decedent’s estate before the estate is divided between the beneficiaries.

**Driver’s permits.** A foreigner may drive legally in Costa Rica using his or her home country driver’s license for the duration of his or her tourist visa. After the migratory status is approved, the resident must obtain a Costa Rica driver’s license to drive. For digital nomads, the driver’s license issued in the country of origin of the beneficiary can be used in Costa Rica for as long as it is valid. After the tourist completes the immigration process, he or she will be able to complete the driver’s license approval process and obtain the Costa Rican driver’s license. He or she must obtain his or her immigration identity document for foreigners and schedule an appointment for the issuance of the approved driver’s license.

# Croatia

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*On 12 July 2022, the Council of the European Union formally approved the national currency change to the euro, effective 1 January 2023. After the euro implementation date in Croatia, there is an obligation to pay income taxes and pension contributions in euros.*

**A. Income tax**

**Who is liable.** Residents are subject to income tax in Croatia on their worldwide income. Nonresidents are subject to income tax on their Croatian-sourced income only.

A resident taxpayer is an individual who has a permanent or temporary place of residence in Croatia. A nonresident taxpayer is an individual who does not have a permanent or temporary place of residence in Croatia but derives Croatian-sourced income that is subject to tax in Croatia.

An individual is considered to have a place of permanent residence if he or she owns a place of abode or has one at his or her disposal for an uninterrupted period of 183 days. An individual does not need to stay in the place of abode to meet the 183-day threshold. If an individual stays in Croatia for at least 183 days, he or she is considered to have a temporary place of residence in Croatia. In both cases, the 183-day period may span more than one calendar year.

An individual who is single and has permanent residence in Croatia and abroad is deemed to have permanent residence in the country from which he or she mostly travels to his or her place of work. For an individual who has family, Croatian local law prescribes that he or she has permanent residence in the country where his or her family has permanent residence.

**Income subject to tax.** Residents are subject to income tax on the following types of income:

- Income from employment
- Income from self-employment
- Income from capital
- Income from property and property rights
- Other income

Nonresidents are subject to tax on the same types of income as residents. However, they are taxed only on income sourced in Croatia. Nonresident performers (artists, entertainers, athletes) are not required to pay personal income tax if the fee for their performance is paid to a foreign legal entity and subject to withholding tax in line with the corporate income tax law.

The taxation of various types of income is described below.

*Employment income.* Employment income includes receipts in cash or in kind provided by employers under current, past and future employment relationships. Employers may make certain types of payments that are free of tax to employees. These include voluntary pension insurance premiums, reimbursements of business trip expenses, daily allowances, Christmas bonuses, severance payments, accommodation, meal allowances and similar payments, all up to certain prescribed amounts. Employment income is subject to tax at the rates set forth in *Rates*.

*Digital nomad income.* Personal income tax is not payable on the salary generated by natural persons who have obtained the digital nomad status. For further details regarding digital nomads' status, see Section G.

*Self-employment and business income.* Individuals performing small business activities (sole trader activities) in their own name and at their own risk are subject to income tax on income derived from these activities, which is known as income from self-employment. Business income is subject to tax at the rates set forth in *Rates*.

Under certain conditions, self-employment and business income can be taxed under the rules applicable for corporate taxation (at the corporate tax rate of 10% or 18%, depending on the circumstances).

In principle, all income attributable to business, including gains from the sale of property used in a business, is subject to income tax.

*Capital income.* Interest income received from bank savings, securities, investment funds and loans is subject to a 12% withholding tax. The following types of interest are exempt from tax:

- Penalty interest
- Interest based on court rulings and resolutions rendered by local or regional authorities
- Interest derived from positive balance on giro, current and foreign-currency accounts
- Bank interest up to 0.5% per year
- Bond interest
- Yields from life insurance and voluntary pension funds

Dividends (and profit shares) are subject to a 12% withholding tax. Dividends paid out from profits realized in the period from 1 January 2001 through 31 December 2004 and from 1 March 2012 onward are taxable. Dividends that are used to increase share capital are not taxable.

*Income from property and property rights.* Income from leasing of immovable and movable property is taxed at a rate of 12%, after a deduction of 30%, representing notional expenses.



Income from property rights and the disposal of property is taxed at a rate of 24%. However, capital gains derived from the sale of real estate are not taxable if the real estate meets either of the following conditions:

- It was held more than two years.
- It was used by the owner or dependent family members for lodging.

If a person sells more than three real estate or property rights in a five-year period, income from sale of real estate or property rights is taxed at a rate of 24%. The expenses incurred are deductible for tax purposes.

*Other income.* Other income includes all types of income that cannot be included in one of the above categories, such as directors' fees. Other income is taxed at a lower prepayment tax rate determined by the city/municipality of residence (for example, in Zagreb, the lower tax rate amounts to 23.6%), without the right to deduct personal allowances. Exceptionally, other income tax will be increased by a rate of 100% in the event of tax audit findings of unreported income and 36% in the event of the claiming back of pension contributions paid in excess of the annual limit.

**Capital gains and losses.** Capital gains derived from the sale of financial property acquired in or after 2016 are subject to tax at a rate of 12%. Realized capital losses may offset realized capital gains in the same year. Certain exceptions apply (for example, capital gains are not subject to tax if the financial property is held for at least two years).

## Deductions

*Deductible expenses.* Compulsory social security contributions payable by an individual on a specified type of income are deductible in determining taxable income. Personal expenses incurred to produce income from employment are not deductible.

*Personal allowances.* Resident and nonresident taxpayers may claim a basic personal allowance of EUR560 per month. Resident taxpayers may also increase personal allowances by the following:

- EUR280 for a dependent spouse and ascendants
- EUR280 for the first dependent child, EUR392 for the second, EUR560 for the third, EUR784 for the fourth, EUR1,064 for the fifth, EUR1,400 for the sixth, EUR1,792 for the seventh, EUR2,240 for the eighth and EUR2,744 for the ninth
- EUR168 or EUR560 (depending on circumstances) for a dependent invalid child or other family member or for an invalid taxpayer

Nonresident taxpayers who are residents of the European Union (EU) can claim increased personal allowances in the same manner as residents if their total Croatian-sourced income accounts for at least 90% of their total annual income.

To be considered a dependent family member, the individual's annual earnings may not exceed EUR3,360. A dependent family member is not required to live in the same household as the taxpayer.

Resident taxpayers may also claim deductions for donations made in Croatia up to the amount of 2% of income earned in the preceding year.

**Business deductions.** All business-related expenses are deductible from gross income for self-employed taxpayers who keep business books. Living or personal expenses are not deductible. Fifty percent of business entertainment costs and 50% of business car costs are not deductible. Per diem allowances and travel costs are not taxable up to certain amounts specified by the tax regulations.

**Rates.** Personal income tax on employment income is levied at the following progressive rates (however, see below).

Annual taxable income EUR	Tax rate %
Up to 50,400	Lower
Above 50,400	Higher

The following are the tax rates for the lower and higher tax brackets.

	Lower tax bracket	Higher tax bracket
Municipality	15% to 22%	25% to 33%
City with less than 30,000 citizens	15% to 22.4%	25% to 33.6%
City with more than 30,000 citizens	15% to 23%	25% to 34.5%
Zagreb	15% to 23.6%	25% to 35.4%

The above rates apply to employment income, other income and self-employment income that is included by default in the annual tax return.

Please note that the city-specific tax rates can be found on the Croatian tax authorities' website and vary depending on the city.

**Relief for losses.** Tax losses may be carried forward for five years. Nonresidents may carry forward only losses incurred in Croatia. Losses may not be carried back.

## B. Other taxes

**Wealth tax.** Croatia does not levy wealth tax on net property. However, tax is levied on certain types of property, including vacation houses (paid from EUR0.6 to EUR5 per square meter), cars (between EUR44 and EUR 133, depending on the engine power and age of the car), motorbikes (between EUR13 and EUR106, depending on the engine power and age of the motorbike), and boats and yachts (up to a maximum tax of EUR664 per year).

**Estate and gift taxes.** A tax is imposed on movable and immovable property, including cash, monetary claims and securities received by inheritance or donation at a rate of 4% on the fair market value of the property transferred. Certain transfers of property are tax-exempt, depending on the relationship between the transferee and the transferor and on the type of property. In addition, transfers of movable property are exempt if the fair market value of the property is less than EUR6,700 or if the

transfer is subject to another tax according to a special regulation (for example, value-added tax [VAT]).

### C. Social security

**Contributions.** Employment income is subject to health and social security contributions at rates of 16.5% for employers (uncapped) and 20% for employees (partially capped).

Social security contributions consist of the following elements.

	Employer rate %	Employee rate %
Old-age pension	—	20
Health insurance	16.5	—

The basis of calculation of social security contributions (first pillar) for employment income on a monthly level can be reduced for an insured person whose sum of monthly gross salaries does not exceed EUR1,300.

Other income is subject to individual's social security contributions at 10% and a health care contribution at a rate of 7.5% at the expense of the payer of the income.

Capital income, income from insurance and income from property and property rights are generally not subject to health and social security contributions.

**Coverage.** An employee who pays social security contributions in Croatia is entitled to benefits, such as health insurance for the employee and dependent family members, disability and professional illness insurance, unemployment allowances, retirement benefits and other benefits.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Croatia has entered into totalization agreements with the following jurisdictions.

Albania	Canada	Quebec
Australia	Korea (South)	Serbia
Bosnia and Herzegovina	Montenegro	Türkiye
	North Macedonia	

In the EU, special rules contained in the regulation on the coordination of social security systems apply (EU Regulation 883/2004). These rules also apply to Iceland, Lichtenstein, Norway and Switzerland.

### D. Tax filing and payment procedures

Personal income taxes are generally payable through withholding. However, for income received directly from abroad, the tax reporting and tax payment obligation arises within 30 days of receiving the income and rests with the individual taxpayer.

Croatian annual tax returns are generally filed by the end of January and February of the year following the year in which the income is earned. Under new rules introduced in 2017, annual taxes are assessed only with respect to employment income and other income. The tax authorities normally issue the annual assessment based on data on income and taxes reported in their

IT tool during the year. This simplified procedure may not apply to individuals in a complex tax position or in cross-border arrangements.

Individuals who earn self-employment income from ongoing business activities must pay advance tax monthly in an amount determined by the tax authorities. The balance of tax due is payable or refundable after the official assessment of annual personal income tax. The payer of self-employment income must withhold and pay personal income tax and contributions with respect to such income.

Nonresidents receiving Croatian-source income may need to register with the tax office. For nonresidents employed by resident employers, the employer is responsible for tax withholding and reporting requirements. Residents and nonresidents who work in Croatia for a nonresident employer and are being paid from abroad must file monthly tax returns and pay advances of personal income tax within 30 days after the income is received. The same rule applies to any other income received directly from abroad (dividends, foreign pensions and other income).

## E. Tax treaties

Croatia has entered into double tax treaties with the following jurisdictions.

Albania	India	Oman
Andorra	Indonesia	Poland
Armenia	Iran	Portugal
Austria	Ireland	Qatar
Azerbaijan	Israel	Romania
Belarus	Italy	Russian
Belgium	Japan	Federation
Bosnia and Herzegovina	Jordan	San Marino
Bulgaria	Kazakhstan	Serbia
Canada	Korea (South)	Slovak Republic
Chile	Kosovo	Slovenia
China Mainland	Kuwait	South Africa
Cyprus	Latvia	Spain
Czech Republic	Lithuania	Sweden
Denmark	Luxembourg	Switzerland
Estonia	Malaysia	Syria
Finland	Malta	Türkiye
France	Mauritius	Turkmenistan
Georgia	Moldova	Ukraine
Germany	Montenegro	United Arab
Greece	Morocco	Emirates
Hungary	Netherlands	United Kingdom
Iceland	North Macedonia	Vietnam
	Norway	

## F. Travel visas

Whether a foreign national must have a travel visa to enter Croatia depends on the individual's country of nationality. Travel visas are issued for tourist, business, personal or other purposes. The period of the stay of a foreign national with a travel visa varies according to the type of visa.

## **G. Permits for stay and work**

Under the Act on Foreign Nationals, a foreign third-country national must obtain a permit for stay and work if he or she enters into an employment relationship with a Croatian employer or if he or she is assigned to a Croatian company that is related to the individual's foreign employer.

In general, permits for stay and work for employment with Croatian employers are subject to a labor market test. Croatian employers must request a labor market test to confirm there is no available Croatian individual who can perform the required work. If the employer receives a positive test, it can then apply for the work permit for a foreign individual. Intercompany transfers, employment of "key personnel" or EU Blue Card work permits are not subject to a labor market test. Specific requirements are prescribed for employment of non-EU citizens under a "key personnel" function (share capital exceeding EUR26,544.56, employment of at least three Croatian citizens and gross salary at least 1.5 times the average Croatian gross salary). Specific requirements are also prescribed for the EU Blue Card (only for individuals with higher education [meaning they have a bachelor's degree or a master's diploma] and gross salary at least 1.5 times the average Croatian gross salary).

The Ministry of Internal Affairs issues permits for stay and work, which are usually granted for a period of one or two years. However, foreigners who have obtained permanent residence in Croatia do not need to obtain a permit for work. Employers are fined if their foreign employees do not possess valid permits for stay and work.

The new Foreigners Act introduced a novel concept in the Croatian immigration system, which is the approval of a temporary stay for digital nomads. Digital nomads are third-country nationals who are employed or performing work through communication technology for a company (including their own company) that is not registered in Croatia and who do not perform work or provide services to employers in the Croatian territory. The application for the approval of a temporary stay is submitted to the diplomatic mission or consular office of Croatia. If a third-country national does not need a visa to enter Croatia, the respective application can be submitted to the competent police department in Croatia. The approval of a temporary stay is issued for one year.

Because Croatia joined the EU on 1 July 2013, EU nationals and individuals with permanent stay in EU countries are no longer required to obtain a work permit in Croatia. They are required only to register their stay in Croatia.

## **H. Residence permits**

Under the Act on Foreign Nationals, foreign nationals must obtain residence permits for temporary residence or permanent residence.

**Registration.** Foreign nationals who stay in Croatia up to 90 days (with a travel visa, or without one if not required) must register at the local police station within 48 hours after their arrival in

Croatia. This period is increased to eight days for EU nationals. If the foreign national stays in a hotel, the hotel must complete the registration. Each change of residence must also be registered.

Foreign nationals with temporary residence in Croatia must register their place of residence or change of address at the local police station within three days after their arrival in Croatia or their change of address.

Foreign nationals with permanent residence in Croatia must register their place of residence or their change of address at the local police station within 15 days.

**Temporary residence.** The temporary residence permit is issued for purposes of work, education, joining the family or other purposes determined by law.

Temporary residence is limited to stays of up to one or two years, with the possibility of extension, depending on specific circumstances.

Foreign nationals can apply for temporary residence permits at the Croatian diplomatic missions or consulates or at the Croatian Ministry of Internal Affairs if they do not need a visa to enter Croatia.

**Permanent residence.** Permanent residence is granted to foreigners who held temporary residence permits for five years without interruption before filing the request for permanent residence. Knowledge of the Croatian language is one of the requirements for non-EU nationals.

The Ministry of Internal Affairs must approve permanent residence.

## I. Family and personal considerations

Family members of foreign nationals working in Croatia must apply separately for permits for stay and work (if they intend to work in Croatia). If they are EU citizens, only a stay permit needs to be obtained. A temporary residence permit for the purpose of joining the family is approved for a foreign national who is a close family member with respect to the following individuals:

- A Croatian national
- A foreign national who has been granted permanent residency
- A foreign national who has a temporary residence permit

# Curaçao

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On 10 October 2010, the country Netherlands Antilles, which consisted of five island territories in the Caribbean Sea (Bonaire, Curaçao, Saba, Sint Eustatius and Sint Maarten), was dissolved. On dissolution of the Netherlands Antilles, the islands of Bonaire, Sint Eustatius and Saba (BES-Islands) became part of the Netherlands as extraordinary overseas municipalities. Curaçao and Sint Maarten have both become autonomous countries within the Kingdom of the Netherlands. The former Netherlands Antilles tax laws remain applicable to Curaçao, with the understanding that references in the laws to "the Netherlands Antilles" should now be read "Curaçao." A tax reform in Curaçao was effective from 1 January 2012. This was the first step in a more extensive tax reform planned for upcoming years. The following chapter provides information on taxation in Curaçao only. Chapters on the BES-Islands and Sint Maarten appear in this guide.

## A. Income tax

**Who is liable.** Residents are taxable on their worldwide income. Nonresidents are taxable only on income derived from certain Curaçao sources. A resident individual who receives income, wherever earned, is subject to income tax in Curaçao.

Residence is determined based on an individual's domicile (the availability of a permanent home) and physical presence, and on the location of an individual's vital personal and economic interests.

**Income subject to tax.** The following types of income are taxed in Curaçao:

- Employment income
- Self-employment and business income
- Income from immovable property and the rights to which they are subject (rental income)
- Income from movable assets (dividend and interest income)
- Income from periodic allowances, including payments received from private foundations

*Employment income.* Taxable employment income consists of employment income, including directors' fees, less itemized and standard deductions and allowances (see *Deductions*), pension

premiums and social security contributions, whether paid or withheld.

Effective from 1 January 2015, a deemed salary was introduced for employees who have a substantial share interest in their employer. These employees must report an annual minimum salary. The applicable minimum salary depends on, among other items, the revenue of the company and the salary of other employees. The minimum salary is treated similarly to ordinary employment income and is taxed at the rates set forth in *Rates*. In addition, the minimum salary is subject to withholding of wage tax and social security premiums. The deemed salary does not apply to certain entities, such as Curaçao investment companies, entities that have opted for transparent status, insurance companies and E-zone companies.

A nonresident individual receiving income from current or former employment carried on in Curaçao is subject to income tax in Curaçao. However, based on ruling policy, a nonresident individual is not subject to income tax in Curaçao if all of the following conditions are satisfied:

- The employee's stay in Curaçao does not exceed 12 months.
- The individual's formal and economic employer are not established in Curaçao nor have a permanent establishment in Curaçao.
- All activities performed by the nonresident employee must be aimed at and on behalf of nonresidents.

A nonresident who is employed by a Curaçao public entity is subject to tax on income, even if the employment is carried on outside Curaçao.

A nonresident individual receiving income as a managing or supervisory (statutory) director of a company established in Curaçao is subject to income tax, even if their authority relates to jurisdictions outside Curaçao only.

Temporary workers and interns are specifically subject to income tax.

In principle, social security contributions are applicable to nonresidents only if the employment is carried on in Curaçao.

*Self-employment and business income.* Residents are subject to tax on their worldwide self-employment and business income, as well as on income derived from a profession. Nonresidents are taxed on income derived from a profession practiced in Curaçao.

Annual profits derived from a business must be calculated in accordance with sound business practices that are applied consistently. Taxable income is determined by subtracting the deductions and personal allowances specified in *Deductions* from annual profits.

A nonresident individual earning income from activities carried on in Curaçao through a permanent establishment or a permanent representative is subject to income tax in Curaçao. Profits of a permanent establishment are calculated in the same manner as profits of resident taxpayers.



*Income from periodic allowances.* Resident individuals are subject to tax on their worldwide periodic allowances, including old-age pensions (not related to previous employment), alimony payments and disability allowances. In general, periodic allowances are taxable if the allowances exceed their purchase price and if the purchase price has not (nor could have) been deducted from Curaçao income or was considered to be a component of Curaçao income. Periodic allowances received from private foundations or trusts are subject to income tax. Only the distributions that exceed the contributions to the private foundation are taxed.

*Income from immovable property.* Sixty-five percent of the income from real estate (rental income), grounds, mines and waters is taxed at the income tax rates set forth in *Rates*. Income derived from a person's residence is not taxed as income from immovable property. Interest paid on mortgage loans for the acquisition or the restoration of immovable property can be deducted from taxable income.

Nonresident individuals are taxed on rental income derived from real estate located in Curaçao or from the rights to such property.

*Income from movable assets.* Income from movable assets, such as dividend and interest income and payments from private foundations and trusts, is subject to a reduced flat tax rate of 19.5%. A special flat tax rate of 8.5% applies to interest received from local financial institutions. Financial institutions withhold the income tax from the interest payments. These interest payments are not subject to social security premiums. For investments in foreign portfolio investment companies and investments in Curaçao investment companies, a fictitious yield at a rate of 4% must be reported annually based on the fair market value of the investments at the beginning of the calendar year. The fair market value of the investments is increased by the amount of the dividends distributed during the preceding calendar year. The retained earnings originating from a period during which the relevant entity did not qualify as a Curaçao investment company or a foreign portfolio investment company are excluded from this measure.

Nonresident individuals are taxed on interest income derived from debt obligations if the principal amount of the obligation is secured by mortgaged real estate located in Curaçao.

No withholding taxes are levied on dividends, interest and royalties earned by nonresidents.

*Income from substantial share interests.* An interest of at least 5% in the issued share capital of a company, a right to acquire such interest and a corresponding profit-sharing right qualifies as a substantial share interest.

Resident individuals are taxed on dividend income and capital gains derived from substantial share interests at a fixed rate of 19.5%. In principle, nonresident individuals are taxed on dividend income and capital gains derived from substantial share interests in companies that are resident in Curaçao if the nonresident

individuals were residents of Curaçao at some time during the 10 years preceding the receipt of the dividends or the realization of the capital gains. In the event of immigration to Curaçao, a “step-up” facility is available to determine the cost of a substantial share interest. In the event of emigration from Curaçao, the tax authorities may issue an income tax assessment on the difference between the fair market value of the shares on emigration and the fair market value on establishing residency or acquiring the substantial share interest. If certain conditions are met, a postponement of payment for 10 years can be obtained. If the taxpayer emigrates within eight years after establishing residency and the taxpayer was not considered a resident for more than 10 years within the 25 years prior to emigration, this income tax on emigration may not be imposed if the substantial share interest is held in a nonresident company.

**Capital gains.** Capital gains are generally exempt from tax. However, in the following circumstances, residents may be subject to income tax on capital gains at the indicated rates.

Type of income	Rate (%)
Capital gains realized on the disposal of business assets and on the disposal of other assets if qualified as income from independently performed activities	Up to 46.5
Capital gains on the liquidation of a company	17 to 34
Repurchase of shares by the company in excess of the average paid-up capital (non-substantial share interest)	19.5
Capital gains derived from the sale of a substantial share interest in a company	19.5

Nonresidents may be subject to income tax on capital gains derived from the disposal of business assets or of shares in a Curaçao resident corporation if the shares constitute a substantial share interest and if certain other conditions are met.

### Deductions

*Deductible expenses.* A resident taxpayer is entitled to more deductible items than a nonresident taxpayer. A fixed deduction of ANG500 may be deducted from employment income. Alternatively, actual employment-related expenses incurred may be fully deducted to the extent that the expenses exceed ANG1,000 annually.

Residents may claim the following personal deductions:

- Alimony payments to a former spouse
- Mortgage interest paid that is related to the taxpayer's dwelling (limited to ANG27,500 annually)
- Maintenance expenses related to a taxpayer's dwelling that qualifies as a protected monument
- Interest paid on consumer loans (limited to ANG2,500, or ANG5,000 if married, annually)
- Life insurance premiums that entitle taxpayers to annuity payments (up to a maximum of 10% of the income or ANG5,000, annually)

- Pension premiums paid by an employee
- The General Old Age Pension Ordinance (AOV)/General Widows and Orphans Ordinance (AWW) premiums paid by an employee (see Section C)
- Qualifying donations in excess of certain threshold amounts
- Repayments of the principal amounts, interest and costs related to student loans up to ANG10,000 per year for a maximum of 10 years

Residents may deduct the following extraordinary expenses (thresholds applicable):

- Financial support to children exceeding 27 years of age and other relatives not capable of providing for themselves
- Medical expenses, educational expenses and support for up to second-degree relatives, if they meet certain threshold amounts

Deductions that may be claimed by nonresidents include the following:

- Employment expenses
- Qualifying donations in excess of certain threshold amounts

*Business deductions.* In general, business expenses are fully deductible. However, the deduction of certain expenses is limited. Restrictions on deductions for self-employed persons are described below.

Costs of donations, promotional gifts, courses, conferences, seminars, symposiums are 100% tax-deductible. However, the travel expenses related to these expenses are 80% tax deductible.

Costs incurred for food, and beverages are 80% tax deductible.

The above two restrictions do not apply if the main purpose of the business is to deliver such goods or services.

An investment allowance of 10% is granted for acquisitions of or improvements to fixed assets in the year of investment. This allowance applies only if the investment amounts to more than ANG5,000 in the year of investment.

The depreciation on buildings is limited as of 1 January 2016. Buildings can be depreciated to 50% of the value of the building, as assessed for real estate tax. No recapture is required for buildings that have already been depreciated to an amount that exceeds the above limit.

**Personal tax credits.** The following personal tax credits may be subtracted by a resident taxpayer from actual income tax due for the 2024 fiscal year:

- Standard tax credit: ANG2,771
- Sole earner tax credit: ANG1,691
- Senior tax credit: ANG1,276
- Child tax credit per child, which varies between ANG91 and ANG901, depending on the children's age, residence and education

Nonresidents are not eligible for the above tax credits.

**Pensioners and retirees.** Pensioners who request and obtain the *pensionado* status can opt to be taxed at an income tax rate of 10% on all foreign-source income or they can declare a fixed

income of ANG500,000 per year as foreign income. This fixed income is taxed at the progressive income tax rates (see *Rates*). The *penshonado* status can be obtained if certain conditions are met, including the following:

- The applicant must not have been a resident of Curaçao for the past five years.
- The applicant must at least be 50 years of age.
- The applicant must apply for the *penshonado* status within two months of his or her registration in Curaçao.
- The applicant must acquire a house or Protected Monument for personal use with a value of at least ANG450,000 within 18 months of his or her registration in Curaçao, or lease all or part of a Protected Monument with a value of at least ANG450,000 at the start of the lease. If a Protected Monument is acquired, the applicant may lease the Protected Monument to third parties up to four months per year.

**Expatriate facility.** Individuals that meet certain criteria can request the application of the expatriate facility. To acquire the expatriate status, an individual must meet the following conditions:

- The applicant must not have been a resident of Curaçao for the past five years.
- The applicant must have completed his or her education at the college or university level with a diploma and have at least five years of relevant working experience at the required level.
- The applicant must receive annual remuneration from his or her employer of at least ANG150,000.
- The applicant must possess skills that are scarce in Curaçao.

The employer and employee must file the application jointly. In principle, the expatriate status applies with retroactive effect to the beginning of the employment if the application is filed within three months after the beginning of the employment.

An employee with the expatriate status can receive limited amounts of fringe benefits tax-free, such as wages in kind, travel expenses, hotel expenses and expenses with respect to means of transportation and relocation. The remainder of the compensation paid to the expatriate by the employer is taxed at the progressive income tax rates (see *Rates*). In addition, a net employment contract can be entered into with the expatriate, and the wage tax should then not be grossed up as an additional benefit received from employment.

**Rates.** Resident and nonresident individuals are subject to income tax at the same progressive rates. The following are the individual income tax rates and tax brackets for the 2024 fiscal year.

Exceeding ANG	Taxable amount Not exceeding ANG	Tax on lower amount ANG	Rate on excess %
0	37,168	0	9.75
37,168	49,558	3,624	15.00
49,558	74,337	5,482	23.00
74,337	105,310	11,182	30.00
105,310	154,867	20,473	37.50
154,867	—	39,058	46.50

**Relief for losses.** Individual taxpayers may carry losses forward for five years.

**B. Inheritance and gift taxes**

Inheritance and gift tax is levied on all property bequeathed or donated by an individual who is a resident or deemed to be a resident of Curaçao at the time of death or donation. For individuals who are nonresidents at the time of death or donation, inheritance and gift tax is levied on real estate located in Curaçao only. The tax is payable by the heir or the recipient of the gift, regardless of his or her place of residence.

Inheritance and gift tax rates range from 2% to 25% of the value of the taxable estate or the donation, less deductions. The rates vary, depending on the applicable exemptions and the relationship of the recipient to the deceased or the donor. In general, the following rates apply.

<b>Relationship of recipient</b>	<b>Rate (%)</b>
Spouse, spousal equivalent, child or grandchild	2 to 6
Brother or sister (in law)	4 to 12
Parent or grandparent	3 to 9
Niece, nephew or grandchild of a brother or sister	6 to 18
Other	8 to 24

The tax rate is 25% for a donation from a resident to a private foundation or trust.

**C. Social security contributions**

All resident individuals must pay social security contributions. The contributions provide benefits under the General Old Age Ordinance (AOV), the General Widows and Orphans Ordinance (AWW), the General Insurance Extraordinary Sickness Ordinance (AVBZ) and the Basic Illness Insurance (BVZ). The BVZ partially replaces the old Illness Insurance (ZV).

In principle, all Curaçao residents fall within the scope of the BVZ. However, in certain cases, an exemption may be requested (for example, for individuals who are privately insured for medical expenses with an insurance company that provides worldwide coverage and individuals who need a temporary residency permit to be admitted to Curaçao). Nonresidents are not subject to BVZ.

The BVZ mainly consists of the income-based premium, which is 13.6% (pensioners, 6.5%), payable by employers at a rate of 9.3% and employees at a rate of 4.3%, up to income of ANG150,000.

The total AOV/AWW contributions payable annually are 16% of earnings. In 2024, for AOV/AWW, employers contribute 9.5% of salary, up to a certain maximum amount of contributions per year (ANG9,500 for 2024) and employees contribute 6.5% of salary, up to a certain maximum amount of contributions per year (ANG6,500 for 2024). The maximum AOV premium income is ANG100,000. However, if the individual insured under the AOV has income exceeding ANG100,000 per year, an additional premium contribution of 1% is payable by the individual on an income in excess of ANG100,000. In principle, nonresidents are not subject to AOV/AWW.

For AVBZ, the following are the contributions:

- Employers: 0.5% of salary

- Employees: 1.5% of salary
- Self-employed persons: 2% of earnings
- Pensioners: 1.5% of pension income

The rates of contributions for AVBZ are applied to taxable income, up to a maximum amount (ANG574,189.07 for 2024). Only nonresidents who earn income from employment carried on in Curaçao and are subject to wage tax in Curaçao are subject to AVBZ.

The rate of required disability insurance (OV) contributions for employees varies between 0.5% and 5%, depending on the applicable risk category. The contribution is fully payable by the employer. OV contributions are due on salaries up to a certain maximum amount (ANG6,769.10 per month for 2024).

Only nonresidents who earn income from employment and who carry on their employment in Curaçao are covered by OV and ZV. Employers must pay the premiums for the employees.

In addition, employers must pay a severance contribution (Cessantia) fee of ANG40 (2024 amount) per employee per year. Only nonresidents earning income from employment are subject to the Cessantia.

#### **D. Tax filing and payment procedures**

Because the wage tax is a pre-levy to the income tax, employers must file wage withholding tax returns on a monthly basis. The wage tax return must be filed before the 16th day of the month following the month in which the salaries are paid to employees. For most employees, wage withholding tax is the final tax. The personal income tax returns for the calendar year must be filed within two months after the issuance of the tax return forms, unless extensions for filing are obtained. Electronic filing of income tax returns is mandatory. Any additional income tax to be paid is normally due within two months after the date of the final assessment.

**Filing income tax return together with spouse.** If both spouses earn income, married persons are taxed separately on the following types of income:

- Employment income
- Self-employment and business income
- Certain periodic allowances, including old-age pensions, alimony and disability allowances

Investment income, including rental income, dividends and interest on bonds, is included in the taxable income of the spouse who has the higher individual income or, if both spouses earn the same amount of individual income, in the taxable income of the older spouse. Personal deductions must be claimed by the spouse with the higher individual income, or if both spouses earn the same amount of individual income, by the older spouse.

**Social security payments.** Social security contributions are withheld by the employer and are declared in the wage tax returns. Individuals receiving types of income other than employment income must pay social security contributions within two months after the date of the assessment.

**Filing inheritance or gift tax returns.** An inheritance or gift tax return must be filed within the term as set by the Inspectorate of Taxes. The ultimate filing date cannot be set within six months after the date of death or within three months after the gift is made. Both inheritance and gift tax must be paid within two months after the date of assessment.

## E. Double tax relief and tax treaties

Curaçao has double tax treaties with Aruba, Malta, the Netherlands (including the BES Islands), Sint Maarten and Suriname. The provisions of the double tax treaties with Malta and Suriname will be applicable as of 1 January 2025. Curaçao's double tax treaties apply to taxes on income, capital, inheritances and gifts. If no double tax treaty applies, in general, double tax relief had been provided based on informal policy and case law as developed. As of 17 October 2022, a unilateral regulation for the avoidance of double taxation entered into force for resident individuals. Double tax treaties with Cuba, Jamaica, Qatar, San Marino and Seychelles have been signed, but they have not yet entered into force.

Negotiations for a double tax treaty with Venezuela are ongoing.

Curaçao has entered into tax information exchange agreements with the following jurisdictions.

Antigua and Barbuda	Denmark	St. Kitts and Nevis
Argentina	Faroe Islands	St. Lucia
Australia	Finland	St. Vincent and the Grenadines
Bermuda	France	Spain
British Virgin Islands	Greenland	Sweden
Canada	Iceland	United Kingdom
Cayman Islands	Mexico	United States
	New Zealand	

Effective from September 2015, Curaçao, in principle, automatically exchanges information with the United States based on an intergovernmental agreement with the United States regarding the Foreign Account Tax Compliance Act.

As of 2018, Curaçao automatically exchanges information under the Common Reporting Standard.

The Kingdom of the Netherlands has entered into many bilateral investment treaties that also apply to Curaçao.

Curaçao also signed the Organisation for Economic Co-operation and Development Convention on Mutual Administrative Assistance in Tax Matters.

## F. Residency and working permits

In general, foreign individuals who wish to reside and work in Curaçao need residency and working permits. The conditions for obtaining such permits depend on the nationality of the individual. Special provisions apply to individuals holding a Dutch passport and individuals holding a US passport.

**Remote work.** On 21 February 2021, the government of Curaçao announced the At Home in Curaçao program. The objective of

the program is to welcome remote workers, digital nomads, hibernators, snowbirds and investors to the island. Remote workers and digital nomads may apply for this permit if they can prove that they can work location-independently and if they fall into one of the following categories:

- They are working for an employer registered in a foreign country and have a contract with this employer.
- They conduct business activities as a partner or shareholder for a company registered in a foreign country.
- They offer freelance or consulting services to clients registered or established in a foreign country and have a contract with these clients.

This permit allows remote workers and digital nomads to stay for six months in Curaçao. The duration of the stay may be extended by another six months by application.

Depending on the nationality of the applicant, this program provides for a simplified and shortened visa procedure. These digital nomads and remote workers are not allowed to work for or be employed by a local company or local employer during the application process and their stay in Curaçao. A return ticket must be presented on entering Curaçao.

*Hibernators.* Hibernators and snowbirds may also apply for the At Home in Curaçao program if they own property in Curaçao. They may stay in Curaçao for six months.

*Investors.* Wealthy individuals who meet certain conditions are granted through a simplified procedure a residency permit known as an Investors Permit. The permit allows an Investor a legal stay in Curaçao of, in principle, up to three or five years, depending on the amount of investment.



# Cyprus

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## A. Income tax

**Who is liable.** Residents are taxed on their worldwide profits or other benefits from a business, profits or other benefits from an office or employment, dividends, interest or discounts, pensions and any rental income arising from immovable property. Nonresidents are taxed only on their Cyprus-source income from employment exercised in Cyprus, a permanent establishment in Cyprus, rental of immovable property located in Cyprus and pensions from employment exercised in Cyprus.

An individual is resident in Cyprus if he or she is present in Cyprus for an aggregate of more than 183 days in any calendar year.

The definition of tax resident also includes an individual who does not stay in any other state for one or more periods exceeding in aggregate 183 days in the same tax year and who is not considered a resident for tax purposes in any other state in the same tax year, provided that the individual meets all of the following criteria:

- He or she stays in Cyprus for at least 60 days in the tax year.
- He or she exercises any business in Cyprus and/or is employed in Cyprus and/or holds an office for a person tax resident in Cyprus at any time during the tax year.
- He or she maintains a permanent residence in Cyprus that is owned or rented by him or her.

**Domiciled in Cyprus.** An individual is considered to be domiciled in Cyprus for Special Contribution to the Defence Fund purposes if he or she has a domicile of origin as defined in the Wills and Succession Law or if he or she has been a tax resident of Cyprus for at least 17 out of the 20 years prior to the tax year. Nevertheless, the following individuals are not considered to be domiciled in Cyprus:

- An individual who has obtained and maintained a domicile of choice outside Cyprus in accordance with the Wills and

Succession Law, provided that he or she has not been a tax resident of Cyprus for a period of 20 consecutive years preceding the tax year.

- An individual who was not a tax resident of Cyprus for a period of 20 consecutive years prior to 16 July 2015.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* For an individual tax resident of Cyprus, tax is levied on all gains or profits from any office or employment exercised in Cyprus or abroad. Foreign-source income from employment exercised abroad for an employer not resident in Cyprus or for a permanent establishment outside Cyprus of an employer resident in Cyprus, for a total aggregate period of more than 90 days in any calendar year, is exempted. This is known as the “90-day rule.”

For an individual who is a non-tax resident of Cyprus, tax is levied on gains or profits from any office or employment exercised in Cyprus only.

Taxable income from employment includes the estimated value of any accommodation and other allowances from employment, whether paid in cash or in kind (for example, the private use of a saloon car [a sedan]).

Tax is levied on the benefit in kind related to loans or other financial facilities granted to an individual (either tax resident or non-tax resident), director or shareholder (including the spouse and relatives up to the second degree of kindred). Such benefit is assessed as being equal to 9% per annum, calculated on the monthly balance of the loan or financial facility outstanding, less any actual interest charged.

Under Article 8(21) of the Income Tax Law, individuals who take up employment in Cyprus may deduct the lower of 20% of their remuneration or EUR8,550. This deduction applies for a period of five years beginning from 1 January of the year following the year of start of employment (provided that the individual was resident outside Cyprus prior to the commencement of his or her employment in Cyprus). This exemption applies in relation to employment that commenced during or after 2012 until 26 July 2022.

Article 8(21A) of the Income Tax Law, which is applicable from 27 July 2022, contains new provisions related to the 20% exemption. Under Article 8(21A), an individual may opt for a 20% tax exemption or EUR8,550, whichever is lower, on his or her remuneration from first employment in Cyprus. Commencement of first employment is deemed to occur when a person for the first time exercises salaried services in Cyprus, either for an employer resident in Cyprus or for an employer not resident in Cyprus, without taking into account occasional full or partial employment in Cyprus for a period not exceeding a total of 120 days in a tax year, provided that for three consecutive years prior to the commencement of his or her employment in Cyprus he or she was employed outside Cyprus for an employer not resident in Cyprus.

The tax exemption is granted to a person whose first employment in Cyprus commenced after 26 July 2022 and up until tax year 2027 inclusive. The tax exemption is granted for a period of seven tax years following the first year of employment in Cyprus.

Under Article 8(23) of the Income Tax Law, individuals who take up employment in Cyprus after 1 January 2012 and have annual remuneration of more than EUR100,000 may be allowed a 50% exemption from their employment income on the proviso that the individual was resident outside Cyprus prior to the commencement of his or her employment in Cyprus, and the employment commenced on or before 26 July 2022. This exemption is available from the first year of employment and applies for the first 10 years of employment.

The 50% exemption is not available to individuals who began their employment on or after 1 January 2015 and meet either of the following conditions:

- They were tax residents of Cyprus for a period of three of the five years preceding the year of beginning of employment.
- They were tax residents of Cyprus in the year preceding the year of beginning employment.

Article 8(23A) of the Income Tax Law, which is applicable as of 1 January 2022, introduced new provisions with respect to the 50% exemption. The purpose of the new provisions is the application of the 50% tax exemption for remuneration from first employment, which is exercised in Cyprus by a person who was resident outside Cyprus for a period of at least 10 consecutive years prior to the commencement of his or her employment in Cyprus, provided that the first employment in Cyprus commenced on or after 1 January 2022.

The tax exemption is granted for a period of 17 tax years, commencing as of the first year of employment in Cyprus. The tax exemption is granted in any year in which the remuneration from employment in Cyprus exceeds EUR55,000, regardless of whether in any tax year the remuneration falls below EUR55,000, provided that both of the following conditions are met:

- During the first or second year of the employment in Cyprus, the remuneration exceeded EUR55,000 annually.
- The Tax Commissioner is satisfied that a variation in the annual remuneration from employment in Cyprus does not constitute an arrangement aimed at obtaining the exemption.

The exemption is granted in the tax year of the commencement of first employment, provided that the remuneration from the first employment in Cyprus during the first 12 months exceeds EUR55,000, as well as in the tax year of termination of employment in Cyprus or the end of the period of 17 years, provided that the remuneration from employment in Cyprus during the last 12 months exceeds EUR55,000.

Regardless of the year of commencement of employment in Cyprus, the new provisions of the 50% exemption apply from 1 January 2022 until the completion of the period of 17 consecutive tax years, beginning from the tax year in which the employment commenced in Cyprus of a person, who for a period of at

least 10 consecutive years immediately before the commencement of his or her employment in Cyprus, was not a resident of Cyprus and meets one of the following conditions:

- He or she benefited from the 50% exemption in accordance with the provisions of Article 8(23) of the Income Tax Law and has continuous employment in Cyprus from the year of commencement of his employment until the 2021 tax year.
- His or her first employment in Cyprus commenced during 2016 to 2021 with a remuneration exceeding EUR55,000 per year.
- His or her first employment in Cyprus commenced during 2016 to 2021 with a remuneration that did not exceed EUR55,000 per year and within a period of six months from 26 July 2022, his or her remuneration exceeds EUR55,000 per year.

On 30 June 2023, the Income Tax (Amending) (No. 8) Law of 2023, which relates to amendments in the existing Article 8(23A) of the Income Tax Law, was published in the Official Gazette of Cyprus. It applies from 1 January 2022.

Based on the amended law, Article 8(23A) of the Income Tax Law, as revised, now provides the application of the 50% tax exemption on remunerations from employment that is exercised in Cyprus by a person who was resident outside Cyprus for a period of at least 15 consecutive years prior to the commencement of “first employment” in Cyprus and whose “first employment” in Cyprus commenced after 1 January 2022.

The tax exemption is granted for a period of 17 tax years or until the repeal of the subsection of the Income Tax Law, whichever occurs earlier, beginning with the year of commencement of “first employment” in Cyprus.

The tax exemption is granted in any year in which the remuneration from employment in Cyprus exceeds EUR55,000, regardless of whether in any tax year the remuneration falls below EUR55,000, provided that the following conditions are met:

- During the first or second year following the date of commencement of the “first employment” in Cyprus, the remuneration exceeded EUR55,000 annually.
- The Tax Commissioner is satisfied that a variation in the annual remuneration from employment in Cyprus does not constitute an arrangement aimed at obtaining the exemption.

The exemption is granted in the tax year of commencement of “first employment,” provided that the remuneration from the employment in Cyprus during the first 12 months exceeded EUR55,000.

Under Article 8(23A), “first employment” is considered when a person for the first time, after a period of 15 consecutive tax years in which he or she did not exercise any salaried services in Cyprus, commences to exercise salaried services in Cyprus, either for an employer resident in Cyprus or for an employer not resident in Cyprus.

Regarding employment that commenced before 1 January 2022, Article 8(23A) provides that regardless of the year of commencement of the first employment in Cyprus, the provisions of Article 8(23A) of the Income Tax Law apply from 1 January 2022 until

the completion of the period of 17 consecutive tax years or until the repeal of the subsection of the Income Tax Law, whichever occurs earlier, beginning from the tax year in which the first employment commenced in Cyprus. These provisions apply to a person who has continuous employment in Cyprus from the year of commencement of first employment up until the 2021 tax year, and for a period of at least 15 consecutive years immediately before the commencement of first employment in Cyprus, was not a resident of Cyprus and who met one of the following conditions:

- He or she benefited from the 50% exemption in accordance with the provisions of Article 8(23) of the Income Tax Law.
- His or her first employment in Cyprus commenced during 2016 to 2021 with a remuneration exceeding EUR55,000 per year.
- His or her first employment in Cyprus commenced during 2016 to 2021 with a remuneration that did not exceed EUR55,000 per year and within a period of six months from 26 July 2022, the remuneration exceeded EUR55,000 per year.

If the exemption of Article 8(23A) of the Income Tax Law is granted, the exemptions of articles 8(21), 8(21A) and 8(23) of the Income Tax Law are not granted. Furthermore, the exemption is granted to each person once for life, for those years that the provisions of Article 8(23A) of the Income Tax Law apply.

Notwithstanding the remaining provisions of Article 8(23A) of the Income Tax Law, a person who was a beneficiary of the exemption of Article 8(23A) of the Income Tax Law prior to the publication of the Income Tax (Amending) (No.8) Law of 2023, continues to benefit from the exemption of 50% of the remuneration from first employment provided that the conditions of Article 8(23A) of the Income Tax Law that were in force before the Income Tax (Amending) (No.8) Law of 2023 entered into force are met.

*Self-employment and business income.* Residents are subject to income tax on self-employment income. Nonresidents are subject to income tax on self-employment income received from the carrying on of a business in Cyprus.

Gross income derived from Cyprus by nonresident professionals, artists, athletes and entertainers is subject to 10% final withholding tax.

*Rental income.* Residents are subject to income tax on rent received from immovable property located anywhere in the world. Nonresidents are subject to income tax on rent received from immovable property located in Cyprus. Rent received by residents who are also considered to be domiciled in Cyprus are also subject to the Special Contribution to the Defence Fund (SDC) at a rate of 3%. The SDC is applied on 75% of the gross rent receivable.

*Investment income.* Dividends and interest received are exempt from income tax.

Dividends received by resident individuals who are considered to be domiciled in Cyprus are subject to the SDC at a rate of 17%.

Interest received by resident individuals who are considered to be domiciled in Cyprus is subject to the SDC at a rate of 30%.

Profits from the sale of securities are exempt from income tax both for individuals and legal persons (also, see *Capital gains*).

Withholding tax is not imposed on dividends and interest paid to nonresidents. Royalties and premiums derived from Cyprus by nonresidents from sources in Cyprus are subject to a 10% withholding tax. Income received by nonresidents from film rentals is subject to a 5% withholding tax. Withholding taxes on income paid to nonresidents are final taxes.

*Pension income.* Pensions received by residents for employment exercised outside Cyprus may be taxed at a special tax rate of 5% for amounts exceeding EUR3,420.

*Directors' fees.* Directors' fees are considered compensation and are taxed in the same manner as income from employment.

**Capital gains.** Capital Gains Tax is imposed at a rate of 20% on profits from the disposal of the following:

- Immovable property located in Cyprus
- Shares of companies that own immovable property located in Cyprus
- Shares of companies that either directly or indirectly participate in a company or companies that own immovable property located in Cyprus if at least 50% of the market value of such shares is derived from the relevant property

The disposal of shares listed on a recognized stock exchange is exempt from Capital Gains Tax.

Trading profits derived from disposal of shares of companies that directly or indirectly own immovable property in Cyprus are subject to Capital Gains Tax if such profits are exempt under the Income Tax Law.

For the disposal of shares of companies that directly or indirectly own immovable property in Cyprus, the disposal proceeds subject to Capital Gains Tax are restricted to the market value of the immovable property owned directly or indirectly by the company whose shares are sold.

For a disposal between related parties, the disposal proceeds subject to CGT are determined by reference to the market value of the property sold at the date of disposal.

An exemption from Capital Gains Tax is granted with respect to gains from the disposal of immovable property acquired between 17 July 2015 and 31 December 2016 if all of the following conditions are satisfied:

- The property consists of land, buildings or land and buildings.
- The property is acquired from an independent third party.
- The property is not acquired through an exchange of property or through a donation or gift.

The gain is the difference between the sale proceeds and the original cost of the property, adjusted for increases in the cost-of-living index. No other assets are subject to capital gains tax.

The following lifetime exemptions from tax on capital gains derived from property sales are available to individuals.

Type of property	Amount of exemption EUR
Ordinary property	17,086
Agricultural land	25,629
Private residence	85,430

**Contribution to the Central Agency for the Equal Distribution of Burdens.** A seller who as part of a sales transaction transfers immovable property for which a general valuation has been set by the Department of Lands and Surveys is liable to a contribution equal to 0.4% on the sale proceeds.

A similar contribution is also due in the case of transferring shares as part of a sales transaction in a company that is not listed in any recognized stock-exchange and directly or indirectly owns such immovable property. The contribution is imposed at a rate of 0.4% is calculated by reference to the latest valuation of the immovable property carried out by the Department of Lands and Survey.

Transactions entered into as part of loan restructurings or company reorganizations or donations may be exempted from the above contribution.

### Deductions

*Deductible expenses.* The range of deductible expenses allowed in Cyprus is limited. Membership fees for trade and professional organizations and documented donations to approved charitable institutions are fully deductible.

*Personal deductions and allowances.* The following are the principal deductions and allowances permitted.

Deduction or allowance	Allowable amount
Contributions to social insurance and other approved funds (for example, pension funds, provident funds and medical funds); the total contributions to the social insurance and other approved funds are restricted to 1/5 of taxable income)	Various
Life insurance premiums paid (certain restrictions exist)	Various

*Business deductions.* All expenses incurred wholly and exclusively in the production of taxable income are deductible. In addition, the following allowances are given for depreciation and amortization:

- Plant and machinery: A straight-line allowance of 10% a year is given on most capital expenditure, except expenditure on certain automobiles. The allowance is increased to 20% for additions in 2012 through 2018.
- Industrial buildings: A straight-line allowance of 4% a year is available for industrial buildings. This allowance is increased to 7% for additions in 2012 through 2018.

- **Disposal of assets:** On the disposal of assets other than buildings, if the sales proceeds are less than the remaining depreciable base, a further allowance is granted, up to the difference. If sale proceeds exceed the depreciable base, the excess (up to the amount of allowances received) is included in taxable income.

**Rates.** Income derived by Cyprus residents, other than capital gains income, is taxed at the following rates.

<b>Taxable income</b> <b>EUR</b>	<b>Tax rate</b> <b>%</b>	<b>Tax due</b> <b>EUR</b>	<b>Cumulative tax due</b> <b>EUR</b>
0 to 19,500	0	0	0
19,500 to 28,000	20	1,700	1,700
28,000 to 36,300	25	2,075	3,775
36,300 to 60,000	30	7,110	10,885
Over 60,000	35	—	—

Spouses are taxed separately, not jointly, on all types of income.

Employment and business income received by nonresidents, as well as rental income, is taxed at the rates that apply to residents.

**Relief for losses.** Operating losses may be carried forward for five years from the end of the tax year.

## **B. Other taxes**

**Estate and gift taxes.** Cyprus does not impose estate tax or gift tax.

**Special contribution for employees, self-employed individuals and pensioners in the private sector.** The Special Contribution for the Employees, Self Employed and Pensioners in the Private Sector Law has been abolished as of the 2017 tax year.

## **C. Social security**

Under the Cypriot Social Insurance Scheme, contributions to the Social Insurance Fund are made monthly on the gross emoluments of each employee. As of 1 January 2024, employers and employees must make equal social security contributions at a rate of 8.8% on monthly compensation up to the maximum monthly insurable amount, which is currently EUR5,239 (yearly maximum insurable amount of EUR62,868). The employer is responsible for payment of both contributions.

The employer is also responsible for contributing 1.2% to the Redundancy Fund, 0.5% to the Human Resource Development Authority Fund and 2% to the Social Cohesion Fund out of the monthly gross emoluments of the employees. Except for the contributions to the Social Cohesion Fund, the others are capped to the maximum insurable amount as stated above.

Self-employed individuals must contribute to the social security scheme at a rate of 16.6% on monthly income. Minimum and maximum monthly incomes of self-employed individuals are classified according to the type of business, profession or vocation.



Foreign nationals working in Cyprus must contribute to the Cyprus social security system unless either of the following applies:

- They can claim exemption according to bilateral agreements entered into by Cyprus (applicable for employees working in Cyprus for periods of approximately up to three years). Normally, coverage for one to two years is permitted. However, the two-year period can be extended if the competent institutions of the two countries give their consent. Cyprus has entered into bilateral agreements with Australia, Austria, Canada, the Czech Republic, Egypt, Greece, the Netherlands, Quebec, Serbia, the Slovak Republic, Switzerland, Syria and the United Kingdom.
- They are nationals of the European Union (EU), European Economic Area (EEA), Switzerland or the United Kingdom who are in Cyprus on secondment. Normally, coverage for up to two years is permitted. However, this two-year period can be extended if the competent institutions of the two countries give their consent. Such individuals should apply for a certificate of coverage issued by the social insurance authorities of their home jurisdictions in order to be exempted from social insurance contributions in Cyprus.

The bilateral agreements that Cyprus has concluded with EU Member States have been replaced by the EU Regulations 883/04 and 987/09 which coordinate the social security systems of the Member States.

## D. General Healthcare System

The General Healthcare System (GHS) is applicable as of 1 March 2019 (Phase A). Based on the provisions of the GHS law, employers must withhold from their employees' salaries relevant contributions and remit these together with their contributions to the social insurance department. In addition, the law provides that persons who are making interest, dividend or rental payments to individuals are also obliged (conditionally) to make a withholding with respect to GHS contributions and remit these contributions to the Tax Department. GHS contributions are made at the following rates, which are effective from 1 March 2020.

	Rate (%)*
Every employee on his or her emoluments	2.65
Every employer on his/her employee's emoluments	2.90
Every self-employed on his or her emoluments	4.00
On the pension income of every pensioner	2.65
On the emoluments of any person who holds or exercises an office	2.65
Any legal or physical person who, or the government that, is responsible for paying the emoluments of an officer, on the emoluments of the officer	2.90
A person earning income such as rental, dividends and interest income	2.65
The fund of the government on the emoluments and pensions of the persons of the first, third and fourth items above	4.70

\* For a three-month period (April 2020 to June 2020), reduced contribution rates applied.

If the sum of an employee's emoluments, self-employed emoluments, pension income, emoluments of any person who holds or exercises an office and the income from dividends, interest and rent is in excess of EUR180,000, the amount of income on which the GHS contribution is calculated is capped at EUR180,000.

The EUR180,000 is calculated cumulatively in the following order:

- Emoluments from employment
- Emoluments from self-employment
- Emoluments from positions as officers
- Pensions
- Dividends, interest and rental income

## **E. Tax filing and payment procedures**

The tax year in Cyprus is the same as the calendar year.

As of the 2024 tax year, all individuals who have taxable income in Cyprus must electronically file a personal tax return by 31 July of the year following the tax year (that is, the tax return deadline for 2024 is 31 July 2025). The Council of Ministers has the power to issue a decree regarding the individuals who can be exempted from this obligation. Before the 2024 tax year, resident and non-resident individuals whose gross income does not exceed EUR19,500 were not required to file tax returns.

The employer should withhold the relevant income tax from employees' salaries through the Pay-As-You-Earn (PAYE) process. Income tax must be withheld on a monthly basis and remitted to the Income Tax Department of Cyprus. In addition, the employer must withhold the relevant social insurance and GHS contributions of the employee and remit them to the Social Insurance Department of Cyprus together with the relevant employer's social insurance and GHS contributions by the end of the month following the month of assessment.

Each individual who is considered to be self-employed but has no obligation to submit audited financial statements (on the basis that the individual has turnover of less than EUR70,000), must file electronically a personal income tax return by 31 July of the year following the tax year. The final personal tax of an individual must be settled by the same date.

Self-employed individuals preparing audited financial statements must submit electronically their personal tax return within 15 months after the end of the tax year (that is, the 2024 tax return should be filed electronically by 31 March 2026). The final tax for self-employed individuals preparing audited financial statements is due by 1 August of the year following the tax year.

Overdue tax is subject to interest at a rate of 5% per year (rate applicable as of 1 January 2024). In addition, any person failing to pay the tax due by the payment due date is liable to a monetary charge of 5% on the tax due date. An additional monetary charge of 5% is imposed on the tax due if the tax due is not settled within two months from the deadline for payment of the relevant tax liability.

## F. Double tax relief and tax treaties

Residents are entitled to a credit for foreign taxes paid, up to the amount of Cyprus tax payable on the same income, regardless of whether a tax treaty applies.

Cyprus has entered into double tax treaties with the following jurisdictions.

Andorra	Hungary	Romania
Armenia	Iceland	Russian
Austria	India	Federation
Azerbaijan	Iran	San Marino
Bahrain	Ireland	Saudi Arabia
Barbados	Italy	Serbia
Belarus	Jersey	Seychelles
Bulgaria	Jordan	Singapore
Belgium	Kazakhstan	Slovak Republic
Bosnia and Herzegovina	Kuwait	Slovenia
Canada	Kyrgyzstan	South Africa
China Mainland	Latvia	Spain
Czech Republic	Lebanon	Sweden
Denmark	Lithuania	Switzerland
Egypt	Luxembourg	Syria
Estonia	Malta	Thailand
Ethiopia	Mauritius	Ukraine
Finland	Moldova	USSR (a)
France	Montenegro	United Arab Emirates
Georgia	Netherlands (c)	United Kingdom
Germany	Norway	United States
Greece	Poland	Uzbekistan
Guernsey	Portugal	Yugoslavia (b)
	Qatar	

(a) Cyprus honors the USSR treaty with respect to republics of the Commonwealth of Independent States (CIS).

(b) Cyprus generally honors the treaty with the former Yugoslavia.

(c) The Cyprus-Netherlands double tax treaty entered into force on 30 June 2023 and generally applies from 1 January 2024.

These agreements usually allow expatriates to obtain credits against taxes levied in the country where the taxpayer resides. In general, the taxpayer pays no more than the higher of the two rates.

## G. Visas

Visas are not required for citizens of an EU Member State, Iceland, Liechtenstein, Norway or Switzerland. EU nationals may enter Cyprus with their national identity card if it contains a photo identification.

Citizens of countries on a list of countries do not need a visa for a stay of up to 90 days if they are bona fide visitors and if Cyprus has entered into bilateral agreements with the citizens' countries.

The categories of visas are discussed below.

**Short-stay or travel visas (multiple-entry visas).** Short-stay or travel visas (multiple-entry visas) allow aliens who seek entry to Cyprus for reasons other than immigration to enter once or several times. The duration of each visit may not exceed three months in any half-year, beginning from the date of first entry. In general,

this visa may be issued once or several times. For aliens who need to travel frequently to Cyprus, such as for business, short-stay visas may be issued for several visits if the total length of these visits does not exceed three months in any half-year.

**Airport transit visas.** Airport transit visas are required for aliens of certain countries. They allow these aliens to pass through the international transit area of Cypriot airports without actually entering the national territory of Cyprus, during a stop-over or transfer between two stages of an international flight. The requirement to have this visa is an exception to the general right to travel without a visa through Cyprus. Nationals from Afghanistan, Bangladesh, Congo, Eritrea, Ethiopia, Ghana, Iran, Iraq, Nigeria, Pakistan, Somalia, Sri Lanka and Türkiye are required to possess an airport transit visa. Citizens of these countries are exempt from the airport transit visa requirement if they are holders of residence permits of an EU or EEA Member State, Andorra, Canada, Japan, Monaco, San Marino or the United States.

**Group visas.** Group visas are transit visas or visas limited to a maximum stay of 30 days that may be attached to a group passport unless the national law provides otherwise. They may be issued to groups of aliens formed prior to the decision to travel, provided that the members of the group enter, stay and leave Cyprus as a group. Group visas may be issued to groups of between five and 50 people.

## H. Employment in Cyprus

**Non-EU nationals.** Non-EU nationals (third-country nationals) can work and reside in Cyprus if they register and obtain the required permits. Eligible companies of foreign interests (International Business Companies, or IBCs) can register with the Civil Registry and Migration Department (CRMD) and follow a simplified procedure for employing third-country nationals in Cyprus.

Companies of foreign interests can qualify as IBCs and accordingly apply for residence and employment permits for third-country national employees if one of the following conditions is met:

- The majority of the company's shares is owned by third-country nationals.
- The percentage of the company's shares owned by a third-country national is equal or less than 50% and that foreign participation has a value of at least EUR200,000.
- The company is registered on any recognized stock exchange.
- It is a company of international activities (formerly offshore) that operated before the change of regime and its data is held by the central bank.
- It is a Cypriot shipping company.
- It is a Cypriot high-tech/innovation company.
- It is a Cypriot pharmaceutical company or Cypriot company active in the fields of biogenetics and biotechnology.
- It is a company with the majority of the total share capital owned by persons who have acquired Cypriot citizenship by naturalization based on economic criteria, provided that they

prove that the conditions under which they were naturalized continue to be met.

- The company is a Cypriot Private Institute of Tertiary (Higher) Education licensed by the Ministry of Education, Sport and Youth.

Non-EU nationals with a monthly gross salary exceeding EUR2,500 per month who intend to work for an approved IBC can easily obtain a temporary resident permit allowing them to work in Cyprus for an initial period of up to three years that can be further extended.

For individuals who may become employees of IBCs with a monthly gross salary below EUR2,500 or may become employees of non-IBCs, an additional step in the process is required. They must obtain the consent of the labor office because such employees are considered to be unskilled labor and it has to be proved that the company cannot find properly qualified employees for that position who are Cypriots or EU residents residing in Cyprus. This may be a lengthy process with an uncertain outcome depending on the specific job description. After the required documentation is submitted and the approval of the labor office is obtained, the same process for other third-country nationals is followed. The labor office usually provides its approval for one year, which can be extended or renewed up to a maximum of four years, but certain categories of employment such as agricultural laborers or cooks can be renewed without being subject to the maximum years' limitation.

For individuals intending to be employed in Cyprus who need a visa to enter the country, an entry permit can be issued instead of a visa after the submission of the required documents. Within three months after the date of issuance of the entry permit, the employees must submit the remaining documents so that the CRMD can issue the residency card.

Temporary residence and work permits are issued approximately two to three weeks after the foreign national submits the required documents (this only applies to employees under the IBC regime; for employees under general employment procedures, the examination period can take up to four months). After the registration is completed, the employee is given a temporary residence permit, which is now in the form of a plastic card. The employee can travel in and out of Cyprus for the duration of the permit, provided that he or she is not outside Cyprus for a continuous period exceeding three months. If the employee is absent from Cyprus for more than three continuous months, the permit is canceled.

**Intra-corporate transfers.** An intra-corporate transfer is considered to be a temporary secondment for occupational or training purposes of a third-country national who, at the time of application for an intra-corporate transferee permit, meets all of the following criteria:

- He or she does not reside in an EU Member State.
- He or she is transferred from an undertaking established in a non-EU Member State to an entity belonging to the undertaking or to the same group of undertakings that is established in an EU Member State.

- He or she is bound by a work contract prior to and during the transfer and has the right to mobility between host entities established in one or several second EU Member States.

The procedures for entry, stay and work in Cyprus in the context of an intra-corporate transfer depend on whether Cyprus is the first or second EU Member State.

In general, the application for an intra-corporate transferee permit must be submitted to the authorities of the EU Member State where the first stay takes place. If the first stay is not the longest, the application must be submitted to the authorities of the EU Member State where the longest overall stay is to take place during the transfer (first EU Member State).

The application for an entry permit is submitted when the assignee is abroad by the company in Cyprus (employer) at the central offices of the Civil Registry and Migration Department in Nicosia.

If the application is approved, an intra-corporate transferee residence permit is issued for the assignee, which is in a card format. Depending on the merits of each individual case, the maximum duration of the permit can be the following:

- Manager: three years or equal to the duration of the transfer, if shorter
- Specialist: three years or equal to the duration of the transfer, if shorter
- Trainee Employee: one year or equal to the duration of the transfer, if shorter

The inter-corporate transferee permit entitles the assignee to work in any company in Cyprus belonging to the same group of companies. On the permit, the main employer is indicated.

The procedures for the entry, residence and work permit when Cyprus is considered as the second Member State (that is, when the assignee will reside and work in Cyprus for a shorter period than in another EU Member State) depend on the duration of the transfer. For the mobility to be possible, the assignee must hold a valid intra-corporate transferee permit issued by the first EU Member State, covering the entire duration of the mobility.

If the mobility does not exceed 90 days within a period of 180 days, it is a short-term mobility. In this case, no permit is issued by the Cypriot authorities and the assignee having the intra-corporate transfer permit issued by the first EU Member State may reside and work in Cyprus, if the conditions of the legislation are met. During the short-term mobility, the assignee can work in any company in Cyprus belonging to the same group of companies.

If the transfer of the assignee relates to a period exceeding 90 days, it is considered to be long-term mobility. In this case, the assignee must apply for and obtain a long-term mobility permit (card format) from Cyprus and meet the provisions of the legislation. The application for a long-term mobility permit may be submitted when the assignee is abroad or when he or she is in Cyprus for short-term mobility. It is submitted by the company in Cyprus (employer) at the central offices of the Civil Registry and

Migration Department. The long-term mobility permit entitles the assignee to work for any company in Cyprus belonging to the same group of companies. The main employer in Cyprus appears on the permit.

**EU nationals.** Nationals from EU Member States have the right to enter Cyprus with a valid EU passport or identification card without having to register on arrival. If they wish to stay for more than three months or begin employment, they must apply at the CRMD for the issuance of a registration certificate (yellow slip) within one month after the expiration of the three-month period.

EU citizens and their family members can apply for the issuance of a permanent residence certificate after a five-year period of uninterrupted legal residence in Cyprus.

## I. Permanent residence by investment

In accordance with the provisions of Regulation 6(2) of the Aliens and Immigration Regulations, the Minister of Interior, having notified the Council of Ministers, has decided to issue an immigration permit to third-country applicants, in cases of investments that meet the requirements of this policy.

The applicant must meet one of the investment criteria in Section 1.1 of the Regulation, as well as the quality criteria in Section 2. The money that will be used for the investment must be proven to have been transferred to Cyprus from abroad.

**Investment criteria.** Under Section 1.1, the applicant must invest at least EUR300,000 in one of the following investment categories:

- Investment in a house or apartment: Purchase of a house or apartment from a development company, which should concern a first sale of at least EUR300,000 (plus value-added tax).
- Investment in real estate (excluding houses and apartments): Purchase of other types of real estate such as offices, shops, hotels or related estate developments or a combination of these with a total value of EUR300,000. The purchase of an interest can be the result of a resale.
- Investment in a Cyprus company's share capital, with business activities and personnel in Cyprus: Investment worth EUR300,000 in the share capital of a company registered in Cyprus, based in and operating in Cyprus and having a proven physical presence in Cyprus and employing at least five people.
- Investment in units of a Cyprus Investment Organization of Collective Investments (forms of Alternative Investment Fund with Unlimited Number of Persons [AIF], Alternative Investment Fund with Limited Number of Persons [AIFLNP] or Registered Alternative Investment Fund [RAIF]): Investment worth EUR300,000 in units of Cyprus Investment Organization Collective Investments.

Any alienation by the holder of the immigration permit of the investment made without its immediate replacement with another of the same or greater value that meets the conditions set out in the present procedure, will result in the cancellation of the immigration permit based on the provisions of Regulation six of the Aliens and Immigration Regulations.

In addition to the above investment, the applicants should be able to prove that they have at their disposal a secure annual income of at least EUR50,000. This annual income increases by EUR15,000 for their spouse and by EUR10,000 for each of their or their spouse's dependent minor children. This income should derive from abroad and may include salaries or wages, pensions, dividends from shares, bank deposits interest and rents, which can only be proved through a tax return declaration from the country for which they declare tax residency in cases where the applicants choose to invest under the first criterion above. In calculating the total amount of income, the spouse's income may also be taken into account.

In cases where the applicant chooses to invest as stated in the second, third and fourth items above, his or her total income or part of it may also come from sources coming from activities in Cyprus.

**Quality criteria.** Under Section 2 of the Regulation, the following are the quality criteria:

- The applicant and his or her spouse must submit a clean criminal record certificate from their country of origin and their country of residence and generally they should not be considered as a threat in any way to public order or public security in Cyprus.
- The applicant and his or her spouse must confirm that they do not intend to undertake any sort of employment in Cyprus with the exception of their employment as directors in a company in which they have chosen to invest under this policy.
- In cases in which the investment does not concern the company's share capital, the applicant and/or his or her spouse are allowed to be shareholders in companies registered in Cyprus, and the income from the dividends derived from such companies may not be considered as an obstacle for the purposes of obtaining the immigration permit. In such companies, they may also hold the position of an unpaid director.
- In cases in which the applicant chooses to invest as stated in the second, third and fourth items stated in *Investment criteria*, he or she should provide evidence regarding his or her accommodation in Cyprus (for example, title of ownership or contract of sale and proof of payment for the property or rental agreement).

## J. Cyprus Digital Nomad Visa Scheme

*Note: At the time of writing, the Digital Nomad Visa Scheme was frozen as the quota of 500 cases had been reached and had not been extended.*

The Cyprus Digital Nomad Visa Scheme allows nationals from non-EU and non-EEA countries who can perform their work independent of location (that is, the person is able to work remotely from any place in the world without the need of being in an office of a certain employer) using telecommunications technology, to reside temporarily in Cyprus and work for an employer registered abroad or perform work through telecommunications technology for companies or clients located abroad.

The scheme's goal is to strengthen Cyprus as a center for the provision of electronic services, whereby the attraction of digital



nomads will contribute to the development of the business ecosystem and consequently to the economic development of the country. The introduction of the Cyprus Digital Nomad Visa Scheme is included in the Strategy for Attracting Businesses for Activities and/or Expansion of their Activities in Cyprus.

This scheme applies to non-EU or non-EEA nationals who meet the following conditions:

- He or she can perform work remotely through telecommunications technology.
- He or she is employed by a company registered abroad for which he or she can perform at his or her work location independently or is self-employed and offering services remotely for clients located abroad.
- He or she can prove that he or she has stable and sufficient monthly net income of at least EUR3,500 (after the deduction of contributions and taxes).

Individuals who are granted a Digital Nomad residence permit will benefit from the following:

- Right of residence for a year in Cyprus, with a possibility of renewal for two years
- Right of residence for family members for the same period as the digital nomad, without being employed or performing economic activity in Cyprus
- Tax residency in Cyprus if they reside in Cyprus for one or more periods that in total exceed 183 days within the same tax year, provided they are not tax residents in any other jurisdiction

A digital nomad's family members can reside in Cyprus for the same period as the digital nomad, without being employed or performing any economic activity in Cyprus. Family members include the spouse or partner in a civil union and underaged children. Family members also need to obtain a temporary residence permit by following a specified procedure. The following is the procedure:

- Within three months of arrival, the applicant should submit the relevant application along with the required documents, as stated in the relevant document lists, at the offices of the Civil Registry and Migration Department in Nicosia, after arranging an appointment through the online platform, to obtain a temporary residence permit. All documents accompanying the application forms should be officially translated and duly certified or ratified.
- In case the applicant legally resides in Cyprus under a different status, he or she has the right to submit the relevant application to be granted a temporary residence permit as a Digital Nomad at the Civil Registry and Migration Department in Nicosia.
- Applications can be submitted personally or through an authorized representative.
- Applications that are not accompanied by all the required documents will not be accepted for consideration.
- Any change in the applicant's data during the examination of the application should be notified immediately to the Civil Registry and Migration Department.
- For the application submission, the amount of applicable fees shall be paid.

- For the issuance of the temporary residence permit, the capturing of biometric data (photo and fingerprints) and the signature of the third-country national is necessary. This is done with the presentation of the application submission receipt and a valid travel document. The biometric data can be captured at the same time or after the application submission at the offices of the Civil Registry and Migration Department in Nicosia or at the district unit of the Aliens and Immigration Service of the Police of the district of residence of the third-country national. For persons who have not reached the age of six years at the time of submitting the application, only the photo is captured. This data is also captured for the renewal of the temporary residence permit.
- Applications for renewal should be submitted to the Civil Registry and Migration Department in Nicosia along with the necessary accompanying documents at least one month before the temporary residence permit's expiration date. For the application submission, the amount for applicable fees shall be paid.
- In case the application is approved, the applicant will receive a letter notifying them on how to receive their temporary residence permit.
- In case the application is rejected, the applicant will receive a letter informing them for the rejection reasons.

## K. Family and personal considerations

**Family members.** For dependents of the employee of an IBC, an additional application form (MFR1) needs to be completed and filed for their registration under the family reunification section. In addition, the dependents of the employee may apply for employment in Cyprus if they can prove that they have the relevant credentials of the position for which they are applying.

For dependents of employees of non-IBCs, they may enter and reside in Cyprus as visitors. The family reunification section does not apply.

**Driver's permits.** Foreign nationals may drive legally in Cyprus with their home country driver's license for one year unless they are resident in Cyprus, in which case they must exchange their driver's license for a Cyprus driver's license. To obtain a Cyprus driver's license, applicants must take an oral exam on traffic laws and a practical driving test.

Cyprus has driver's license reciprocity with most other countries.

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## A. Income tax

**Who is liable.** Czech residents are subject to tax on their worldwide income. Nonresidents are subject to tax on Czech-source income only. There is no special regime applicable to Czech tax nonresidents. However, Czech nonresidents may not qualify for certain tax-deductible items and tax reliefs.

The term “resident” includes any person residing in the Czech Republic for at least 183 days within a calendar year or having a residence (permanent home) in the Czech Republic. Employment income received by a nonresident whose employment activity in the Czech Republic does not exceed 183 days during any 12 successive calendar-month period is exempt from tax in the Czech Republic if it is paid by a foreign entity without a permanent establishment in the Czech Republic and if no economic employment exists in the Czech Republic.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Employment income includes salaries, wages, bonuses, other compensation of a similar nature and most benefits in kind. Employment income also includes fees paid to directors of private companies, shareholders of private limited

companies and limited partners of limited partnerships for work performed for the company or partnership, regardless of whether their position with the entity is one of authority.

The tax base for employment income equals the gross employment income.

Individuals assigned by a foreign employer to the Czech Republic who continue to be employed and paid by the foreign employer, and who perform work for and under the instruction of a Czech resident individual or legal entity (the so-called “economic employer”), are deemed to be employed by the Czech resident individual or legal entity, and their employment income is subject to monthly payroll tax withholding.

*Self-employment and business income.* Taxable self-employment and business income consists of income from business activities and professional services, less deductible expenses. Authors, lecturers, athletes and artists are considered providers of professional services. Net income from business activities and professional services is subject to tax with other income at the rates set forth in *Rates*.

*Investment income.* Czech-source interest income derived from personal investments is subject mostly to a 15% final withholding tax. However, if the source of the interest income is part of the individual’s business activities, the interest income is taxed in the individual’s tax return. Other investment income, including dividends and limited partners’ shares of partnership profits, is subject to a 15% final withholding tax. Nonrecurring income (for example, arbitration awards or bond repayments) is generally taxed with other ordinary income at the rates set forth in *Rates*.

A 35% final withholding tax applies to the abovementioned types of income (other than income from lease-purchase contracts) subject to final withholding tax for tax residents of countries that have not entered into a valid double tax treaty or treaty on exchange of information with the Czech Republic.

Dividend and interest income derived by a resident from foreign sources is taxed in the individual’s tax return. A separate tax base with a rate of 15% may apply to selected types of non-Czech investment income (for example, dividends and interest income), if selected by the individual within the tax return.

For the rates applicable to certain types of income of nonresidents, see *Rates*.

*Rental income.* Income derived from the rental of immovable and movable assets is taxed in the annual tax return together with other types of income at the rates set forth in *Rates*.

**Capital gains and losses.** Capital gains derived from the sale of property acquired for the purpose of resale or exchange for profit are taxed as ordinary income at the rates set forth in *Rates*. Capital gains realized from the sale of real estate or personal property not acquired for resale are generally exempt from income tax if the minimum required holding period is met. The minimum required holding periods are 12 months for automobiles, two years for a primary residence and 10 years for other immovable property. Other holding periods apply to other types of personal property.

Income from the sale of securities is exempt from personal income tax if the total gross income from the sale of securities (without taking into account costs or deductions) does not exceed CZK100,000 in a calendar year. In addition, if the annual gross income from the sale of securities exceeds CZK100,000, income from the sale of securities is exempt from tax if the securities have been held for a period of more than three years. As of 1 January 2025, the exemption of income from the sale of securities is to be limited to CZK40 million if the time test of three years between acquisition and sale is met.

In general, capital losses derived from the sale of securities cannot be carried forward, and they can be offset only against gains derived from the sale of other securities of a similar type during the same tax period. The same rule applies to movable assets or immovable property. As a result, gains derived from the sales of such assets can be offset only against losses derived from the sales of the same types of assets.

**Taxation of employer-provided stock options.** Effective 1 January 2024, the taxation of stock options for income tax purposes is deferred from the date of exercise to the earlier of one of the five following taxing points or sale:

- Cessation of tax residency in the Czech Republic (either employer's or the company's)
- Termination of employee's activities (currently subject to open interpretations with unclear impact)
- Liquidation of the company (as of the official initiation of the liquidation process)
- Moment of share exchange when the total nominal value of the employee's share is changing through a corporate transaction
- Up to 10 years from the date of exercise (that is, the deferral to taxation at sale cannot be for more than 10 years even if the sale or other event has not occurred by year 10)

Similar rules apply to restricted stock units.

The taxable income base is determined as the fair market value at exercise less the grant price. Specific rules exist for the calculation of the taxable base if the fair market value decreased between the exercise and the taxable moment. The taxable income continues to be declared as employment income.

Capital gains derived from the sale of shares by an individual are taxed as described in *Capital gains and losses*. If the capital gains are not exempt from income tax, the additional gain is taxable, at the rate set forth in *Rates*, in the year of disposal.

**Business deductions.** In general, expenses and costs are considered to be deductible for tax purposes if they are incurred to generate, assure and maintain taxable income. In addition, the law explicitly provides that certain expenses are deductible (for example, depreciation) and that certain expenses are not deductible (for example, representation expenses).

Instead of deducting actual expenses, taxpayers engaged in certain business activities may choose to deduct a percentage of gross revenues as lump-sum costs. The percentage of lump-sum

costs varies depending on the individual's business activity, as indicated in the following table.

Activity	Deductible rate (%)
Agriculture, forestry, fishing, farming and craft	80
Trade license income	60
Licensing intellectual property rights (inventions and copyrights), sole proprietorships and other business income	40
Rental	30

The lump-sum costs for the activities listed above are limited to the following amounts:

- 80% deductible rate: CZK1,600,000
- 60% deductible rate: CZK1,200,000
- 40% deductible rate: CZK800,000
- 30% deductible rate: CZK600,000

**Rates.** Taxable income of residents and nonresidents, other than income subject to withholding tax or included in a separate tax base, is taxed by progressive taxation. The personal income tax rate is 15% for the tax base not exceeding CZK1,582,812 per year (for 2024). The tax rate for the tax base above this threshold is 23%.

For the purposes of monthly payroll tax calculations, the monthly employment income below the monthly threshold of CZK131,901 (in 2024) is subject to a 15% tax rate. Income above the threshold is subject to a tax rate of 23%.

Royalties and fees for professional services, such as directors' fees and payments under management or consultancy agreements, derived by nonresidents are subject to a 15% withholding tax. Nonresidents' rental income is subject to a 5% final withholding tax on lease-purchase contracts and to a 15% final withholding tax on other rental income of movable property. These rates may be reduced under applicable tax treaties.

**Tax reliefs.** Czech tax residents may subtract tax reliefs from their annual tax liability. The amounts of these reliefs for 2024 are described below.

The annual personal tax relief is CZK30,840. In addition, tax relief of CZK24,840 is granted for a spouse living in the same household with the taxpayer and taking care of children up to three years of age, unless the spouse's annual income exceeds CZK68,000.

Additional personal tax relief of CZK2,520 is granted for partially disabled persons and of CZK5,040 for totally disabled persons.

Tax relief of CZK15,204 is granted for the first dependent child. If an individual has more children, the tax relief for the second child is CZK22,320, and the tax relief for the third and each additional child is CZK27,840.

The tax reliefs, except for the personal tax relief, are available to Czech tax residents. Also, these are available to tax residents of

European Union (EU) countries, Iceland and Norway if their Czech-source income accounts for at least 90% of their total annual income. To apply the tax reliefs, Czech tax nonresidents must submit the official confirmation of the worldwide income provided by the foreign tax authorities.

**Relief for losses.** Losses incurred in self-employment or rental activities may be carried forward for five years, and they are creditable against defined types of the income only. Effective from July 2020, losses may also be utilized in the two tax periods preceding the period in which the loss is incurred.

**B. Inheritance and gift taxes**

Effective from 2014, inheritance and gift taxes are incorporated in the income tax; that is, the same basic rules apply to the taxation of gifts. In general, Czech residents are subject to tax on their worldwide gifts, and nonresidents are subject to tax on Czech-source gifts only.

The following groups of gifts are exempt from tax:

- Gifts received from lineal relatives, a spouse, minor relatives, such as brothers and sisters, lineal relatives of a spouse, children’s spouses, nieces, uncles and aunts
- Gifts received from persons who lived with the transferor longer than one year in one household
- Property of a beneficiary that has been allocated to a trust fund by any of the persons mentioned above
- Gifts received occasionally up to the amount not exceeding of CZK50,000 per year from one individual

All taxpayers are exempt from inheritance tax.

**C. Social security**

**Contributions.** Social security and health insurance contributions are paid by both the employer and the employee on employment income at the following rates.

	Employer %	Employee %	Total %
Social security			
Old-age pension	21.5	6.5	28.0
Sickness	2.1	0.6	2.7
Unemployment	1.2	—	1.2
Health insurance	9.0	4.5	13.5

There is no maximum assessment base for health insurance.

The maximum assessment base for social security contributions equals 48 times the monthly average salary. For 2024, the maximum annual assessment base for social security contributions is CZK2,110,416. Income above the limit is not subject to social security contributions, with certain exceptions for situations in which the individual has multiple employers during the year. In such circumstances, the maximum assessment base applies to each employer separately. However, the employee remains subject to one maximum assessment base.

**EU social security legislation and totalization agreements.** As a Member State of the EU, the Czech Republic is bound by the EU

Social Security Regulations (currently applicable to all Member States of the European Economic Area (EEA) and Switzerland) and other EU law. In addition, to prevent double social security taxation and to assure benefit coverage, the Czech Republic has entered into totalization agreements with several non-EU jurisdictions, including Albania, Australia, Belarus, Bosnia and Herzegovina, Canada, Chile, India, Israel, Japan, Korea (South), Moldova, Mongolia, Montenegro, North Macedonia, Quebec, the Russian Federation, Serbia, Syria, Tunisia, Türkiye, Ukraine and the United States.

#### **D. Tax filing and payment procedures**

The tax year for individuals is the calendar year. Individual tax returns must be filed by 1 April of the following year. Extensions may be granted until 1 July. By additional application, the deadline may be extended to 31 October for Czech tax resident individuals who must include foreign-source income in their Czech tax return. The tax is due by the deadline for filing the tax return.

Czech employers must withhold monthly payroll tax advances from all compensation paid to their legal or deemed (economic) employees.

Joint tax filing of married couples is not available in the Czech Republic.

Effective from 2015, individuals must submit a notification of tax-exempt income exceeding CZK5 million received after 1 January 2015 to the Czech tax authorities. Such income must be reported to the tax authorities by the deadline for filing the tax return. Fines of up to 15% of the tax-exempt income can be levied for failing to meet the obligation. Individuals who are not required to file a tax return must also file this notification.

#### **E. Double tax relief and tax treaties**

The Czech Republic has entered into double tax treaties with the following jurisdictions.

Albania	Hungary	Philippines
Armenia	Iceland	Poland
Australia	India	Portugal
Austria	Indonesia	Qatar
Azerbaijan	Iran	Romania
Bahrain	Ireland	Russian Federation
Bangladesh	Israel	San Marino
Barbados	Jordan	Saudi Arabia
Belarus	Kazakhstan	Senegal
Belgium	Korea (North)	Serbia and
Bosnia and	Korea (South)	Montenegro
Herzegovina	Kuwait	Singapore
Botswana	Kyrgyzstan	Slovak Republic
Bulgaria	Latvia	Slovenia
Canada	Lebanon	South Africa
Chile	Liechtenstein	Switzerland
China Mainland	Lithuania	Syria
Colombia	Luxembourg	Tajikistan
Croatia	Malaysia	Thailand



Cyprus	Malta	Türkiye
Denmark	Mexico	Turkmenistan
Egypt	Moldova	Ukraine
Estonia	Mongolia	United Arab
Ethiopia	Morocco	Emirates
Finland	New Zealand	United States
France	North Macedonia	Uzbekistan
Georgia	Norway	Venezuela
Ghana	Pakistan	Vietnam
Hong Kong SAR	Panama	

The Czech Republic also honors the double tax treaties of the former Czechoslovakia with the following jurisdictions.

Brazil	Japan	Sri Lanka
Germany	Netherlands	Sweden
Greece	Nigeria	Tunisia
Italy	Spain	United Kingdom

## F. Immigration requirements

Foreigners coming from EU and non-EU countries must satisfy immigration obligations.

**Non-EU nationals.** Non-EU nationals intending to stay in the Czech Republic for a period up to 90 days can apply for a short-term visa (also called a Schengen visa). The short-term visa can be granted for one or multiple entries. It is processed by a Czech embassy or consulate in about two weeks.

Citizens of countries under a Schengen visa waiver program may enter and travel within the Schengen Area freely according to a “90/180 rule”; that is, they can stay in the Czech Republic/Schengen area for a maximum of 90 days within any 180-day period. The visa waiver program applies only for travels of a nonprofit nature. Non-EU citizens interested in a short-term employment or assignment in the Czech Republic should apply for a work permit and a short-term work visa, unless they meet certain criteria to avoid this obligation.

For all non-EU nationals, a longer stay than 90 days in a 180-day period is possible only with a long-term visa or relevant residence permit (see *Long-term visa and Employee Card* below and *ICT* and *Blue Card* in Section G). A visa or residence permit is issued for a single purpose, such as for business, studies or employment. A foreign national working in the Czech Republic without a visa or residence permit and/or relevant work permit may be subject to deportation, and significant fines can be assessed on Czech companies if the foreign national performs work without the respective permit.

*Long-term visa and Employee Card.* A long-term visa for a stay exceeding 90 days is issued based on an application filed at a Czech embassy or consulate abroad. The process usually takes up to three months.

The long-term visa can be issued for a period of up to one year. If the purpose of the visit remains the same, the stay in the Czech Republic may be extended. The visa is then replaced by a residence permit that can be issued for a period of up to two years and may be renewed repeatedly.

Non-EU nationals intending to work in the Czech Republic typically apply for an Employee Card, which is granted by the Czech Ministry of Interior.

The Employee Card has two forms. The dual version combines a work permit and residence permit and is intended for all non-EU nationals employed by a Czech entity. The non-dual version of the Employee Card needs to be supported by the work permit granted by the Czech Labour Office and is intended mainly for the assigned non-EU individuals without an employment contract with a Czech entity. The government processing can take up to six months. However, this overall processing time may be prolonged if available appointments are lacking for employee card application filings at the Czech embassy or consulate abroad. The Employee Card in both forms can be valid for up to two years and can be further extended in the Czech Republic.

*Health insurance requirements.* For short-term stays (up to 90 days), foreigners must arrange travel health insurance to cover any medical costs and expenses that might arise in connection with emergency health treatment, repatriation or death during their stay in EU Member States. The insurance must be valid throughout the territory of the Member States and cover the entire period of the person's intended stay or transit. The minimum coverage is EUR30,000 per insured event without any co-insurance or co-payment.

Foreigners must also present a document proving their health insurance coverage when they apply for or collect their short-term visa.

For stays exceeding 90 days, foreigners must arrange for commercial comprehensive health insurance with the Czech health insurance company.

On commencement of work in the Czech Republic, foreign nationals with a local employment agreement with a Czech company must be registered with the Czech public health insurance scheme; their coverage equals that of the Czech nationals. As such, the need for commercial health insurance may be avoided or limited. The obligation to register with the public health insurance scheme may also apply for some assignment cases. A detailed case-by-case assessment is advisable.

*Registration of non-EU nationals after arrival in the Czech Republic.* Non-EU nationals need to be registered with the Czech Foreigner's Police within three working days after their arrival in the Czech Republic (unless they stay in a hotel and the registration is processed automatically by the hotel). Individuals who will work in the Czech Republic need to visit the Czech Ministry of Interior instead within 30 days after arrival to provide their biometric data that will be used for issuance of their Employee Card (see Section G). Non-EU nationals working in the Czech Republic need to be also registered at the Czech Labour Office on their first working day at the latest.

**EU nationals.** No visas or work permits are required for the EU nationals.

EU nationals need to be registered at the Labour Office by a company for which they perform their work on their first working day at the latest. In addition, they must process their registration with the Czech Foreigner's Police within 30 days after their arrival (if not processed via a hotel). A temporary residence certificate (Registration Certificate) is not mandatory but is recommended if the EU national intends to stay and/or work in the Czech Republic for a period exceeding three months, because it is usually needed for car registration, obtaining a parking permit, closing a contract with a phone provider, buying property in the Czech Republic and other transactions. EU nationals must be covered by health insurance during their stay in the Czech Republic. An EU Health Insurance Card satisfies this requirement.

Family members of EU nationals from third countries are subject to a preferable treatment (compared with other non-EU nationals) if they accompany or follow the EU national residing in the Czech Republic. Registration at the Foreigner's Police and mandatory application for a temporary residence permit apply to them.

**Business visitors.** In general, a non-EU national who is in the Czech Republic on a short-term (few days) business trip is not required to have a working permission if no productive/hands-on work is provided. Non-EU nationals from countries with a free visa regime are not required to obtain a visa to travel to the Czech Republic and can travel for non-working business trips based on their passport only. Non-EU nationals from countries with a visa requirement need to apply for the business type of visa to be able to enter the Czech Republic.

**Students.** Students from non-EU countries intending to study in the Czech Republic for a period exceeding 90 days may apply for a long-term study visa. Students from non-EU countries with the visa-entry obligation may need a study visa for a short-term study stay under 90 days. Non-EU students intending to work in the Czech Republic do not need to obtain work permits if they are studying or have completed studies at a Czech high school, university or artists' school accredited in the Czech Republic.

**Trainees.** A special regime may be applied to non-EU national trainees assigned to the Czech Republic. These individuals may apply for the same immigration permits as the standard assignees or undertake a simplified immigration procedure. This simplified procedure avoids the obligation to apply for a work permit or Employee Card if the trainees' work in the Czech Republic will not exceed six months and the substance of the work will be experience and training for their future career in a "home country company." Before the assignment of trainees, the Czech company may qualify for the simplified procedure by filing a special request and meeting certain conditions.

**Termination of the stay.** The termination of work in the Czech Republic for both EU nationals and non-EU nationals must be reported to the Labour Office. In addition, non-EU nationals must inform the Ministry of Interior about the termination of their stay and return the relevant residence permit (if applicable).

## **G. Work permits, Employee Cards, intra-corporate transfers, Blue Cards and governmental programs**

**Local employees.** A company intending to employ a non-EU national in the Czech Republic must register a job position with the Czech Labour Office. This registration is public, and the Czech Labour Office has 30 days to fill the position with a Czech or other EU national. If no appropriate candidate is found in the Czech Republic or in other EU countries, the position is registered in the official database for Employee Cards and a non-EU national can apply for it by filing an application at the Czech embassy or consulate in his or her country of residence. The application for the Employee Card must be supported by the local employment contract or agreement on the future contract between the applicant and the Czech company. This contract must meet certain criteria relating to a working schedule and level of salary.

If the Ministry of Interior approves the application, the Czech embassy or consulate issues a special visa to the applicant to allow him or her to enter the Czech Republic and register with the Czech Ministry of Interior. On the finalization of this process, the non-EU national obtains the Employee Card in the form of a plastic biometric residence permit.

**Assigned individuals.** Assigned individuals (individuals who do not have a local employment contract) are required to apply for a work permit in the Czech Republic. After the work permit application is filed with the respective Labour Office, they are allowed to apply for the non-dual Employee Card. A Czech company must inform the Czech Labour Office about the assignment of a non-EU national to the Czech Republic. No testing of the Czech or EU labor market is required. On the collection of the work permit (to be delivered with the Employee Card application) and approval of the Employee Card application, the process of entering the Czech Republic and collecting the Employee Card is the same as in the case of local employment.

The following assigned individuals (and some others) are exempt from the work permit obligation and need apply only for the non-dual Employee Card:

- A holder of a Czech permanent residence permit
- A foreigner who undertakes or completes studies at a high school or university accredited in the Czech Republic
- A foreigner seconded to provide services in the Czech Republic on behalf of his or her employer with a seat in an EU country
- A third-country citizen who is accompanied by his or her close family member (spouse, child or parent) from an EU country
- A dependent of a non-EU national who is working in the Czech Republic based on a residence permit provided that the dependent holds a valid residence permit
- Non-EU nationals on a government list for a work permit waiver; as of 1 July 2024, which are citizens of Australia, Canada, Israel, Japan, Korea (South), New Zealand, Singapore, the United Kingdom and the United States

Nevertheless, the Czech company must register these individuals at the Czech Labour Office, and the individuals are always required to obtain a relevant visa or residence permit.

**Intra-corporate transfers.** Foreign workers seconded to the Czech Republic based on intra-corporate transfers (ICTs) may apply for an ICT Card, which may be obtained for a period of one year for trainees and three years for specialists and managers. Because of the relative inconvenience of ICT (restricted duration of card validity, condition of at least six months' prior employment with the seconding enterprise and complexity of the documentation to be submitted), employers may choose to continue to use the "old" process of legalizing a working stay for assigned non-EU nationals, which is the obtaining a work permit and an employee card.

**Blue Card.** A Blue Card is intended for the non-EU nationals with high qualifications who want to work in positions that are not covered by Czech or EU nationals.

Czech companies need to register positions available under the Blue Card procedure in the Blue Card register.

A Blue Card is a combination of a work permit and a residence permit in one document and allows the recipient to reside in the Czech Republic and work in a job for which the Blue Card is issued.

A Blue Card is issued to workers with high professional or university education who have already agreed on an employment contract with a Czech company. The contract must have a duration of at least one year and meet certain other criteria.

A Blue Card is valid for the duration of the agreed employment contract plus three months.

The Blue Card is issued for a maximum period of three years. The application for a Blue Card must be submitted to the relevant embassy or consulate of the Czech Republic. The process is very similar to the dual Employee Card regime; the overall processing time is the same.

In comparison to the dual Employee Card, a Blue Card may ease the relocation of its holder to other EU Member States and allows for a simpler change of employer or position.

**Governmental programs.** There are several governmental programs for economic migration that (if both the employer and employee qualify) can simplify and expedite the whole immigration process for obtaining the Czech long-term working residence permit (Employee/Blue Card/ICT Card) and dependent visa/residence permit.

## **H. Self-employed individuals**

Self-employed individuals must have trade licenses to perform self-employment activities in the Czech Republic. In addition, non-EU nationals must obtain an entrepreneur type of visa.

To acquire this license, the individual must apply at the appropriate trade license office.

The entire immigration process takes approximately five months after all the required documents are submitted. These applications are the most scrutinized; there is a high risk of application denial.

**I. Family members**

Non-EU national dependents of a long-term visa, Employee Card, ICT or Blue Card holder may stay in the Czech Republic based on a granted short-term or long-term visa or a residence permit for reunion purposes. The long-term visa and residence permit may be further extended in the Czech Republic.

The visa or residence permit applications of the family members can be filed together with the main applicant (employee) with the Czech embassy or consulate abroad and is valid only for the validity period of the visa or residence permit of the main visa holder.

All family members need to have required health insurance coverage (these are the same requirements specified in Section F).

# Denmark

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## A. Income tax

**Who is liable.** Residents in Denmark are subject to Danish tax on their worldwide income. Nonresidents are taxed on Danish-source income, including the following:

- Income from a permanent establishment in Denmark
- Salary related to work performed in Denmark
- Directors' fees
- Income from real property in Denmark
- Dividends
- Royalties

Individuals are generally considered to be resident if they permanently reside or are present in Denmark for more than six months.

Denmark applies a rather strict interpretation for determining Danish-source income in connection with the hire-out of labor if individuals legally employed abroad are being, in fact, regarded as working for and on behalf of a Danish employer. As a result, individuals normally not covered by the ordinary tax regimes may be subject to tax liability, and reporting, withholding and registration may be required. This matter, as well as taxation under the hydrocarbon tax legislation, is not covered by this guide.

**Income subject to tax.** Income is divided into personal income and net capital income. Accordingly, taxable income consists of personal income plus or less net capital income or loss and less allowable deductions.

*Employment income.* Personal income from employment consists of wages, salaries, directors' fees, pensions, allowances and fringe benefits. In principle, all benefits in kind are taxable at

their fair market value. However, the values assigned to the personal use of a company car, company phone and certain other benefits is determined according to special tables.

School fees paid by employers on behalf of their employees, such as international school fees, are deemed to be salary income and taxed accordingly.

Employment income is taxed with a marginal tax rate of up to 56%.

A special tax regime applies to expatriates employed by a Danish resident employer. Salary income is taxed at a flat rate of 32.84%, including the 8% labor market tax, for one or more periods up to a total of 84 months.

To qualify for the special tax regime, the individual cannot have been tax resident or otherwise tax liable to Denmark on salary or similar income or business income within the last 10 years. In addition, the individual cannot have had a controlling influence in the employing company five years before or during the employment. Additional criteria apply.

Two alternatives exist for individuals to qualify for the special expatriate tax regime. Under the first alternative, the individuals' cash salary must be at least DKK75,100 per month (2024) and DKK78,000 per month (2025). Under the second alternative, the individual must be acknowledged as a scientist or researcher by the Danish Council for Independent Research. No minimum salary requirement applies for the second alternative.

After the 84-month period, the expatriate is taxed according to ordinary income tax rules. Income other than salary (and fringe benefits from the employer taxed as A-income) earned during the use of the special regime is subject to tax at the normal progressive tax rates.

*Self-employment or business income.* Business or self-employment income is taxed as ordinary income (personal income) for the business owner. Expenses are deductible to the extent they are incurred to obtain, secure or maintain business income.

Persons with business income may choose to tax this income under the Business Tax Act. Under these rules, taxable income from a trade and industry, including income from partnerships, is assessed in accordance with the principles used for companies, including rules for depreciation and write-offs.

*Investment income.* Net capital income includes interest income (less interest expenses), taxable gains on securities, rental income and other investment income. It is generally subject to tax as ordinary income. Dividends and capital gains on the sale of shares are taxed separately at 27% or 42%, depending on the level of income. Royalties received by residents are taxed as personal income. Royalties received by nonresidents are subject to a 22% withholding tax.

Dividends are subject to a 27% withholding tax. If total dividend income in 2024 exceeds DKK61,000 (DKK122,000 for married couples) and in 2025 exceeds DKK63,300 (DKK126,600 for married couples), residents are subject to a supplementary 15% tax.



**Taxation of employer-provided stock options.** Gains realized by an employee on the exercise of an option obtained under an employer-provided stock option plan are taxable. No tax is due at the time of vesting. In general, the gains are subject to the highest marginal rate of income tax, which is 52.07% in 2024 and 2025. The gains are subject to labor market tax at a rate of 8%.

**Capital gains and losses.** Capital gains tax is levied on individuals at rates of up to 42% in 2024 and 2025.

Gains derived from the disposal of bonds are generally taxable, and losses are deductible.

Gains derived from the disposal of shares are taxable as share income at a maximum rate of 42%. On departure from Denmark, shareholders are deemed for tax purposes to have disposed of their shares at the fair market value and are taxed on the deemed gain. If a shareholder applies for an extension and does not pay the exit tax, the shareholder may obtain a refund of the difference between the tax on the deemed gain and the tax on any subsequent lesser gain actually realized. The tax on the deemed gain applies only to individuals who have been subject to unlimited tax liability for one or more periods, totaling seven years within the 10 years before departure and who have a share portfolio with a value of at least DKK100,000 at exit.

Gains derived from the disposal of residential property are not taxable if the owner occupied the property and if certain other conditions are met. Gains derived from the disposal of other real property are taxable as capital income.

### **Deductions**

*Deductible expenses.* Contributions to annuity pension and discontinued annuities pension schemes are deductible up to an annual maximum of DKK63,100 (2024) and DKK65,500 (2025), while contributions to certain employer-administered life annuity schemes are fully deductible.

Interest paid on all types of debt is deductible from capital income. If this results in a total negative net capital income, approximately 25% to 33% (2024) of the negative amount may be offset against tax payable on other income.

Items that may be deducted from taxable income include, among others, the following:

- Commuting costs to and from work (special rates)
- Fees paid to labor unions and unemployment insurance
- Child support and spouse support or alimony payments

*Personal deductions and allowances.* Each taxpayer is permitted the following:

- A personal allowance of DKK49,700 (2024)
- A personal allowance of DKK49,700 (2024) and DKK51,600 (2025)
- A supplementary allowance for salaried employees of 10.65% of salary income, up to a maximum amount of DKK45,100 (2024) and DKK 55,600 (2025)
- A job deduction for salaried employees of 4.5% of the salary income above DKK216,100, up to a maximum deduction of DKK2,800 (2024) and DKK2,900 (2025)

All of the above are applied automatically during the tax calculation process. A further allowance may apply for single parents. A personal allowance not used by one person may be transferred to the spouse. This does not apply to individuals taxed under the special expatriate tax regime.

### Rates

**2024.** For 2024, income tax is levied on residents at the marginal rates shown in the table below. Dividends are taxed separately (see *Investment income*).

An 8% mandatory labor market tax is imposed on all salary income. Income taxes are calculated on the income after labor market tax and the following shows the approximate total marginal income and labor market tax rates applicable for 2024.

Taxable income DKK	Tax rate %	Tax due DKK	Cumulative tax due DKK
First 54,022	8	4,322	4,322
Next 586,087	42	246,156	250,478
Over 640,109	56	—	—

The above rates are estimates based on the average municipality tax rates and do not reflect the voluntary church tax.

**2025.** For 2025, income tax is levied on residents at the marginal rates shown in the table below. Dividends are taxed separately (see *Investment income*).

An 8% mandatory labor market tax is imposed on all salary income. Income taxes are calculated on the income after labor market tax. The following table shows the approximate total marginal income and labor market tax rates applicable for 2025.

Taxable income DKK	Tax rate %	Tax due DKK	Cumulative tax due DKK
First 56,087	8	4,487	4,787
Next 608,913	42	255,743	260,230
Over 665,000	56	—	—

**Nonresidents.** The tax rates applicable to residents also generally apply to nonresidents.

**Relief for losses.** Trading losses and interest expenses may be offset against other income and taxable gains. Tax losses may be carried forward for an unlimited number of years, but carrybacks are not allowed. Losses from certain types of passive partnership interests, such as a business with more than 10 nonworking owners, may be offset only against income from the same business.

## B. Other taxes

**Home-ownership tax.** Home-ownership tax applies to homes or vacation houses in Denmark. The tax also applies to properties located abroad that are owned by Danish tax residents. However, home-ownership tax is not imposed if the property is rented out. In 2024, the tax rate is 0.51% of the public value of the property up to DKK9,200,000, and 1.4% of the value exceeding DKK9,200,000. In connection with the amended rates, the public values of the properties have been adjusted upward. Similar tax paid abroad on foreign property may be credited.

**Inheritance tax.** Assets inherited by a spouse or registered partner (see Section G) are not subject to inheritance tax.

Inheritance tax at a rate of 15% is levied on the total value of estates exceeding DKK333,100 (2024) and DKK346,000 (2025). No additional tax is levied for beneficiaries closely related to the deceased (for example, cohabiters, descendants, stepchildren and their descendants, parents, sons- and daughters-in-law, and divorced spouses). For other beneficiaries, an additional tax at a rate of 25% is levied. Further conditions apply to the calculation.

Inheritance tax applies to estates of nonresidents only if the estate includes property located in Denmark or if a Danish probate court administers the estate.

Denmark has entered into estate tax treaties with Finland, Germany, Iceland, Italy, Norway, Sweden, Switzerland and the United States.

**Gift tax.** Gifts to a spouse or registered partner are not subject to tax.

Gift tax at a rate of 15% is levied on gifts to the following:

- Lineal descendants
- Stepchildren and their descendants
- Sons-in-law and daughters-in-law
- The spouse of a deceased child or stepchild
- Individuals residing with the donor two years before the event
- Foster children (if certain conditions are met)
- Parents

Additional gift tax at a rate of 25% is levied on gifts to step-parents and grandparents. Gifts to less closely related persons and to unrelated persons are subject to ordinary income tax, not gift tax.

Gifts of up to DKK74,100 (2024) and DKK76,900 (2025) a year may be donated free of gift tax to the following:

- Descendants
- The spouse of a deceased child or stepchild
- Individuals residing with the donor two years before the event
- Foster children (if certain conditions are met)
- Parents
- Stepparents
- Grandparents

An annual tax-exempt gift of up to DKK25,900 (2024) and DKK26,900 (2025) may be made to sons- and daughters-in-law.

Nonresidents are subject to gift tax if the donor or donee is a Danish resident or if the gift is Danish real estate.

## C. Social security

**Contributions.** The monthly contribution to the Danish Supplementary Pension Scheme (ATP) for 2024 is DKK297, of which 1/3 is borne by the employee through payroll withholding. The annual cost of insurance depends on the nature of the business and other factors. For a white-collar employee, this may be approximately DKK15,000.

Other mandatory contributions for coverage in Denmark do not apply.

**Totalization agreements.** To provide relief from paying double social security contributions and to assure benefit coverage, Denmark has entered into totalization agreements, which usually apply for periods up to 36 months, with the following jurisdictions.

Australia	Greenland	North Macedonia
Bosnia and Herzegovina	Iceland	Norway
Canada*	India	Pakistan
Chile	Israel	Philippines
China Mainland	Korea (South)	Serbia
European Union (EU) Member States	Liechtenstein	Switzerland
Faroe Islands	Montenegro	Türkiye
	Morocco	United Kingdom
	New Zealand	United States

\* Including Quebec

## D. Tax filing and payment procedures

The Danish tax year is the calendar year. Before each tax year, an advance income assessment must be made for each taxpayer. Advance tax is paid through deductions (withholding) from employment income. In addition, if self-employment income or net capital income rises to a certain level, advance tax is paid through prepayments claimed from the individual by the authorities in 10 installments over the tax year, based on the advance assessment.

After each tax year, taxpayers must file tax returns no later than 1 May/1 July of the following year. Any overpaid tax is refunded by the tax authorities when the final tax assessment notice is issued. Underpaid tax up to DKK23,100 (regarding the 2024 income year) plus penalty interest is carried forward to the 2026 income year, while the remainder is due in three installments in August, September and October 2025. Married persons must file separate tax returns. In the tax calculations, certain deductions may be transferred between the spouses.

Voluntary payment of tax may be made during the fiscal year and until 1 July of the following fiscal year in order to save some of the penalty interest on underpaid tax.

## E. Double tax relief and tax treaties

If a Danish resident taxpayer receives income from abroad, tax relief may be provided either through a foreign tax credit or by exemption with progression. Relief is provided in accordance with either a tax treaty or Danish domestic law.

Danish law grants a foreign tax credit for income taxes paid abroad. The credit may not exceed the lesser of the income tax paid abroad or the Danish tax payable on the same income. Domestic Danish law also contains an exemption with progression that applies to salary income for work performed outside Denmark during working periods exceeding six months. Further conditions must be met. The rule applies only to individuals who are tax residents in Denmark according to domestic law (that is, fully taxable) while working abroad.

Denmark has entered into double tax treaties with the following jurisdictions.

Argentina	Guernsey	Norway
Armenia	Hong Kong	Philippines
Australia	(shipping) (d)	Pakistan
Austria	Hungary	Poland
Azerbaijan	Iceland	Portugal
Bangladesh	India	Romania
Belarus	Indonesia	Russian
Belgium	Ireland	Federation (a)
Bermuda	Isle of Man	Serbia
Brazil	Israel (c)	Singapore
British Virgin	Italy	Slovak Republic
Islands (d)	Jamaica	Slovenia
Bulgaria	Japan	South Africa
Canada	Jersey	Sri Lanka
Cayman Islands	Jordan (d)	Sweden
Chile	Kenya	Switzerland
China Mainland (b)	Korea (South)	Taiwan
Croatia	Kuwait	Tanzania
Cyprus	Latvia	Thailand
Czech Republic	Lebanon	Trinidad
Egypt	Lithuania	and Tobago
Estonia	Luxembourg	Tunisia
Faroe Islands	Malaysia	Türkiye
Finland	Malta	Uganda
France	Mexico	Ukraine
Georgia	Montenegro	United Kingdom
Germany	Morocco	United States
Ghana	Netherlands	Venezuela
Greece	New Zealand	Vietnam
Greenland	North Macedonia	Zambia

(a) The treaty has been terminated from 1 January 2024.

(b) The treaty does not apply to Hong Kong or Macau.

(c) This treaty does not apply to the Palestinian Authority.

(d) These treaties primarily concern air and/or maritime traffic.

The treaty with Spain was terminated, effective from 1 January 2009.

## F. Work and residence permits

Denmark is a member of the EU and of the Nordic Council. Consequently, varying rules apply for EU nationals, for citizens of Scandinavian countries (Finland, Iceland, Norway and Sweden) and for non-EU nationals who wish to enter Denmark to live and work there.

The ordinary rules for EU citizens apply to citizens of Switzerland, as well as to citizens of Iceland, Liechtenstein and Norway, and the non-EU members of the European Economic Area (EEA).

**Scandinavians.** Nationals from Scandinavian countries may live and work in Denmark without restrictions. However, if they take up residence in Denmark for more than six months, they must register with the National Registration Office (the CPR registration system) in their local municipality.

**EU nationals.** EU citizens and EEA nationals may stay in Denmark under the EU rules on free movement of persons and services. They may stay and work freely in Denmark for up to three months. If EU citizens and EEA nationals intend to stay in Denmark for more than three months, they must apply for an EU residence document within three months after their arrival in Denmark. If the stay in Denmark will exceed six months, registration in the CPR system is also mandatory; note that CPR registration is possible if the individual is staying in Denmark for more than three months. The EU certificate is formal proof of the rights already conferred on an EU citizen/EEA national under the EU rules on free movement. Each member of an applicant's family must apply separately for an EU-residence certificate. Third-country nationals can also apply for and obtain a residence document under EU rules as an accompanying family member of an EU national.

The application must be submitted online and later completed by appearing in person for an ID check. The authorities generally process EU residence applications on the spot. For third-country family members, the processing time is up to three months (the application is not processed on the spot). During processing, the non-EU family member is allowed to stay in Denmark under the rules of procedural stay. EU applicants are generally not prevented from working during the processing time (applies only to EU nationals, not third-country family members). EU nationals who are commuting are not entitled to obtain a registration certificate, which requires that the individual take up actual residence in Denmark with the intent to stay.

EU-residence documents issued to citizens from other EU member countries do not expire and will remain in force as long as deregistration from the CPR system does not take place and the holder does not stay outside of Denmark for more than six consecutive months. A dispensation may be granted in special circumstances to allow deregistration and longer stays outside of Denmark. After five years' uninterrupted residence in Denmark, the applicant may apply for permanent residence under EU rules.

**Non-EU nationals.** Citizens from jurisdictions other than EU/EEA countries and the Nordic Council countries may stay in Schengen, including Denmark, for either the time period stated in their tourist or business visas or, if a visa is not required (visa-exempt nationals), up to 90 days within a 180-day period. Some countries also have bilateral agreements with Denmark, offering another 90 days' stay in Denmark and the Nordic countries in addition to the allowed stay in Schengen. Certain citizens with biometric passports are exempt from the visa requirement. Although a visa/visa exempt status allows stay in Schengen, including Denmark, a work permit is generally required from the first day if the stay involves work in Denmark.

As of 1 November 2023, citizens from jurisdictions other than EU/EEA countries and the Nordic Council countries may qualify to be exempt from the requirement of a work permit if they are employed in a company established abroad that is affiliated with a company established in Denmark. To allow such an exemption, it is a requirement that the company established in Denmark has no less than 50 employees. The foreigner is allowed to work in

Denmark for up to two separate working periods, consisting of a maximum of 15 working days each within the span of 180 days. The working period must be separated by at least 14 days spent outside of Denmark. The new exemption rule does not apply to construction, agriculture, forestry and horticulture, cleaning, hotel and catering industries, as well as carriage of goods by road, unless the foreigner in question is traveling to Denmark to carry out work at the management level or work requiring knowledge at the intermediate or highest level. The new exemption rule only concerns the requirement of having to obtain a work permit and, therefore, does not exempt the traveler from Danish tax liability.

Non-EU/EEA nationals who wish to work in Denmark must apply for a residence and work permit before working in Denmark. Applications for residence and work permits must be filed with the Danish Agency for International Recruitment and Integration (SIRI) or with the Danish embassy or consulate in the country in which the individual resides.

Normally, profession or labor market considerations must warrant a residence and work permit and for particular schemes, a minimum salary qualifier also applies.

When processing the application, the Danish Agency for International Recruitment and Integration pays particular attention to the following:

- Whether professionals residing in Denmark or the EU/EEA who are qualified to carry out the relevant job are available (only applicable for certain types of permits)
- Whether the nature of the relevant job is specialized enough to warrant a residence and work permit. Normally, work permits are not granted for ordinary skilled-labor vacancies or unskilled positions
- Whether the minimum salary required is met (only applicable to certain types of permits)
- Whether the terms of employment, including the salary, correspond to standard Danish employment terms within the field in question

Regardless of the specific circumstances, a written job contract or offer specifying the salary and employment conditions is required. These must correspond to Danish employment law and standards.

Certain special schemes are designed to allow highly qualified professionals from abroad to obtain a residence and work permit in Denmark. Under a Fast-track Scheme, effective from 1 April 2015, certified companies with a Danish entity can obtain work and residence permits for recruited foreign employees faster and on more flexible terms.

In some cases, the Danish Agency for International Recruitment and Integration obtains a statement from the relevant branch organization or regional labor market council to process an application if input is required in terms of salary level or employment terms in general.

Since spring/summer of 2022, the immigration authorities have relied on Danish International Standard Classification of

Occupations (DISCO) codes to determine the standard Danish salary for the job in question. The DISCO code is an employment categorization code, which can be used to determine the average salary for the particular position given the educational background, prior relevant experience and the position to be occupied in Denmark. If the applicant continues to meet the condition of the original work and residence permit, the permit can be extended. If the individual applies for an extension before the expiration of the current work permit, he or she remains compliant and is allowed to continue living and working in Denmark until the extension application has been processed. If the terms on which the permit is based continue to be met, the permit can continue to be extended.

If an individual already holds a Danish residence permit based on family reunification, asylum, or humanitarian grounds or holds a dependent residence permit, a separate work permit is not required, unless the individual will work in the same company as the main applicant (sponsor) or a closely related company. If this is the case, a separate work permit is required. A special scheme is available for this purpose.

To live and work in Denmark for more than three months, non-EU nationals must generally register in the CPR register.

Non-EU nationals rendering a service in Denmark on behalf of an employer outside of Denmark may be eligible to apply for a permit to work in Denmark as posted employees under EU rules.

For EU rules to apply, the services to be rendered (in Danish: *tjenesteydelser*) must be services usually rendered for payment. Furthermore, the work in Denmark must be of a temporary nature and the job to be undertaken in Denmark must be defined clearly.

If the company in Denmark to which a non-EU national is posted is a subsidiary or a branch of the EU company (the company from which the individual is posted to Denmark), the posting can generally not take place under EU rules (new interpretation of Section 4 of the EU Directive implemented in Denmark in mid-2019).

*Family members.* After specific consideration, residence permits may be granted to family members of individuals who have residence and work permits in Denmark. Separate applications for each family member must be filed.

*Biometric residence cards.* Citizens of non-EU jurisdictions are issued biometric residence cards, which include the holder's facial image and fingerprints stored on a microchip embedded in the card. The residence card allows the non-EU national to travel within the Schengen area. If the individual does not have a valid residence card in his or her possession, he or she is required to apply for a re-entry permit to be able to enter Denmark after exiting the country.

**Self-employment.** Permission to be self-employed in Denmark is normally granted depending on, among other items, the nationality of the individual in question. However, for certain types of



businesses, permission is granted only if the Danish Commerce and Companies Agency finds that a special Danish interest is served by establishing the business in Denmark. For non-EU nationals, it is possible to apply for a permit to become self-employed under the Startup Denmark scheme. This is a scheme for foreign entrepreneurs that provides the opportunity to be granted a Danish residence permit to establish and run an innovative growth company. The applicant's business idea must be approved by a panel of experts appointed by the Danish Business Authority before the Danish immigration authorities can process the application for a residence and work permit based on the scheme. The scheme can be used by both individuals and teams of up to three people who want to start a business together in Denmark through a joint business plan and can be used both to establish and run an innovative growth company or to conduct business in Denmark through a Danish branch of a foreign self-employment business.

## G. Family and personal considerations

**Marital property regime.** Under Danish law, a regime of “ordinary community property” (*fællesje*) applies between spouses and between persons of the same sex who have formed a registered partnership. (The legal consequences of a registered partnership are the same as those of a marriage.) Community property includes all property brought into the marriage and all property acquired during the marriage.

**Driver's licenses.** Individuals can drive in Denmark with a foreign driver's license if the following conditions are met:

- Residing permanently outside of Denmark. If the driver's license is not written in the Latin alphabet (the script used to write English, for instance), an English or Danish translation of the license must be in place (issued by a public authority or organization in the country where issued). Driving in Denmark can take place for up to 180 days, depending on the situation.
- Residing permanently in Denmark and the driver's license was issued by an EU country, Faroe Islands, Iceland, Liechtenstein or Norway and it has not expired.
- If holding a physical Ukrainian driver's license and having a temporary residence permit in Denmark having fled Ukraine.
- Residing permanently in Denmark and holding a Greenland driver's license, supplemented by driving lessons in Denmark.

In all other instances, it is mandatory to exchange the driver's license for a Danish license to be allowed to drive in Denmark.

To exchange a foreign license to a Danish license, the holder must reside permanently in Denmark and the foreign license must have been issued before entering Denmark. The following items must be presented to the driver's license bureau:

- The home jurisdiction driver's license
- A valid residence permit (non-EU nationals)
- A medical declaration issued by the applicant's own doctor (only if the foreign license is not issued in the Faroe Islands, Greenland or an EU or EEA country, or if the foreign license will expire in the near future)

- A photograph
- A valid passport
- A fee of DKK280

Passing a driving test results in further fees. English-speaking driving instructors and/or interpreters are available in certain Danish driving schools. Individuals may also be required to pass a physical examination.

# Dominican Republic

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## Santo Domingo

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## A. Income tax

**Who is liable.** Resident individuals are subject to tax on their Dominican Republic-source income as well as on their foreign-source taxable income derived from investments and financial gains. Income tax paid abroad with respect to foreign-source income may be credited against the Dominican Republic tax liability. However, such credit is restricted to the portion of Dominican Republic tax allocated to the foreign-source income that is taxed abroad.

Nonresidents are subject to tax on their Dominican Republic-source income and on income derived from technical assistance services provided to residents in the Dominican Republic, regardless of the location from where the technical assistance is provided.

Individuals who become residents of the Dominican Republic are subject to tax on foreign-source income after the third year of residency. In addition, individuals who become residents may qualify for a special retirement regime if certain conditions are met. This regime may exempt foreign-source income from income tax and provide other tax benefits.

For tax purposes, individuals who spend more than 182 continuous or noncontinuous days in a tax year in the Dominican Republic are considered residents of the Dominican Republic.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Annual employment income is taxable. Employment income includes salary, bonuses, premiums, commissions and allowances (for example, housing and education allowances). Allowances are considered taxable compensation only if they are paid in cash to the employee. Benefits in kind are subject to fringe benefits tax, which is payable by the employer at a rate of 27%.

*Self-employment and business income.* Income derived from self-employment or from a trade or business is subject to tax.

*Investment income.* Dividends paid in cash or credited by local companies or entities to resident and nonresident individuals are subject to a 10% withholding tax. This withholding tax is considered to be a final tax payment.

All interest paid from Dominican sources to nonresident individuals is subject to a 10% withholding tax. This tax is considered to be a final tax payment. Interest received from abroad is subject to tax in accordance with the tax rate schedule set forth in *Rates*.

Local interest payments to resident or domiciled individuals are also subject to a 10% withholding tax, which is considered a final tax payment.

Royalties, payments for technical assistance services and similar payments made or credited by local companies or individuals to nonresidents that are considered Dominican-source income are subject to a 27% withholding tax.

*Directors' fees.* Dominican-source directors' fees paid or credited to individuals who are not resident or domiciled in the Dominican Republic are subject to a 27% income withholding tax.

**Capital gains.** Capital gains derived from the sale of Dominican Republic capital assets (for example, shares of Dominican Republic companies) by residents or domiciled individuals are taxed at the individual progressive income tax rates, which range from 0% to 25%. The tax base for capital gains tax purposes is the difference between the transaction value (sale price) and the asset's historical cost adjusted by local inflationary rules. Capital gains derived from the sale of Dominican Republic capital assets by nonresidents or non-domiciled individuals are subject to a flat 27% tax rate.

Capital assets do not include inventory to be sold in the ordinary course of a trade or business, depreciable assets used in the ordinary course of a trade or business, or accounts receivable corresponding to the ordinary course of a trade or business.

## **Deductions**

*Personal deductions and allowances.* Employee contributions to social security may be deducted for income tax purposes.

Individuals may deduct education expenses for themselves and their dependents up to a maximum of 10% of the individual's taxable income. However, this deduction may not exceed the 25% of the minimum exempt amount established in Section 296 of the Dominican Tax Code. The deduction does not apply to self-employed individuals.

**Business deductions.** Individuals may deduct all costs and expenses that are necessary to generate, maintain and conserve taxable income and protect investments.

**Rates.** Ordinary income derived by resident individuals is taxable at the following rates.

Annual taxable income Exceeding DOP	Not exceeding DOP	Tax on lower amount DOP	Rate on excess %
0	416,220	0	0
416,220	624,329	0	15
624,329	867,123	31,216.35	20
867,123	—	79,775.15	25

## B. Other taxes

Real estate with a value exceeding DOP9,520,861 is subject to a 1% tax on the excess value. For the purposes of this tax, the value of all real estate owned by an individual is taken into account.

Donations are subject to a tax at a rate of 27%, which is payable by the recipient.

## C. Social security

**Retirement contribution.** A social security retirement contribution is payable on salaries at a rate of 7.1% for employers and 2.87% for employees, with a cap of 20 legal wages per month. The monthly legal minimum wage is DOP17,250.

**Health contribution.** A health contribution is payable on salaries at a rate of 7.09% for employers and 3.04% for employees, with a cap of 10 legal minimum wages per month.

**Labor risk contribution.** Employers must pay a labor risk security contribution at rates ranging from 1% to 3%, depending on the classification of the activity of the employer. The social security law provides a cap of 10 legal minimum wages for this contribution.

**Contribution to the Institute for the Development of Technical Professionals.** A contribution of 1% of payroll is payable by employers to the Institute for the Development of Technical Professionals (Instituto de Formación Técnico Profesional, or INFOTEP). Employees contribute an additional 0.5% on annual profit-sharing compensation.

**Totalization agreement.** The Dominican Republic and Spain have entered into a totalization agreement regarding social security contributions.

## D. Tax filing and payment procedures

Employers are responsible for withholding income taxes and social security contributions from employees' salaries on a monthly basis.

Individuals must file an annual income tax return by 31 March. Employees are not required to file an annual income tax return if their only source of income is employment compensation unless they are deducting education expenses. In the event of excess

withholding, the employer applies the overpayment to future withholding tax obligations.

Nonresidents are not required to file an annual income tax return if their tax liability has been satisfied through withholding at source.

### **E. Double tax relief and tax treaties**

The Dominican Republic has entered into double tax treaties with Canada and Spain.

### **F. Temporary visas**

Depending on their country of citizenship and their travel purposes, individuals may be required to apply for and obtain an entry visa before traveling to the Dominican Republic. A Dominican Republic consulate overseas grants the visa. Because the rules indicating the countries of citizenship of individuals who are required to obtain an entry visa before entering the Dominican Republic and requirements for obtaining a visa often vary, it is necessary to check the entry visa requirements on a case-by-case basis.

### **G. Work visas (and/or permits)**

The government of the Dominican Republic grants a work authorization to foreign employees who have special knowledge or experience in a certain field. The granting of a work authorization is subject to certain rules that must be checked on a case-by-case basis because the rules may vary.

In addition, nonresident employees who intend to work in the Dominican Republic in a dependent employment relationship for a local entity must obtain a work visa. The NM1 Visa for work purposes is granted to individuals who, as a result of the nature of their occupation, remain in the country for one year. In general, this visa is granted to people who fulfill contracts for a specific time period. The visa can be renewed. If the visa expires, the employer must apply for a new visa and again provide all required documentation.

### **H. Residence visas (and/or permits)**

The government of the Dominican Republic may grant migratory statuses that allow foreigners to reside in the country. These include the following:

- Athletes
- Workers
- Investors
- Retired individuals
- Religious status
- Certain types of family relatives

Foreigners normally apply for a resident or business visa to work or perform professional activities in the Dominican Republic. After all documents are filed with the immigration authorities, the approximate time for obtaining a business or resident visa is approximately one month (10–30 business days). Business or resident visas are valid for one year and are renewable for similar time periods.

Before entry into the Dominican Republic, the employee must request a Business Visa with work permit (NM1) at the Dominican consulate of the expatriate's country of nationality or country of legal residence. The estimated time to obtain the NM1 is between 10 to 30 business days from the date of the request. This type of visa is granted to employees who receive a job offer from an entity duly registered in the Dominican Republic or an employee contracted by an international company who will perform an assignment for a subsidiary entity duly registered in the Dominican Republic. The NM1 has a maximum validity of one year and allows multiple entries into the Dominican Republic.

After entry, the employer must request from the Dominican immigration authorities a Temporary Work Residence (RT3). The estimated time to obtain this card is approximately 148 days. The RT3 is the final documentation that will allow the employee to work in the Dominican Republic.

Alternatively, partners of companies registered as foreign investors with the Dominican Center for Exportation and Importation (Centro de Exportación e Importación de la República Dominicana, or CEI-RD) may apply for an investment visa, which may be issued within a 45-day period.

Foreign investors and retirees qualifying for special incentives under Law 171-07 may apply for the Residence Permit Program for Investments in Dominican Republic. The benefits extend to the spouse and children under 18, with some exceptions.

## **I. Family and personal considerations**

**Family members.** Spouses of foreigners who are granted work permits generally do not automatically receive the same treatment as the original permit holder and must apply for an independent visa or work permit. To apply for a visa application as a dependent, the applicant must be a spouse or child under 18 years of age of the principal holder.

**Marital property regime.** Assets obtained by any means, except by donation, after the commencement of the marriage are considered to be marital property if the spouses are married under community property laws.

**Forced heirship.** If an individual dies without leaving a will, the beneficiaries of his or her assets and patrimony according to the law are descendants, ascendants, spouse and collaterals. The priority order is set by the Civil Code according to a series of different combinations. The amounts needed to satisfy maintenance and other obligations of the deceased are removed from the decedent's estate before the estate is divided between the beneficiaries.

**Driver's permits.** Foreigners may drive legally in the Dominican Republic using their home country driver's licenses for up to three months. After the three-month period expires, resident foreigners must obtain a Dominican Republic driver's license.

# Ecuador

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Email: [fernanda.checa@ec.ey.com](mailto:fernanda.checa@ec.ey.com)**A. Income tax**

**Who is liable.** Ecuadorians and foreign nationals resident in Ecuador are subject to tax on their worldwide income. Nonresidents are subject to tax on Ecuadorian-source income only, regardless of where it is paid. Both Ecuadorians and foreign residents who receive income for business activities or professional, commercial or other services performed in Ecuador are subject to income tax.

Individuals are considered resident for tax purposes if their stay in Ecuador exceeds 183 days, consecutive or non-consecutive, within a calendar year. In addition, individuals are considered resident if their stay exceeds 183 days within a 12-month period in two consecutive calendar years unless they prove their fiscal residence for such period and that their main core of activities or economic interests is in another jurisdiction.

Individuals are also considered resident if their main core of activities or economic interests is in Ecuador (presumed if the individual is the direct or indirect owner of assets located in Ecuador for a value greater than USD1 million and has been a tax resident of Ecuador, with Ecuadorian nationality or permanent residence or has performed activities as a legal representative).

Individuals are considered resident if they have not stayed in any other country or jurisdiction for more than 183 calendar days, consecutive or not, in the tax year.

*Temporary fiscal residence.* The Ecuadorian legislation recently established temporary fiscal residence applicable to all individuals who have not acquired tax residence and have not maintained such residence at any time prior to this legislation entering into force. The legislation entered into force on 20 December 2023. It has a five-year term if all conditions are met within a 120-day period from the first day of arriving in Ecuador. Individuals must pay the applicable tax on Ecuadorian income only. To obtain temporary residence status, an individual must make an investment in real



property or productive activities in Ecuador of at least USD150,000 or receive monthly foreign income of USD2,510.

**Income subject to tax.** Individuals residing in Ecuador, who perceive income from abroad subject to income tax in another country, have the right to use the tax paid in that country over said income, as a tax credit of the income tax triggered in Ecuador (up to the amount that corresponds to the attributable tax to said income in Ecuador).

The taxation of various types of income is described below.

*Employment income.* Taxable income includes income from services rendered under a verbal or written contract of employment, regardless of whether the income is received in cash, in services or in kind.

In general, all employees receive the following annual bonuses, which are exempt from income tax:

- Christmas bonus, known as the thirteenth salary, which equals approximately one-twelfth of their annual compensation.
- Education bonus, known as the fourteenth salary, which equals one Unified Basic Remuneration (USD460 for 2024).
- Retirement funds, which equal one-twelfth of the year's remuneration (8.33% of annual remuneration). This amount is payable from the second year of employment for the same employer.

Compensation for industrial accidents and death, payments for out-timed dismissal (dismissal without legal notice or legal cause), severance payments and amounts received from pension and retirement funds are also exempt from tax.

*Self-employment and business income.* Individuals are subject to tax on income from business activities conducted within Ecuador and on income arising from goods and assets located in Ecuador.

Business income includes the income of individuals who are sole proprietors or active members of a partnership in a business in which they have invested capital. Income is taxed at the rates set forth in *Rates*.

*Investment income.* Dividends are subject to a 10% withholding tax. In addition, this income needed to be incorporated in the global income of the individual for the purposes of applying the progressive tax rates of 0% to 37%, which are applied to taxable income (see *Rates*).

Royalties received from investments in Ecuador are treated as ordinary income.

Interest paid to residents is added to the taxpayer's taxable income and taxed at the rates set forth in *Rates*. Interest paid to residents is subject to withholding tax at a rate of 2%, which is credited against the taxpayer's annual tax due.

**Taxation of employer-provided stock options.** In general, benefits derived from stock options are taxed as other income (income that is different from salary or professional wages). Each case must be analyzed separately.

Capital gains derived from sales of shares by individuals and companies duly domiciled in Ecuador are subject to a 10% withholding tax.

### Deductions

*Deductible expenses.* Social security contributions paid by employees are deductible for income tax purposes.

*Personal deductions and allowances.* As of 2024, individuals are entitled to a discount on their income tax triggered due to their personal expenses (up to the established limits) according to the following rule: An individual may apply a 18% discount over the income tax triggered based on the number of the family dependents and measured with basic basket unit (USD789.57). The following are the maximum amounts.

Number of dependents	Basic basket	Maximum value of personal expenses USD	Discount on annual income tax USD
0	7	5,526.99	994.86
1	9	7,106.13	1,279.10
2	11	8685.27	1,563.35
3	14	10,053.98	1,989.72
4	17	13,422.69	2,416.08
5	20	15,791.40	2,842.45

*Family dependents.* Family dependents include spouses, children under 21 years old, persons with any type of disability of any age and parents provided that they all do not receive any taxable income and are economically dependent on the individual.

To apply the deduction, individuals must have local receipts of expenses related to health, education, housing, clothing, food, tourism and pets.

For 2024, the maximum deduction for people with rare, catastrophic or orphan diseases (as defined by the Health Ministry) is 18% over a basic basket unit multiplied by 100.

*Third age deduction.* For 2024, individuals who are 65 or older can deduct one basic amount of USD11,902 for income tax purposes.

*Disability deduction.* For 2024, individuals can claim a deduction corresponding to their percentage of disability as shown in the following table (individuals who live in the Galápagos Islands are subject to a different regime).

Percentage of disability %	Deduction amount USD
30 to 49	14,282.40
50 to 74	16,662.80
75 to 84	19,043.20
85 to 100	23,804.00

*Business deductions.* The following business expenses are deductible for income tax purposes:

- Costs and expenses directly incurred in the generation of taxable income.
- Interest paid on business debts. The interest rate may not exceed the rate fixed by the Central Bank of Ecuador.

- Certain taxes levied on the business (not including income tax or taxes that give rise to a tax credit).
- Insurance premiums paid to secure employees' work risks and the assets of the business.
- Losses as a result of *force majeure* or criminal acts.
- Necessary travel expenses and lodging.
- Depreciation and amortization.
- Amortization of losses (for individuals who have accounting books).
- Wages, salaries and compensation in general, fringe benefits, 15% profit sharing, severance indemnities and other expenses under the Labor Law.
- Provisions for uncollectible receivables.
- Income tax and social security for employees if assumed by the employer.
- Expenses that are payable at the completion of an activity, that are exclusively identified with the normal course of business and that are properly endorsed in contracts or invoices or other obligatory legal instruments.

**Rates.** For the 2024 income tax year (1 January to 31 December), tax is levied on employment, self-employment and business income at the following rates.

Taxable income		Tax on lower amount USD	Rate on excess %
Exceeding USD	Not exceeding USD		
0	11,902	0	0
11,902	15,159	0	5
15,159	19,682	163	10
19,682	26,031	615	12
26,031	34,255	1,377	15
34,255	45,407	2,611	20
45,407	60,450	4,841	25
60,450	80,605	8,602	30
80,605	107,199	14,648	35
107,199	—	23,956	37

Nonresidents staying in Ecuador for not more than six months in a fiscal year and who receive Ecuadorian-source income are subject to a 25% withholding tax, which is a final tax. This tax also applies to dividends distributed before corporate income tax.

## B. Inheritance and gift taxes

Income derived from inheritance and gifts are taxed at the following progressive rates for 2024.

Total inheritances and gifts received		Tax on lower amount USD	Rate on excess %
Exceeding USD	Not exceeding USD		
0	76,558	0	0
76,558	153,115	0	5
153,115	306,231	3,828	10
306,231	459,379	19,139	15
459,379	612,515	42,112	20
612,515	765,630	72,739	25
765,630	918,725	111,018	30
918,725	—	156,946	35

## C. Social security

**Coverage.** The Social Security Institute of the government manages the social security system, which covers health benefits, pensions and certain social payments. All private, public and foreign employees and self-employed professionals are covered by social security legislation.

Expatriates engaged in a labor relationship must make social security contributions. They must ask their Ecuadorian employer to register them with the social security system beginning with their first day of work. Foreign residents who contribute to the system may not continue to receive coverage from their home countries.

**Totalization agreements.** Ecuador has entered into totalization agreements with Argentina, Bolivia, Brazil, Chile, Colombia, the Dominican Republic, El Salvador, the Netherlands, Paraguay, Peru, Portugal, Spain, Uruguay and Venezuela. Ecuador and Canada signed a totalization agreement on 24 June 2024, but the agreement has not yet been ratified.

## D. Tax filing and payment procedures

Tax on income from wages is withheld at source by employers. Taxpayers might not be required to file returns if 100% of their gross income for the calendar income year consists of employment income from one employer. Otherwise, in the following year, taxpayers must file returns between 10 March and 28 March, depending on the ninth digit of the individual's taxpayer identification number.

Married persons are taxed separately, not jointly, on all types of income.

The fiscal year runs from 1 January to 31 December.

Late filers must pay a monthly penalty equal to 3% of the tax due, up to 100% of the tax due, plus monthly interest at a low rate.

## E. Double tax relief and tax treaties

Foreign income received by Ecuadorian tax residents is exempt from income tax in Ecuador if such income has been subject to tax in the source country, unless the Ecuador Internal Revenue Service has determined that the source country is a tax haven.

Ecuador has entered into double tax treaties with the following jurisdictions.

Argentina*	Germany	Singapore
Belarus	Italy	Spain
Belgium	Japan	Switzerland
Brazil	Korea (South)	United
Canada	Mexico	Arab
Chile	Qatar	Emirates
China Mainland	Romania	Uruguay
France	Russian Federation	

\* This is a double tax treaty on activities with respect to air traffic.

Ecuador has also entered into a double tax treaty with Bolivia, Colombia and Peru (Andean Community countries), through

Decision 578 of the Andean Community, but this particular agreement has limited application.

## **F. Temporary visas**

An application for a visa may be presented before the Ministry of Foreign Affairs in Ecuador or through its new virtual platform. Foreign nationals may apply at any of these offices for tourist visas and both temporary and permanent work residence visas.

Temporary resident visas are valid for two years and can be renewed multiple times.

## **G. Temporary visas for labor activities and self-employment**

All foreign nationals must obtain temporary visas for labor activities to work legally in Ecuador. Temporary residence visas are valid for two years and can be renewed multiple times, at the discretion of the Ministry of Foreign Affairs.

Depending on the conditions of the assignment, foreign nationals can apply for the following visas:

- Temporary residence visa under labor contract: this type of visa allows expatriates to work in an Ecuadorian company by being part of the local payroll and signing a labor contract.
- Temporary residence visa for legal representation: this type of visa allows expatriates to perform temporary legal representation activities in an Ecuadorian company (for example, general managers, presidents and attorneys). The legal representative must be designated by an appointment or a power of attorney. It must meet the same corporate requirements listed above. However, the company is required to demonstrate a share capital over 100 times the Ecuadorian minimum wage (established at USD460 for 2024).
- Southern Common Market (Mercado Común del Sur, or MERCOSUR) countries temporary residence visa: this type of visa allows expatriates from MERCOSUR member countries, to carry out different legal activities within the country, one of these being labor activities and self-employment.

In addition, the government approved and modified different types of visas in March 2022. The Ministry of Foreign Affairs implemented the following new visas:

- Temporary residence visa for autonomous work, professional services, consulting or through a sponsorship letter: This type of visa allows expatriates to perform professional services for Ecuadorian individuals or companies. This visa has specific requirements.
- Temporary residence visa for remote work: This type of visa allows expatriates to perform work activities for foreign companies remotely. The government stated that this permit would require the applicant to demonstrate a stable labor relationship with a foreign company and remuneration over three times the Ecuadorian minimum wage (USD460 for 2024). This means that the applicant must earn at least USD1,380 monthly or 36 times the Ecuadorian minimum wage per year (USD16,560). However, the norm established that the Ministry of Foreign Affairs is entitled to establish additional requirements and to determine which foreign nationals would be allowed to request this specific type of visa.

A foreign national who wants to begin his or her own business in Ecuador must obtain a temporary residence visa. After 21 months as a temporary resident, he or she will be allowed to obtain a permanent residence visa.

Foreign nationals traveling temporarily in Ecuador may apply for a change of status during their stays in Ecuador without leaving the country under certain rules.

All foreign nationals holding one of the visas described above can obtain an Ecuadorian identification. If the foreign national holds a temporary residence visa, his or her Ecuadorian identification will be issued with a term similar to the duration of the visa.

## **H. Permanent residence visas**

Permanent residence visas are valid for an indefinite period of time. This type of visa allows individuals to obtain an Ecuadorian identification, as well as to work or not work for an Ecuadorian company. In this regard, they are not required to change their migratory category if they are employed by a local company.

Foreign nationals can obtain permanent residence visas if they have stayed in Ecuador as a temporary resident for 21 months.

## **I. Family and personal considerations**

**Family members.** Depending on the conditions of the expatriate's assignment, family members can apply for visas as dependents. If the expatriate has a temporary residence visa as a dependent, the spouse is not allowed to work in Ecuador. If the spouse has a temporary residence visa as a holder, the spouse can perform any type of activity in Ecuador. Children can study if they have a temporary or permanent residence visa as a dependent. Such children are not required to obtain a student visa.

**Marital property regime.** Ecuadorian law provides for a marital property regime that applies to all couples legally married under Ecuadorian law and to foreign couples living in Ecuador who register their marital status with the Ecuadorian officials. Under the regime, all types of property interests arising during the marriage belong to the couple in common. Income earned on jointly held property is divided equally between spouses. Property acquired before the marriage remains separate, unless it is contributed to the marital community at the time of the marriage.

**Driver's permits.** A foreign national may drive legally in Ecuador using his or her home country driver's license. However, after a foreign national obtains a valid visa, he or she must obtain a corresponding Ecuadorian driver's license.

# Egypt

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## A. Income tax

**Who is liable.** Income tax is imposed on the following sources of income:

- Worldwide income from employment or dependent services paid by the Egyptian government or any Egyptian public organization, regardless of the employee's residence, the place where services are rendered or the place of payment
- Egyptian-source income paid by Egyptian or foreign companies or by private sector enterprises to any employee resident in Egypt or resident abroad, in return for services rendered in Egypt (pension payments are excluded)
- Non-Egyptian-source income paid to a resident employee or individual if Egypt is the location of the headquarters of the individual's commercial, industrial or professional activity

Under the law, persons are deemed to be residents of the country where they have a permanent domicile. A person who resides in Egypt for a period exceeding 183 days during a calendar year is deemed to be resident in Egypt for tax purposes.

Nonresident individuals and expatriate experts (as defined) are generally taxed on Egyptian-source income only.

**Income subject to tax.** Income tax is levied on the following types of income:

- Employment income
- Business profits, noncommercial profits (self-employment income) and income from immovable properties (including the assessed rental values of agricultural lands and buildings)
- Dividends
- Capital gains on disposals of shares and securities

*Employment income.* Income tax is levied on salaries, wages, compensation awards, overtime pay and all cash and in-kind fringe benefits.

The following rules apply to the taxation of employment income:

- Casual workers are also subject to tax.

- Tax is imposed on income generated from Egyptian sources, regardless of whether the work is performed in or outside Egypt. Tax is also imposed on income generated from foreign sources for work performed in Egypt.
- Tax is imposed on all salaries, remunerations and bonuses paid to managing directors, board members and managers of corporations for the performance of administrative duties.

In addition to other tax exemptions prescribed in special laws, the following types of income are exempt from tax:

- Certain collective in-kind allowances for employees, which are meals distributed to the workers, collective transportation of workers or equivalent transportation costs, health care, tools and uniforms necessary for performing work and housing provided by the employer to workers for performing their work.
- Workers' share in the profits distributed according to the law.
- All compensation received by members of diplomatic and consular corps, international organizations, and other foreign diplomatic representatives in the context of their official work. This exemption is conditioned on reciprocity of treatment and is granted within the limits of such treatment.

*Self-employment and business income.* Income tax is levied on noncommercial profits derived by professionals or independent persons practicing other noncommercial activities in Egypt if work is the primary element of the activity (for example, lawyers, accountants, artists and writers). This tax applies to any income derived from professions or activities not otherwise subject to tax in Egypt. Graduates and members of a professional association about to practice for the first time enjoy certain exemptions.

Noncommercial profits generated outside of Egypt that are derived by professionals or independent persons practicing noncommercial activities in Egypt are subject to tax in Egypt if Egypt is the location of the headquarters of the professional or noncommercial activities.

Taxable noncommercial income consists of net noncommercial profits from various operations after deduction of all related costs. If no proper books are kept, gross revenue is estimated using indicators and guidelines issued by the tax authorities.

Income tax is levied on the net profits of business income from all activities carried on by commercial and industrial entities operating as sole traders, partnerships and limited partnerships in Egypt, and on profits derived from certain other categories of income as specified by law.

Profits generated outside of Egypt by commercial and industrial entities operating in Egypt are subject to Egyptian income tax if Egypt is the location of the headquarters of the entity's commercial and industrial activities.

Nonresidents with commercial and industrial activities are taxed only on income earned from an establishment in Egypt or from operations carried on in Egypt.

Taxable commercial and industrial income consists of net commercial and industrial profits derived within a calendar year from



all business transactions, including sales of assets (after deduction of all business charges, expenses and personal allowances).

*Investment income.* Dividends received from foreign sources by resident individuals are subject to tax.

Commission payments unrelated to a resident taxpayer's profession and royalties received by residents are taxed on gross income as commercial and industrial profits (business income; see *Self-employment and business income*).

Payments by domestic corporations to foreign or nonresident persons are subject to withholding taxes in accordance with the following rules:

- Dividends realized in Egypt by resident and nonresident individuals are subject to tax at a rate of 10% without deducting any expenses. This rate is reduced to 5% if the distributing company is listed in the Egyptian stock market (effective from September 2020).
- Royalties are taxed on gross income at a rate of 20%. Several tax treaties concluded between Egypt and other countries have specific rates for taxes on royalties, varying from complete exemption to a tax of up to 20% of gross royalties.
- Interest is subject to a 20% withholding tax with some specific exemptions. Special rates are established by certain tax treaties.

**Capital gains and losses.** Capital gains derived from transfers of real estate are not subject to tax unless the real estate is used in a trade or business. However, a 2.5% tax is levied on the gross proceeds from the total disposal value of built real estate and land prepared for buildings.

Tax on capital gains realized by business entities from the sale of other capital assets, including machinery and vehicles, is calculated in the same manner and at the normal rates that apply to commercial and industrial profits. Trading losses and capital losses on the sale of these assets are deductible from taxable capital gains.

Capital gains on sales of personal property, including automobiles, jewelry and shares, owned by an individual are not taxed in Egypt, unless used in a trade or business.

A tax on capital gains realized from the disposal of securities listed on the Egyptian Stock Exchange applies at a rate of 10%.

Capital gains realized by resident or nonresident individuals from the disposal of shares not listed on the Egyptian Stock Exchange or shares abroad are subject to progressive tax rates up to 27.5%.

**Deductions.** The following deductions may be claimed:

- An annual personal deduction of EGP20,000 for each individual (as of 1 March 2024)
- Social insurance and other contributions that may be deducted in accordance with the measures in the social insurance law and under alternative systems
- Employees' contributions to private insurance funds established according to the provisions of the Private Insurance Funds Law, as promulgated by Law No. 54 for 1975
- Premiums paid for life and health insurance for the benefit of the individual or the individual's spouse or minor children, and insurance premiums paid with respect to pensions

The total deduction for the last two items mentioned above may not exceed 15% of the net annual income or EGP10,000, whichever is lower.

For purposes of computing taxable commercial and industrial income, all costs generally are deductible. In particular, the following specific deductions are allowed:

- Costs for rental of premises
- Tax depreciation and accelerated depreciation for new machines (applying accelerated depreciation to new machines is optional, effective from 13 March 2015)
- All taxes except taxes on business income
- Social insurance contributions
- Contributions to pension and savings funds
- The deductions described in the first paragraph of this section

**Rates.** Progressive tax rates apply to employment income, income derived by individuals from commercial, industrial and non-commercial activities, and income from immovable properties.

The following are the tax brackets.

<b>Annual net income*</b>	<b>Tax rates</b>
Up to EGP600,000	0% on income from EGP1 to EGP30,000, 10% on income from EGP30,001 to EGP45,000, 15% on income from EGP45,001 to EGP60,000, 20% on income from EGP60,001 to EGP200,000, 22.5% on income from EGP200,001 to EGP400,000, and 25% on income above EGP400,000
More than EGP600,000 but not more than, than EGP700,000	10% on income from EGP1 to EGP45,000, 15% on income from EGP45,001 to EGP60,000, 20% on income from EGP60,001 to EGP200,000, 22.5% on income from EGP200,001 to EGP400,000, and 25% on income above EGP400,000
More than EGP700,000 but not more than EGP800,000	15% on income from EGP1 to EGP60,000, 20% on income from EGP60,001 to EGP200,000, 22.5% on income from EGP200,001 to EGP400,000, and 25% on income above EGP400,000
More than EGP800,000 but not more than EGP900,000	20% on income from EGP1 to EGP200,000, 22.5% on income from EGP200,001 to EGP400,000, and 25% on income above EGP400,000
More than EGP900,000 but not more than EGP1,200,000	22.5% on income from EGP1 to EGP400,000, and 25% on income above EGP400,000

Annual net income*	Tax rates
More than EGP1,200,000	25% on income up to EGP1,200,000, and 27.5% on income above EGP1,200,000

\* On computation of the tax, the sum of annual net income should be rounded to the nearest lower EGP10.

Amounts paid and benefits provided to nonresidents performing activities in Egypt are subject to the same tax rates as Egyptian residents.

**Relief for losses.** A taxpayer may offset losses against profits of a business and may carry losses forward for a period up to five years. Losses may not be carried back. Losses incurred in long-term projects may be carried back within the same project.

Losses incurred outside Egypt cannot be offset against taxable profit in Egypt.

If capital losses exceed capital gains realized from disposals of securities and shares in a tax year, the excess can be carried forward for three years.

## B. Other taxes

Egypt does not impose wealth tax or inheritance/estate tax or gift tax.

## C. Social security

Social insurance contributions are levied on Egyptian nationals and, as from September 2021, on foreign nationals, both with a full-time employment contract in Egypt.

Monthly contributions are calculated on base salary of up to EGP12,600 for 2024. The following are the applicable contribution rates:

- Employer contribution 11%
- Employee contribution 18.75%

The above contributions cover various social insurance benefits, including pensions, disability, death insurance, occupational accident insurance, sickness and injury insurance, and unemployment insurance.

To provide relief from double social security taxes and to assure benefit coverage, Egypt has concluded totalization agreements with Cyprus, Greece, Morocco, the Netherlands, Sudan and Tunisia, which usually apply for an unlimited time period.

## D. Tax filing and payment procedures

The tax year in Egypt is the calendar year. Married persons are taxed separately, not jointly, on all types of income.

Individuals engaged in business or professional activities must notify the tax authorities within 30 days of starting such activities and within 30 days after ceasing activities or relocating. They are also required to obtain a tax identification card.

Individuals deriving noncommercial profits, regardless of the amount, must submit annual tax returns and pay tax before 1 April for income derived in the preceding calendar year. The

returns must give details of profits or losses, and must be supported by the relevant books of account together with all necessary documents. An individual may request to extend the date of submitting his tax return if the request is submitted 15 or more days before the due date for the submission of the return and if, on the date of submitting the request, the individual pays the estimated tax stated in the tax return. If the extension request is submitted in accordance with the above requirements, the date for submitting the tax return is extended for a period of 60 days.

Employees are not required to submit annual returns for their employment income.

Companies must withhold monthly tax from the salaries of employees and remit such amounts to the tax authorities. They must submit a quarterly declaration to the relevant tax office in January, April, July and October of each year. Companies must submit an annual declaration to the relevant tax office in January of each year. Free-zone projects must withhold the taxes due from their employees and remit such amounts to the tax authorities.

Nonresidents with commercial and industrial activities operating as partnerships must file annual tax returns within four months after the end of the financial year or within 30 days after the cessation of their activities.

Tax becomes due and is payable within 30 days after receipt of a notice of final tax assessment from the tax authorities. If an individual fails to pay the tax due before the due date, a delay penalty applies until the date of payment. The delay penalty is imposed at a rate of 2% plus the credit and discount rate set each January by the Central Bank of Egypt.

## **E. Double tax relief and tax treaties**

Egypt has concluded double tax treaties with the following jurisdictions.

Albania	Indonesia	Russian Federation
Algeria	Iraq	Serbia
Austria	Ireland	Singapore
Bahrain	Italy	South Africa
Belarus	Japan	Spain
Belgium	Jordan	Sudan
Bulgaria	Korea (South)	Sweden
Canada	Kuwait	Switzerland
China Mainland	Lebanon	Syria
Cyprus	Libya	Tunisia
Czech Republic	Malaysia	Türkiye
Denmark	Malta	Ukraine
Ethiopia	Montenegro	United Arab
Finland	Morocco	Emirates
France	Netherlands	United
Georgia	Norway	Kingdom
Germany	Pakistan	United States
Greece	Palestinian Authority	Yemen
Hungary	Poland	Yugoslavia
India	Romania	

Egypt's double tax treaties with the following jurisdictions are in various stages of negotiation, signature and ratification.

Armenia	Mongolia	Slovak Republic
Congo	North Macedonia	Sri Lanka
(Democratic	Oman	Tanzania
Republic of)	Saudi Arabia	Thailand
Bangladesh	Senegal	Uganda
Kazakhstan	Seychelles	Vietnam

## F. Tourist and temporary visas

All foreign nationals are required to obtain valid entry visas to enter Egypt, with certain exceptions for nationals of countries that do not require visas for Egyptians.

**Tourist visas.** In general, most business visitors and tourists seeking to enter Egypt must obtain an entry visa. For Canadian, European and US nationals, this visa is stamped in the traveler's passport at the port of entry or the airport. Nationals of certain countries are required to obtain the entry visa from the Egyptian consulate in their home country before arriving to Egypt. Visitors having tourist visas are generally prohibited from remaining in Egypt beyond the authorized period and are not permitted to engage in any form of employment or studying. The authorized period of the visa is one month. However, visitors may apply for an extension of up to three months, depending on the applicant's nationality.

**Temporary visas.** Temporary visas are issued to foreign nationals who enter Egypt for reasons other than tourism and whose stay will exceed three months but not more than one year. Certain individuals, including foreign investors, may receive temporary visas for a period of three years. Visitors having temporary visas are generally prohibited from remaining in Egypt beyond the authorized period and are not permitted to engage in any form of employment or studying.

Every individual applying for or requesting a renewal of a business visa must submit the following forms and documentation at the Egyptian consulate:

- A passport or an equivalent travel document valid for travel to Egypt with a validity date of at least six months after the applicant's intended period of stay in Egypt
- An application form
- Six photographs
- Additional forms

## G. Work permits, work visas and self-employment

If a foreign visitor wants to work in Egypt on a full-time basis, under Egyptian labor law, he or she needs to obtain a work permit. Work permits are granted to expatriates by the Ministry of Manpower and Immigration on an individual basis. A work permit is granted for six months subject to renewal for another six months, provided that an approval is received from the Ministry of Interior confirming that the employee has a good and clear security situation. The work permit may be renewed annually up to a maximum of four years unless exceptional

approval is received from the Ministry of Manpower and Immigration. The renewal of the work permit usually takes from 10 to 15 working days, depending on the employee's nationality.

The applicant must first submit a work permit enrollment application, together with certain supporting documentation, to the Ministry of Manpower and Immigration.

The issuance of a work permit involves the following two-phase process:

- Phase 1 is the enrollment process. This should be initiated and completed while the applicant is outside Egypt by submitting an enrollment application to the Ministry of Manpower and Immigration and all of the required documents from both the applicant and the legal entity for which the applicant will work. The application requests that the ministry approve the enrollment of the applicant then notify the Main Passport Directorate to issue an entry visa number for him or her to use to enter Egypt.
- Phase 2 is the work permit issuance process. After entering Egypt, the assignee should perform an HIV test (blood test). After the test results and all of the required documents for issuing the work permit have been submitted and the approval to issue the work permit for the assignee is received, an application shall be submitted to the Passport and Immigration Department to issue the residence visa card (stating that work is permitted and that it is issued for the same duration as the work permit), noting that the family members can apply at the same time. However, residence visa cards for family members are for the purpose of residency only, and family members are not permitted to work in Egypt, unless they secure their own work permits separately.

In addition, under the immigration law, an individual should apply for the work permit while the employee is outside the country. However, by submitting a request and making payment of extra governmental fees, it is possible to obtain an exemption from the enrollment process issued by the immigration authority that would allow the foreign employee to apply for the work permit while he or she is in the country.

The estimated timeline from the date of receiving all the required documents is four to six weeks for Phase 1 and four to five weeks for Phase 2. This estimated timeline may vary depending on certain factors.

The following criteria are considered for applicants who will work on a full-time basis and apply for the work and residence permit category:

- There must be a legal entity in Egypt through which the applicant applies for enrollment.
- The applicant's position should add value to the Egyptian legal entity (that is, he or she should be a specialist in his or her area of specification, because ordinary positions, such as administrative positions, are not acceptable for enrollment).
- The applicant should have at least three years of relevant experience in the same position that he or she will be holding in the Egyptian legal entity. An experience letter should be issued from the assignee's prior employer to confirm the years of

experience and designated position and it should be legalized from the Egyptian consulate abroad.

- The Egyptian legal entity should comply with the labor ratio of 9:1 (that is, nine Egyptian full-time employed and socially insured employees for each expatriate employee).

## H. Residence visas

**Ordinary visas.** Ordinary visas are issued for a period of three to five years to foreign nationals who are married to Egyptians or who were born in Egypt or the Palestinian Authority.

**Special visas.** Special visas are issued to foreign nationals for political reasons or to individuals who have provided beneficial services to Egypt. The duration of this visa is 10 years, and it is renewable for similar durations.

## I. Family and personal considerations

**Family members.** The rules for family members are summarized below.

*Visitors.* Visitors should apply for a tourist visa at an Egyptian consulate abroad. Some nationalities are eligible for visa on arrival at the airport at a cost of USD25.

*Employment for spouses.* A spouse has the same duration of residency as the applicant. However, he or she is required to apply for a work permit separately from the applicant if he or she intends to work as a full-time employee in Egypt. A marriage certificate or other document is usually required to prove marriage status.

*Study permits for children.* Children receive the same duration of residence as the applicant and his or her spouse. In general, children are allowed to apply to schools and colleges.

**Driver's permits.** Foreign nationals may drive legally using their home country driver's licenses only if they are visiting Egypt temporarily and hold international driver's licenses. After permission to work is granted, they must obtain local driver's licenses.

To obtain an Egyptian driver's license, an individual must submit a doctor's certificate, take a verbal examination and perform a fairly simple driving test.

Egypt signed the United Nations Convention (1949), and it is a legal requirement for visitors to have a valid International Driving Permit to rent a car and legally drive in Egypt.

# El Salvador

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*Please direct all inquiries regarding El Salvador to the persons listed below in the San José, Costa Rica, office and the San Salvador, El Salvador, office of EY. All engagements are coordinated by the San José office with the support of the San Salvador office.*

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## A. Income tax

**Who is liable.** Resident individuals are subject to tax on El Salvador-source income only.

Nonresident individuals, regardless of their nationality, are taxed only on their El Salvador-source income, which includes income derived from the following:

- Assets located in El Salvador
- Activities carried out or capital invested in El Salvador
- Services rendered or used in El Salvador, even if received or paid for outside El Salvador

Individuals are considered tax resident if they stay in El Salvador for more than 200 consecutive days during a tax year. An individual staying 200 consecutive days or less within a tax year is considered a nonresident for tax purposes. Individuals that have been deemed residents for more than one calendar year may remain outside the country for up to 165 days without losing their resident status. In addition, individuals whose principal place of trade or business is in El Salvador are also considered residents (Article 53 letter a) Tax Code).

**Income subject to tax.** The taxation of various types of income is described below.



*Employment income.* Tax is imposed on salary, remuneration, fees and other compensation received for services rendered or used in El Salvador.

*Self-employment and business income.* Income derived from self-employment services rendered or used in El Salvador or from a trade or business is subject to tax in El Salvador (Article 2 Income Tax Law).

*Investment income.* Individuals are subject to tax on interest income, premiums and other yields, derived from savings and time deposits with banks and financial institutions domiciled in El Salvador. Tax is imposed at a flat rate of 10% if the monthly average deposits equal or exceed USD25,000 (Article 4 Number 5) Income Tax Law).

Resident legal entities that pay or register dividends or profits with respect to resident or nonresident individuals must withhold income tax at a flat 5% rate, which is considered as a definitive and final tax. Taxation occurs on actual or constructive receipt of the dividend (Article 72 Income Tax Law).

If the company distributing the dividends does not withhold the 5% tax, the individual must report the income and pay the corresponding tax through the filing of an annual income tax return (Article 72 Paragraph 2nd Income Tax Law).

If the nonresident individual is domiciled or resides in a tax-haven jurisdiction for Salvadoran tax purposes, the applicable dividend withholding tax rate is 25% (Article 158-A Tax Code).

Loans granted by resident legal entities to their partners, shareholders, associates, trustees, beneficiaries, and spouses or family within the fourth consanguinity degree and second affinity degree of the abovementioned individuals is subject to the flat 5% withholding tax on the total amount loaned (that is the principal amount), unless the agreed interest rate is in accordance with or above market rates. In addition, if the term of the loan exceeds one year and if the repayment is in arrears for more than six quotas, a taxable cancellation of debt to the borrower is deemed to occur (Article 74-A Letter a) Income Tax Law).

*Directors' fees.* Directors' fees paid to resident and nonresident individuals who are not employees of the company are subject to withholding tax at a rate of 10% for resident individuals and 20% for nonresident individuals. This tax is a final tax for nonresident individuals. However, if the director is an employee, the fee is subject to progressive rates (see *Rates*) (Articles 156, 158 and 158-A Tax Code and Art. 37 Income Tax Law).

*Special rules for payments to tax-haven jurisdictions.* A 25% final withholding tax is imposed on amounts paid to or through non-domiciled individuals or legal entities resident or domiciled in tax-haven jurisdictions if the payment has a tax effect in El Salvador (for example, it is regarded as a deductible expense for the payer). Exemptions apply in the following circumstances:

- The payments are made for the acquisition or transfer of tangible assets.
- The tax-haven jurisdiction is a Central American country that has entered into a cooperation agreement with the Salvadoran tax and customs authorities.

- The tax-haven jurisdiction has entered into an information exchange agreement or double tax treaty with El Salvador.
- Reduced withholding tax rates apply in El Salvador to the payment (that is, for payments for international transportation services, insurance and similar services, interest from loans and specific intangible assets and rights) (Articles 156, 158 and 158-A Tax Code and Article 37 Income Tax Law).

Also, see *Rates*.

**Capital gains.** In general, capital gains that are El Salvador-source income are subject to a tax at a flat rate of 10% (Article 42 Income Tax Law).

### Deductions

*Personal deductions and allowances.* A deduction of USD1,600 is allowed for each employed individual with annual income that does not exceed USD9,100. Individuals with income exceeding USD9,100 may deduct up to USD800 for medical expenses and up to USD800 for education expenses, subject to confirmation by the tax authorities (Article 29 Number 7 Income Tax Law).

*Business deductions.* All costs and expenses that are necessary to generate taxable income or maintain its source are deductible if the following conditions are satisfied:

- They are not excessive or unreasonable.
- They pertain to the same fiscal year as the taxable income.
- They are supported by the required corresponding documentation.
- Applicable withholding taxes, if any, have been imposed.

Expenses related to the acquisition of movable goods and the rendering of services in an amount equal to or exceeding USD9,125 are deductible for income tax purposes only if the payment is made by check, bank wire transfer, credit or debit card or if the transfer or the service is documented by a written contract or other documents regulated by civil or commercial law (Article 29-A Number 23 Income Tax Law).

Payments for services rendered by nonresident individuals to resident individuals and domiciled entities are subject to withholding taxes that are imposed in the month of payment or in the month in which the payment is credited. If by 31 December, the payment for services rendered or used in El Salvador has not been made, the payer must remit the corresponding tax that would have been withheld from the payments in order to deduct the payments when calculating its annual taxable income (Article 62 Income Tax Law).

**Rates.** Employment and self-employment income for resident individuals is taxable at the following rates (Article 37 Income Tax Law).

Annual taxable income	Tax rate
Up to USD4,064	Exempt
From USD4,064.01 to USD9,142.86	10% on the excess over USD4,064 + USD212.12
From USD9,142.87 to USD22,857.14	20% on the excess over USD9,142.86 + USD720
Over USD22,857.14	30% on the excess over USD22,857.14 + USD3,462.86

Nonresident individuals are subject to income tax from Salvadoran sources at a flat 30% rate (Article 37 Income Tax Law).

Withholding tax is imposed on nonresidents at a rate of 20% on remuneration, pensions, commissions, directors' fees and other similar items of compensation that are classified as El Salvador-source income. In practice, this may be considered a definitive withholding tax.

If an individual receiving a payment is resident or domiciled in a tax-haven jurisdiction or if a payment is paid or credited through individuals or legal entities resident, domiciled or incorporated in tax-haven jurisdictions, a 25% withholding tax applies, subject to certain exemptions (see *Payments to tax-haven jurisdictions*) (Articles 158 and 158-A Tax Code).

**Relief for losses.** Losses may not be carried forward or back. However, capital losses derived from the sale of movable or immovable assets may be offset against future capital gains for up to five years, provided such losses have been reported to the tax authorities.

## **B. Estate and gift taxes**

El Salvador does not impose separate estate or gift taxes. However, estates may be taxed as ordinary taxpayers if they derive income before the assets are distributed to the beneficiaries.

## **C. Social security**

Social security contributions are levied monthly on salaries at a rate of 7.5% for employers and 3% for resident and nonresident employees, with a monthly salary ceiling of USD1,000. Death and pension funds are covered by private institutions, which are funded through monthly contributions levied on salaries at a monthly rate of 8.75% for employers and 7.25% for employees, without a monthly salary ceiling. The Pension Fund Administration considers any compensation for services provided in El Salvador under an existing employment relationship to be taxable, regardless of the migratory status of the individual. For foreign individuals, the Pension Fund Administration has established a refund mechanism for such contributions, and a refund may be requested after the foreign individual leaves El Salvador. In principle, salary-in-kind is not subject to Pension Fund contributions because the Pension Fund Law states that only compensation received in cash by the employee for ordinary services rendered to the employer is subject to Pension Fund contributions.

## **D. Tax filing and payment procedures**

The normal tax year is the calendar year. Returns must be filed and any tax liabilities due must be paid within the first four months of the following tax year. Extensions are not available.

Employers are responsible for withholding income tax and social security contributions from employees' salaries on a monthly basis. Employees must file annual income tax returns, which report their employment compensation and corresponding taxes withheld. However, employees are not required to file annual

income tax returns if their annual earnings are less than USD60,000. However, they must file annual income tax returns if the income was not subject to withholding or if the withholding was not in accordance with the tax due based on the progressive tax rate table (Article 38 Income Tax Law).

In June and December of each year, a half-year and end-of-year withholding recalculation is required. To determine withholding as of June and December, the employer must recalculate based on accumulated taxable wages at the end of each period.

In principle, nonresidents are required to file tax returns. However, if all El Salvador-source income was subject to withholding at source, the withholding tax is considered a final tax and the filing of a tax return is not required (Article 158 Tax Code).

Individuals who are taxpayers in El Salvador are required to file a Personal Real Estate Statement, which is filed together with the annual income tax return. Taxpayers who satisfy any of the following conditions are exempt from the filing of a Personal Real Estate Statement (Article 91 Paragraph 6th Tax Code):

- They have annual income equal to or less than 362 minimum monthly salaries (USD130,320 in a tax year).
- They own real estate in El Salvador with a value equal to or less than 1,446 minimum monthly salaries (USD520,560).
- They do not own real estate in El Salvador.

## **E. Foreign tax relief and double tax treaties**

In general, Salvadoran law does not provide relief for foreign taxes paid. El Salvador has entered into a tax treaty with Spain to avoid double taxation and prevent evasion of income tax and net worth tax.

## **F. Temporary visas**

Depending on their country of citizenship, individuals may be required to apply for and obtain an entry visa before traveling to El Salvador. A Salvadoran consulate overseas grants the visa. Because the rules indicating the countries of citizenship of individuals who are required to obtain an entry visa before entering El Salvador and requirements for obtaining a visa often vary, it is necessary to check the entry visa requirements on a case-by-case basis.

## **G. Work permits**

Foreigners must apply for a work permit to work in El Salvador, regardless of where the compensation is paid. The government of El Salvador grants work authorization to foreign employees, under the option of temporary residency. This is subject to certain rules that have to be checked on a case-by-case basis because these rules vary among employees and by country of citizenship. The application must be filed once the foreigner arrives in El Salvador.

The approximate time for obtaining a work permit after all documents are filed with the immigration authorities ranges from

three months to four months. Work permits are valid for one year and are renewable for similar periods of time.

## H. Residence permits

The government of El Salvador may grant residencies to foreigners who are interested in residing in El Salvador as foreign workers as well as to the dependents of foreign workers. Dependents must prove that they receive income from the foreign worker or that the foreign worker covers their living expenses. However, immigration requirements generally are amended frequently in El Salvador, and applicable requirements may vary among workers. As a result, the rules should be checked on a case-by-case basis.

Foreigners may apply for local residency with the General Direction of Immigration and Foreigner Issues (Dirección General de Migración y Extranjería) if certain requirements are met. Residency is granted for a renewable one- to two-year period.

## I. Family and personal considerations

**Family members.** El Salvador law does not grant an automatic work authorization to family members of a foreign worker. Family members wanting to work must apply independently to obtain a work authorization.

Children of expatriates must have student visas or dependent visas to attend schools and/or universities in El Salvador. The rules should be checked on a case-by-case basis. After the children become adults (turn 18 years old), they must apply separately for a residency in El Salvador.

**Marital property regime.** If the two spouses do not establish one of the three patrimonial regimes contemplated in the Family Code of the Republic of El Salvador (Separation of Assets, Profit Sharing and Deferred Compensation), the regime of Deferred Compensation is automatically applied. Such regime is applied as the supplementary regime under which all assets obtained by any means, except by donation, after the commencement of the marriage are considered to be marital property.

**Forced heirship.** If an individual dies without leaving a will, the beneficiaries of his or her assets and patrimony according to the law are in the following order:

- 1: Descendants, parents and spouse
- 2: Grandparents and other ascendants and grandchildren
- 3: Brothers
- 4: Nephews
- 5: Uncles
- 6: Cousins
- 7: University of El Salvador and national hospitals

Amounts for the following are deducted, paid and/or removed from the mortuary estate before the estate is distributed to the beneficiaries:

- Mortuary procedures
- Debts
- Taxes
- Maintenance obligations of the deceased

**Driver's permits.** Foreigners entering El Salvador are authorized to drive vehicles with a current driver's permit from their country, subject to the following:

- Reciprocity principle and provisions of international conventions and treaties ratified by El Salvador
- The validity of the authorization under which the visitor remains in El Salvador
- Validation of the foreign driver's permit issued by the country of origin

After the entrance visa has elapsed, driver's permits can be acquired from a private entity authorized by the government to issue the permits. When a foreigner obtains a migratory status that allows him or her to reside in El Salvador, he or she is required to obtain a local driver's permit. This applies only if the temporary residency granted to the foreigner is for a term longer than four months.

# Equatorial Guinea

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## A. Income tax

### Who is liable

*Territoriality.* Individuals are subject to income tax based on residence. Taxpayers are categorized as residents or nonresidents.

In principle, residents are subject to general income tax on worldwide income. However, recent tax audits have shown that the government auditors tax only income derived from Equatorial Guinean sources.

Nonresidents are taxed on income derived from Equatorial Guinea.

*Definition of resident.* A person may be considered resident in Equatorial Guinea for tax purposes under a facts-and-circumstances test or under an arbitrary test, which is based on the number of days of presence in Equatorial Guinea.

Under the fact and circumstances test, an individual is considered to be a tax resident of Equatorial Guinea if he or she satisfies either of the following conditions:

- He or she has a dwelling in Equatorial Guinea in the capacity of owner, equitable owner or tenant, regardless of whether he or she is part of a family unit.
- He or she has his or her principal residence in Equatorial Guinea.

Under the arbitrary test, an individual is considered to be a tax resident of Equatorial Guinea, if he or she satisfies both of the following conditions:

- He or she stays in Equatorial Guinea for more than three months in a calendar year or for more than six months within two consecutive calendar years.
- He or she carries on operations or provides remunerated services in Equatorial Guinea.

For individuals in the hydrocarbon sector, an individual needs to stay in Equatorial Guinea for more than three months in a calendar year to meet the arbitrary test mentioned above.

Individuals who are not considered to be tax residents under the facts and circumstances or arbitrary tests are classified as tax nonresidents.

**Income subject to tax**

*Employment income.* Taxable income includes all remuneration, fringe benefits, allowances, overtime and bonuses.

The amount of income arising from fringe benefits equals specified percentages of gross wages, as shown in the following table.

Type of fringe benefit	Percentage of gross wages
Accommodation	15%
Domestic services	5%
Water and electricity	5%
Service or office vehicle	5%
Food	20% of the gross wages, up to a maximum amount of XAF150,000

Allowances covering professional expenses (limited to 20% of the total remuneration with a cap of XAF1 million per year) are exempted from tax.

*Investment income.* Under Article 252 of the General Tax Code, dividends received by resident individuals are included in taxable income and subject to income tax at the progressive tax rates. The tax may be reduced through the filing of a global income return, as provided under Articles 240 and 241 of the General Tax Code.

A final withholding tax at a rate of 25% is imposed on dividends and interest paid to nonresidents.

*Self-employment income.* Individuals are subject to income tax on their self-employment income from real estate assets, as well as from commercial, noncommercial, agricultural and professional activities.

The taxable income or profit from self-employment activities equals the difference between the total income derived from and the total expenses incurred in such activities.

**Capital gains.** Capital gains derived from the sale of real estate assets are subject to income tax.

**Exempt income.** The following types of income are exempt from tax:

- Special payments intended to cover expenses inherent to the nature of the employment, such as travel allowances, to the extent that the allowance corresponds to the length of the travel and does not exceed the additional expense borne by the employee
- Family allowances
- Student scholarships
- Temporary payments to victims of accidents at work
- Damages paid under a judicial order to an individual who has suffered permanent damage
- Seniority payments
- Transportation allowance

**Deductions.** In addition to the deductions claimed with respect to various categories of income, individuals may deduct certain items, including the following:

- Interest on loans and debt that are incurred for the construction, purchase or major repairs of real estate located in Equatorial



Guinea that the individual maintains as his or her principal residence

- Alimony and child support paid in compliance with a judicial ruling
- Payments made for the purpose of setting up retirement funds in accordance with the rules of the Ministry of Labor
- Payments made to the Institute of Social Security on behalf of domestic employees
- Payments of allowances or pensions that are delayed

If a loss is recorded in an income category, such loss may be carried forward to offset income in the following three years. In the oil and gas sector, losses may be carried forward to the following five years. However, losses arising from recreational real estate or real estate that is used for summer holidays may not be used in such a manner.

## Rates

*Residents.* Residents are subject to personal income tax at the following progressive rates.

Taxable income XAF	Tax rate %	Tax due XAF	Cumulative tax due XAF
First 1,000,000	0	0	0
Next 2,000,000	10	200,000	200,000
Next 2,000,000	15	300,000	500,000
Next 5,000,000	20	1,000,000	1,500,000
Next 5,000,000	25	1,250,000	2,750,000
Next 5,000,000	30	1,500,000	4,250,000
Above 20,000,000	35	—	—

*Nonresidents.* Nonresidents are subject to tax at a rate of 10% of the gross salary earned in Equatorial Guinea.

## B. Other taxes

**Inheritance and gift taxes.** Inheritance and gift taxes are imposed on acquisitions by individuals of the following:

- Goods located in Equatorial Guinea.
- Rights, shares and obligations that have arisen, can be exercised or fulfilled in Equatorial Guinea.
- Goods and chattels located outside of Equatorial Guinea if the decedent or successor, or the donor or beneficiary, are citizens of Equatorial Guinea. This category includes benefits from life insurance contracts.

The following items are included in the tax base for inheritance and gift tax purposes:

- Acquisitions as a result of death (*mortis causa*): the actual value of the goods and rights acquired by each successor reduced by the burdens and debts that may be deductible
- Donations and other *inter vivos* acquisitions as gifts: the value of the goods and rights acquired, reduced by the burdens or debts that are deductible
- Life insurance: the amounts received by the beneficiary

The following are the inheritance and gift tax rates:

- All hereditary successions over XAF100,000: 10%
- Donations: 5%
- Life insurance: 10%

**Tax on Individuals.** The Tax on Individuals is imposed annually on all individuals residing or domiciled in Equatorial Guinea that are 18 years or older. The tax is imposed regardless of the individual's nationality or origin.

The amount of the Tax on Individuals depends on the area of residence in Equatorial Guinea. The amount is XAF5 for Malabo and Bata, and XAF3,500 for Mongomo, Ebibeyin, Evinayong, Luba, Djibloho and Annobón. The amount is XAF1,500 for residents of district administrative centers. The amount is XAF1,000 for residents of municipal administrative centers. The amount is XAF500 for residents of rural areas.

The Tax on Individuals must be paid within the first quarter of each fiscal year. In practice, this tax is paid by employers on behalf of their employees.

**Property tax.** All owners of and certain other individuals holding rights in urban real estate are subject to urban property tax. The tax base equals 40% of the sum of the value of the land and buildings. The tax rate is 1%. If the tax base for properties held by a taxpayer totals less than XAF1 million, the taxpayer is exempt from tax. In addition, certain properties are not subject to the tax.

### C. Social contributions

**Social security.** Employees subject to personal income tax are also subject to social security contributions.

The social security contributions are based on fixed and periodic income derived in Equatorial Guinea.

The rate of the employer contribution is 21.5%, while the rate of the employee contribution is 4.5%.

Social security covers pension, death, temporary incapacity, maternity and medical assistance.

**Worker Protection Fund.** Employers and employees must make contributions to the Worker Protection Fund (WPF). The employer and employee contributions are based on base salary.

The contribution rates for the WPF are 1% for employers and 0.5% for employees. The seniority payment is exempted from the social security and WPF contributions and the personal income tax.

### D. Tax filing and payment procedures

The tax year in Equatorial Guinea for purposes of general income tax is the calendar year.

Employers must withhold personal income tax on behalf of their employees and submit a tax return to the tax administration by the 15th day of the following month and pay before the 30th day of each month.

Penalties for late payments of personal income tax are imposed at a rate of 25% of the tax owed. Interest is payable on arrears at a rate of 10% per month.

## **E. Double tax relief and tax treaties**

Equatorial Guinea has entered into the Economic and Monetary Community of Central Africa (Communauté Économique et Monétaire de l'Afrique Centrale, or CEMAC) tax treaty. Under this treaty, since 2021, a withholding tax rate of 10% applies to income obtained by individuals and legal entities resident in another member country of the community.

## **F. Temporary visas**

A person who wants to enter Equatorial Guinea must apply for a temporary visa. This visa can be obtained by contacting an Equatorial Guinea Embassy in Belgium, Cameroon, China, Ethiopia, France, Gabon, Morocco, Nigeria, the Russian Federation, Spain or the United States. Foreigners who do not have an Equatorial Guinea Embassy in their countries may obtain a temporary visa in any country where an Equatorial Guinea Embassy is located.

Since 2023, Equatorial Guinea has implemented an online visa, the procedure and prices of which are mentioned on the Equatorial Guinea Evisa site.

Both of the above measures are in effect.

CEMAC, Hong Kong Special Administrative Region (SAR), Tunisian and US nationals are not required to obtain visas.

## **G. Work permits and self-employment**

The labor ministry issues the following five types of work permits:

- Permit A (PA) is granted to an employee who will work in a single work location for less than six months. It is not renewable.
- Initial Permit B (IPB) is granted to an individual who will engage in an established profession, working place or activity. It is valid for one year.
- Permit B Renewed (PBR) is granted to individuals holding IPB at the end of the validity period for IPB. It is valid for two years.
- Permit C (PC) is granted to individuals holding PBR at the end of the validity period for PBR. It is valid for three years.
- Permanent Permit (PP) is granted to individuals holding PC at the end of the validity period for PC.

A company must apply for a work permit before the foreign employee begins work in Equatorial Guinea. An application must be filed with the employment office of the city where the employer resides or where the employment contract will be carried out.

Before applying for a work permit, a person must apply for the authorization of recruitment.

## **H. Residence permits**

In addition to work permits, foreign workers must obtain residence permits to work in Equatorial Guinea.

The requirement to hold a residence permit depends on the duration of the stay in Equatorial Guinea. The duration of the permit varies from one to two years.

## I. Family and personal considerations

**Family members.** Family members of foreign executives are granted no special privileges with respect to the right to work in Equatorial Guinea.

Employees who have more than five children under the age of 18 may benefit from exemptions of personal income tax but subject to authorization from the tax administration.

**Marital property regime.** Couples who are married in Equatorial Guinea may elect the community property or separate property regime to apply to their marital property.

Community property is the default regime. A couple married abroad is subject to the laws of the country where the marriage was solemnized.

**Driver's permits.** Foreign workers may not drive legally in Equatorial Guinea with their home country driver's license or their international driver's license. Equatorial Guinea does not have driver's license reciprocity with other countries.

To obtain a driver's license in Equatorial Guinea, a foreign citizen already possessing a driver's license from his or her home country may apply for an Equatorial Guinea driver's license, which requires the temporary surrender of the home country driver's license.

# Estonia

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**A. Income tax**

**Who is liable.** Residents of Estonia are subject to tax on their worldwide income. Nonresidents are subject to income tax on income from Estonian sources only.

For tax purposes, individuals are considered to be resident if they have a permanent place of residence in Estonia or if they remain in Estonia for at least 183 days during a period of 12 consecutive calendar months. Natural persons must inform the tax authorities about the establishment or change of their Estonian residency by submitting a special registration form to the tax authorities.

**Income subject to tax.** Income for tax purposes is income derived from all sources, including salaries, wages, pensions, scholarships, grants, capital gains, lottery prizes, directors' fees, insurance indemnities, payments from a pension fund (supplementary or voluntary pension), rent payments, royalties, interest accrued from loans, securities, leases or other debt obligations, and other payments made for services rendered (under contracts governed by the Law of Obligations, which stipulates the terms of civil law agreements).

Individuals acting independently in their own name and at their own risk are subject to income tax on income derived from self-employment or entrepreneurial activities.

Education allowances provided by employers to their local or expatriate employees' children are taxable for income tax and social tax purposes.

*Items excluded from taxable income.* In general, fringe benefits, including a company car, housing, lunch vouchers and similar items, are not treated as taxable income of the recipient. Instead, the Estonian employer pays the income tax on fringe benefits, including fringe benefits provided by a nonresident company belonging to the same group as the employer. If foreign employees working in Estonia are paid solely by a foreign company, the foreign company must register in Estonia as a nonresident employer and pay income tax and social tax (if no A1 certificate in place) on fringe benefits provided to the employee working in Estonia. In the case of an A1 certificate, the foreign employee is

not liable for Estonian social tax in accordance with the rules of European Council Regulation No. 883/2004.

Various items are excluded from the taxable income of residents including, but not limited to, the following:

- Inheritances received (accepted succession)
- Gifts received from other individuals, state or local government authorities, resident legal persons or nonresidents through or on account of their permanent establishment registered in Estonia
- Insurance proceeds received under specific insurance contracts
- Dividends received from resident companies except dividends taxed at a lower corporate income tax rate under a special rule that is abolished from 2025
- Dividends received from nonresident companies, if income tax was paid on the share of profits out of which the dividends were paid or if income tax on the dividends was withheld in a foreign country
- Income from the exchange of a holding (for example, shares) in the course of a merger, division or transformation of companies or nonprofit associations, or a merger of investment funds
- Income from the increase or acquisition of a holding in a company through a non-monetary contribution
- Income from the exchange of units of an investment fund
- Income from transfers of movable property used for personal purposes
- Gains derived from transfers of real estate, structures or apartments treated as movables or as contributions to housing associations, if the asset is privatized under government order, is received as restitution for the unlawful alienation of property or is used as the taxpayer's primary or permanent place of residence
- Gains derived from transfers of summer cottages or garden houses owned by residents for more than two years if the size of the land related to the cottage or house does not exceed 0.25 hectares
- Employment income and service fees for working in a foreign state if the individual has stayed in the foreign state for the purpose of employment for at least 183 days during a period of 12 consecutive calendar months and if the relevant income has been included in the taxable income of the person in the foreign state and this is certified, with the amount of income tax indicated on the certificate (even if the amount is zero)
- Per diem allowances and accommodation costs of business trips, and compensation for business use of a private car, in accordance with the prescribed rates
- Childbirth allowances paid by an employer to an employee or public servant, in an amount not exceeding 5/12 of the annual basic exemption
- In-service training and retraining of employees paid for by the employer on termination of the employment or service relationship as a result of redundancy
- Payments at prescribed rates by an employer for the treatment of damage caused to the health of an employee or public servant as a result of an accident at work or an occupational disease
- Payments made to diplomats on the basis of the Foreign Service Act
- Benefits paid to victims of crime under the law

- Gambling winnings received from gambling organized on the basis of an operating permit or registration
- Pensions in accordance with the prescribed limits
- Scholarships that are paid by the state or that are mandatory according to the law, if they are not paid with respect to entrepreneurship, employment or management board member status
- Property returned as restitution in the course of ownership reform

In addition, compensation for certified expenses incurred for the benefit of another person and compensation for direct proprietary damage that is not paid with respect to entrepreneurial activities are not deemed to be taxable income of a resident, except for compensation that is paid subject to separate terms, conditions and limits, such as compensation for the business use of a private car.

A special personal income tax regime for seamen applies, under which a 0% income tax rate is applied to crew member remuneration derived from work done on a ship meeting the following conditions:

- The ship has a gross tonnage of at least 500 and is used for international carriage of goods or passengers by sea, except passenger ships engaged in regular service in the European Economic Area (EEA).
- The ship is flying the flag of an EEA contracting state.

*Self-employment income.* For registered sole proprietors, all income attributable to self-employment or entrepreneurship is subject to income tax and social tax. General partnerships are taxed as corporations.

An individual not registered as a sole proprietor can open a business income account (a bank account in a credit institution resident in an EEA Member State) for business income simplified taxation. Income derived from selling goods or services transferred to the business income account is subject to business income tax at the following rates.

Taxable income		Tax rate %
Exceeding EUR	Not exceeding EUR	
0	25,000	20
25,000	—	40

The tax should be automatically calculated, withheld and paid to the tax authorities on a monthly basis by the credit institution. The tax is used to proportionally cover all payroll tax obligations applicable to the individual. No separate social security contributions are due. The individual is covered by social security, provided that the tax paid meets the minimum social tax obligation.

*Investment income.* Dividends received by residents from resident companies are exempt from tax. However, dividends received from resident companies that are taxed at a lower rate under a special three-year distribution rule are included in the taxable income of the individual. The lower rate for dividends is cancelled as of 2025. Residents are taxed on all dividends and other profit distributions received from foreign companies unless

income tax was paid on the profits out of which the dividends were paid or unless income tax on the dividends was withheld in a foreign country.

Dividends paid to shareholders are not subject to withholding tax. However, dividends paid to individuals (including nonresident individuals) are subject to an additional 7% income tax withholding if those dividends are paid by a resident company and taxed at a 14% corporate income tax rate at the company level. The lower corporate income rate for dividends is cancelled as of 2025, but a 7% withholding tax will be applied to distribution of historical dividends that were subject to the lower corporate income tax.

Dividends and profit distributions paid by resident companies are subject to corporate income tax at a rate of 20% (22% starting from 2025) at the level of the distributing companies at the moment of the profit distribution. This tax is not a withholding tax and is paid by the company, in addition to the amount of dividends distributed.

Rental payments and royalties paid to resident individuals are subject to withholding tax at a rate of 20% (22% starting from 2025). However, if a dwelling is rented out under a rental agreement, under certain conditions, the tax authorities consider 20% of rental income as rental-related costs and only 80% is taxed. This deduction can be applied in the personal income tax return.

*Nonresidents.* Nonresident individuals are taxed on the following types of income derived from Estonian sources:

- Income from the alienation or lease of assets registered in Estonia.
- Interest received as a result of ownership of a contractual investment fund if the fund owned (directly or indirectly) at any time during the two-year period before the date of interest payment more than 50% of real estate located in Estonia and if the interest recipient owns at least 10% of the investment fund, unless the profits of the investment fund has been already taxed.
- Royalties and income from sales or licenses of patents, copyrights, trademarks, software, know-how and other information received from Estonian persons.
- Liquidation distributions and payments related to a company's reduction of its stock capital, to the extent the amount received exceeds the acquisition cost of the shares, except for the portion of the amount received that has been taxed at the level of the company making the payments.
- Salary, wages and other employment income for work performed in Estonia if more than 183 days are spent in Estonia or if the payments are made by a resident or a nonresident registered in Estonia. Nonresident rental employee employment income becomes taxable in Estonia from day one if the user entity is an entity registered in Estonia.
- Income of nonresident board members (this income is taxed even if the remuneration for managing the Estonian company is paid by a foreign company).
- Dividends or other profit distributions received from Estonian resident companies that were taxed at a reduced rate of 14% at



the company level. The lower corporate income rate for dividends is cancelled as of 2025, but a 7% withholding tax will be applied to distribution of historical dividends that were subject to the lower corporate income tax.

Nonresidents are exempt from tax on the following types of income:

- Inheritances received (accepted succession)
- Income from the transfer of movable property used for personal purposes
- Expropriation payments and compensation paid on expropriation
- Income from the exchange of a holding (for example, shares) in the course of a merger, division or transformation of companies or nonprofit associations, or a merger of investment funds
- Income from the increase in or acquisition of a holding in a company through a non-monetary contribution
- Income from the exchange of units of an investment fund
- Interest received by nonresident individuals from resident credit institutions or branches of nonresident credit institutions entered in the Estonian commercial register
- Per diem allowances and accommodation costs with respect to business trips, and compensation for business use of a private car, in accordance with the prescribed rates
- Gains derived from transfers of real estate, structures or apartments treated as movables or as contributions to housing associations, if the asset is privatized under government order, is received as restitution for the unlawful alienation of property or is used as the taxpayer's primary or permanent place of residence
- Gains derived from transfers of summer cottages or garden houses owned by residents for more than two years if the size of the land related to the cottage or house does not exceed 0.25 hectares

**Taxation of employer-provided stock options.** Grants of stock options are not considered taxable. However, the income received from the transfer of employer-provided stock options or from the exercise of stock options is considered a fringe benefit that is taxable to the Estonian employer for purposes of income tax and social tax unless the time period between grant and exercise of the stock options is at least three years. An exemption from company-level fringe benefit tax also applies in the case of a shorter vesting period. This exemption applies proportionally to the actual vesting period if full ownership in the relevant company (underlying securities of an option) is transferred or if the employee dies or is totally incapacitated for work. Fringe benefits include benefits that are provided by other group entities to the Estonian employee. The taxable value of a fringe benefit is the difference between the fair market value of the securities and the purchase price paid by the employee. Except for option agreements digitally signed or certified by a notary, agreements concluded should be filed with the tax authorities within five working days after their conclusion.

No tax obligations are imposed on employees with respect to the receipt of nonmonetary benefits from Estonian or foreign employers. However, the employees should inform their employer if such benefits are received from foreign companies.

Employees must report income and pay income tax when a gain is derived from the sale of the shares. A capital gain equals the sales price reduced by the acquisition price, by the taxable value for income tax purposes of the fringe benefit paid by the employer and by the costs related to the transfer.

**Capital gains.** Capital gains derived by resident individuals with respect to the following sources are not subject to income tax:

- Transfer of movable property in personal use
- Transfer of land and assets returned in the course of ownership reform
- Transfer of a dwelling house or an apartment, if it has been used as a permanent home until transfer (applicable to one transfer of residence during a two-year period), received as restitution or acquired as a result of privatization with the right of preemption and if the size of the related land does not exceed two hectares
- Transfer of a summer cottage or garden house if it has been owned for more than two years and if the size of the related land does not exceed 0.25 hectares

Capital gains derived from the sale of business property or securities are taxable at a rate of 20% (22% starting from 2025).

Natural persons can register their bank accounts as investment accounts and defer the taxation of financial income until it is withdrawn from the accounts; that is, it is possible to invest the income gained from some common financial investments without being liable to annual taxation on such income.

Nonresident individuals are taxed on gains derived from the sale of property located in Estonia, excluding transfers of permanent homes under the same criteria described above regarding residents and securities issued by companies registered in Estonia. However, this exclusion does not apply if the transferred holding is a holding in a company, contractual investment fund or other pool of assets and if both of the following circumstances exist:

- At the time of the transfer or during the two-year period before the transfer, more than 50% of the property of the company, fund or pool of assets was directly or indirectly made up of immovables or structures as movables located in Estonia.
- At the time of transfer, the nonresident had a holding of at least 10% in the company, fund or pool of assets.

## Deductions

*Deductible expenses and exemptions.* Estonian residents, as well as residents of other EEA Member States who derive their taxable income from Estonia and file an income tax return in Estonia, may claim deductions for the following items:

- Gifts and donations to nonprofit organizations registered as tax favored in the EEA.
- Mandatory social security payments made in Estonia or abroad from income taxable in Estonia.
- Acquisition of voluntary pension fund units registered in the EEA, limited to 15% of income for the tax year or to EUR6,000, after subtracting the deductions from business income (joint limits with employer making such payments on behalf of an employee).

- Training expenses, which include costs of educating individuals and their dependents who are under 26 years old and permanent residents of Estonia who are under 26 years old and in certified educational institutions or license training. For adults, the deductions are available only for expenses for formal education and certain additional limitations apply to driver's license training and hobby school costs.

The total amount of deductible gifts and donations and training expenses for a tax year is limited to EUR1,200 or 50% of an individual's income after business deductions.

An increased basic exemption of up to EUR5,000 can be deducted from the income derived from the sale of timber felled from an immovable belonging to a forest owner, the transfer of the right to cut the standing crop growing there and Natura 2000 support for private forest land after the deductions related to forest management have been made.

In addition to the above deductions, the following tax exemptions apply for each tax year under the same circumstances:

- Basic tax exemption. Until end of 2024, the amount is EUR7,848 if the annual income is up to EUR14,400. However, if income exceeds EUR14,400, the amount of basic tax exemption is calculated using the following formula:

$$\text{EUR7,848} - \frac{\text{EUR7,848}}{\text{EUR10,800}} \times (\text{income amount} - \text{EUR14,400})$$

If annual income exceeds EUR25,200, no basic exemption applies. Starting from 2025, an annual basic exemption of EUR 8,400 should be applied to all individual taxpayers regardless of the level of their annual income, but there is draft law to postpone this change until 2026.

- A separate basic exemption applies to persons who have reached the pensionable age, which is EUR9,312 per year (that is, EUR774 per month).

A resident in Estonia and a resident of another state that is a contracting party to the EEA agreement may take deductions into account regardless of the share of the income derived from a foreign state.

Deductions do not apply to crew member remuneration, which is subject to a 0% income tax.

*Business deductions.* Registered individual entrepreneurs may deduct documented expenses directly related to entrepreneurial or self-employment activities, including expenses for work-related advanced training and retraining of employees, and losses incurred from the disposal of assets (except for losses incurred on the sale of securities). If certain expenses are only partly related to the entrepreneurial or self-employment activities, only the part directly related to those activities is deductible.

Documented expenses for entertainment, recreation, reception (catering, transport or cultural expenses incurred to serve clients or business partners) and other expenses incurred for clients or business partners with respect to entrepreneurial or self-employment activities may be deducted from income, up to a maximum amount of 2% of adjusted income. Adjusted income is

financial income after adjustments for nontaxable income and expenses that are not deductible for tax purposes.

**Rates.** The standard income tax rate is a flat rate of 20% (22% starting from 2025). The basic annual exemption ranges regressively from nil to EUR7,848, depending on the amount of the individual's income. Starting from 2025 (or 2026, if postponed), the annual basic exemption is EUR8,400 regardless of the amount of individual income (see *Deductible expenses and exemptions*).

Withholding tax rates are presented in the following table.

Type of payment	Rate (%)
Dividends	0/7 (a)
Interest	20 (22 starting from 2025)
Wages and salaries	20 (22 starting from 2025)
Payments for services rendered in Estonia	
By nonresident legal persons from noncooperative tax jurisdictions (b)	20 (22 starting from 2025)
By other nonresidents	10
Royalties	
Paid to residents	20 (22 starting from 2025)
Paid to nonresidents	10
Rent	20 (22 starting from 2025)
Payments made to nonresident athletes and artists	10
Supplementary and voluntarily funded pension payments	10

(a) The 7% withholding tax rate applies to dividends or other profit distributions received from Estonian resident companies that were taxed at a reduced rate of 14% at the company level.

(b) Income derived from services provided to an Estonian resident are taxed in Estonia regardless of where the services are provided or used.

**Credits.** Residents may claim a credit for foreign tax paid, up to the amount of Estonian tax attributable to the foreign-source income. The rules regarding the calculation of the credit are summarized below.

Income tax is calculated separately for income derived in Estonia and for income derived in each foreign country. The individual must pay in Estonia the difference between the foreign income tax and Estonian income tax if the income tax calculated on income derived from abroad exceeds the amount of income tax paid in the foreign country. The overpaid amount of income tax abroad is not refunded in Estonia.

If the income tax on income derived in a foreign country is paid during a tax year other than the tax year in which the income is derived, the foreign income tax is taken into account in Estonia

during the tax year in which the income taxable in a foreign country is received.

Foreign dividends and employment income are exempt from tax in Estonia if these types of income are taxable abroad (see *Income subject to tax*).

**Relief for losses.** Losses from entrepreneurship, except losses incurred on the sale of securities and receivables, may be offset against income derived from other sources of entrepreneurship. Losses may generally be carried forward for seven years. However, losses incurred on the sale of securities may offset only income from the sale of securities and may be carried forward indefinitely.

## B. Inheritance and gift tax

Inheritance and gift taxes are not levied in Estonia. However, gifts received from nonresident entities are taxed at a rate of 20% (22% starting from 2025).

## C. Social security

**Contributions.** Social tax is levied on employers at a rate of 33%; employees are not liable for social tax. No ceiling applies to the amount of salary subject to social tax. In addition, unemployment insurance and mandatory pension fund (if one has joined) charges are imposed on gross salary. The unemployment insurance rates are 0.8% for employers and 1.6% for employees. The mandatory pension fund rate is 2%, which applies only to employees. Starting from 2025, the mandatory pension fund rate can be 2%, 4% or 6% depending on whether the individual has applied for an increased contribution rate. The unemployment insurance and mandatory pension fund charge are withheld by employers. A resident natural person may opt to leave the mandatory pension system or join the system.

Also, individuals can withdraw and use the money accumulated in the mandatory pension fund before reaching the pensionable age. As a general rule, the money withdrawn from the fund before pensionable age is subject to income tax at a rate of 20% (22% from 2025). If the money is taken out after pensionable age, on certain conditions, a lower tax rate of 10% or a tax exemption may apply.

Self-employed persons must pay social tax at a rate of 33% on their net business income, subject to a maximum amount of annual income equal to 10 times the sum of the minimum monthly wages for the tax year (maximum amount of EUR98,400 for 2024). Self-employed persons must make quarterly advance payments of social tax to the Tax and Customs Board by the 15th day of the third month of the second, third and fourth quarters. For 2025, each payment must be at least EUR717.75 (EUR2,871 for the calendar year).

Special social tax rules apply to remuneration paid to seamen. A reduced social tax rate 20% and fixed tax base EUR750 per month are applicable for qualifying entities if the following conditions are satisfied:

- The ship has a gross tonnage of at least 500 and is used for international carriage of goods or passengers by sea, except passenger ships engaged in regular service in the EEA.
- The ship is flying the flag of a contracting state.

Crew member remuneration that is subject to social tax is also subject to unemployment insurance contributions and mandatory pension fund contributions.

**Totalization agreements.** Estonian social security legislation follows the rules provided in European Council Regulation No. 883/2004 and the Social Security Protocol of the Trade and Cooperation Agreement and the agreement between the European Union (EU) and the European Atomic Energy Community and the United Kingdom. Estonia has applicable totalization agreements on social security with Australia, Belarus, Canada and Ukraine. It has agreements regarding pension insurance regulation with Moldova and the Russian Federation.

## D. Tax filing and payment procedures

The tax year in Estonia is the calendar year.

An individual must file an income tax return if his or her annual income exceeds the amount of the basic exemption applicable to him or her and if he or she would be required to pay additional income tax based on the income tax return or if he or she would like to claim applicable tax deductions. Resident individuals also need to submit a tax return to report their foreign income and/or investment account. Individual income tax returns must be filed by 30 April of the year following the tax year. Individuals must pay income tax due by 1 October of the year following the tax year. Spouses cannot file a joint tax return, but they can transfer the unused cost deductions (subject to limitations).

Employers must withhold the appropriate amount of income tax from employees' salaries. Tax liability is determined by deducting taxes withheld, and creditable amounts of foreign taxes paid, from the computed amount of income tax.

## E. Double tax relief and tax treaties

Most of Estonia's double tax treaties follow the Organisation for Economic Co-operation and Development (OECD) model convention. The income tax law provides relief for foreign taxes paid, up to the amount of Estonian tax imposed on the foreign-source income (see Section A).

Estonia has entered into double tax treaties with the following jurisdictions.

Albania	Iceland	Pakistan*
Armenia	India	Poland
Austria	Ireland	Portugal
Azerbaijan	Isle of Man	Romania
Bahrain	Israel	Serbia
Belarus	Italy	Singapore
Belgium	Japan	Slovak Republic
Bulgaria	Jersey	Slovenia
Canada	Kazakhstan	Spain
China Mainland	Korea (South)	Sweden
Croatia	Kyrgyzstan	Switzerland
Cyprus	Latvia	Thailand
Czech Republic	Lithuania	Türkiye
Denmark	Luxembourg	Turkmenistan

Finland	Malta	Ukraine
France	Mauritius	United Arab
Georgia	Mexico	Emirates
Germany	Moldova	United Kingdom
Greece	Netherlands	United States
Guernsey	North Macedonia	Uzbekistan
Hong Kong SAR	Norway	Vietnam
Hungary		

\* This treaty will enter into force as of 2025.

## F. Temporary visas

**Exceptions to the visa requirement.** In general, a foreign national must have a visa to enter Estonia or stay in Estonia. However, visas are not required for the individuals described below.

A citizen of the EU, EEA or Switzerland may stay in Estonia on the basis of a valid travel document or identity document and must register his or her place of residence within three months after his or her date of entry in Estonia. If a citizen of the EU, EEA or Switzerland registers his or her place of residence, he or she acquires a temporary right of residence in Estonia for five years, which also gives the right to work in Estonia. At the end of the five years, the term of temporary right of residence is extended for another five years if the residence of the citizen of the EU, EEA or Switzerland continues to be registered in Estonia and if the right of residence of this citizen has not been extinguished or terminated. The EU Member States are Austria, Belgium, Bulgaria, Croatia, Cyprus, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Portugal, Romania, the Slovak Republic, Slovenia, Spain and Sweden. The EEA Member States are all of the EU Member States and Iceland, Liechtenstein and Norway.

Citizens of Albania (biometric passport holders; these are holders of combined paper and electronic passports that contain biometric information [for example, fingerprint recognition] that can be used to authenticate the identity of travelers), Andorra, Antigua and Barbuda, Argentina, Australia, Bahamas, Barbados, Bosnia and Herzegovina (biometric passport holders), Brazil, Brunei Darussalam, Canada, Chile, Costa Rica, Colombia, Dominica, El Salvador, Georgia (biometric passport holders), Grenada, Guatemala, Honduras, Hong Kong, Israel, Japan, Kiribati, Korea (South), Kosovo (the exemption from the visa requirement only applies to holders of biometric passports issued by Kosovo in line with the standards of the International Civil Aviation Organisation [ICAO]), Macau, Malaysia, Marshall Islands, Mauritius, Mexico, Micronesia, Moldova (biometric passport holders), Monaco, Montenegro (biometric passport holders), New Zealand, Nicaragua, North Macedonia (biometric passport holders), Palau, Panama, Paraguay, Peru, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Samoa, San Marino, Serbia (biometric passport holders; does not apply to passports issued by the Serbian Coordination Directorate [Koordinaciona Uprava]), Seychelles, Singapore, Solomon Islands, Taiwan (the passport issued by Taiwan must contain the number of the identification card), Tonga, Timor-Leste, Trinidad and Tobago, Tuvalu, Ukraine

(biometric passport holders), United Arab Emirates, the United Kingdom (and the following categories of British citizens: British nationals [Overseas]; British overseas territories citizens [BOTC]; British overseas citizens [BOC]; British protected persons [BPP]; and British subjects [BS]), the United States, Uruguay, Vatican City and Venezuela may stay in Estonia without a visa for up to 90 days during a six-month period. Once the European Travel Information and Authorisation System (ETIAS) takes effect, nationals of any of these visa-exempt jurisdictions need to apply for an ETIAS travel authorization.

Citizens of Armenia, Azerbaijan, Belize, China Mainland, Egypt, India, Jordan, Kazakhstan, Kuwait, Kyrgyzstan, the Russian Federation (suspended from 25 February 2022), Suriname, Tajikistan, Tunisia, Turkmenistan, Uzbekistan and Vietnam with diplomatic passports may stay in Estonia without a visa for up to 90 days during a six-month period. Citizens of Türkiye with diplomatic, service and special passports may stay in Estonia without a visa for up to 90 days during a six-month period. Holders of diplomatic and official passports of Morocco, Philippines and Thailand may stay in Estonia without a visa for up to 90 days during a six-month period. Holders of diplomatic and service passports from Bolivia and Cape Verde may stay in Estonia without a visa for up to 90 days during a six-month period. Holders of biometric diplomatic passports of Belarus and Mongolia may stay in Estonia without a visa for up to 90 days during a six-month period. Holders of the United Nations travel permit (*laissez-passer*) may stay in Estonia without a visa for up to 90 days during a six-month period.

In addition, a third-country national who is a holder of a residence permit of a Schengen state or appropriate Schengen visa (see below) may enter and stay in Estonia during the validity period of such Schengen residence permit or visa. Member States of Schengen include Switzerland and all EEA countries except Bulgaria, Croatia, Cyprus, Ireland and Romania.

**Types of visas.** Foreign nationals may enter Estonia or its international transit zone with the following types of Schengen visas:

- Airport transit (Type A)
- Short-term (Type C)
- Long-term (Type D)

An airport transit visa (Type A) is issued for entry into the international transit zone at an Estonian airport and for the stay in such zone until the departure to the next transit country or arrival country, where the person has a legal right to enter. The visa does not grant a foreign citizen the right to enter Estonia or stay in Estonia.

Nationals from the following countries must possess an airport transit visa when passing through the international transit area of airports located in Schengen Member States:

- Afghanistan
- Bangladesh
- Congo (Democratic Republic of)
- Eritrea
- Ethiopia
- Ghana
- Iran



- Iraq
- Nigeria
- Pakistan
- Somalia
- Sri Lanka

A short-term visa (Type C) is issued for transit through or an intended stay in the territory of EU Member States for a duration of no more than 90 days in any 180-day period from the date of first entry in the territory of Schengen Member States. If visiting only Estonia, the Schengen visa must be applied for at the Estonian representation or at the representation of the Member State representing Estonia in issuing Schengen visas.

If the travel destination includes more than one Schengen Member State, the application must be filed at the representation of the main destination. The main destination is the destination where the individual intends to spend the longest time or the destination where the individual intends to carry out the main purpose of the intended journey.

Long-term visas (Type D) are issued for single or multiple entries into Estonia if the intended stay in Estonia will last longer than the period available under a short-term visa (that is, more than three months). The long-term visa is issued for a period of stay up to 12 months, and with a period of validity up to 365 days. It also gives the right to enter other Schengen Member States for a period of up to 90 days in a period of 180 days. An individual can apply for a long-term visa for several reasons, such as study, work or family relations. An individual must apply in person for a long-term visa at Estonian representations.

A foreign national may work in Estonia on the basis of a long-term visa. However, before applying for the visa, short-term employment must be registered at the Estonian Police and Border Guard Board (PBGB).

**Sanctions for citizens of the Russian Federation.** As of 19 September 2022, an order of the Estonia government restricts temporary entry into Estonia for citizens of the Russian Federation who hold a valid short-term Schengen visa and who wish to enter the country for the purpose of tourism, business, sports or culture. Restrictions apply to crossing the external border and at all border crossing points open for international traffic in Estonia.

Citizens of the Russian Federation who meet the following conditions are allowed to cross the state border for the purpose of entering Estonia:

- He or she is visiting a spouse or a relative in the direct descending or ascending line who is an Estonian citizen residing in Estonia or a person residing in Estonia on the basis of Estonian long-term residence permit.
- He or she is visiting an Estonian citizen residing in Estonia or a person residing in Estonia on the basis of Estonian long-term residence permit with whom they raise a minor child.
- He or she is an employee of a diplomatic mission or consular post in the EU, EEA or Switzerland or is a member of the family of such person.

- He or she is directly involved in the international carriage of goods and passengers, including a crew member or a ship's crew member servicing an international means of transport and a person performing repairs or warranty or maintenance work on such a means of transport.
- He or she is enjoying the right of free movement under EU law.
- He or she is entering into Estonia for necessary humanitarian reasons.

**Sanctions for citizens of Belarus.** Belarusian citizens will not be issued visas for the following:

- Short-term employment in Estonia
- Engaging in business, including start-up business
- Teleworking

Consular and visa services at the Estonian Embassy in Minsk are temporarily suspended.

## **G. Work permits and self-employment**

To work in Estonia, a third-country national must hold a valid residence permit that entitles him or her to work. Effective from 1 September 2013, no separate work permit is issued, and aliens residing in Estonia may work on the basis of the residence permit. For details, see Section H. In addition, after one month from registration of residence, it is possible to apply for ID-Card, which certifies the right of temporary residence.

A citizen of the EU, EEA or Switzerland has the right to stay and work in Estonia on the basis of a valid travel document or identity document and is required to register his or her place of residence within three months after the date of entry into Estonia (see Section F).

Unless an international agreement stipulates otherwise, aliens who arrive or stay in Estonia either on the basis of a long-term visa or on a visa-free basis may engage in short-term employment, which must be registered by their employer at the PBGB. Short-term employment cannot exceed a period of 365 days during a period of 455 days.

Short-term employment may be registered in an expedited procedure (such as for employment as a teacher or lecturer, for scientific research or for employment as a top specialist) or in an ordinary procedure. Under the expedited procedure, the short-term employment must be registered by the next business day after the date of submission of the application. Under the ordinary procedure, short-term employment is registered or refused registration within 15 business days beginning from the date following the date of acceptance of the submission of the application.

The following documents must be submitted when applying for registration of short-term employment in Estonia:

- A standard application form
- Copy of the identity document of the applicant
- A digital color photo, format JPEG, sized 1 to 5 MB, minimum resolution 1300 x 1600 pixels
- A document certifying the payment of a state fee

Additional documents may be required depending on the basis of short-term employment registration. For example, a document proving professional education is required in certain cases.

### **Sanctions for the citizens of the Russian Federation and Belarus.**

On 9 April 2022, the Estonia government issued a regulation that introduced restrictions on the short-term employment of Russian and Belarusian citizens in Estonia and on the issuance of temporary residence permits or visas for employment or engagement in business.

The regulation introduced the following sanctions:

- Russian and Belarusian citizens will not be issued visas for employment, teleworking or engagement in business, including startups.
- Russian and Belarusian citizens will not be issued residence permits for employment or engagement in business (including startups and large investors).
- Russian and Belarusian citizens will not be registered for short-term employment unless they already have a legal basis for stay in Estonia.

Sanctions do not apply to the issuance of visas to Russian and Belarusian citizens on other grounds or the issuance of residence permits to them on other grounds. They do not apply to Russian and Belarusian citizens who extend their residence permit for employment or engagement in business or who hold the abovementioned residence permit and apply for a new residence permit for employment due to a change of employer. Sanctions do not apply to the issuance of long-stay visas to citizens of the Russian Federation and Belarus who are registered for short-term employment and are legally staying in Estonia.

## **H. Residence permits**

Citizens of the EU, EEA or Switzerland have the right to stay in Estonia on the basis of a valid travel document or identity document (see Section F). As a result, these individuals are not subject to the rules regarding resident permits discussed below. Residence permits are issued to the third-country nationals and persons with undetermined citizenship. The residence permits may either be temporary (up to five years) or long-term (without a term).

An alien who applies for a residence permit, is subject to the immigration quota of Estonia for aliens, which may not exceed 0.1% of the Estonian permanent population in one year.

The immigration quota does not apply to the following:

- Ethnic Estonians
- Family members (spouse, registered partner [since 1 January 2024], child, parents, grandparents) of an Estonian citizen and of an alien who resides in Estonia on the basis of a residence permit which is issued to an alien for settlement with a spouse or registered partner
- An alien who is granted a residence permit for study
- An alien who is granted a residence permit for employment in research activities on the condition that he or she has appropriate professional training and education, or is a lecturer in Estonia in an educational institution that complies with the requirements established by the legislation

- Citizens of Japan and the United States
- An alien who has been granted a residence permit considering the fulfillment of immigration quota and who thereafter has not left to settle in another state
- An alien who is granted a residence permit for settling permanently in Estonia
- An alien who has been issued a residence permit for employment in a post in the field of specialty of information and communication technology
- An alien who has been issued a residence permit for employment in a startup company
- An alien who has been issued a residence permit for engagement in business related to startup business
- An alien who has been issued a residence permit for engagement in an enterprise as a large investor
- An alien who has been issued a temporary residence permit for employment as a top specialist

A temporary residence permit may be issued to an alien for the following reasons:

- To settle with a spouse or registered partner (since 1 January 2024)
- To settle with a close relative
- For study
- For employment (in a post in the specialty field of information and communication technology, at a startup company, on the basis of the EU Blue Card, employed as a temporary agency worker or as a top specialist, working as an employee transferred within an undertaking)
- For business (related to startup or as a large investor)
- On the basis of a treaty
- In the case of substantial public interest
- For settling permanently in Estonia

An application together with necessary documents must be submitted in person in a foreign representation of Estonia. As an exception, an application may be submitted in a Service Office of the Police and Border Guard Board if the applicant is one of the following:

- Spouse or a registered partner (since 1 January 2024) of a citizen of Estonia
- Spouse or a registered partner (since 1 January 2024) of a person who is Estonian by nationality
- An alien who is staying in Estonia on the basis of a temporary residence permit
- Spouse of a person who is applying for a residence permit for master's or doctorate degree studies
- Spouse of a person who is applying for a residence permit for scientific research, for employment as teacher or lecturer or for employment as a top specialist
- Spouse of a domestic applicant for a residence permit for enterprise (such applicant may submit the application in a Service Office of the Police and Border Guard Board if certain conditions are fulfilled)
- Citizen of a foreign state, if Estonia has entered into an agreement on visa-free travel with such state or if the visa requirement has been waived with respect to such citizen

- A citizen of the United States or Japan and his or her spouse and minor children
- An alien who holds an EU Blue Card issued by another EU Member State and who is applying for an EU Blue Card in Estonia
- Spouse of an alien holding an EU Blue Card issued by another EU Member State who holds a residence permit issued by another EU Member State and a family member of an alien holding an EU Blue Card who is applying for residence permit in Estonia for settling with his or her spouse; must apply within one month from the date of entry into Estonia for a residence permit for settling with his or her spouse

**Temporary residence permit for employment.** An alien may apply for a residence permit for employment with an employer registered in Estonia or for engagement in scientific or research works if the employer is entered in the register of science and development institutions. To obtain a temporary residence permit, one of the following conditions must be met:

- The Estonian Unemployment Insurance Fund must consent, and the salary criterion must be met.
- The Estonian Unemployment Insurance Fund does not consent, and the salary criterion is not fulfilled (applicable to specific categories of employees, such as artists, sports persons, teachers and members of academic staff).
- The Estonian Unemployment Insurance Fund does not consent, but the salary criterion is fulfilled, provided the applicant will work as an expert, advisor or consultant (professional qualification is required).
- The Estonian Unemployment Insurance Fund does not consent, but the salary criterion is fulfilled, and if the applicant will perform managerial or supervisory functions of a legal person registered in Estonia, which is governed by private law, and if the following additional conditions are satisfied:
  - The company must have been registered in Estonia at least five months, it must have been conducting actual business activities in Estonia during the last five months, and the granting of the temporary residence permit will significantly contribute to the granting of a residence permit for employment.
  - It is granted to a partner of a general partnership and limited partnership, member of the management or supervisory board of private limited company, public limited company, foundation or commercial association, member of the management board of a nonprofit association, procurator, liquidator, bankruptcy trustee, auditor, tax auditor, member of an audit committee or director of foreign company branch.
- The permit is granted on the basis of an EU Blue Card.
- The permit is granted for scientific research.
- The permit is granted for employment as a top specialist.
- The permit is granted for employment as a temporary agency worker.
- The permit is granted for working at a startup.
- The permit is granted for working as an employee transferred within an undertaking.

The following documents must be submitted when applying for a temporary residence permit for employment in Estonia:

- A standard application form and its annexes
- Employer invitation form
- An identity document of the applicant
- Consent of the Estonian Unemployment Insurance Fund (not applicable in certain cases to certain individuals, such as management board members, top specialists and posted workers)
- A digital color photo, format JPEG, sized 1 to 5 MB, minimum resolution 1300 x 1600 pixels
- A document certifying the payment of a state fee

Additional documentation requirements exist depending on the basis for the application for the residence permit. The following are examples of these requirements:

- Posted workers: an employment contract from the foreign country, documents certifying the assignment abroad and an insurance contract
- Aliens performing managerial or supervisory functions of legal persons that are governed by private law and registered in Estonia: documents evidencing economic activities of the company (for example, statement of the bank account of the company, data from value-added tax declaration, and documents evidencing transactions and contracts)
- Top specialist: documents evidencing appropriate professional training or experience for the intended employment

In addition, starting July 2023, temporary residence permit for employment renewal applicants will need to prove Estonian language proficiency of at least proficiency level A2. The following renewal applicants are exempt from this requirement:

- Applicants for a temporary residence permit for employment with the purpose of research activities
- Applicants for an EU Blue Card
- Applicants for a temporary residence permit for an intra-corporate transferee
- Applicants for a temporary residence permit for employment as an academic staff member in Estonia

A sole proprietor must apply for residence permit for business (see *Temporary residence permit for business*).

The decision to grant or refuse a temporary work permit must be made within two months after the acceptance of the application.

A residence permit for employment is issued for a period of employment in Estonia that is guaranteed by an employer. The period of validity of this permit is up to two years, and it can be extended for up to five years at a time.

If a higher professional qualification is required for the employment, it is possible to apply for a residence permit for employment on the basis of an EU Blue Card. Higher professional qualification is required for applying for the EU Blue Card. Higher professional qualification may be based on either of the following:

- The nominal time of study of at least three years, which is evidenced by a document certifying higher education
- At least five years of working experience

Jobs for highly qualified individuals require the necessary knowledge and experience evidenced by higher professional qualification. The PBGB assesses the compatibility of the qualification to

the requirements before the submission of an application for the EU Blue Card.

The residence permit for employment under an EU Blue Card is issued with a validity period that is three months longer than the employment period granted by an employer. The validity period cannot exceed two years and three months, and it can be extended for up to four years and three months at a time.

**Temporary residence permit based on legal income.** Since 1 July 2012, it is not possible to apply for temporary residence permit based on the existence of sufficient legal income. Aliens holding a valid residence permit based on the existence of sufficient legal income on 1 July 2012 can extend the residence permit based on the same terms and conditions on which they applied for the residence permit.

**Temporary residence permit for settling with a spouse.** A temporary residence permit may be issued to a foreign national to settle with his or her spouse or registered partner (since 1 January 2024) who resides in Estonia permanently and who satisfies any of the following conditions:

- He or she is an Estonian citizen or one of the following:
  - A foreigner residing in Estonia on the basis of a residence permit
  - A foreigner applying for a residence permit for enterprise
  - A foreigner applying for a residence permit for employment or study (settling with a foreigner residing in Estonia on these bases is possible in exceptional cases; more information from a migration adviser should be sought)

In addition to standard documents required, the alien must submit the following documents:

- A document certifying that the applicant and the person inviting him or her are married (if they were married in a foreign state)
- Documents certifying the legal income of both spouses
- Insurance contract

The residence permit is refused if false data is submitted with the application, the marriage is fictitious, or the spouses do not reside in Estonia.

**Temporary residence permit for settling with a close relative.** A temporary residence permit may be issued to certain foreign citizens to settle with a close relative who is an Estonian citizen or to settle with a close relative who is a foreign national and who resides in Estonia on the basis of a long-term residence permit. This permit may be issued to the following individuals:

- A minor child in order to settle with his or her parent
- An adult child in order to settle with a parent if the child is unable to cope independently as a result of health reasons or a disability
- A parent or grandparent in order to settle with his or her adult child or grandchild who legally resides in Estonia if the parent or grandparent needs care that he or she cannot receive in his or her home country or in another country and if the permanent legal income of his or her child or grandchild ensures that the parent or grandparent will be maintained in Estonia

- A person under guardianship in order to settle with the guardian if the permanent legal income of the guardian ensures that the ward will be maintained in Estonia

**Temporary residence permit for study.** A temporary residence permit for study may be issued to a foreign national for study in educational institutions acknowledged by the state.

A residence permit for study is issued for the completion of a full-time curriculum for up to the whole period of study. The duration of the period of study depends on the level of study. The maximum period of validity of a residence permit for study is five years.

In addition to standard documentation requirements, an applicant must submit the following documents:

- A language skills certificate issued by the university or institution of professional higher education (except in the case of participation in preparatory courses)
- A document that certifies the legal income of the applicant or his or her family members, who validate his or her subsistence (unless the purpose of studies is voluntary participation in a youth project or program acknowledged by the Ministry of Education and Science)

An alien who holds a residence permit for study can be employed in Estonia without holding a separate permit for employment if his or her employment does not interfere with the studies.

**Temporary residence permit for business.** An alien may apply for a residence permit for business if such alien owns shares in a company or acts as a sole proprietor and satisfies one of the following additional conditions:

- The alien has invested in Estonia a capital sum of at least EUR65,000 that is under his or her control in the case of a company.
- The alien has invested in Estonia a capital sum of at least EUR16,000 that is under his or her control in the case of a sole proprietor.
- The alien must have sufficient income (six times the subsistence level) for subsistence in Estonia. The subsistence level is established each year in the State Budget Act.

The equity capital of a company, subordinated liability and the value of registered fixed assets are considered investments.

An alien can also apply for a residence permit for business in the following circumstances:

- The alien will conduct a startup business. The startup company must have been previously evaluated by an expert committee (certain exemptions apply). The alien has sufficient income (four times the subsistence level) for subsistence in Estonia. The subsistence level is established each year in the State Budget Act.
- The alien has made a direct investment of at least EUR1 million in a company entered into the commercial register of Estonia that invests mostly in the Estonian economy or an investment in an investment fund that, according to the investment policy of the fund, invests the instruments of the fund mainly in companies entered into the commercial register of Estonia. The alien



must have sufficient income (six times the subsistence level) for subsistence in Estonia. The subsistence level is established each year in the State Budget Act.

A residence permit for business may be granted for up to five years. The residence permit establishes the spheres of activities of the undertaking and, if necessary, the area of operation.

In general, an application must be submitted together with necessary documentation in person at a foreign representation of Estonia. However, an application for a residence permit may be submitted in Estonia if all of the following conditions are fulfilled:

- The company has been registered in Estonia at least four months before the submission of the application for a residence permit.
- The company has conducted business activities in Estonia at least the last four months.
- The person is staying in Estonia legally on the basis of visa-free stay or a visa in connection with the activities of the company.

When applying for an extension of a residence permit after one year, the investment requirement may be replaced by the following:

- Sales income at least EUR200,000 per year
- Social security tax paid in Estonia (for each month, the tax must at least equal the monthly social security tax paid in Estonia on five times the annual average gross wages)

In addition to standard documentation requirements, an applicant must submit the following documents:

- A document certifying the education level, specialty or occupation
- A document certifying the amount of investments of the applicant in Estonia and the amount of the investments controlled by the applicant
- An applicant's written statement of grounds
- A statement as why the applicant's settlement in Estonia is important and necessary for business and for the development of the Estonian economy
- A written business plan (see below)

A description of the business plan must be submitted either in Estonian or English. It must provide details regarding the business, such as the following:

- Planned activities
- Potential clients and suppliers
- Plans of development
- Fixed assets available to the company
- Circulating capital
- Labor force
- Financial forecasts for the next two financial years (revenue forecast, balance sheet and cash flow forecast)
- *Curriculum vitae* of the persons who will perform managerial and supervisory functions

If an alien is granted a residence permit for business, he or she cannot work in Estonia under the subordination of any other person. If an alien has been granted a temporary residence permit for business for the purpose of participation in a legal entity, he

or she may engage in the performance of management for the legal entity specified in the residence permit.

**Long-term residence permit.** A long-term residence permit is issued to a foreign national who has permanently resided in Estonia under a temporary residence permit for at least five years and has all of the following:

- A currently valid temporary residence permit
- A place of residence registered in the Estonian population register
- Permanent legal income for subsistence in Estonia
- Health insurance (Estonian Health Insurance Fund)
- Knowledge of the Estonian language that is at the B1 level or higher level, as established by the language act, or at a level corresponding to the B1 level or higher

A long-term residence permit may not be issued to a foreign national who received a residence permit for study in Estonia. Half of the period of residence permit for study is taken into account if the person holds thereafter a temporary residence permit on other grounds. A long-term residence permit may not be issued in the case of a substantial public interest.

The necessary five-year period of permanent residency before a long-term residence permit application includes temporary absence from Estonia, if such absence did not exceed six consecutive months and a total of 10 months during the five-year period before the date on which the foreign national submits an application for a long-term residence permit.

For a foreign national who has an EU Blue Card, instead of satisfying the requirement of permanent residence in Estonia, the foreign national may satisfy a requirement that directly before the submission of the application for long-term residence permit, he or she has been permanently residing on the basis of the EU Blue Card in EU Member States for at least five years, including the last two years in Estonia based on the EU Blue Card.

**Temporary residence permit for settling permanently in Estonia.**

An alien may apply for a temporary residence permit for settling permanently in Estonia if all of the following conditions are satisfied:

- The person is settled in Estonia based on temporary residence permit and his or her permanent settling in Estonia is in compliance with the public interest.
- The person has held a temporary or permanent right of residence in Estonia or a residence permit for long-term Estonian residence or has been an Estonian citizen.
- The person has permanently resided in Estonia at least three years within five consecutive years, unless he or she has obtained higher education in Estonia with respect to bachelor's and master's study integrated curricula, master's study or doctoral study.
- The person is well adapted to Estonia.
- His or her activities have been in compliance with the purpose for granting the residence permit and the terms of the permit.

The above requirements may not be applicable if any of the following circumstances exists:

- The person has been granted a temporary residence permit for settling with a spouse and has lived in Estonia for at least three years based on this permit.
- The person has been granted a temporary residence permit for settling with a spouse and the marriage ends before the lapse of three years from the receipt of the residence permit, but the obligation to leave Estonia would be too burdensome for the person.
- The person has been granted a temporary residence permit for settling with a close relative and the basis for granting a residence permit has lapsed, but the obligation to leave Estonia would be too burdensome for the person.

The applicant must submit the following documents:

- An application for a temporary residence permit if the person is applying for a temporary residence permit
- An application for the extension of a temporary residence permit if the person is applying for an extension of a temporary residence permit
- Data regarding close relatives and family members if the person is applying for a temporary residence permit or an extension of such permit and if the data has changed
- An identity document
- A digital color photo, format JPEG, sized 1 to 5 MB, minimum resolution 1300 x 1600 pixels
- A document proving sufficient legal income
- Health insurance contract
- A document certifying the payment of the state fee

## I. Estonian e-Residency

Estonia is the first country to offer e-Residency, which is a transnational digital identity available to anyone in the world interested in administering a location-independent business online.

An e-Resident is a foreigner for whom, as a benefit, Estonia has created a digital identity and issued digital identity card, on the basis of the identification credentials of the foreigner's country of citizenship. This card is an e-Resident digi-ID.

The e-Resident digi-ID is a digital document that only can be used in the electronic environment to identify the person and to give digital signatures. The e-Resident digi-ID enables a foreigner to participate in public and private administration in Estonia, notwithstanding his or her physical residence. The e-Resident digi-ID does not grant a right to reside in Estonia.

The e-Resident digi-ID can be issued to a foreigner who has links to Estonia or a reasonable interest in using public e-services in Estonia, and who is not one of the following:

- A foreigner who is residing in Estonia based on a residence permit or the right of residence
- A foreigner who is staying in Estonia on the basis of the International Military Co-operation Act, and is holding an identity card or residence card issued by the Police and Border Guard Board

E-Residents can do the following:

- Digitally sign documents and contracts
- Verify the authenticity of signed documents
- Encrypt and transit documents securely
- Establish an Estonian company online within a day (currently, a physical address in Estonia is required, which may be obtained using an external service provider)
- Administer the company from anywhere in the world
- Conduct e-banking and remote money transfers
- Access online payment service providers
- Declare Estonian taxes online (e-Residency does not automatically establish tax residency)

E-Residents receive a smart ID card. Digital signatures and authentication are legally equivalent to handwritten signatures and face-to-face identification in Estonia between partners on agreement anywhere in the world.

The following documents are required for applications for e-Residency:

- Foreigner's identity document or a copy of the document if the application is submitted by post and by email
- A digital color photo, format JPEG, sized 1 to 5 MB, minimum resolution 1300 x 1600 pixels
- A document certifying payment of the application fee
- A written explanation in free form concerning the intention to use the digital ID and the circumstances of its use (the holders of a service card or diplomat card need not submit this document)
- Curriculum vitae

The decision on the issuance or refusal of an e-Resident digi-ID is made within 30 working days.

E-Residency does not confer citizenship, tax residency, residence or right of entry to Estonia or to EU. The e-Resident smart ID card is not a physical identification or a travel document, and does not display a photo.

## **J. Digital Nomad Visa**

Estonia has launched a new Digital Nomad Visa, which allows remote workers to live in Estonia and legally work for their employer or their own company registered abroad.

Remote workers can apply for the Digital Nomad Visa if the following requirements are met:

- They can work independent of location.
- They can perform work duties remotely using telecommunications technology.
- They have an active employment contract with a company registered outside of Estonia, conduct business through their own company registered abroad or work as a freelancer for clients mostly outside of Estonia.
- They provide evidence that their income met the minimum threshold during the six months preceding the application (currently, the monthly income threshold is EUR3,504 [gross of tax]).

To apply for the Digital Nomad Visa, applicants must make an appointment with the nearest Estonian embassy or consulate to

submit their application (either short-term or long-term visa application). In addition to the general visa application procedure and rules, applicants need to provide documents proving that they meet the eligibility requirements of being a location-independent employee or digital nomad.

## **K. Family and personal considerations**

**Family members.** An Estonian citizen residing in Estonia or a foreign national permanently residing in Estonia may call their spouse or registered partner to live with them in Estonia, if the spouses or partners share close economic ties, they have a close psychological relationship, the family is stable and the marriage is not fictitious.

A family member of a citizen of an EU or EEA Member State or Switzerland may stay in Estonia together with such citizen on the basis of a valid travel document and visa (if applicable) for a period of up to three months after the date of entry in Estonia. Within three months after the date of entry in Estonia, a family member staying in Estonia on the basis of a valid travel document must apply for a temporary right of residence. Otherwise, he or she must leave Estonia before the end of the three-month period.

**Marital property regime.** Under Estonian family law, spouses may choose their property regime (jointness of property, set-off of assets increment or separateness of property). Proprietary rights of spouses may be specified in a marital property contract. A marital property contract may be entered into before or during a marriage.

**Forced heirship.** Regardless of the terms of a deceased relative's will, disabled ascendants, descendants and spouses for whom the deceased had a maintenance obligation arising from the Family Law Act are entitled to receive a compulsory portion of the estate, which equals one-half of the share they would receive in an intestate succession.

**Driver's permits.** A driver's license issued in an EEA Member State or Switzerland is valid until its expiration date. If the license is valid for longer than 15 years, it must be exchanged for an Estonian license by 18 January 2033 on moving to Estonia. If the driver's license has expired or if the person has not replaced it within 24 months after the date on which the person settled in Estonia, it will be replaced with an Estonian driver's license after the individual passes the theory test and driving test. The replaced driver's license must be surrendered to the Estonian Road Administration.

Driver's licenses issued in certain foreign states that are parties to specific conventions or mutual agreements are valid for the 12-month period beginning on the date of the issuance of the residence permit. A driver's license issued in certain foreign states may be replaced with an Estonian driver's license without a test. In other cases, passing the traffic theory test and the driving test is mandatory. In all cases, passing the tests is mandatory if the driver's license expired more than five years ago.

# Fiji

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## A. Income tax

**Who is liable.** Fiji residents are subject to tax on worldwide income. Nonresidents are subject to tax on Fiji-source income only.

Section 6 of the Fiji Income Tax Act defines a resident as a person who resides in Fiji and includes a person who meets any of the following conditions:

- His or her domicile is located in Fiji.
- He or she is present in Fiji continuously or intermittently during more than one-half of the income year. However, this does not apply if the tax authorities are satisfied that the person's usual place of abode is outside Fiji and that the person does not intend to take up residence in Fiji.
- He or she is a government employee posted abroad.

### Income subject to tax

*Employment income.* Taxable income includes the following:

- All wages, salaries, or other remuneration or allowances derived by the employee with respect to employment, including leave pay, payments in lieu of leave, overtime pay, bonuses, commissions, fees, gratuities and work condition supplements
- The value of a fringe benefit, other than an exempt fringe benefit, derived by an employee with respect to employment that is not subject to tax under the Fringe Benefits Tax Decree
- An amount derived by the employee as consideration for entering into an employment agreement, for agreeing to conditions of employment or changes to the conditions of employment or for the acceptance of a restrictive covenant with respect to past, present or prospective employment

*Self-employment and business income.* Resident individuals are subject to tax on worldwide business income. Nonresident individuals are taxed on Fiji-source income only.

Taxable income is determined based on the accounting profit shown in the annual financial statements, adjusted for taxable and non-taxable items.

*Investment income.* Dividends paid by publicly listed companies and those paid by other companies out of profits that have been subject to tax are tax-exempt to the recipient. Dividends paid by unlisted companies out of profits that have not been subject to tax are taxable as ordinary income. Dividends paid from realized capital gains are exempt from income tax but subject to capital gains tax.

Interest income is taxable at the rates set forth in *Rates*.

Interest, royalties and know-how fees paid to nonresidents are subject to the final withholding taxes shown in the treaty withholding tax rate table in Section E.

**Capital gains.** A 10% capital gains tax is imposed on all capital gains on the sale of capital assets, except for exempt capital gains. The following gains are the only gains that are exempt:

- Gains less than FJD30,000 made by a resident individual or Fiji citizen
- Gains derived from the sale of the principal place of residence of a resident individual or Fiji citizen, if the residence has been the individual's principal place of abode
- Gains derived from the sale of shares listed on the South Pacific Stock Exchange
- Gains derived from the transfer of assets between spouses through "love & affection"
- Gains derived from the sale of capital assets used solely to earn exempt income

The capital gain is computed by deducting the cost of the capital asset at the time of disposal from the consideration received.

Effective from 1 August 2020, an asset that is a depreciable is considered a capital asset.

## **Deductions**

*Deductible expenses.* If a lump-sum entertainment allowance is paid by an employer, an employee must justify the amount spent for business entertainment. The allowance is taxable to the extent that it is not fully justified.

*Business deductions.* In general, all expenses incurred in producing taxable income are deductible, with the exception of expenses of a capital, private or domestic nature. Depreciation of fixed assets used in the production of taxable income is allowed at rates set by the tax authorities.

**Rates.** The income tax rates for employment income (excluding redundancy payments) and self-employment and business income are shown below. The threshold for income tax is increased to FJD30,000 for residents only. Income tax is subject to Pay-As-You Earn (PAYE).

*Income tax.* The following are the income tax rates applicable resident and nonresident taxpayers.

Chargeable income	Resident tax rates	
	Income tax	Social responsibility tax
FJD0 to FJD30,000	0	0
FJD30,001 to FJD50,000	18% of excess over FJD30,000	0
FJD50,001 to FJD270,000	FJD3,600 + 20% of excess over FJD50,000	0

Chargeable income	Resident rates	
	Rates	
FJD0 to FJD30,000	—	
FJD30,001 to FJD50,000	18% of excess over FJD30,000	
FJD50,001 to FJD270,000	FJD3,600 + 20% of excess over FJD50,000	
FJD270,001 to FJD300,000	FJD47,600 + 33% of excess over FJD270,000	
FJD300,001 to FJD350,000	FJD57,500 + 34% of excess over FJD300,000	
FJD350,001 to FJD400,000	FJD74,500 + 35% of excess over FJD350,000	
FJD400,001 to FJD450,000	FJD92,000 + 36% of excess over FJD400,000	
FJD450,001 to FJD500,000	FJD110,000 + 37% of excess over FJD450,000	
FJD500,001 to FJD1,000,000	FJD128,500 + 38% of excess over FJD500,000	
Over FJD1,000,000	FJD318,500 + 39% of excess over FJD1,000,000	

Chargeable income	Nonresident rates	
	Rates	
FJD0 to FJD30,000	20% of excess over FJD0	
FJD30,001 to FJD50,000	FJD6,000 + 20% of excess over FJD30,000	
FJD50,001 to FJD270,000	FJD10,000 + 20% of excess over FJD50,000	
FJD270,001 to FJD300,000	FJD54,000 + 33% of excess over FJD270,000	
FJD300,001 to FJD350,000	FJD63,900 + 34% of excess over FJD300,000	
FJD350,001 to FJD400,000	FJD80,900 + 35% of excess over FJD350,000	
FJD400,001 to FJD450,000	FJD98,400 + 36% of excess over FJD400,000	
FJD450,001 to FJD500,000	FJD116,400 + 37% of excess over FJD450,000	
FJD500,001 to FJD1,000,000	FJD134,900 + 38% of excess over FJD500,000	
Over FJD1,000,000	FJD324,900 + 39% of excess over FJD1,000,000	

*Withholding taxes.* Dividend taxation is no longer imposed in Fiji except for the 1% Dividend Transitional Tax for pre-2014 undistributed profits and 2014 and 2015 undistributed profits. After



dividend taxes for these periods are paid, any further distributions of profits are exempt from tax, effective from 1 July 2017.

Interest, royalties and know-how fees paid to nonresidents are subject to final withholding taxes as described in *Investment income*.

**Relief for losses.** Losses incurred in any trade or business may be offset against an individual's taxable income from other sources in the same year, except for employment income, because employment income is subject to final tax at source, which is withheld by the employer. To the extent that it is not fully offset, a loss may be carried forward for the next four years unless the business that gave rise to the loss is discontinued, sold or changed substantially in nature.

Effective from 1 August 2019, any losses incurred before 31 December 2018 are allowed to be carried forward for four years and any losses incurred on or after 1 July 2019 are allowed to be carried forward for eight years. No monetary limits are imposed on the amount of losses for carryforward or offset purposes. The amendment with respect to an amendment in the COVID-19 Response Budget for the offsetting of business losses against employment income, effective from 1 April 2020 has now been repealed. Under that amendment, individuals who had incurred business losses and also had earned employment income in a tax year were entitled to deduct losses of up to FJD20,000 against 2020 employment income.

## **B. Other taxes**

All stamp duty tax has been abolished from 1 August 2020. Fiji does not impose tax on property, net worth, inheritances or gifts.

## **C. Social security**

Although Fiji imposes no social security taxes, effective from 1 January 2024, all employers must now contribute an amount equal to at least 8% of the gross earnings of all regular employees to the Fiji National Provident Fund (FNPF). Total contributions must equal a minimum of 18% (theoretically, a contribution of 8% from the employer and 10% from the employee), but an employee need not contribute or may contribute a smaller amount if an employer contributes the difference on his or her behalf. Contributions of up to 30% are allowed; however, amounts in excess of 10% are taxable to the employee.

On retirement, the fund provides either a lump-sum payment equal to total contributions made plus accrued interest or a pension based on the amount of total contributions made plus accrued interest.

## **D. Tax filing and payment procedures**

The tax year in Fiji is the calendar year, and returns must be filed by 31 March. Extensions to May and future months are normally granted on request.

For employees, withholding of tax from employment income and social responsibility tax deductions are made in accordance with

tables to ensure that an employee's liability is fully covered. Because employment income is subject to withholding of PAYE tax, which is a final tax, tax return filing is not required.

For self-employed individuals, provisional tax based on the liability for the preceding year must be paid in three installments in April, August and November. An assessment is made when the return is filed, and a final payment or refund is made.

All tax filings should be completed online using TPOS (Taxpayer Online System).

## **E. Double tax relief and tax treaties**

Income derived by Fiji residents from treaty and non-treaty countries is subject to tax in Fiji. However, a credit is allowed for tax paid in the source country, to the extent that Fiji tax applies to the same income.

Expatriate employees who are resident in Fiji as a result of employment under a service contract of up to three years in duration are taxed only on income earned in Fiji.

Interest, royalties and know-how fees paid to nonresidents are subject to the final withholding taxes shown in the treaty withholding tax rate table below. These withholding taxes are subject to double tax treaties entered into by Fiji. Effective from 1 August 2017, dividends paid to residents and nonresidents are not subject to withholding tax. The following is the treaty withholding tax rate table.

	<b>Interest</b>	<b>Royalties</b>	<b>Know-how</b>
	<b>%</b>	<b>%</b>	<b>%</b>
Australia	10	15	15
India	10	10	10
Japan	10	10	15
Korea (South)	10	10	15
Malaysia	15	15	15
New Zealand	10	15	15
Papua New Guinea	10	15	15
Singapore	10	10	15
United Arab Emirates	—*	10	—*
United Kingdom	10	15	15
Non-treaty countries	10	15	15

\* No reduced rates apply to interest and know-how payments under the treaty.

## **F. Visitor visas**

A visitor's visa, which is usually issued for one month but may be extended to six months, is normally granted to tourists or to individuals wishing to investigate business opportunities in Fiji.

Foreign nationals from visa exempt countries may obtain visitors' visas at the port of entry if they have valid passports, return or onward tickets, and sufficient funds for living expenses. All other persons from non-visa exempt countries must obtain visas before entering Fiji.

## **G. Work permits and self-employment**

The right to work in Fiji is restricted, but the Fiji government recognizes the need to admit individuals with special commercial, professional or technical skills to improve Fiji's economic development. Therefore, permits to reside and work in Fiji are granted to foreign investors and expatriate employees under qualifying circumstances.

Permits to reside and work in Fiji are granted to fill positions that cannot be filled adequately by local Fiji citizens. In these cases, the Fiji Immigration Department requires foreign nationals to be employed under a contract of employment, and the prospective employer must show evidence that the position cannot be adequately filled locally. In most cases, the prospective employer is required to advertise the position locally and to submit all applications received to the Immigration Department for review.

Permits are usually granted for an initial period of three years for long-term work permits and are renewable only if the continued presence of the permit holder is considered to be to Fiji's economic advantage and essential to the employer's operations.

Applications for all categories of visas and permits except for visitor visas must be applied for outside Fiji. The application must be accompanied by health and police clearance certificates from the applicant's home country. Processing permit applications normally takes four to six weeks. Applicants are not permitted to work until the permits are issued, and changing employers is allowed only in special circumstances.

Foreign nationals with investment in approved business ventures in Fiji are granted investor permits that allow them to increase and manage their investments. These permits are usually valid for a three-year period, and extensions are virtually assured as long as the capital remains invested in Fiji.

Foreign investors, regardless of nationality, wanting to establish a business in Fiji must have the prior approval of Investment Fiji (IF). To obtain this approval, a separate application describing all pertinent information relating to the proposed project must be filed with IF.

No set guidelines are used to evaluate or approve business ventures involving foreign investors. Fiji welcomes investment in virtually all sectors, particularly in tourism, mining, manufacturing and high-technology industries. Certain activities are reserved or have a requirement for local equity participation. In general, proposed projects meeting the following criteria are well received:

- Substantial capital outlay
- New technology
- High employment-generating potential
- High local equity participation

## **H. Residence permits**

As a matter of policy, Fiji is not open to immigration. However, individuals who wish to live or retire in Fiji and are able to demonstrate that they have sufficient funds from overseas sources to live

in Fiji may obtain renewable three-year permits. In these instances, the Immigration Department considers the age of the applicant and the source and amount of funds available from abroad.

Alternatively, any person who has been in Fiji on a valid permit for five years or more may apply for citizenship, which is normally granted, unless the person is proved to be undesirable in the eyes of the law. Fiji also permits dual citizenships.

## **I. Family and personal considerations**

**Family members.** The spouse and dependent children of a work permit holder are granted permits to reside in Fiji upon application. These permit holders are not permitted to engage in any form of employment.

**Driver's permits.** A holder of a valid driver's license from most developed countries may drive legally in Fiji. However, a Fiji driver's license should be obtained no later than three months after arriving in Fiji. Generally, a Fiji driver's license is issued on presentation of a valid driver's license from most countries. If the expatriate does not have a valid foreign driving license, to obtain a local driver's license, one must take written and verbal tests on road codes, as well as a fairly simple practical driving test.

# Finland

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## A. Income tax

**Who is liable.** Individuals resident in Finland are taxed on their worldwide income. However, salary earned abroad is exempt from tax in Finland if a Finnish resident works abroad continuously for at least six months and satisfies certain other requirements. Nonresident individuals are subject to income tax on income from Finnish sources only.

Domestic law treats an individual as resident if his or her permanent home is in Finland or if he or she stays in Finland a continuous period of more than six months. The stay in Finland may be regarded as continuous even in the event of temporary absences from the country.

In the case of emigration, foreign citizens become nonresidents for Finnish tax purposes at the time they leave the country and surrender their permanent home in Finland. With respect to a Finnish citizen, he or she is still considered to be resident in Finland until three years have passed from the end of the year when the individual left the country, unless he or she can establish that no essential connections with Finland have been maintained.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable income is calculated separately for earned income and capital income (see *Capital gains and losses*). Business income is divided between earned and capital income (see *Self-employment and business income*).

Earned income is subject to national income tax, municipal income tax, church tax and Public Broadcasting (Yleisradio, or YLE) tax. With the exception of YLE tax that is due on gross income, taxable earned income is generally computed in the same manner for each of these taxes, although the deductions and credits allowed for each tax differ slightly.

Earned income consists of salaries, wages, directors' fees and benefits in kind. Fringe benefits, including a company car, housing and lunch benefit, are taxed on values set forth in an official table that are lower than the actual costs incurred. Scholarships from private institutions are exempt in certain circumstances, up to EUR26,269.46 (2024 tax year).

Under a special expatriate tax regime, qualifying expatriates may elect to be taxed on their salary income at a rate of 32% for a period of up to 84 months (according to 2024 rules), instead of at the normal progressive income tax rates. The period has been extended from 48 months to 84 months under 2024 legislation. The extended 84 months applies only to employees who begin working on an expatriate tax regime after 1 January 2024 and to those employees who have been working in Finland under the scheme when the extension came into force and for whom the original maximum period of 48 months was not reached until the date of 31 December 2023. The maximum period remained at 48 months in all other situations.

*Self-employment and business income.* Self-employment income of residents is considered to be business income. Taxable business income is apportioned between capital income and earned income. The amount of capital income is generally determined using a 10% or 20% rate of return on investment and is taxed at the 30% or 34% rate applicable to capital income (see *Capital gains and losses*). The remainder of taxable business income is taxed as earned income according to the progressive income tax scale (see *Rates*).

Taxable business income consists of profits shown in the statutory accounts required for self-employed individuals. Accounting profit and taxable profit are, in principle, the same, although the tax law prescribes a number of adjustments.

*Investment income.* For Finnish individuals, the taxation of dividend income depends on several factors. If the distributing company is a listed company that is resident in a country with which Finland has entered into a tax treaty and if certain other requirements are met, 85% of the dividend is taxable capital income. The remaining 15% is exempt from tax. Dividends from unlisted companies may be exempt from tax, taxed as capital income and/or taxed as earned income (similar to salary), depending on, for example, the net assets and the country of residence of the distributing company.

For residents, interest income on bank deposits and bonds is subject to a 30% final withholding tax. Certain government bonds are exempt from this tax.

In 2024, 100% of interest on loans related to the deriving of taxable income are deductible from capital income. In general, 30% of the excess of deductible interest expense over capital income is deductible from income taxes on earned income. However, this credit is limited to EUR1,400 for a single person and EUR2,800 for a couple. The maximum amount deductible is increased by EUR400 for one child and by EUR800 for two or more children.

For nonresidents, dividends and royalties paid from Finland are generally subject to a 30% final withholding tax, unless a tax

treaty provides otherwise. In most cases, interest paid to nonresidents is tax exempt.

**Taxation of employer-provided stock options.** Stock options provided by an employer are not taxed at the time of grant. At the date of exercise, the difference between the fair market value of the underlying stock and the exercise price of the option is treated as taxable employment income. Employee social security contributions are generally not payable on the benefits except for the Medicare contribution of 1.48% (in 2024). Similarly, stock options are not usually subject to employer's social security contributions. The base for the employee contribution is generally the taxable amount.

Any gain derived from the subsequent sale of the stock is taxed as a capital gain under the rules described in *Capital gains and losses*.

**Capital gains and losses.** Capital gains on property are taxed as capital income at a rate of 30%. If the capital income received during a calendar year exceeds EUR30,000, the excess income is taxed at a rate of 34%. A taxable capital gain is computed by deducting from the disposal proceeds the greater of the acquisition cost plus the sales cost, or 20% of the proceeds (40% for property owned for at least 10 years before disposal). The acquisition cost used for property received by gift or inheritance is generally the value used for purposes of the gift and inheritance tax (see *Other taxes*). However, certain exceptions may apply.

A capital gain resulting from the sale of an apartment or house that the seller used as a primary residence for at least two years on a continuous basis during the time of ownership is exempt from tax.

Also, capital gains may be exempt from tax if the total sales price of all assets sold during the tax year (excluding, for example, the sales price of one's primary residence) does not exceed EUR1,000.

Capital losses are deductible from all capital income in the year of the loss or in the five following years. However, capital losses are not deductible if the acquisition costs of all assets sold during the tax year do not exceed EUR1,000.

## Deductions

*Deductible expenses.* In general, a taxpayer may deduct all expenses directly incurred in generating or maintaining taxable income. However, separate deductions apply for earned income and capital income. See *Investment income* for deductions applicable to capital income.

The following are the primary deductions applicable to earned income:

- Travel expenses that exceed EUR900 incurred between home and workplace, up to a maximum of EUR7,000
- Payments to labor unions
- Standard deduction from salary income, up to a maximum of EUR750
- Expenses incurred in connection with earning income, to the extent they exceed EUR750
- Employee contributions for health insurance per diem, unemployment insurance and pension insurance

Contributions paid by individuals to voluntary pension insurance are generally deductible for tax purposes up to certain maximum limits from capital income.

*Business deductions.* Expenses incurred to create or maintain business income are generally deductible. Exceptions apply, for example, to salaries paid to entrepreneurs, their spouses and their children under 14 years of age who work for their business.

Interest expenses relating to business or farming activities are generally deductible for business or farming income purposes in determining taxable income from these activities.

**Rates.** Income tax consists of national tax, municipal tax, church tax (payable if the individual is a member of certain Finnish congregations) and YLE tax.

*National income tax.* For 2024, national income tax is imposed on individual residents at the following progressive rates.

Taxable income		Tax on lower amount EUR	Rate on excess %
Exceeding EUR	Not exceeding EUR		
0	20,500	0.00	12.64
20,500	30,500	2,591.20	19
30,500	50,400	4,491.20	30.25
50,400	88,200	10,510.95	34
88,200	150,000	23,362.95	42
150,000	—	49,318.95	44

*Municipal tax.* For 2024, municipal tax is levied at a flat rate that ranges from 4.4% to 10.8% of taxable income, depending on the municipality.

*Church tax.* For 2024, church tax is payable by members of certain Finnish congregations at rates ranging from 1% to 2.25%.

*YLE tax.* For 2024, YLE tax of 2.5% is levied on annual income exceeding EUR14,000. YLE tax is capped at a maximum of EUR163 per year.

*Nonresidents.* Nonresidents' Finnish-source pension income is taxed in a similar manner to pension income received by residents; that is, they are subject to tax at the progressive rates.

Salaries, including directors' fees received by nonresidents, are subject to final withholding tax at a rate of 35%, unless a tax treaty provides otherwise. Nonresidents may deduct EUR510 per month (or EUR17 per day) from salary. This standard deduction may be claimed only if a Finnish tax at source card has been applied. The deduction does not apply to the directors' fees. Nonresidents from tax treaty countries can alternatively apply for progressive taxation in which case their Finnish-source salaries are taxed broadly similarly to the salaries received by residents.

Remuneration paid to a nonresident artist or athlete for a personal performance is subject to withholding tax at a rate of 15%, unless a tax treaty provides otherwise. If artists and athletes are subject to the 15% tax, they may not claim the standard deduction of EUR510. However, nonresident artists and athletes from other



European Union (EU)/European Economic Area (EEA) countries can apply for progressive taxation.

**Relief for losses.** A business loss is deductible from capital income. Any excess loss from a business may be carried forward for 10 years and offset against business income. Any loss from earned income may be carried forward for 10 years and offset against income from the same category.

## B. Other taxes

**Wealth tax.** Finland does not impose wealth tax.

**Inheritance and gift taxes.** Inheritance and gift taxes are levied on inheritances, testamentary dispositions and gifts. All property owned by a person resident in Finland or received by a person resident in Finland is taxable. If both the owner and recipient are nonresidents, the tax applies only to real property located in Finland and to shares in a corporate body in which more than 50% of the assets consists of Finnish real property. A tax credit is allowed for estate or gift tax paid abroad on the same inheritance or gift if the recipient is resident in Finland at the time of the taxable event.

Beneficiaries are divided into the following two categories:

- Spouses, children, spouses' children and grandchildren, grandchildren, parents and grandparents (first category)
- Other related and unrelated individuals (second category)

Inheritance tax is imposed in the first category at the following rates for 2024.

Taxable amount		Tax on lower amount EUR	Rate on excess %
Exceeding EUR	Not exceeding EUR		
0	20,000	0	0
20,000	40,000	100	7
40,000	60,000	1,500	10
60,000	200,000	3,500	13
200,000	1,000,000	21,700	16
1,000,000	—	149,700	19

The following are inheritance tax rates for the second category.

Taxable income		Tax on lower amount EUR	Rate on excess %
Exceeding EUR	Not exceeding EUR		
0	20,000	0	0
20,000	40,000	100	19
40,000	60,000	3,900	25
60,000	200,000	8,900	29
200,000	1,000,000	49,500	31
1,000,000	—	297,500	33

For 2024, the following deductions may be applied against the taxable share for inheritance taxation:

- Widow/widower deduction of EUR90,000
- Minor deduction of EUR60,000 (applies to direct heirs under 18 years old)

For 2024, gift tax is imposed in the first category above at the following rates.

<b>Taxable amount</b>		<b>Tax on lower amount</b>	<b>Rate on excess</b>
<b>Exceeding EUR</b>	<b>Not exceeding EUR</b>		
0	5,000	0	0
5,000	25,000	100	8
25,000	55,000	1,700	10
55,000	200,000	4,700	12
200,000	1,000,000	22,100	15
1,000,000	—	142,100	17

The following are the gift tax rates for the second category.

<b>Taxable amount</b>		<b>Tax on lower amount</b>	<b>Rate on excess</b>
<b>Exceeding EUR</b>	<b>Not exceeding EUR</b>		
0	5,000	0	0
5,000	25,000	100	19
25,000	55,000	3,900	25
55,000	200,000	11,400	29
200,000	1,000,000	53,450	31
1,000,000	—	301,450	33

Inheritance and gifts from one person to the same beneficiary during a three-year period are aggregated to determine the amount of the tax due.

Finland has entered into an inheritance and gift tax treaty with Denmark and Iceland, and inheritance tax treaties with France, the Netherlands, Switzerland and the United States.

### C. Social security

The social security contributions are imposed on employers, employees and self-employed individuals. For employees in 2024, the social security contributions consist of a Medicare contribution and a per diem contribution. The per diem contribution is 1.01% of gross salary income (excluding certain items, such as most employee stock option and share award benefits), and the Medicare contribution is 0.51% of municipal taxable income. Furthermore, the Medicare contribution is due at 1.48% on the difference between taxable municipal income and the per diem contribution basis; that is, most salary income and other earned income that is not subject to the per diem contribution is ultimately subject to the Medicare contribution at the increased rate. In addition, a 7.15% compulsory pension insurance premium and a 0.79% unemployment insurance premium apply to gross salary income (excluding certain items, such as most employee stock option and share award benefits). The compulsory pension insurance premium is 8.65% for employees who are more than 53 years but less than 63 years old.

For employers, social security contributions are levied as a percentage of uncapped gross wages and salaries (excluding certain items, such as most employee stock option and share award benefits). The average total percentage of all contributions for private-sector employers goes up to 20.22%, which consists of

1.16% for employer's sickness insurance contributions, 0.06% for group life insurance premiums, pension premiums that average 17.34%, 0.57% for average accident insurance premiums and 0.27% for unemployment insurance premiums (1.09% for salaries exceeding EUR2,337,000).

For self-employed individuals insured under the Entrepreneur Pension Act, in 2024, social security contributions consist of a Medicare contribution and a per diem contribution as with employees. However, compared to employees, the per diem contribution is 1.23% of the annual pensionable amount agreed to between the entrepreneur and his or her pension insurance institution. In addition, entrepreneur pension insurance contributions are due on the annual pensionable salary at a rate of 24.1% (25.6% for individuals who are more than 52 years but less than 63 years old; the corresponding rates for starting entrepreneurs are 18.8% and 19.97%, respectively). Self-employed individuals insured under the Entrepreneur Pension Act do not have to obtain compulsory unemployment, accident or group life insurance coverage.

The EU social security regulations apply to cross-border situations with other EU countries, with EEA countries (Iceland, Lichtenstein and Norway) and with Switzerland.

Finland has also entered into bilateral totalization agreements with Australia, Canada, Chile, China Mainland, India, Israel, Japan, Korea (South), Quebec and the United States. The material scope of the bilateral totalization agreements varies.

For assignments to Finland from a country other than an EU/EEA country, Switzerland or a totalization agreement country, employees working in Finland for foreign employers are generally exempt from the pension insurance contributions for the initial two years of an assignment. Employees can apply for a prolonged exemption.

## **D. Tax filing and payment procedures**

The tax year in Finland is the calendar year. Married persons are taxed separately on all types of income. Pre-filled tax returns are sent to all individuals in the spring of the year following the tax year. The individuals must review the prefilled tax return and submit any corrections to the tax authorities within the specified time limit.

The final tax is assessed individually for each taxpayer, depending, for example, on whether there have been changes in the individual's prefilled tax return and possibly on whether the individual's spouse has made changes to his or her prefilled tax return. The final tax should be assessed at the latest by the end of October. To reduce or eliminate the amount of the residual tax and interest, the taxpayer can apply for additional prepayments. Residual tax due dates are individual for every taxpayer. The due dates are between August of the year following the tax year and February of the following year. Refunds of overpayments are made between August and December of the year following the tax year.

An employer must withhold tax from an employee's salary for national, municipal and church tax purposes. In addition, an employer must withhold social security contributions (see Section C). Self-employed individuals must make monthly advance tax payments, which are calculated and levied separately by the tax authorities.

Self-employed individuals receive their prefilled tax returns in March of the year following the tax year, and they must submit their corrections to the tax authorities within the specified time limit. The tax authorities assess final tax individually for each taxpayer, at the latest by the end of October of the year following the tax year.

Nonresidents who are subject only to final withholding taxes do not need to file tax returns. However, if the nonresidents want to apply for progressive taxation, they must file a tax return (see Section A). Nonresidents must generally declare all of their income from immovable property located in Finland (including shares in Finnish residential housing companies and real estate companies).

## E. Double tax relief and tax treaties

Most of Finland's treaties are based on the Organisation for Economic Co-operation and Development (OECD) model. Most tax treaties eliminate double taxation using the credit method, but some use the exemption method. If no treaty is in force, Finnish law provides, under certain conditions, relief for foreign taxes paid, but only for purposes of national income taxes.

Finland has entered into double tax treaties with the following jurisdictions.

Albania	Guernsey (a)	Pakistan
Argentina	Hong Kong	Panama (a)
Armenia	Hungary	Philippines
Aruba (a)	Iceland	Poland
Australia	India	Romania
Austria	Indonesia	Russian
Azerbaijan	Ireland	Federation
Barbados	Isle of Man (a)	Singapore
Belarus	Israel	Slovak Republic
Belgium	Italy	Slovenia
Bermuda (a)	Jamaica (a)	South Africa
Botswana (a)	Japan	Spain
Brazil	Jersey (a)	Sri Lanka
British Virgin	Kazakhstan	Sweden
Islands (a)	Korea (South)	Switzerland
Brunei	Kyrgyzstan	Tajikistan
Darussalam (a)	Latvia	Tanzania
Bulgaria	Lithuania	Thailand
Canada	Luxembourg	Türkiye
Cayman Islands (a)	Malaysia	Turkmenistan
China Mainland	Malta	Ukraine
Costa Rica (a)	Mexico	United Arab
Cyprus	Moldova	Emirates
Czech Republic	Morocco	United Kingdom
Denmark	Netherlands	United States

Egypt	Netherlands	Uruguay
Estonia	Antilles (a)	Uzbekistan
France	New Zealand	Vietnam
Georgia	Niue (a)	Yugoslavia (b)
Germany	North Macedonia	Zambia
Greece	Norway	

(a) This is a convention on exchanging information and a concise tax treaty.

(b) Finland applies the Yugoslavia treaty with respect to Bosnia and Herzegovina, Croatia, Kosovo, Montenegro and Serbia.

## F. Temporary visas

**EU, EEA and Swiss nationals.** EU/EEA/Swiss nationals are free to stay and work in Finland for up to three months. After the three-month period, an EU/EEA/Swiss national must apply for EU registration in the Enter Finland online portal and attend a personal appointment at the Finnish Immigration Service service point in Finland. Nationals of the Nordic countries (Denmark, Iceland, Norway and Sweden) are exempt from the EU registration obligation applicable to other EU/EEA nationals; however, if the stay exceeds six months, they should make a personal visit to the local registry office (DVV) within one week after moving to Finland to register their stay in Finland.

**Non-EU, non-EEA and non-Swiss nationals.** Non-EU/non-EEA/non-Swiss nationals usually need a Schengen visa to enter Finland. However, under the Schengen treaty, nationals of approximately 50 countries do not need a Schengen visa to enter and stay in the Schengen zone for a combined maximum period of 90 days in any 180-day period if they have a valid passport or other travel document accepted by the state of Finland, as well as sufficient funds for living, sufficient travel insurance coverage and a return journey.

The Schengen zone consists of the following countries.

Austria	Greece	Norway
Belgium	Hungary	Poland
Bulgaria	Iceland	Portugal
Croatia	Italy	Romania
Czech Republic	Latvia	Slovak Republic
Denmark	Liechtenstein	Slovenia
Estonia	Lithuania	Spain
Finland	Luxembourg	Sweden
France	Malta	Switzerland
Germany	Netherlands	

## G. Residence permits

Under the Aliens Act, an individual wishing to reside in Finland usually needs a residence permit. Limited exceptions to this requirement may be granted based either on the length of stay or certain type of work performed in Finland.

**Nordic country nationals.** Nationals from other Nordic countries (Denmark, Iceland, Norway and Sweden) do not need residence permits. Under the Nordic convention, if they want to take up residence in Finland for more than six months, they must register with the population register at the local registry office.

**EU, EEA and Swiss nationals.** EU/EEA/Swiss nationals do not need residence permits. However, EU/EEA/Swiss nationals who stay in Finland continuously for longer than three months must apply for EU registration in the Enter Finland online portal and attend a personal appointment at the Finnish Immigration Service service point.

**Non-EU, non-EEA and non-Swiss nationals.** A non-EU/non-EEA/non-Swiss national must apply for a residence permit at the Finnish embassy or consulate in the country where he or she was last domiciled, or in his or her country of citizenship. A renewal application should be submitted in Finland at the Finnish Immigration Service service point. After a person has stayed in Finland for at least four years with a continuous residence permit (A-type), he or she may apply for a permanent residence permit.

**Residence permit for employment.** Non-EU/non-EEA/non-Swiss nationals usually need a residence permit in order to work in Finland. There are various categories available depending on the type of work.

Typically, a residence permit for an employed person is needed. The application for a residence permit for an employed person is processed in two stages. First, the Employment and Economic Development Office assesses whether the terms of employment comply with the provisions of law in force and with the applicable collective agreement. It may also assess whether the individual has sufficient means of support, whether the work will be temporary or continuous, and whether a labor force is available within a reasonable time in Finland or within the EU/EEA for the work in question. Secondly, following this stage, the Finnish Immigration Service issues the final decision.

If an employee works, for example, in the middle or top management of the company, or as a specialist (highly skilled worker), a visiting consultant or a teacher, the employment office's opinion is not required.

Intra-corporate transfers (ICTs) of individuals within a company or group of companies who come to Finland to work as a manager, specialist or trainee may apply for a residence permit based on ICT. Employees holding a residence permit on the basis of ICT issued by another EU country may work in Finland for no more than 90 days within a 180-day period. In this case, the host entity in Finland must submit a mobility notification to the Finnish Immigration Service before entry to Finland. If their work in Finland exceeds 90 days, they must apply for a residence permit for long-term mobility (Mobile ICT). In the case of ICT and Mobile ICT residence permits, the employment office's partial decision is not required.

An EU Blue Card can be applied for if the individual is coming to Finland for highly qualified employment that lasts at least six months. In addition, his or her monthly salary must be at least EUR3,638 (in 2024), and he or she has completed a higher education degree that takes at least three years to complete or alternatively he or she has at least five years of professional experience, acquired through actual pursuit of his or her profession, at a level comparable to higher education

qualifications. An EU Blue Card can be granted for a maximum of two years. If the work lasts for less than two years, the EU Blue Card will be valid for the duration of the employment relationship and for three additional months thereafter. An EU Blue Card issued by Finland gives the right to work only in Finland. However, the individual can move to a second EU Member State. If this second Member State does not grant an EU Blue Card, the individual can return to Finland and stay in Finland for three months even if the Finnish EU Blue Card has expired.

**Entrepreneurs.** Private entrepreneurs who are non-EU/non-EEA/non-Swiss nationals and who wish to come to Finland as entrepreneurs must apply for an entrepreneur's residence permit. Before a permit can be issued, entrepreneurs usually need to enter their business in the Trade Register maintained by the Finnish Patent and Registration Office. An individual cannot get an entrepreneur's residence permit only because he or she owns a company; he or she must also work for the company in Finland. The application is processed in two stages. First, the Centre for Economic Development, Transport and the Environment (ELY Centre) assesses whether the individual meets the requirements in terms of profitability and whether his or her means of support is secured. After this stage, the Finnish Immigration Service processes the application.

If an individual intends to come to Finland to become an entrepreneur, he or she may apply for a startup entrepreneur residence permit. He or she must first obtain a positive Eligibility Statement from Business Finland before he or she can apply for this permit. A startup entrepreneur cannot get a residence permit without a positive statement from Business Finland.

**Students.** Students who are non-EU/non-EEA/non-Swiss nationals may study in Finland for a maximum of 90 days without obtaining a residence permit. Even if a residence permit is not required, the individual may still need a visa. If the studies in Finland take longer than 90 days, a residence permit for studies is required.

If the individual has been granted a residence permit for studies by another EU Member State other than Finland and if the individual is covered by a program or an agreement specified in the Finnish act on residence permits for students, he or she can come to Finland to carry out part of his or her studies for a period up to 360 days. In this case, a mobility notification must be submitted to the Finnish Immigration Service. If the individual is coming to Finland for postgraduate studies, he or she needs to apply for a residence permit for scientific research.

Accepted educational institutions include institutions that provide education after basic education, such as universities, universities of applied sciences and vocational education institutions. The individual must have sufficient funds to pay for the tuition fees as well as sufficient means for living in Finland during the entire period of validity of the residence permit.

The individual must also take out private insurance that will cover his or her medical and pharmaceutical expenses while in Finland.

When granted a residence permit for studies, the individual is allowed to work in paid employment in any field for an average of 30 hours per week. The number of working hours can be exceeded in some weeks, as long as the average working hours are no more than 30 hours per week at the end of the year. If the degree requires completing internships or a diploma work, the working-time restrictions do not apply to them, provided that an agreement to earn credits has been made prior to starting the internship or diploma work.

## H. Family and personal considerations

**Family members.** Family members of a residence permit holder, including a spouse or a registered partner, a cohabiting partner, a guardian of a child under 18 years of age and children under 18 years of age, may apply for residence permits on the basis of family ties. A requirement for getting a residence permit on the basis of family ties is that the individual must lead a family life with the sponsor living in Finland. Also, in most cases the individual must have sufficient financial funds to live in Finland. If an individual has been granted a residence permit on the basis of family ties, his or her right to work and study in Finland is not limited in any way.

**Driver's licenses.** All driver's licenses issued in states recognized by Finland are valid for driving in mainland Finland. However, the foreign driver's license is not valid for driving in Finland if the holder was permanently living in Finland when the license was issued.

A driver's license issued in an EU or EEA Member State is valid in Finland for driving all categories marked on the license within the period of its validity regardless of whether the holder is visiting Finland as a tourist or living in Finland permanently. A temporary driver's license issued in the Nordic countries is also valid in Finland. If the holder is permanently living in Finland or has studied in Finland for at least six months, the holder may exchange or renew a driver's license issued in an EU or EEA Member State for a Finnish license or apply for a Finnish license in place of a lost, stolen or destroyed driver's license issued in an EU or EEA Member State. If the EU or EEA license has expired, the holder must enclose a medical certificate with the application. The holder will not need to pass a driving examination if the driver's license is still valid or less than two years have passed since the expiration of a Group 1 license, or under a year has passed since the expiration of a Group 2 license.

A driver's license issued in Hong Kong, Macau, Taiwan or a jurisdiction that has ratified the Geneva or Vienna Road Traffic Convention (hereinafter, Contracting States) is valid in Finland when visiting as a tourist until the license expires. It is also valid for two years after its holder moves permanently to Finland. The information in the Contracting State's driver's license must be written in a Latin alphabet or accompanied by a translation into Finnish or, Swedish or English, by a reliable source, or an international driving license. If the holder has a permanent address in Finland and has a valid driver's license issued by a Contracting State, the holder can exchange the license for an A1, A2, A or B Class driving license without passing the driving examination.



However, the holder will need to pass the driving examination (theory and driving test) to obtain a license in the Group 2 and BE category. To get an exchange without the driving examination, the holder must exchange the driver's license within two years of having a permanent address in Finland and before the Contracting State license expires. If the driver's license that the holder wishes to exchange has expired or the holder has been permanently living in Finland for over two years, the holder must also pass a driving examination (theory and driving test).

Driver's licenses issued in other nations recognized by Finland are valid for driving categories A1, A2, A or B when visiting Finland as a tourist unless the license has expired. A driver's license is also valid for one year starting on the date the license holder is marked to the population register if it did not expire during that time. The information in the foreign driver's license must be written in a Latin alphabet or accompanied by a translation into Finnish, Swedish or English by a reliable source. The driver must also fulfill the current age and health requirements in Finland. If the driver's license was issued in some other state recognized by Finland, the holder of such permit needs to apply for a driver's license permit, prove that he or she fulfills the conditions for issuing the driver's license permit and pass the driving examination (theory and driving test) to obtain a Finnish driver's license. The holder should submit a driver's license permit application for a foreign driver's license at Ajovarman. A foreign driver's license and a medical certificate (valid for six months) stating the driving ability must be presented to Ajovarman. Forms for the driver's license permit application are available at Ajovarman. The process for exchanging a driver's license issued by another state recognized by Finland at Traficom will, in most cases, take around three months from submitting the application. Because exchanging the driver's license is only possible through a driving examination, the individual will be issued a driver's license permit for taking the driving examination.

If a driver's license was issued in a state that is not recognized by Finland or if the holder of the permit was permanently living in Finland when they were granted a driving license by a non-recognized state, the license cannot be accepted as a basis for passing the Finnish driving examination.

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## A. Income tax

**Who is liable.** Individual income taxation is based on residence. Taxpayers are categorized as residents or nonresidents. Treaty rules on tax residence override domestic rules.

**Residents.** Persons of French or foreign nationality are considered residents for tax purposes if their home or, if no home is available, their principal place of abode, professional activity or center of economic interest is located in France. As a resident, an individual is taxed on worldwide income, subject to applicable treaty exemptions.

**Nonresidents.** Persons not considered resident as defined above are taxed on French-source income only.

**Expatriate tax law.** A favorable expatriate tax law, which was implemented on 1 January 2004, applies to employees seconded to France. This favorable tax regime provides that under certain conditions, expatriates seconded to France may not be taxed on

compensation items relating to the assignment in France, such as a cost-of-living allowance, housing cost reimbursement and tax equalization payments. The main condition is that the taxpayer must not have been considered a tax resident of France in any of the five tax years preceding his or her year of arrival in France. In addition, up to 20% of the remaining taxable compensation can potentially be excluded if the expatriate performs services outside of France during his or her assignment (non-French work-days). The exemptions provide that the exemptions in the law may not be combined with the benefits under the French headquarters rules (see *Expatriate French headquarters and distribution center employees*).

This favorable tax regime described above (Article 155 B of the French tax code) was extended in 2008 to local hires (including French nationals) who relocate to France and meet the above residency criteria. Under the Impatriate Tax Regime (Régime fiscal des impatriés), employees hired directly by a French company (excluding intra-company transfers) may elect to have 30% of their net remuneration treated as an impatriate premium and thereby exempted from French income tax up to the limit of the French reference net taxable salary (compensation received by other employees with respect to equivalent positions).

Taxpayers who satisfy the Article 155 B conditions benefit from a 50% tax exemption with respect to their foreign-source dividends, interest, royalties and capital gains (resulting from sale of securities) for a period of five years (subject to certain conditions concerning the source of such income). Social surtaxes of 17.2% remain payable on the full income.

The option for the 30% impatriate premium, which was previously reserved for individuals hired directly abroad by a company established in France, has been extended to the following:

- Individuals called by a foreign company to a company in France
- Intra-company transfers

This provision applies to individuals taking up their duties in France on or after 16 November 2018.

The exemptions are available until 31 December of the eighth year following the transfer year to France for an arrival on or after 6 July 2016.

#### **Expatriate French headquarters and distribution center employees.**

A foreign expatriate assigned to the French headquarters (HQ) of a multinational company may be eligible under a HQ ruling for tax relief for up to six years from the assignment date. The principal advantage of a HQ ruling is the elimination of tax-on-tax if the employer reimburses an expatriate for his or her excess foreign tax liability. This tax reimbursement is taxed only at the corporate rates and is not grossed up. With careful planning, exemption from personal income tax on many benefits and allowances may be obtained. The expatriate tax law is generally more favorable than the HQ rules and an election must be made as to which of the two regimes applies to the expatriates of a HQ.

**Taxable income.** Taxable income consists of annual disposable income from all sources. Income is identified based on its nature,

and then allowances, deductions and treaty provisions are applied in calculating net taxable income subject to progressive tax rates.

The taxation of each category of income may be modified by an applicable treaty provision. For example, US citizens are not taxed on US-source passive income (however, see *Effective rate rule*).

*Taxable salary income.* The total of all compensation paid by an employer is considered taxable salary income and includes such items as the private-use element of a company car, employer-paid meals and employer-paid education expenses for employees and their dependent children. Taxable compensation does not include the following items paid by employers: certain pension contributions, certain medical insurance premiums and, for resident foreigners and nonresidents, home-leave expenses, moving expenses and temporary housing expenses.

*Self-employment and business income.* Self-employment income is divided into the following three categories, depending on the nature of the activities: commercial (includes trades), professional and agricultural.

Taxable income realized from each category is subject to the progressive tax rates that apply to resident individuals (see *Rates*). In addition, a self-employed individual is subject to a flat social tax (see *CSG/CRDS and social tax*).

Self-employed individuals involved in commercial activities are required to use the accrual method of accounting and must include in taxable income all receipts, advances, expense reimbursements and interest directly related to the activities. Long-term capital gains from disposals of a company's assets benefit from a special measure, which provides for gains to be taxed at a rate of 12.8%, with an additional 17.2% (9.7% for *contribution sociale généralisée* [CSG]/*contribution remboursement de la dette sociale* [CRDS] and 7.5% additional social solidarity tax) charged on passive income and capital gains (see *Rates*).

Taxable income for professional activities is equal to the difference between receipts and expenses actually received or paid in the calendar year. This use of the cash-basis method of accounting (though optional) constitutes the principal difference between the taxation of commercial and professional activities. Detailed daily records must be maintained by self-employed persons. Long-term capital gains from disposals of assets used in professional activities are taxable at a rate of 12.8%, with an additional 17.2% for CSG/CRDS and additional social tax charged on passive income and capital gains.

Profits derived from agricultural cultivation and breeding constitute taxable income, which is determined by using the cash method of accounting. Because of the variability of farm income, special tax rules apply. In general, long-term gains from disposals of assets used in agricultural activities are taxable at a rate of 12.8%, with additional social taxes of 17.2%. However, specific rules apply in certain cases.

*Directors' fees.* Under French internal law, directors' fees are treated as dividend income. Similarly, because directors' fees are not considered salary, the 10% standard deduction does not apply.

Directors' fees paid to nonresidents are generally subject to a flat 12.8% withholding tax, unless a tax treaty provision reduces or eliminates the tax.

*Investment income.* Interest and dividends are taxed at a flat rate of 30% (12.8% income tax and additional social charges of 17.2%). However, taxpayers can elect to be taxed on such income under regular progressive rates if more favorable. See *Expatriate tax law* for information regarding taxpayers qualifying under Article 155 B.

Net income derived from the rental of real estate and from royalty income (other than for industrial property) is taxed as ordinary income. Royalties from industrial property are taxed at a rate of 33.33%, subject to a possible reduced rate provided in a tax treaty. Income from real estate is subject to income tax plus 17.2% CSG/CRDS and social tax.

*Exempt income.* Exempt income includes the following:

- Certain profits from the sale of securities
- Family allowances and health care reimbursements
- Payments received pursuant to life insurance contracts (under certain conditions)

Employment income earned by a tax resident of France with respect to employment duties performed outside France for an employer established in France, a European Union (EU) Member State or a Member State of the European Economic Area (EEA) that has concluded with France a tax treaty containing an administrative cooperation clause is exempt if one of the following conditions is satisfied:

- For more than 120 days during a 12-month period, the employee is engaged outside France in prospecting for new clients for his or her employer.
- The employee establishes that his or her salary is subject to a foreign income tax equal to at least two-thirds of the equivalent French tax.
- For more than 183 days in a 12-month period, the employee performs employment duties overseas in connection with construction, engineering, or exploration or extraction of a natural resource.

Supplemental amounts, contractual premiums or per diems earned for foreign duty by such residents may be exempt from tax under certain conditions, depending on the number of foreign workdays. This exemption is limited to a maximum of 40% of the annual remuneration. Special exemptions and rules apply for small businesses engaged in commercial, professional and agricultural activities and in certain other circumstances.

**Taxation of employer-provided stock options.** Exercise gains realized on stock options are subject to full ordinary income tax and employee and employer social security contributions as employment income if either the following circumstances exists:

- The stock options are from nonqualified plans.
- The stock options are from qualified plans, and the reporting requirements are not satisfied.

Stock option plans that qualify under French corporate law benefit from a favorable tax regime. Foreign plans may be amended to qualify under the French rules.

No taxes or social security contributions are levied when the option is granted. At the time of exercise, taxes and social security contributions are not levied unless the option exercise price is less than 95% of the average stock price over the 20 trading days preceding the grant date.

An employer contribution is due on the grant of options awarded under a French qualified plan. This contribution equals 30% of the fair market value (FMV) of the option as determined for accounting purposes (International Financial Reporting Standard [IFRS] 2) or 30% of 25% of the value of the shares underlying the options. Employees are also subject to a specific contribution at the date of sale of the shares acquired through the exercise of an option granted under a French qualified plan. This contribution applies to options granted on or after 16 October 2007 and equals 10% of the exercise gain (difference between the FMV of the shares on exercise and the amount paid to exercise the options).

When stock acquired under a qualified plan is sold, the gains benefit from favorable tax treatment if both of the following requirements are met:

- The shares are kept in nominative form.
- The employer and the employee satisfy specific reporting requirements at the time of exercise of the option.

Gains derived from the sale of stock acquired under French qualified options granted on or after 27 April 2000 and before 28 September 2012 are taxed in accordance with the following rules:

- If the stock has not been held for at least two years after exercise, the spread (the difference between the FMV of the stock at exercise and the strike price) is subject to tax at a 47.2% flat rate (including 17.2% of social taxes) on the amount of the spread up to EUR152,500 and at a 58.2% flat rate (including 17.2% of social taxes) on the excess.
- If the stocks are sold more than six years after grant of the options and more than two years after exercise of the option, the spread is subject to tax at a 35.2% flat rate (including 17.2% of social taxes) on the amount of the spread up to EUR152,500, and at a 47.2% flat rate (including 17.2% of social taxes) on the excess.

Alternatively, the employee may elect to have the exercise gain taxed at the regular progressive tax rates (plus 17.2% of social taxes) if this is more advantageous.

As discussed above, for options granted on or after 16 October 2007, an additional employee social contribution of 10% must be paid.

For gains derived from the sale of stock acquired under French qualified options granted on or after 28 September 2012, the spread is subject to the following:

- Income tax at the regular progressive rates
- 9.7% CSG/CRDS and the 10% employee social contribution described above

Gains derived from French qualified options granted before 27 April 2000 are subject to specific tax rates.

Any additional capital gain resulting from the difference between the sale price and the FMV of the shares on the date of exercise is taxed as described below in *Capital gains*.

**Taxation of restricted stock awards.** Vesting gains realized on restricted stock awards from nonqualified plans are considered employment income and are subject to full ordinary income tax and employee and employer social security contributions at the time of vesting.

Restricted stock awards may be subject to favorable tax and social security treatment. To qualify, the company's plan must meet specific rules, which include minimum vesting and holding periods, the length of which depends on the date of grant of the awards or the date of the decision of the shareholders authorizing the implementation of a restricted stock plan.

If the plan qualifies for French purposes and the vesting and holding period conditions are satisfied, the income tax charge is deferred until the date of the sale of the shares, and no social security tax is due with respect to the value of the stock award.

For restricted stocks granted under an authorization given by the shareholders after 8 August 2015, the tax law reduces the duration of the minimum vesting and holding periods. Under the new law, the acquisition period cannot be lower than one year and the aggregated period of the vesting and holding periods cannot be lower than two years. If a vesting period of at least two years is implemented, no legal or tax obligation to impose a holding period applies.

An employer contribution is due at the date of the award of restricted stocks under a French qualified plan if the implementation was authorized by the shareholders before 8 August 2015. This contribution equals 30% of the FMV of the shares awarded as determined for accounting purposes (IFRS 2) or 30% of the value of the shares on the date of the award. The employer freely determines the method and can choose the method that results in the lowest valuation.

For restricted stocks granted under an authorization given by the shareholders on or after 8 August 2015, the employer contribution is due at the date the shares are delivered to the employee and is assessed on the FMV of the shares on the vesting date. For restricted stocks granted under an authorization given by the shareholders on or after 8 August 2015 and on or before 31 December 2016, this contribution is due at a rate of 20%. For restricted stocks granted under an authorization given by the shareholders after 31 December 2016 and on or before 31 December 2017, the employer contribution is due at a rate of 30%. For restricted stocks granted under an authorization given by the shareholders on or after 1 January 2018, the employer contribution is due at a rate of 20%.

Employees are subject to an additional contribution at the date of sale of the shares acquired under a French qualified plan. This contribution applies to shares granted on or after 16 October 2007 and equals 10% (rate applicable for shares sold since 18 August 2012) of the FMV of the shares on the date of delivery. This 10% employee contribution has been removed for restricted

stocks granted under an authorization given by the shareholders after 8 August 2015. However, it has been partly reinstated for restricted stocks granted under an authorization given by the shareholders after 31 December 2016 (see below).

Gains derived from the sale of shares awarded under French qualified restricted stock plans that were granted before 28 September 2012 are taxed in accordance with the following rules:

- Taxable income equals the FMV of the shares at the date of vesting and is subject to tax only at the date of sale. It is subject to income tax at a flat 30% rate, plus 17.2% of social taxes and the 10% employee social contribution described above.
- If more favorable, the taxpayer can elect to have the stock award taxed at the regular progressive rates of income tax, plus the 17.2% of social taxes and 10% employee social contribution described above.

For gains derived from the sale of shares awarded under French qualified restricted stock plans that are granted on or after 28 September 2012 (under an authorization given by the shareholders before 8 August 2015), the acquisition gain (FMV of the shares on the date of delivery) is subject to the following:

- Income tax at the regular progressive rates
- 9.7% CSG/CRDS and the 10% employee social contribution described above

For gains realized under French qualified restricted stock plans for which implementation was authorized by the shareholders on or after 8 August 2015 and on or before 31 December 2016, the vesting gain (FMV of the shares on the date of delivery) is taxed at the date of sale of the shares in accordance with the following rules:

- Income tax is imposed at the regular progressive rates with application of a reduction of the tax base of 50% if the shares are held for more than two years after the vesting date. The reduction of the tax base is increased to 65% if the shares are held for more than eight years after the vesting date.
- 17.2% social taxes are imposed on investment income (calculated on the amount before any reduction of the tax base).

For gains realized under French qualified restricted stock plans for which implementation was authorized by the shareholders after 31 December 2016 and on or before 31 December 2017, the vesting gain (FMV of the shares on the date of delivery) is taxed at the date of sale of the shares in accordance with the following rules:

- Portion of the annual gain below EUR300,000: Income tax is imposed at the regular progressive rates with application of a reduction of the tax base of 50% if the shares are held for more than two years after the vesting date. The reduction of the tax base is increased to 65% if the shares are held for more than eight years after the vesting date. Social taxes of 17.2% are imposed (calculated on the amount before any reduction of the tax base).
- Portion of the annual gain above EUR300,000: Income tax at the regular progressive rates is imposed. The 9.7% CSG/CRDS and the 10% employee social contribution described above is imposed.



For gains realized under French qualified restricted stock plans for which implementation was authorized by the shareholders on or after 1 January 2018, the vesting gain (FMV of the shares on the date of delivery) is taxed at the date of sale of the shares in accordance with the following rules:

- Portion of the annual gain below EUR300,000: Income tax is imposed at the regular progressive rates with application of an automatic reduction of the tax base of 50%. 17.2% social taxes are imposed (calculated on the amount before any reduction of the tax base).
- Portion of the annual gain above EUR300,000: Income tax at the regular progressive rates is imposed. The 9.7% CSG/CRDS and the 10% employee social contribution described above is imposed.

Any additional capital gain resulting from the difference between the sale price and the FMV at vesting is taxed as described below in *Capital gains*.

**Withholding obligation on French-source portion of French qualified gains realized by nonresident taxpayers.** Under Article 182 A of the French Tax Code, the French income tax due on the French-sourced portion of qualified stock options or qualified restricted stock award gains realized by individuals who are not tax residents in France at the time of the taxable event (that is, the sale of the underlying shares) must be withheld by the entity that pays the cash proceeds from the sale of the shares. The income tax must be withheld at the flat rate applicable to the qualified stock options or qualified restricted stock award gains (18%, 30% or 41% for gains realized in 2023), or at the specific progressive withholding tax rates applicable to compensation income. This obligation applies at the date of sale of the underlying shares and concerns restricted stock vested and options exercised since 1 April 2011.

**Capital gains.** Capital gains derived from the disposal of shareholdings and real estate are subject to tax in France.

*Investments.* Capital gains realized by a taxable household on the sale of listed or unlisted shares, bonds or related funds are taxed at a flat rate of 30% (12.8% income tax and 17.2% of CSG/CRDS and additional social charges). In some cases, taxpayers can elect to be taxed at progressive tax rates with a discount based on the holding period (depending on the date of purchase of the shares) if more favorable. See *Expatriate tax law* for information regarding taxpayers qualifying under Article 155 B.

*Real property and shares in real estate companies.* Gains derived from the sale of real property are taxable at a rate of 19%, and are subject to CSG/CRDS and social tax (17.2%), resulting in a combined total tax rate of 36.2%. Gains are reduced for each year that the property is held, effective from the fifth year of ownership (no chargeable gain arises with respect to property owned for 22 years or more for income tax and no charge for CSG/CRDS and social taxes applies after 30 years of ownership). The purchase price is increased to take into account purchase expenses and capital improvements. Effective from 1 January 2013, supplementary tax rates apply to capital gains in excess of EUR50,000. These supplementary tax rates range from 2% to 6%.

*Exemptions.* Individuals may benefit from a total exemption for gains derived from the sale of a principal private residence.

### **Deductions and credits**

*Deductible expenses.* Expenses incurred in earning or realizing income are generally deductible from such income, and credits may also be available. The following deductions and credits are specifically allowed:

- Taxpayers may either deduct 10% of net taxable employment income, limited to EUR14,171 (for 2023 employment income), as an allowance for unreimbursed business expenses, without providing proof of expenditure, or they may elect to deduct actual expenses and provide a detailed listing.
- Tax credits are granted for investment in specified historical or classified real estate, for investment incurred for rental purposes and for domestic employee expenses up to a maximum of EUR12,000 (2023 ceiling) plus EUR1,500 per dependent. The credits cannot exceed EUR15,000.
- A credit is available for qualifying childcare expenses (outside the home) equal to 50% of the amount paid, limited to EUR3,500 per child under the age of six.
- Tax credits are granted, within certain limits, for charitable donations to recognized charitable institutions.
- School credits are available in the amount of EUR61 for a child in a college, EUR153 for a child in a *lycée* and EUR183 for a child in higher education.
- Amounts paid for alimony and child support (limited for children over 18 years of age) and for limited dependent parent support are deductible.
- A tax credit is available for investments in the motion picture and fishing industries and for certain other investments.

Numerous other allowances and deductions may also be available.

*Personal deductions and allowances.* The family coefficient rules discussed in *Rates* are used in calculating tax at progressive rates and take into account the size and taxpaying capacity of the household.

*Business deductions.* In general, deductible expenses for commercial, professional and agricultural activities are similar. They include the following items:

- The cost of materials and stock
- General expenses of a business nature, including personnel expenses, certain taxes, rental and leasing expenses, finance charges and self-employed persons' social security taxes
- Depreciation expenses (two methods are applicable, straight-line and declining-balance, over the normal life of the asset)
- Provisions for losses and expenses if the accrual method of accounting is used

**Rates.** French individual income tax is levied at progressive rates, with a maximum rate of 45% for the 2023 tax year (these are the most recent rates available). Family coefficient rules are used to combine the progressive tax rate with the taxpaying capacity of the household. France has a regime of joint taxation for married couples and individuals who have contracted a civil union (Pacte Civil de Solidarité, or PACS). Income tax is assessed on the

combined income of the members of the household, including dependents. No option to file separately is available.

*Family coefficient system.* Under the family coefficient system, the income brackets to which the tax rates apply are determined by dividing taxable income by the number of allowances available to an individual. The final tax liability is then calculated by multiplying the tax computed for one allowance by the number of allowances claimed. Available allowances are shown in the following table.

Family composition	Allowances
Single individual	1
Married couple	
No children	2
One child	2.5
Two children	3
Each additional dependent child	1

Limits are imposed on the tax savings resulting from the application of the family coefficient system. For example, for a married couple, for the 2023 tax year, the tax savings may not exceed EUR1,759 for each additional half allowance claimed.

The progressive tax rates take into account the family coefficient.

The following table provides the 2023 income tax brackets and rates for individuals (the financial act updates the tax brackets each year, and the 2024 brackets have not yet been adopted).

Annual taxable income		Tax rate %
Exceeding EUR	Not exceeding EUR	
0	11,294	0
11,294	28,797	11
28,797	82,341	30
82,341	177,106	41
177,106	—	45

*Exceptional 3% and 4% tax on high income taxpayers.* High income taxpayers are liable for an exceptional tax calculated on their gross reference taxable income. For single taxpayers, the rate is 3% for the portion of the gross reference taxable income between EUR250,000 and EUR500,000 and 4% for the portion exceeding EUR500,000. For married taxpayers, the rate is 3% for the portion of the gross reference taxable income between EUR500,000 and EUR1 million and 4% for the portion exceeding EUR1 million. Gross reference taxable income equals taxable income plus exempt income, less limited items that are tax deductible.

*CSG/CRDS and social tax.* CSG/CRDS applies to all resident taxpayers. It is charged at a rate of 9.7% on 98.25% of gross salary if it does not exceed EUR185,472 (2024 ceiling) per year and on 100% of the portion of the gross salary that exceeds EUR175,968, including benefits in kind and bonuses.

CSG/CRDS on passive income and capital gains is increased by a social tax surcharge, resulting in a total rate of 17.2%. If the individual is not affiliated to the French mandatory social security scheme and is affiliated to a mandatory social security

scheme located in the EU, Iceland, Liechtenstein, Norway or Switzerland, he or she is exempted from CSG/CRDS (9.7%) resulting in a total rate of 7.5%.

The tax administration characterizes CSG/CRDS as an income tax for domestic purposes. However, for social security bilateral agreements and EU social security regulation purposes, it is characterized as a social security charge. Consequently CSG/CRDS is not payable on employment income for expatriates covered under a social security certificate of continued coverage. This exemption for employment income does not apply to taxable passive income, including taxable capital gains.

CSG is charged at a rate of 9.2%, of which 6.8% is deductible for French income tax purposes.

*Nonresidents.* Nonresidents are subject to a withholding tax on French-source remuneration, after the deduction of statutory employee social security contributions and the 10% standard deduction.

Withholding rates applicable to net French-source compensation received by nonresidents in 2024 are set forth in the following table.

Annual taxable income		Tax rate %
Exceeding EUR	Not exceeding EUR	
0	16,820*	0
16,820	48,790*	12
48,790	—	20

\* Tax brackets are prorated according to the time actually worked in France.

The withholding tax discharges the individual's tax liability to the extent that the taxable amount does not exceed the 12% income bracket. Excess taxable income subject to the 20% bracket must be reported on an annual nonresident income tax return and is subject to the regular progressive tax rates. The 20% withholding then constitutes a tax credit against the tax liability. Any excess tax credit is not refundable.

A nonresident's tax liability may not be less than 20% of net taxable income for income between EUR0 and EUR28,797 and 30% for income exceeding EUR27,797. However, if a nonresident can prove that the effective rate of tax computed on his or her worldwide income, according to French tax rules, is less than 20% or 30%, the progressive income tax rates apply without limitation.

*Effective rate rule (exemption with progression).* If an individual has income exempt from tax under treaty provisions, the effective rate rule generally applies. Under this rule, the taxpayer's income tax liability is calculated based on worldwide income using the progressive rates and other French tax rules. Total income tax is then divided by worldwide income to yield the effective percentage rate, which is then applied to income taxable in France to determine total tax payable in France.

**Relief for losses.** French taxable income is determined for each category of revenue. Expenses incurred in creating income are

deductible from the income produced. The following are deductible losses:

- Certain rental losses not due to interest payments, up to in most cases EUR10,700 per tax household per year
- Certain professional losses

The general principle is that losses from one category of income may offset profit from other categories and may be carried forward for six years. However, this principle is subject to limitations. Certain losses may be offset only against income from the same category of income. These include capital losses on quoted stocks and bonds.

Capital losses from the disposal of real estate are final losses and may not be carried forward to offset future capital gains from real estate.

## B. Other taxes

**Real estate wealth tax.** Effective from 1 January 2018, the real estate wealth tax replaced the wealth tax.

The real estate wealth tax is levied on individuals with total net real estate assets exceeding EUR1,300,000 as of 1 January.

Real estate wealth tax applies to all real estate assets and real estate rights as well as to the shares in companies or other organizations for the fraction of the assets that represent real estate or real estate rights held directly or indirectly.

The following are the progressive rates of real estate wealth tax.

Taxable wealth		Rate %
Exceeding EUR	Not exceeding EUR	
0	800,000	0
800,000	1,300,000	0.5
1,300,000	2,570,000	0.7
2,570,000	5,000,000	1
5,000,000	10,000,000	1.25
10,000,000	—	1.5

A discount is planned for the taxable wealth included between EUR1,300,000 and EUR1,400,000.

French tax residents are taxed on their French and foreign real estate assets. Non-French tax residents are taxed on their French real estate assets only, subject to the application of tax treaties.

In addition, a specific exemption from real estate wealth tax on any assets located outside of France exists for individuals who move their residence from abroad to France and who have not been French tax residents during the preceding five civil years. This measure applies until 31 December of the fifth year following the year of the transfer of the residence in France.

Real estate wealth tax due from a French tax resident can be capped if the total taxes due from the individual exceed 75% of his or her annual income of the preceding year.

French taxpayers liable for real estate wealth tax must indicate their net asset value on the 2042-IFI tax form filed with the

annual income tax return. The French tax administration calculates the real estate wealth tax and the amount due must be paid after receipt of the real estate wealth tax assessment.

Debts relating to assets exempt from real estate wealth tax or not included in the real estate wealth tax base cannot be deducted in the calculation of the real estate wealth tax.

Specific deduction rules apply for the valuation of shares of a company owning real estate, notably in the case of *in fine* loans (loans for which the capital must be reimbursed at once at the end of the loan; that is, loans with maturity) and loans that have been concluded directly or indirectly between the company and the taxpayer or members of his or her family.

**Exit tax.** An exit tax on restricted categories of income (mainly capital gains) may apply to taxpayers who departed France on or after 3 March 2011 if they own more than 50% of the stocks of a company or have more than EUR800,000 in shares the day before breaking their French tax residency and if the taxpayer was a French resident for at least six years during the last 10 years. The exit tax on the unrealized capital gain calculated at the date of the tax residency transfer may be due or may be postponed with or without a financial guarantee, depending on the country to which the taxpayer transfers her or his tax residency. Effective from 1 January 2014, after the departure from France, the taxpayer must hold his or her shares for at least 15 years (for transfers of residence after 1 January 2019, the 15-year period is reduced to two years or five years if the shares value exceeds EUR2,570,000). If the taxpayer decides to sell his or her shares before the end of this period, the postponement of the taxation ends, and the taxpayer is taxable on the capital gains calculated at the departure. The taxpayer must comply with filing obligations, which differ depending on the state and the date of the transfer.

**Inheritance and gift taxes.** If a decedent or donor was resident in France (or if the heir or beneficiary is French tax resident and was French tax resident during six years of the 10 past years), tax is payable on gifts and inheritances of worldwide net assets, unless otherwise provided by an applicable double tax treaty. For nonresident decedents or donors, only gifts and inheritances of French assets are taxable, provided the beneficiary is also a non-resident of France, unless otherwise provided by an applicable double tax treaty.

Surviving partners (spouses or partners in a Civil Union [*Pacte Civil de Solidarité*, or *PACS*]) are exempt from inheritance tax. The allowance for parents and children amounts to EUR100,000. The excess is taxed at rates ranging from 5% to 45%, depending on the value of the inheritance. Surviving brothers and sisters may be exempt from inheritance tax if specific conditions are met. In the absence of these conditions, they may each claim a personal allowance of EUR15,932 and are taxed at a rate of 35% on inheritances of up to EUR24,430 and at a rate of 45% on the excess. Other close relatives are taxed at a rate of 55% on the excess over EUR1,594 (or EUR7,967 for nephews and nieces), and other persons at a rate of 60% on the excess over EUR1,594.

The gift tax rates are generally the same as those for inheritance tax. Gifts between partners are taxable (spouses or partners in PACS), but partners benefit from a personal allowance of EUR80,724 instead of an exemption. For grandchildren, the allowance is EUR31,865. The excess is taxed at rates ranging from 5% to 45%.

The following items are exempt from inheritance tax:

- Life insurance contracted by the deceased (subject to certain age conditions). This exemption is limited to EUR152,500 for each designated beneficiary (as an exception, full exemption for surviving partners), and the excess is taxed at rates of 20% and 31.25%.
- The transfer of companies by death or gift (Collective Holding Commitment [Pacte Dutriell]). The transfer is partially exempt from inheritance and gift tax (75% rebate) if specific conditions are met (in particular, commitment of the heirs or the donees to retain the shares of the company). A tax reduction of 50% may also apply to a gift of the company if the donor is less than 70 years old.
- Works of art, if offered to the state.

To provide relief from double inheritance taxes, France has entered into estate tax treaties with the following jurisdictions.

Algeria	Gabon	Qatar
Austria	Germany	St. Pierre and Miquelon
Bahrain	Guinea	Saudi Arabia
Belgium	Italy	Senegal
Benin	Kuwait	Spain
Burkina Faso	Lebanon	Sweden
Cameroon	Mali	Togo
Canada	Mauritania	Tunisia
Central African Republic	Monaco	United Arab Emirates
Congo (Republic of)	Morocco	United Kingdom
Côte d'Ivoire	New Caledonia	United States
Finland	Niger	
	Oman	

**Trusts.** Assets held indirectly through trusts located abroad may result in wealth tax and inheritance tax. A trust is an unknown concept in French civil law. It was defined by the tax law in 2011 as legal rights created under foreign law by a settlor (*constituent*), either *inter vivos* or by death, who transfers assets to a trustee (*administrateur*) in the interests of beneficiaries. Since 2011, the French law provides specific rules for trusts located outside France.

*Real estate wealth tax.* Non-French tax residents who are true settlors of a trust (contributors to the trust and not acting for the account of others), or beneficiaries of a trust in the event of the settlor's death, are liable to real estate wealth tax in France only on the basis of the immovable assets located in France. Non-French tax residents must complete their real estate wealth tax returns. If they fail to meet these real estate wealth tax obligations, the trustee must pay a specific contribution, which equals the amount calculated by applying the marginal real estate wealth tax rate (1.5%) to all immovable assets located in France.

*Reporting obligations.* The trustee must disclose to the French tax administration some details about the trust (including but not limited to settlor identity, beneficiary identity, and nature and value of the asset) if the settlor or at least one of the beneficiaries is a French tax resident, if any asset held in the trust is located in France or if the trustee is a French tax resident. The trustee must file the following two kinds of tax returns:

- A tax return for each event occurring with respect to the trust (creation, modification, termination and distribution) within one month after the event
- An annual return detailing all the assets held by the trust and providing their FMV at 1 January

If the reporting obligations are not respected by the trust, a fine equal to EUR20,000 is imposed. Furthermore, an 80% penalty applies to the amount of the potential reassessments deriving from income in the trust (this 80% penalty cannot be less than EUR20,000; however, if the 80% penalty applies, the flat EUR20,000 fine does not apply).

*Inheritance tax.* The inheritance tax regime applicable to assets held through a trust is not favorable in comparison with the direct holding of the assets. However, if the assets are specially allocated to the beneficiaries before the death of the settlor and if certain other requirements are satisfied, the assets could be subject to progressive inheritance tax rates in France as if they were held directly by the settlor. If these conditions are not satisfied, the assets are subject to a higher flat rate of 45% (60% if the assets are allocated to a third party).

*Trust distribution.* Distributions from the trust to a beneficiary may be subject to French taxes or treated as investment income.

### C. Social security

**Contributions.** An individual's social security taxes are withheld monthly by the employer. French social security contributions are due on compensation, including bonuses and benefits in kind, earned from performing an activity in France even if paid from a foreign country. However, this rule may be modified by a social security totalization agreement. The total charge for 2024 is approximately 15% to 24% (depending on retirement fund contributions and level of remuneration) of gross salary for employees, and 35% to 47% for employers.

Some of the contributions are levied on wages, up to ceilings of EUR46,368, EUR185,472 or EUR370,944 per year (2024 amounts). However, the sickness contribution (employer rate, 13.3%), the basic state pension contribution (employer rate, 1.9%), the family allowance contribution (employer rate, 5.25%), and the housing aid, old-age, work accident and transportation contributions (employer rate, approximately 7%) are levied on the employees' total remuneration.

Social security taxes are independent from CSG and CRDS contributions (see Section A).

**Provisions allowing certain employees to opt out of paying French statutory pension contributions.** The PACTE law (an action plan for business growth) introduced a new article relating to the



social security code, which allows eligible employees and their employers to opt out of paying statutory pension contributions for a period of three years that is renewable for three additional years.

To opt out, the following conditions must be met:

- The employee has not been subject to compulsory pension contributions in the five calendar years preceding his or her start date in France.
- The employment began in France on or after 11 July 2018 with a French or foreign work contract.
- Employers and employees should be able to provide documentation of a minimum EUR20,000 contribution per year to an eligible private French pension fund or to a foreign pension fund.

The exemption applies for both the basic state old-age pension and the compulsory complementary pension contributions, which are CNAV, ARRCO/AGIRC, CEG, CET and APEC. The employee portion and employer portion of these contributions are exempt. Savings for an employee with a gross annual compensation that exceeds the pension rate ceiling (EUR370,944 for 2024) are significant.

The employer and the employee need to send a joint request to the relevant social security office (URSSAF). Documentation needs to be included demonstrating either a payment or intention for payment of the annual minimum contribution of EUR20,000 to an eligible alternative pension plan as well as a sworn statement by the employee that he or she was not subject to a mandatory French pension regime in the five calendar years preceding the start of employment in France.

**Benefits.** The following benefits are available to an individual subject to the French social security system:

- Daily compensation in the event of interruption of professional activity
- Full retirement pension (basic state pension and complementary pension cover)
- Family allowance (exempt from income tax)
- Full professional accident coverage
- Partial or total medical expense reimbursement

**Totalization agreements.** The provisions of the French social tax code apply if work is performed on a regular basis in France, regardless of an employer's place of residence or the source of payment. A French citizen or resident on foreign assignment outside France may continue to contribute to the French social security system for a limited period under certain conditions.

To provide relief from double social security taxes and to assure benefit coverage, France has entered into totalization agreements with the jurisdictions listed below. The EU social security regulation can usually provide for periods of continued coverage under a home country social security regime for up to five years (with the mutual agreement of the competent authorities of both Member States). Agreements with other jurisdictions apply for one to five years and periods of continued coverage may be extended with the mutual agreement of both competent authorities.

Algeria	Greece	New Caledonia
Andorra	Guernsey	Niger
Argentina	Hungary	North Macedonia
Austria	Iceland	Norway
Belgium	India	Philippines
Benin	Ireland	Poland
Bosnia and Herzegovina	Isle of Man	Portugal
Brazil	Israel	Quebec
Bulgaria	Italy	Romania
Cameroon	Japan	St. Pierre and Miquelon
Canada	Jersey	San Marino
Cape Verde	Korea (South)	Senegal
Chile	Kosovo	Serbia
Congo	Latvia	Slovak Republic
Cote d'Ivoire	Liechtenstein	Slovenia
Croatia	Lithuania	Spain
Cyprus	Luxembourg	Sweden
Czech Republic	Madagascar	Switzerland
Denmark	Mali	Togo
Estonia	Malta	Tunisia
Finland	Mauritania	Türkiye
French Polynesia	Monaco	United Kingdom
Gabon	Montenegro	United States
Germany	Morocco	Uruguay
	Netherlands	

The 2016 agreement with China Mainland has been signed but has not yet entered into force.

France has signed the Framework Agreement on cross-border telework in the EU, the EEA and Switzerland, allowing individuals employed by a company in a Signatory State but living in another Signatory State to continue to contribute in their country of employment under certain conditions rather than switching into the social security system of their country of residence for habitual cross-border telework.

#### D. Tax filing and payment procedures

**Filing.** French residents are required to file annual income tax returns (Form 2042), in general, by the middle to end of June following the end of the relevant tax year (tax year is the calendar year), declaring their net income and charges incurred during the preceding calendar year. The actual filing deadline for a particular tax year is determined by the tax administration and is reflected on the tax return forms issued to taxpayers. A married couple must file a joint return for all types of income and report their dependent children's income, if any.

Details of certain income items, such as capital gains, real estate income and income received abroad that is taxable in France, are reported on separate returns attached to Form 2042.

**Payment.** French income tax for resident taxpayers is paid via the French withholding tax system, which has been implemented from 1 January 2019. This system applies to wages, pension payments and unemployment allowances paid by French entities. Wages paid by non-French legal employers through a payroll outside France is also subject to a withholding process via

shadow payroll (a fictitious payroll used only for calculating the basis of the withholding tax due).

For income not subject to the withholding tax, such as business income, self-employment income and rental income, monthly or quarterly income tax installments are directly withheld from the French bank accounts of individuals.

Both resident and nonresident taxpayers must file in the following year an annual French income tax return. Based on the return, the French tax administration issues a French income tax bill in August or September, mentioning the additional amount to be paid or the amount of the tax refund.

A penalty of 10% of tax due is imposed for either a failure to file or a failure to pay by the due date. Other interest and penalties may also be assessed, generally at an annual rate of 2.4%, or at a monthly rate of 0.2%.

**Nonresidents.** The filing date for the annual nonresident tax return is generally May to June following the end of the tax year.

A nonresident with income taxable in France is not required to report that portion subject to final withholding tax on a nonresident tax return. This includes salary income taxed at 0% or 12% rates, dividends and interest. Dividends are subject to a 12.8% withholding tax, and interest is taxed at rates ranging from 0% to 12.8%. Tax treaties may modify these rates. Rental income and the portion of salary taxed at a 20% rate must be included on a nonresident return. Few deductions are allowed in calculating a nonresident's taxable income. The tax liability with respect to the taxable income declared on the tax return is then calculated using the progressive rates (with a minimum of 20% for the income not exceeding EUR28,797 and 30% for the income exceeding EUR28,797) and the family coefficient system. The tax payable is reduced by withholding prepayments, including the 20% withholding on salary.

## E. Double tax relief and tax treaties

If a double tax treaty does not apply, residents are generally allowed to deduct foreign taxes paid as an expense.

France has signed numerous double tax treaties. Double taxation is generally eliminated by a tax credit (for employment income, the credit is generally equal to the French income tax on such income) or by exemption with progression (income is exempt from French income tax but is taken into consideration in determining the effective rate of tax applied to the taxpayer's other French taxable income).

France has entered into double tax treaties with the following jurisdictions.

Albania	Hong Kong	Oman
Algeria	Hungary	Pakistan
Andorra	Iceland	Panama
Argentina	India	Philippines
Armenia	Indonesia	Poland
Australia	Iran	Portugal
Austria	Ireland	Qatar

Azerbaijan	Israel	Quebec
Bahrain	Italy	Romania
Bangladesh	Jamaica	Russian
Belarus	Japan	Federation
Belgium	Jordan	St. Martin
Benin	Kazakhstan	St. Pierre and
Bolivia	Kenya	Miquelon
Bosnia and	Korea (South)	Saudi Arabia
Herzegovina	Kosovo	Senegal
Botswana	Kuwait	Serbia
Brazil	Kyrgyzstan	Singapore
Bulgaria	Latvia	Slovak Republic
Cameroon	Lebanon	Slovenia
Canada	Libya	South Africa
Central African	Lithuania	Spain
Republic	Luxembourg	Sri Lanka
Chile	Madagascar	Sweden
China Mainland	Malawi	Switzerland
Colombia	Malaysia	Syria
Congo (Republic of)	Malta	Taiwan
Côte d'Ivoire	Mauritania	Thailand
Croatia	Mauritius	Togo
Cyprus	Mexico	Trinidad and
Czech Republic	Monaco	Tobago
Denmark	Mongolia	Tunisia
Ecuador	Montenegro	Türkiye
Egypt	Morocco	Turkmenistan
Estonia	Namibia	Ukraine
Ethiopia	Netherlands	United Arab
Finland	New	Emirates
French Polynesia	Caledonia	United Kingdom
Gabon	New	United States
Georgia	Zealand	Uzbekistan
Germany	Nigeria	Venezuela
Ghana	North	Vietnam
Greece	Macedonia	Zambia
Guinea	Norway	Zimbabwe

Recent double tax treaties signed with neighboring jurisdictions contain provisions on cross-border telework to neutralize, under certain conditions, the impact of habitual cross-border telework on the tax obligation in the jurisdiction of residence and/or in the jurisdiction of employment.

## F. Work and residence permits

**EU nationals.** Nationals of the EU (not including the United Kingdom), EEA and Switzerland are not required to hold work or residence permits. However, if needed for personal or professional reasons, a residence permit is issued on written request to the relevant police authorities (*Préfecture*).

*Temporary status.* All EU (not including the United Kingdom), EEA and Swiss nationals working in France while remaining on the payroll of the company in their home country have temporary *détaché* status. The employee may enter France without a visa by showing a valid passport or national identity card. From a French labor law standpoint, home company must comply with secondment obligations in France and complete a posting declaration

online (Déclaration préalable de détachement) before the arrival of the assignee, which outlines the nature, place, duration, and terms and conditions of the assignment. This document is filed online and automatically sent to the local Labor Inspection Officer in France. The employee must remain on the payroll of their foreign employer, and the salary received while on assignment must be commensurate to the peer French employee.

*Long-term status.* EU (not including the United Kingdom), EEA and Swiss nationals hired by a French company on long-term expatriate status do not need a visa to enter France. They are not required to hold work and residence permits.

For both temporary and long-term status, on arrival in France, the employee must be in possession of a valid social security certificate of continued coverage or must be affiliated with the French statutory social security regime.

**Non-EU nationals.** Several immigration categories are available to non-EU nationals coming to France for work purposes.

*Categories for non-EU, non-EEA and non-Swiss nationals seconded to France.* The categories for non-EU, non-EEA and non-Swiss nationals (including UK nationals) seconded to France are discussed below.

The ICT (intra corporate transfer) seconded employee (in French, “salarié détaché ICT”) status is available to individuals who have at least six months of service within the group and are assigned to France for up to three years (no extension possible) by their home employer to perform an activity under its reporting line, such as providing specific expertise or performing managerial functions. They must remain on the payroll of their home employer, and the salary received while on assignment must be commensurate to the peer French employee. Under this category, a work visa application is submitted at the French consulate in the assignee’s country of residence. For an assignment shorter than 12 months, the visa serves as a residence permit and will be issued for a period equivalent to the duration of the mission with a limit of 12 months. If the assignment is for 12 months or more, the visa issued is valid for three months and a residence card must be requested. The stay in France under this status cannot exceed three years. No renewal beyond three years is possible. A new ICT visa can be applied for after a cooling-off period of six months spent outside Europe or the ICT seconded employee must switch to another immigration category implying a French local employment contract.

The temporary worker (in French, “travailleur temporaire”) status is available to seconded assignees who are not eligible for the “salarié détaché ICT” (for example, a foreign employee sent to a client site in the framework of a services provision contract. Assignees must remain on the payroll of their home employer, and the salary received while on assignment must be commensurate to the peer French employee. Under this category, a work permit application must be submitted to the French labor authorities. After the work authorization is granted, the individual applies for a visa at the French consulate in his or her country of residence. The visa is valid for up to 12 months and serves as a residence permit. For the second year, if the mission continues, a

residence card, which is valid for one year and renewable, must be requested.

From a French labor law standpoint, for all assignees seconded to France, the home company must complete and submit online a Posted Worker's Declaration (PWD) on the SIPSI online platform (Déclaration préalable de détachement) before the arrival of the assignee. This document outlines the nature, place, duration, and terms and conditions of the assignment and is automatically sent to the local Labor Inspection Officer in France. This requirement applies to any seconded employee regardless of their nationality (that is, both EU and non-EU employees).

Citizens of jurisdictions that have signed totalization agreements with France (see Section C) may continue to be affiliated with the social security scheme of their home jurisdiction for as long as the totalization agreement applies (for example, up to five years under the agreement between France and the United States).

*Categories for non-EU, non-EEA and non-Swiss nationals locally hired in France.* The categories for non-EU, non-EEA and non-Swiss nationals locally hired in France are discussed below.

The Passeport talent – employee on mission (in French, “passeport talent – salarié en mission”) status is available to intracompany transferees temporarily integrated into the French company headcount (co-employment situation). The following are the eligibility criteria:

- At least three months of service within the group
- Work contract of at least three months with the host company belonging to the same group
- Minimum salary requirement of at least 1.8 times the French minimum wage (EUR38,165.40 for 2024) gross per year or equivalent to salary paid to a French employee in a similar role, whichever is more favorable to the individual

Citizens of jurisdictions that have signed totalization agreements with France (see Section C) may continue to be affiliated with the social security scheme of their home jurisdiction for as long as the totalization agreement applies (for example, up to five years under the agreement between France and the United States).

The Passeport talent – European Blue Card (in French, “Passeport talent – Carte bleue européenne”) status applies to highly qualified employees who meet the following conditions:

- Recognized degree of at least bachelor level or proof of five years of professional experience at a comparable level commensurate with the position to be held
- Limited or unlimited local employment contract for one year or more
- Minimum annual gross salary of EUR53,836.50

The Talent Passport – Qualified Employee (in French, “Passeport Talent – salarié qualifié”) is a residence permit designed for highly skilled workers wishing to pursue a professional activity in France. To be eligible, candidates must meet the following specific conditions:

- Salary conditions: The annual gross salary must be at least EUR43,250 and equivalent to the salary of a local French employee in the same role or level, whichever is higher.
- Employment contract: The validity of the French employment contract must exceed three months.
- Academic qualifications: Applicants must hold a French diploma at the master's level or higher, or another professional degree issued by a French university or school.

This residence permit aims to attract international talent and facilitate their integration into the French labor market, while also allowing the holder's family members to accompany them to France with an appropriate residence status.

For all types of Passeport talent status, if the applicant is not residing in France, a work visa application is submitted at the French consulate in the assignee's country of residence. For contracts shorter than 12 months, the visa serves as a residence permit. If the assignment is for 12 months or more, the visa issued is valid for three months and a residence card must be requested. The residence permit is valid for up to four years and is renewable.

Local hire status is available to individuals hired by French companies under a permanent contract (CDI) and who are not eligible to a "Passeport Talent – European Blue Card" or a "Passeport Talent – employee qualified" (see above). In principle, the employer must search the local labor market for three weeks before applying for a work permit for a foreign employee unless the job is listed on the official shortage occupation list. A work permit application must be filed before the arrival of the employee in France. After the work permit is granted, the employee must apply for a visa at the French consulate of his or her place of residence abroad. The visa is valid for 12 months. At the expiration of the visa, the individual applies for a residence permit valid for four years, which can be renewed.

If the individual is hired under a fixed-term contract (CDD), he or she falls under the Temporary worker status (see *Categories for non-EU, non-EEA and non-Swiss nationals seconded to France.*).

The average timeline for processing work permit applications is six to eight weeks from the date when all required documents are filed with the authorities until the date when the work permit is sent to the relevant French consulate for visa issuance.

*Categories for non-EU, non-EEA and non-Swiss nationals who do not have a salaried activity in France.* The categories for non-EU, non-EEA and non-Swiss nationals who do not have a salaried activity in France are discussed below.

Non-EU, non-EEA and non-Swiss nationals who want to act as a legal representative of a French company must apply for a Passeport talent – corporate officer (in French, "Passeport talent – mandataire social") visa at the French consulate in their country of residence before arrival in France. The individual must

have at least three months of service as an employee or a corporate officer in an entity of the group outside France and must earn yearly at least the gross equivalent of three times the French minimum wage (EUR63,609 for 2024). The residence permit obtained in France is valid for up to four years and can be renewed.

The following categories of individuals are not required to obtain a Passeport talent – corporate officer visa:

- Holders of a 10-year French resident card (*carte de résident*; see Section G)
- Nationals of the EU, EEA or Switzerland

The Entrepreneur/Independent Professional status is available to individuals performing a non-salaried activity or engaging in commercial activities in France. It can be used when the Passeport talent – corporate officer eligibility criteria are not met. If the individual resides outside France, he or she must apply for the relevant visa at the French consulate in the country of residence. The visa is valid for up to 12 months and serves as a residence permit. At the expiration of the visa, the individual is required to apply for a residence permit, which is valid up to four years.

The Passeport talent créateur d'entreprise status applies to individuals who want to set up a company in France. The following are the eligibility criteria:

- Master's degree or at least five years of relevant professional experience
- Presentation of a serious and feasible business project
- Investment of at least EUR30,000 in the business creation project

If the individual resides outside France, he or she must apply for the relevant visa at the French consulate in the country of residence. The visa is valid for up to 12 months and serves as a residence permit. At the expiration of the visa, the individual must apply for a residence permit, which is valid up to four years.

**Short-term assignments.** A work permit is required for short-term assignments (up to 90 days) or work contracts. However, as of 1 November 2016, non-EU nationals seconded to France to perform audit and expertise assignments in the information technology, management, finance, insurance, architecture or engineering fields may be exempt from work authorization. Short-term assignments cannot be extended beyond 90 days.

Other categories of activities that trigger the work permit exemptions are the following:

- Sporting, cultural, artistic and scientific events
- Conferences, seminars and trade shows
- Production and distribution of cinematic and audiovisual works, shows and recordings
- Modeling and artistic posing
- Personal service workers and domestic workers working in France during their private employers' stay in the country
- Occasional teaching activities by invited lecturers

Although a work permit exemption might apply, PWD continues to be required (see above).



## G. Permanent residence permits

After five consecutive years of residence in France and payment of French income tax, the holder of a residence permit may apply for a resident card (*carte de résident*), which is valid for 10 years and is renewable. However, some categories of residence permit do not give access to a resident card. The relevant police authorities have substantial discretion with respect to the approval of a permanent resident card, which allows individuals to work for any employer in France.

## H. Family and personal considerations

**Family members.** Non-EU, non-EEA and non-Swiss nationals who accompany their EU national spouse to France must obtain a residence permit with the endorsement “Family Member of an EU citizen” (*carte de séjour “Membre de famille d’un citoyen UE”*) if the EU national lives in France. They are granted the same right to work as their EU spouses.

Non-EU, non-EEA and non-Swiss nationals who accompany their non-EU national spouses to France must also obtain a residence permit if they reside in France for more than 90 days.

Spouses of non-EU, non-EEA and non-Swiss nationals in the following categories receive a residence visa/permit that entitles them to work in France:

- Intracompany secondment (Salarié détaché ICT)
- Intracompany local transfer (Passeport talent salarié en mission)
- European Blue Card (Passeport talent Carte bleue européenne)
- Qualified workers (Passeport talent salarié qualifié)
- Corporate officers (Passeport talent mandataire social)
- Business setup (Passeport talent créateur d’entreprise)
- Spouse of a French national

Spouses of non-EU, non-EEA and non-Swiss nationals living in France under a local hire, temporary worker or “Entrepreneur” status are not allowed to work in France.

Non-EU, non-EEA and non-Swiss dependent children under the age of 18 obtain a circulation document for foreign minors (*document de circulation pour étranger mineur*) if they accompany non-EU, non-EEA and non-Swiss nationals to France.

**Marital property regime.** In the absence of a marriage contract, the default marital property regime in France is community property. For spouses married in France without a specific contract, all property is community property (including income derived from separately acquired property, but excluding gifts and inheritances and assets owned before the marriage). Spouses may elect a different marital regime (for example, separate ownership) by prenuptial agreement or, during the marriage, by a court-approved notarial deed.

**Forced heirship.** A person may not give away a certain portion (called the *réserve*) of his or her property by either *inter vivos* or testamentary transfer. The reserved portion is one-half of the property for a person with one child and a spouse, two-thirds of

the property for a person with two children and a spouse, and three-quarters of the property for a person with three or more children and a spouse. This measure may apply to nonresidents who own property located in France.

**Driver's permits.** Holders of foreign driver's licenses must apply to exchange them for French driver's licenses before the end of the first year of residence in France. An exchange is authorized if a reciprocity agreement exists between France and the country that has issued the license. For example, with respect to the United States, automatic exchange is authorized for the following states.

Arkansas	Iowa	Oklahoma
Colorado	Maryland	Pennsylvania
Connecticut	Massachusetts	South Carolina
Delaware	Michigan	Texas
Florida	New Hampshire	Virginia
Illinois	Ohio	Wisconsin

Individuals with driver's licenses from other countries or states for which an exchange is not authorized must take the French driver's license test, which consists of a written examination and a practical driving test.

Holders of valid driver's licenses from EU Member States are not required to exchange them for French licenses except in the case of penalties. However, licenses from certain EU Member States may need to be renewed regularly.

# Gabon

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As of 2 December 2024, the exchange rate between the CFA franc BEAC and the euro is XAF655,957 = EUR1.

## A. Income tax

### Who is liable

*Territoriality.* Subject to double tax treaties entered into by Gabon with foreign countries, residents are subject to personal income tax on their worldwide income. Nonresidents are subject to tax only on their income derived from Gabon.

*Definition of resident.* The Gabonese General Tax Code provides that an individual is deemed to be resident in Gabon if he or she stays at least six months on average in the calendar year in Gabon or if he or she maintains his or her main residence in Gabon.

An individual is deemed to have his or her main residence in Gabon if he or she satisfies either of the following conditions:

- He or she has a home available to him or her as an owner, usufructuary or lessee.
- He or she has his or her center of economic or vital interests or his or her habitual abode in the country.

### Income subject to tax

*Employment income.* Taxable income includes all remuneration or compensation paid for services provided, including but not limited to, base salary, overtime, fringe benefits, allowances, and benefits in kind. Under the Gabonese General Tax Code, a deemed value for benefits in kind is included in the tax base. The deemed value equals a percentage of gross salary.

The following are the benefits in kind that are taken into account and the corresponding evaluation rates:

- Accommodation: 15%
- Water and electricity: 5%
- Domesticity (services related to housing, such as cleaning or cooking): 5%
- Food: 25% within the limit of XAF120,000 per month and per employee

Individuals may claim a deduction for professional expenses equal to 20% of gross salary after deduction of social contributions, capped at XAF10 million per year.

*Self-employment and business income.* Self-employment income is divided into the following categories:

- Commercial (including trades)
- Professional
- Agricultural

The net income from each of the above categories is combined, and the total is subject to the progressive rates set forth in *Rates*. A withholding tax of 25% applies to remuneration paid to foreigners without a permanent establishment in Gabon for activities performed or services rendered in Gabon. Self-employed individuals engaged in commercial activities calculate taxable income in the same manner as companies. Taxable income equals the difference between income received, including capital gains, and expenses paid during the calendar year. The accrual method of accounting is used.

At the option of the individual, instead of calculating taxable income from commercial activities as described above, such income may be subject to simplified taxation if the gross turnover ranges from XAF30 million to XAF60 million. Individuals performing certain activities and having annual gross turnover under XAF30 million are exempt from personal income tax and must pay a fixed tax amount determined according to their activity.

Individuals performing certain activities and having an annual gross turnover equal to or above XAF30 million are subject to taxation on gross turnover, less a deduction equal to the following:

- 70% for craftspersons and activities related to the purchase or resale or the production of goods for sale
- 50% for the provision of services
- 40% for liberal professions and similar professions

*Investment income.* Dividends and interest are subject to the tax on investment income (Impôt sur les Revenus de Capitaux Mobiliers, or IRCM). The IRCM on such income is withheld at a rate of 20% for both individuals and resident and nonresident corporate bodies. The IRCM is a final tax.

The 2021 Finance Law introduces an exception to the above-mentioned 20% rate for income from bonds with a maturity of at least five years issued in Gabon as well as for dividends and financial investment income received by private equity companies during the period of the carry trade. The exception provides for a rate of 10%, which is a final tax.

A 25% withholding tax is imposed on royalties paid to nonresidents.

**Capital gains.** Gains on the transfer of assets or rights held by individuals are taxed at a rate of 20%. This tax is a final tax.

The capital gain tax on the sale of a building and on all other sales is paid directly by the notary at the same time as the payment of registration duties.

The Gabonese Tax Code provides for exemption or rollover relief with respect to tax on capital gains under certain specified conditions.

## Deductions

*Deductible expenses.* The following items are deductible:

- Voluntary pension fund premiums not exceeding 10% of taxable income before deduction of deductible charges
- Interest on loans and debts contracted by taxpayers for the construction and acquisition of, or for major repairs to, buildings located in Gabon and used by taxpayers as their principal place of residence, up to a maximum amount of XAF6 million per year
- Life insurance premiums not exceeding 5% of taxable income before deduction of deductible charges
- Alimonies paid under a court order
- Social security contributions paid for domestic servants

*Personal allowances.* The family coefficient system is used to reduce the personal income tax calculated for families (see *Rates*).

*Business deductions.* For individuals engaged in commercial, professional or agricultural activities, the following expenses are deductible under specific conditions:

- General expenses incurred for business purposes, mandatory and non-mandatory social contributions up to certain limits, certain taxes, insurance premiums, gifts and subsidies, rental expenses and financial charges

**Rates.** Income tax is levied at progressive rates, up to a maximum of 35%.

Income is taxed under a family coefficient system, which adjusts the amount of income subject to the progressive tax rate table according to the number of family members. Taxable income is divided by the applicable number of family allowances, and the final tax liability is calculated by multiplying the tax computed for one allowance by the number of allowances claimed. The following allowances are available.

Family status	Number of allowances
Single, divorced or widowed individuals with no children	1
Married individuals with no children, and single or divorced individuals with one child	2
Married individuals with one child, and single or divorced individuals with two children	2.5
Married individuals with two children, and single or divorced individuals with three children	3
Married individuals with three children, and single or divorced individuals with four children	3.5
Each additional child (up to six children)	0.5

The following table provides the annual personal income tax rates for taxpayers with one allowance.

Taxable income		Tax rate %
Exceeding XAF	Not exceeding XAF	
0	1,500,000	0
1,500,000	1,920,000	5
1,920,000	2,700,000	10
2,700,000	3,600,000	15
3,600,000	5,160,000	20
5,160,000	7,500,000	25
7,500,000	11,000,000	30
11,000,000	—	35

In addition to the personal income tax, a supplementary tax at a rate of 5% is levied on net employment income (after deduction of social charges and pension plan contributions). The portion of monthly income under XAF150,000 is exempt. The family coefficient system does not apply to this tax. Employers withhold the supplementary tax.

Progressive income tax and supplementary tax are levied on monthly income using a prorated tax schedule. These are the final taxes for individuals who have no other income subject to income tax.

Taxable income realized from the various self-employment categories is aggregated, and the total is subject to the progressive tax rates applicable to employment income.

The minimum tax payable by taxpayers engaged in commercial, professional and agricultural activities equals 1% of annual taxable turnover or XAF250,000, whichever is greater.

**Relief for losses.** In general, losses from one category may be offset against profits in other categories. However, losses from commercial, professional or agricultural activities may not offset income in other categories. Such losses may be carried forward for five years to offset income from the same category.

## B. Inheritance and gift taxes

Inheritances and gifts are taxable if the transferred goods are located in Gabon. Inheritance and gift tax rates range from 0% to 35%, depending on the net value of the property and the relationship between the beneficiary and the donor or deceased.

## C. Social security

Social security contributions are computed on monthly gross remuneration paid, including fringe benefits and bonuses, up to XAF1,500,000.

The rate of the employee contribution is 2.5%. This contribution, which is withheld by the employer, is for the pension allowances.

The rate of the social security contribution for employers is 16%. The following table shows the components of such rate.

Benefits	Rate (%)
Family allowances	8
Industrial accident insurance contributions	3
Pension allowances	5

The National Health Insurance and Social Welfare Fund (Caisse Nationale d'Assurance Maladie et de Garantie Sociale, or CNAMGS) is a new fund established with the aim of providing access to medical facilities for public and private sector employees. The CNAMGS contributions are computed on monthly gross remuneration paid, including fringe benefits and bonuses, up to XAF2,500,000. The employer rate for this contribution is 4.1%, which consists of the following components.

<b>Benefits</b>	<b>Rate (%)</b>
Distribution of medicine by hospital	2
Hospital expenses and miscellaneous	1.5
Fund for health evacuation	0.6

Employees are required to contribute 2% of their monthly pay for the CNAMGS.

Parliament adopted the Law No. 028/2016, dated 6 February 2017, implementing the new Social Security Code in Gabon. Under the law, the limits regarding the computation of social security contributions and social welfare as well as the respective rates will be determined by Ministry Order and Decree.

The new ceilings and applicable rates for social security contributions and social welfare have not yet been implemented. Therefore, in practice, the previous provisions described above still apply.

## **D. Tax filing and payment procedures**

Employees are required to file an income tax return by 1 March of the year following the tax year. Employers must withhold tax from employees' salaries monthly.

Self-employed individuals are required to file the following tax returns:

- Individuals subject to the simplified tax regime must file a tax return by 30 April of the year.
- Individuals subject to the real tax regime must file a return by 30 April of the year, in the same format as the corporate income tax return.

Individuals subject to the above regimes must file a personal income tax return by 30 April of the year following the tax year of the realization of income, in addition to the above returns.

They are also required to file a declaration on salary and amounts remitted abroad by 30 April of each year.

Individuals required to pay a fixed tax amount must make the tax payment by 28 February of the tax year. Others must pay the tax due by 30 April.

## **E. Double tax relief and tax treaties**

Gabon has double tax treaties with Belgium, Canada, China Mainland, France, Italy, Morocco, Saudi Arabia and United Arab Emirates. In addition, Gabon is a Member State of the Central African Customs and Economic Union (Communauté Economique et Monétaire en Afrique Centrale, or CEMAC). The

CEMAC is an organization of states of Central Africa (Cameroon, the Central African Republic, Chad, Congo [Republic of], Equatorial Guinea and Gabon) established to promote economic integration among countries that share a common currency, the CFA franc BEAC.

The CEMAC treaty provides the following relief:

- Under this treaty, commercial profits are taxable in the treaty country where a foreign firm performs its activities through a permanent establishment. In addition, employment income is taxed in the treaty country where the activity is performed, except in the case of a short assignment.
- Dividends, interest and royalties are taxable in the country where the beneficiary is resident. However, a withholding tax is applied by the country from where the payments are made but at favorable tax rates.

In the absence of tax treaty relief, foreign taxes paid are deductible as expenses by individuals taxable on worldwide income.

## F. Temporary visas

A visa is required for entry into Gabon.

Gabonese authorities issue two types of visas, which vary according to the duration of the permissible stay in Gabon. The following are the types of visas:

- Tourist visa (*visa touriste*)
- Business visa (*visa d'affaires*)

**Tourist visa.** A tourist visa is granted to non-professional visitors. It has a duration of one month. This initial period can be extended to a maximum of three months.

**Business visa.** A business visa is granted to foreign workers or businesspersons coming into Gabon for a period that does not exceed three months. They are exempt from the entry authorization requirement. However, they must state in writing their qualifications and describe the contacts they will meet during their stay in Gabon.

## G. Work permits and authorizations

For individuals who will stay in Gabon for a period longer than three months for the performance of a remunerated activity, the following actions must be taken:

- Their employer must apply to the Ministry of Labor for an employment authorization (if the employee is less than 60 years of age) and a foreign worker card.
- They must apply and submit appropriate documentation to the immigration authorities for an entry authorization for the long term.
- They must apply to the immigration authorities for a residency card and an exit visa if applicable.

## H. Residency cards

Residency cards are issued by the immigration authorities. They are required for all foreign nationals over the age of 16 who are staying longer than three months in Gabon.



The 2021 Finance Law makes the issuance of residence permits to individuals subject to the flat-rate synthetic tax and to the income tax on individuals in the categories of salaries and wages, industrial and commercial profits, noncommercial profits and agricultural profits. A lump-sum payment to the tax authorities is required.

## **I. Family and personal considerations**

**Family members.** If the head of a family is allowed to enter Gabon, the family members accompanying this individual are admitted at the same time. However, to enter Gabon, all of the family members must present entry authorization (entry visa for long-term stay), passports and documentation proving their civil status.

**Driver's permits.** Foreign nationals may drive legally in Gabon using their home-country driver's licenses for a period of three months if they have a receipt for the payment for the registration of their license with the Ministry of Transport in Gabon.

Gabon has driver's license reciprocity with France and states affiliated with the International Treaty of Geneva (international driver's license). To obtain a Gabonese driver's license, a French or international driver's license must be registered with the Ministry of Transport in Gabon.

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## A. Income tax

**Who is liable.** Resident individuals and nonresident individuals are subject to income tax on income received from Georgian sources.

For tax purposes, individuals are considered resident if they actually are located on the territory of Georgia for 183 or more cumulative days in any continuous 12-month period ending in the current tax year (that is, the calendar year) or if they are in Georgian state service abroad during the tax year. For purposes of the above residency test, the days considered are the days when the individual is actually located on the territory of Georgia, as well as the days spent by the individual outside the territory of Georgia for medical treatment, vacation, business trip or study purposes. The time of actual presence does not constitute time spent in Georgia by the following individuals:

- Persons with diplomatic or consular status as well as their family members
- Staff members of an international organization under Georgian international agreements, state servants of a foreign country, including their family members, but excluding citizens of Georgia
- Persons moving from one foreign country to another through the territory of Georgia
- Persons residing in Georgia for medical treatment or vacation purposes only

The status of residency is determined for each tax period. Days that were taken into account in determining the residency of an individual in the preceding tax period are not taken into account in determining residency in the current tax period.

In addition, high net-worth individuals, on their request, may become residents of Georgia for tax purposes even if under the above general rule on residency, they are not deemed to be Georgian residents. High net-worth individuals are individuals who hold property with the value in excess of GEL3 million or whose annual income for each of the preceding three years exceeded GEL200,000.

The Minister of Finance and the Minister of Justice of Georgia set the rules and conditions for granting the status of Georgian tax resident to high net-worth individuals. Under these rules, individuals who satisfy the previously mentioned conditions and as such qualify as high net-worth individuals in Georgia may become Georgian residents if they hold assets located in Georgia that are valued at over USD500,000. Additionally, they must prove that they hold a Georgian citizen's personal identification card, a Georgian residence permit or Georgian residence card, or alternatively, prove the receipt of annual Georgian-source income of GEL25,000 or more. If these conditions are satisfied, the Ministry of Finance of Georgia grants Georgian residency to such individual for a tax year based on the submitted application.

If residency of a Georgian citizen cannot be attributed to any other country, such person, on his or her request, may become a resident of Georgia for tax purposes by applying to the tax authorities.

In certain circumstances, except for the cases mentioned above, the Minister of Finance sets the rules and conditions for granting the status of Georgian tax resident to foreign citizen individuals.

A nonresident is an individual who is not considered to be a Georgian resident under the rules provided above.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable income from employment consists of all types of compensation or benefits, whether received in cash or in any other form, subject to certain exceptions.

*Self-employment and business income.* Tax is levied on an individual entrepreneur's annual income, which consists of gross income less expenses (except for nondeductible or partially nondeductible expenses) incurred in earning the income.

*Directors' fees.* Directors' work is considered to be employment performed in Georgia, and the income from such work is subject to income tax.

*Investment income.* A 5% withholding tax is imposed on dividends paid by Georgian enterprises to individuals. Dividends received by resident individuals that were taxed at source are not included in the gross income of such individuals and are not subject to further taxation.

The following dividends are not taxed at source and are not included in the gross income of recipients:

- Dividends received in a free industrial zone (FIZ) from a FIZ company
- Dividends distributed by an entity that has the status of an agricultural cooperative under Georgian law to its members (until 1 January 2026)
- Dividends distributed by an investment company established in accordance with the Law of Georgia on Investment Funds

A 5% withholding tax is imposed on interest payments made by or on behalf of Georgian residents and permanent establishments (PEs) of nonresidents to individuals, if the source of interest

income is in Georgia. Interest received by individuals that was taxed at source is not included in the gross income of such individuals and is not subject to further taxation. If these payments are received by a person registered in a low-tax jurisdiction, the tax rate is 15%.

The following interest is not taxed at source and is not further included in the gross income of the recipient:

- Interest received from financial institutions licensed according to the Georgian legislation
- Interest received in a FIZ from a FIZ company
- Interest on free-floating securities or on debt securities issued by Georgian enterprises and listed on a recognized foreign stock exchange

*Other income.* Inheritances and gifts received are generally included in taxable income. However, certain exceptions apply (see *Exempt income*). Income received by individuals from renting out living space for living purposes is taxed at a rate of 5% if no expenses are deducted from this income. A 5% rate also applies to gains received by individuals from the supply of living space and the land attached to it, as well as from the supply of vehicles. In general, the taxable gain equals the difference between the sale price of the land or vehicle and its cost.

*Nonresidents' income.* Georgian-source income of a nonresident that is not related to a PE of the nonresident in Georgia is subject to tax at the source of payment without deductions. A 4% rate applies to the income received from the oil and gas operations of nonresident subcontractors under the Law of Georgia on Oil and Gas. Other payments, not specifically mentioned above, made to nonresidents that are deemed to represent income received from a Georgian source are taxed at source at a rate of 10%.

*Exempt income.* The following types of income are exempt from income tax:

- Income of resident individuals received from foreign sources
- Income derived by nonresidents from employment with diplomatic or equalized organizations located in Georgia
- Grants, state pensions, state compensation, state academic scholarships, cumulative and repayable pensions from private pension schemes up to the amount of the contributions made and other specific state payments
- Financial and other awards received by persons engaged in sports-related activities and their coaches for winning and/or getting medal placing at the Olympic Games and/or the world and European championships
- Alimony
- Value of property (income) received on the basis of divorce
- Capital gains derived from the sale of vehicles that were held for more than six months after official registration
- Capital gains derived from the sale of residential apartments (houses) together with the attached land plot that were held for more than two years
- Capital gains derived from the sale of assets (other than vehicles and apartments or houses) that were held for more than two years and that were not used for economic activities (mere possession of securities or an equity interest with the purpose

of receiving dividends and interest is not considered to be the use of assets in economic activities)

- In the case of the liquidation or capital reduction of a company, capital gains derived from the receipt of real estate in exchange for a partner's share in the company that was held for more than two years
- Capital gains derived from the sale of tangible assets held for more than a total of two years by an individual (I level legatee) and a decedent
- Property received by a I or II level legatee free of charge or by inheritance
- Property received by a III and IV level legatee, up to GEL150,000, free of charge or by inheritance
- Property with a value of up to GEL1,000 received free of charge during a tax year, other than property received from an employer
- Amounts paid to a donor for food required for the restoration of blood
- Until 1 January 2026, income received from the initial supply of agricultural products before their reproduction (change of commodity code) and salary payments received from these individuals by their employees if such income does not exceed GEL200,000 during a calendar year
- Georgian-source income of a nonresident received from insurance, reinsurance of risks and leasing services not related to his or her PE in Georgia
- Interest income and gains derived from the sale of bonds issued by the Government of Georgia, the National Bank of Georgia (NBG), deposit insurance agencies and international financial institutions (Government Ordinance #198, dated 21 February 2014, provides a list of international financial institutions)
- Lottery winnings up to GEL1,000
- Income received by a nonresident individual from a nonresident employer for employment executed in Georgia for up to 30 calendar days in a tax year, if such salary expenses are not attributable to the PE of a nonresident in Georgia, regardless of whether the payment is made by the PE
- Income received from the transfer of property by a partnership to its members if, by the moment of the transfer, the members of the partnership consist only of individuals, the members have not changed since the establishment of the partnership, and the partnership is not a value-added tax (VAT) payer
- Income earned by a person who is in a bankruptcy regime after the commencement of bankruptcy proceedings under the Law of Georgia on Insolvency Proceedings
- Income earned by a natural person as a result of being employed by a person in relation to whom bankruptcy proceedings are pending

**Taxation of employer-provided stock options.** Employer-provided stock options are treated as a regular taxable benefit.

**Capital gains and losses.** Capital gains are subject to regular income tax when they are realized. Unrealized capital gains are not subject to tax.

Individuals (both entrepreneurs and non-entrepreneurs) may offset capital losses against proceeds from the sale of the same type of assets. However, if the loss cannot be offset in the year in which it is incurred, the loss may not be carried forward. Notably, individual entrepreneurs may not offset losses incurred in economic activities against capital gains.

### **Deductions**

*Business deductions.* Taxpayers may deduct all documented expenses contributing to the generation of taxable income (for example, expenditure for materials, depreciation deductions, lease payments, wages and interest payments), except for expenses of a capital nature and expenses that are nondeductible or partially nondeductible.

A taxpayer may deduct the gain derived from the free-of-charge receipt of goods and services from his or her gross income, subject to the restrictions imposed by the TCG in the reporting year in which such goods or services are used in an economic activity.

Nondeductible expenses include the following:

- Expenses that are not related to economic activities, except for contributions to charity funds. However, such contributions (both cash and noncash contributions except for immovable property) are deductible only up to 10% of taxable income before deduction of charitable expenses.
- Entertainment expenses, unless a taxpayer is engaged in entertainment business and the expenses have been incurred in the framework of such activity.
- Expenses incurred for personal consumption and costs related to the winnings received from lotteries, casinos (gambling houses), games of chance or other winning games.
- Expenses related to generation of income that is exempt from personal income tax.
- Penalties and fines paid or payable to the Georgian state budget.
- Income tax, except for income tax paid by an individual with respect to receiving a benefit (with the exception of a benefit received from employment and economic activities).
- Interest expenses above the established limit of 24% per year.
- Representative expenses in excess of 1% of gross income earned during the previous tax year.
- Expenses incurred on goods and services purchased from an individual with the status of micro business (see Section E).
- Bad debts may be deducted only if the respective income was previously included in gross income and if such receivables have been written off in the accounting books. Certain conditions provided by the TCG must be met for the receivable to be considered a bad debt.
- Capital repair expenses for fixed assets in excess of 5% of the balance of the corresponding group of fixed assets at the end of the preceding tax year. These expenses are added to the group and deducted through depreciation charges. However, such expenses are immediately expensed if a person applies the full depreciation method (see below).
- Insurance premiums paid by insured parties under pension insurance agreements.

Expenditures on tangible assets are deducted in the form of group depreciation charges through the application of the diminishing-balance method. The following are the rates for the depreciation groups.

Group	Rate (%)
I	20
II	20
III	8
IV	5
V	15

Depreciation may not be claimed for land, works of art, museum items, historical objects (except for buildings), fixed assets with a value under GEL1,000 and biological assets (animals and plants). Fixed assets with a value below GEL1,000 can be fully deducted from gross income in the year in which their exploitation begins. Expenditure on biological assets may be deducted in the year when it was incurred. Taxpayers may claim accelerated depreciation norms with respect to the II and III groups. However, such accelerated depreciation may not be more than double the amount of the rates mentioned above. In addition, repair expenses on rented fixed assets (if they do not reduce the rental fee) result in the creation of a separate group of assets that is depreciated at the rate set for Group V. On the expiration or termination of the rent agreement, the remaining balance value of the group may not be deducted from gross income and the value of the group is set to zero.

Alternatively, the cost of fixed assets purchased or produced (except for non-amortized fixed assets) can be depreciated at a rate of 100% in the year in which the exploitation of such assets begins. A taxpayer selecting the full depreciation method may not change it for five years.

Expenditures on intangible assets are deducted in proportion to the useful life of the assets. If it is impossible to determine the useful life of an intangible asset, a 15% rate applies. In addition, expenditure on intangible assets with a value below GEL1,000 can be fully deducted from the gross income in the year in which the respective expenditure is incurred.

**Rates.** The personal income tax rate is set at a flat 20%.

**Credits.** Because the income of resident individuals received from foreign sources is exempt from personal income tax, no foreign tax credits are allowed.

**Relief for losses.** Individual entrepreneurs may carry forward losses for up to five years to offset future profits. The offsetting of loss carryforwards against the salary income of individual entrepreneurs is not allowed.

Losses may also be carried forward for up to 10 years. However, the statute of limitations is 11 years for a 10-year carryforward period, and six years for a five-year carryforward period. A 10-year carryforward period may be changed back to a five-year carryforward period if the losses carried forward are used up. No loss carrybacks are allowed.

## B. Other taxes

**Inheritance and gift taxes.** Georgia does not impose gift taxes. As mentioned in Section A, inheritances and gifts are subject to general income taxation. However, certain exemptions are applied.

**Wealth tax.** Georgia does not impose wealth tax or net worth tax.

**Property tax.** For individuals, the following items are subject to property tax:

- Owned immovable property (buildings or parts of buildings)
- Unfinished construction
- Yachts (motorboats), planes and helicopters
- Passenger vehicles (under Harmonized System [HS] Code 8703)
- Property leased from nonresidents

In addition, for individuals carrying out economic activities, the following items are taxable:

- Fixed assets
- Unassembled equipment
- Property leased to other parties

Property located in a FIZ is exempt from tax.

The property tax rates for taxable property, except for land, vary according to the revenues earned during the tax year by the family owning the property. The rates are applied to the market value of the property. The following are the rates.

Annual revenues		Property tax rate %
Exceeding GEL	Not exceeding GEL	
40,000	100,000	0.05 to 0.2
100,000	—	0.8 to 1

Property tax is a local tax. The local government fixes the rate within the above ranges.

The property tax rates for agricultural land vary according to the administrative unit and the land quality. The annual base tax rate per one hectare varies from GEL5 to GEL100. The local government fixes the rate for land at up to 150% of the above annual base tax rate.

The base tax rate for nonagricultural land is GEL0.24 per square meter. The local government adjusts the rate by a territorial coefficient of up to 1.5.

The property tax rate for land granted to a person using natural resources on the basis of a license may be set at a rate of up to GEL3 per hectare.

## C. Social insurance tax

**Contributions.** Georgia does not impose social insurance tax.

**Totalization agreements.** Georgia is not a party to any international agreement regarding contributions to social funds.



## D. Tax filing and payment procedures

The tax year in Georgia is the calendar year.

Employers in Georgia (Georgian entities, PEs of foreign entities and individual entrepreneurs, except for FIZ companies with respect to salary payments to their resident employees) must withhold personal income tax from the salaries paid to resident and nonresident employees in Georgia.

A nonresident person making salary payments that are not attributable to its PE in Georgia is exempt from the obligation to withhold tax at the source of payment if the employee independently calculates the tax liability, files a tax return and pays the tax.

Tax agents who withhold personal income tax at source must file monthly tax returns and forms containing information about the income recipients, income paid and taxes withheld by the 15th day of the month following the reporting month.

Resident individuals and nonresident individuals who derive Georgian-source income that was not taxed at the source of payment in Georgia must file personal income tax returns before 1 April of the year following the tax year.

Natural persons registered as individual entrepreneurs who are engaged in economic activities in Georgia must make current tax payments during the tax year. Each current tax payment equals 25% of the tax liability for the preceding tax year. The payments are due on 15 May, 15 July, 15 September and 15 December of the current tax year. A balancing payment must be made before 1 April of the year following the tax year. Individuals who did not derive income during the preceding tax year are not required to make current tax payments.

If an individual has made current tax payments (or has no obligation to make current tax payments) due for the tax year, the submission date can be extended for up to a further three months by notifying the Georgian Tax Authorities (GTA) before the filing deadline. Personal income tax returns can be amended within the statute of limitation, which is three years.

Individual entrepreneurs must file a final tax return within 30 working days following the cessation of their economic activities in Georgia. In the following periods, they are not required to file a tax return until the resumption of economic activity.

## E. Special tax regimes

Individuals may obtain the special status of micro business and individual entrepreneurs may obtain the status of small business. On obtaining these statuses, individuals become eligible for certain simplified accounting rules and tax exemptions. The GTA grants the statuses to individuals. Individuals may also be granted the status of fixed taxpayer.

**Micro business.** The status of micro business can be granted to individuals who satisfy the following conditions:

- They conduct economic activities independently without hiring employees.
- They receive annual gross income up to GEL30,000.

- They maintain an inventory balance up to GEL45,000.
- They are not registered VAT payers.

The government determines the prohibited activities for individuals with the status of micro business, as well as the types of income that are not taxed under the special tax regime and that are not included in the calculation of the above gross income threshold.

Individuals with the status of micro business are exempt from personal income tax. However, they must maintain all primary tax documentation. In addition, such individuals must file a tax return annually.

The status of micro business is canceled for the current tax year if any of the above requirements for micro business are violated or if an individual with the status of micro business applies to the GTA for cancellation of the status or obtains the status of small business. On cancellation of the status, the income of an individual is taxed either according to the rules for small business if such status is obtained or according to the standard personal income tax rules.

**Small business.** A small business is liable for personal income tax at a 1% rate. The applicable personal income tax rate increases to 3% if gross income of a small business received from economic activities exceeds GEL500,000. A 3% rate applies from the beginning of the month in which a small business exceeded the GEL500,000 threshold until the end of a calendar year. Taxable income of a small business consists of Georgian-source income except employment income and certain other types of income determined by the government of Georgia that is not taxed under the special status and is not included in the gross income of a small business.

A small business is not required to withhold tax at source on payment of salaries to its employees up to GEL6,000 during the calendar year if either of the following conditions is met:

- He or she has been registered as an individual entrepreneur and has been granted a small business status within the same calendar year.
- Gross income received during the preceding calendar year did not exceed GEL50,000.

The status of a small business will be canceled if one of the following conditions is met:

- Annual income from business activities exceeds GEL500,000 for two consecutive calendar years.
- The individual applies for status cancelation voluntarily.
- The individual is engaged in activities that are prohibited by the government of Georgia under the status of a small business.
- The individual is fined at least three times during the calendar year for the violation of rules for using a cash register.

Individuals with the status of a small business must file a tax return and pay the respective taxes no later than the 15th day of the month following the reporting month.

**Fixed taxpayer.** Income from certain activities may be taxed at a fixed rate if performed by an individual having the status of a

fixed taxpayer. Income from activities carried out by a fixed taxpayer is subject to fixed tax at the following rates:

- GEL1 to GEL2,000
- 3% of income generated from taxable activities

The government of Georgia sets the exact fixed rate for each type of activity. Also, the fixed rate for the same type of activity may vary among the territorial units of local self-governing bodies.

The status of fixed taxpayer can be granted to a person who satisfies both of the following conditions:

- He or she carries out activities subject to fixed tax as defined by the government of Georgia.
- He or she is not registered as a VAT payer.

In addition to activities subject to fixed tax, a person having the status of fixed taxpayer can carry out additional activities defined as permitted activities by the government of Georgia. Income earned from carrying out activities subject to fixed tax are not included in the gross income of a fixed taxpayer and are not subject to further taxation.

Income earned from carrying out additional activities not subject to fixed tax but allowable by the government of Georgia is subject to tax under the normal rules. Fixed taxpayers must keep all primary tax documentation issued to or by them.

Fixed taxpayers are not liable to make advance tax payments and are exempt from the obligation to file a tax return.

The status of fixed taxpayer is canceled if any of the following circumstances exists:

- A person ceases to perform activities subject to fixed tax.
- A person carries out an activity that is different from activities authorized by the government of Georgia for fixed taxpayers as additional activities.
- A person applies to the GTA for cancellation of the status.
- A person is liable to register as a VAT payer within the scope of allowed additional activities or voluntarily registers as a VAT payer.

If any of the above circumstances exists, a person must apply to the GTA within 10 working days from that moment and request cancellation of the status.

## **F. Double tax relief and tax treaties**

Georgia has entered into tax treaties with the following jurisdictions.

Armenia	Iceland	Portugal
Austria	India	Qatar
Azerbaijan	Iran	Romania
Bahrain	Ireland	San Marino
Belarus	Israel	Saudi Arabia
Belgium	Italy	Serbia
Bulgaria	Japan	Singapore
China Mainland	Kazakhstan	Slovak Republic
Croatia	Korea (South)	Slovenia

Cyprus	Kuwait	Spain
Czech Republic	Kyrgyzstan	Sweden
Denmark	Latvia	Switzerland
Egypt	Liechtenstein	Türkiye
Estonia	Lithuania	Turkmenistan
Finland	Luxembourg	Ukraine
France	Malta	United Arab
Germany	Moldova	Emirates
Greece	Netherlands	United Kingdom
Hong Kong SAR	Norway	Uzbekistan
Hungary	Poland	

Georgia considers none of the tax treaties of the former USSR to be in force.

Most of Georgia's tax treaties exempt individuals from tax in Georgia if all of the following conditions are satisfied:

- The individual is present in Georgia for less than 183 days in any period of 12 consecutive months.
- The income is paid to the individual by or on behalf of an employer who is not a resident of Georgia.
- The cost of the income is not borne by a PE of the employer in Georgia.

Tax benefits granted by the tax treaties can be claimed in accordance with the rules established by the Minister of Finance of Georgia.

## G. Visas

The Law on Legal Status of Aliens and Stateless Persons, which entered into force on 1 September 2014, introduced many changes regarding visas and permits.

The legal basis for a foreign citizen's stay in Georgia is a visa, residence permit (permanent or temporary) or refugee status. No visa is required for entering and staying in Georgia for one year for the nationals of the following jurisdictions.

Albania	Germany	Russian
Andorra	Greece	Federation
Antigua and	Honduras	St. Vincent
Barbuda	Hungary	and the
Argentina	Iceland	Grenadines
Armenia	Ireland	San Marino
Austria	Israel	Saudi Arabia
Australia	Italy	Serbia
Azerbaijan	Japan	Seychelles
Bahamas	Jordan	Singapore
Bahrain	Kazakhstan	Slovak Republic
Barbados	Korea (South)	Slovenia
Belarus	Kuwait	South Africa
Belgium	Kyrgyzstan	Spain
Belize	Latvia	Sweden
Bosnia and	Lebanon	Switzerland
Herzegovina	Liechtenstein	Tajikistan
Botswana	Lithuania	Thailand
Brazil	Luxembourg	Türkiye

Brunei Darussalam	Malaysia	Turkmenistan
Bulgaria	Malta	Ukraine (a)
Canada	Mauritius	Uzbekistan
China Mainland (b)	Mexico	United Arab Emirates
Colombia	Moldova	United Kingdom
Costa Rica	Monaco	United Kingdom
Croatia	Montenegro	Crown Dependencies
Cyprus	Netherlands	(Guernsey, the Isle of Man and Jersey)
Czech Republic	territories	United Kingdom overseas territories
Denmark	(Aruba and successor jurisdictions of the Netherlands Antilles)	(Bermuda, Cayman Islands, British Virgin Islands, Falkland Islands, Gibraltar, and Turks and Caicos Islands)
Denmark territories (Faroe Islands and Greenland)	Netherlands	United States
Dominican Republic	New Zealand	Vatican City
Ecuador	Norway	
El Salvador	Oman	
Estonia	Panama	
Finland	Poland	
France	Portugal	
France territories (French Polynesia and New Caledonia)	Qatar	
	Romania	

(a) The nationals of Ukraine can enter and stay in Georgia without a visa for three years.

(b) The nationals of China Mainland can enter and stay in Georgia without a visa for purposes of tourism for 30 days.

The nationals of European Union (EU) Member States and Switzerland can enter Georgia with a travel document, as well as with an identity card issued by an EU Member State or Switzerland, respectively. The identity card must contain the name, surname, date of birth and a photo of the person.

## H. Residence permits

The Legal Entity of Public Law Civil Registry Agency under the Ministry of Justice of Georgia issues residence permits.

The Law on Legal Status of Foreigners and Stateless Persons provides for the following residence permits:

- A work residence permit, which is issued for the carrying out of entrepreneurial or labor activities in Georgia to a foreign person who provides documentation proving the carrying out of such activities, as well as a certificate proving that income from such activities is not less than five times the amount of the substance minimum (approximately GEL250) and that the employer or established company (except for educational or medical establishments) of such person has a turnover of more than GEL50,000 per each individual applying for a work residence permit. For medical establishments, the abovementioned threshold is GEL35,000.
- A study residence permit, which is issued for the purpose of study at an authorized educational institution in Georgia.
- A residence permit for the purpose of family reunification, which is issued to family members of an alien holding a residence permit.

- A residence permit of a former citizen of Georgia, which is issued to an alien whose citizenship of Georgia has been terminated.
- A residence permit of a stateless person, which is issued to an individual whose status of statelessness has been determined in Georgia.
- A special residence permit, which is issued to an alien who is reasonably assumed to be a victim of or affected by human trafficking.
- A permanent residence permit, which is issued to a spouse, parent of a Georgian citizen minor child and minor child of a Georgian citizen. A permanent residence permit is also issued to an alien who has lived in Georgia for the last 10 years on the basis of a temporary residence permit. This period does not include the period of residence in Georgia for study or medical treatment, and the period of work at diplomatic missions and equivalent missions.
- An investment residence permit, which is issued to an alien who has made an investment worth at least USD300,000 in Georgia, in accordance with the Law of Georgia on Investment Activity Promotion and Guarantees, or owns an immovable property in Georgia, the market value of which is at least USD300,000, and to his or her family members. For the purposes of this permit, family members are a spouse, minor children and the alien's legally incompetent or disabled dependents. This permit may be issued for a period of five years.
- A temporary residence permit, which is issued to persons holding the status of victims.
- Temporary residence permits, except for a residence permit of a former citizen of Georgia, are issued for no more than five years.
- A short-term residence permit, which is issued to a person having ownership in real property located in Georgia and to his or her spouse and children. The market price of this property should be at least the equivalent in GEL of USD100,000. The short-term residence permit is issued for one year.
- Lifetime residence permit, which is issued to the following:
  - Persons and their family members who have obtained an investment residence permit on the basis of making an investment worth USD300,000 in Georgia and have turnover of over USD50,000 in the first year, over USD100,000 in the second year and over USD120,000 in the third, fourth and fifth years
  - Persons and their family members who have obtained an investment residence permit on the basis of owning an immovable property in Georgia, the market value of which is at least USD300,000, and have owned this immovable property for five years after obtaining an investment residence permit

For the purposes of this permit, family members are a spouse, minor children and the alien's legally incompetent or disabled dependents.

Persons arriving in Georgia for working purposes from visa-free countries are not required to obtain a work residence permit for up to a year. If they intend to work in Georgia for more than a

year, they must apply for the work residence permit 40 days before the expiration of the visa-free period.

### **I. Driver's permits**

A foreign national with an international driver's license may drive legally using this license if information is indicated in Latin letters or if it is translated into Georgian and certified by a notary. A foreign national who wishes to drive in Georgia but does not have an international driver's license must legalize his or her home-country license in the country where the license was issued and have it translated into Georgian. This translation needs to be notarized in Georgia.

# Germany

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## A. Income tax

**Who is liable.** Individuals are subject to tax on their worldwide income if they meet either of the following conditions:

- They have a domicile in Germany for their personal use.
- They have a “customary place of abode” in Germany and do not stay only temporarily at this place or in this area. This means that if they are present in Germany for an uninterrupted period of at least six months that may fall in two calendar years, a customary place of abode is in principle given in any case.

The citizenship of a taxpayer usually is not a consideration in determining residency. However, under the provisions of certain tax treaties entered into by Germany, citizenship may be one of the factors to consider if a taxpayer qualifies as a resident under the domestic laws of both Germany and the other treaty country. Individuals not resident in Germany are generally subject to tax on income derived from German sources only.

Nonresidents may elect to be treated as residents if either their income subject to German taxation amounts to 90% or more of



their worldwide income or their income not subject to German taxation does not exceed the amount of EUR11,604 (2024) per calendar year. This provision allows nonresidents to file German income tax returns like residents and to claim all deductions and allowances normally granted to residents only.

**Income subject to tax.** German income tax law distinguishes between several categories of income, including income from employment, self-employment, investment, business and real estate. Income from each of the categories may be combined, and overall taxable income is then determined by subtracting special deductions. However, income from investment is generally taxed at source with a flat tax rate.

*Employment income.* Employed persons are subject to income tax on remuneration received from employment. An individual is treated as an employee if he or she is obliged to follow an employer's directions and is integrated into the employer's organization as a dependent member.

Employment income includes the following:

- Salaries, wages, bonuses, profit participations, and other remuneration and benefits granted for services rendered in a public office or in a private employment
- Pensions and other benefits received from a former employee or the employee's surviving spouse or descendants, in consideration of services performed in the past

Under certain conditions, employment income does not include employer-paid actual moving expenses, education expenses for employees or contributions to a pension plan up to certain limits.

Allowances paid to foreign employees working in Germany, including foreign-service allowances, cost-of-living allowances and housing allowances, are considered to be employment income and generally do not receive preferential tax treatment.

Education allowances generally provided by employers to their employees' children must be considered for income tax and social security purposes. Under specified circumstances, on filing a personal income tax return, 30% of school fees is deductible for tax purposes as special expenses (see *Deductions*). However, this deduction is limited to EUR5,000 for each child.

In addition, two-thirds of childcare expenses (for example, kindergarten, babysitter and nanny) are deductible for tax purposes as special expenses, up to a maximum deduction of EUR4,000 per year, until the child reaches age 14.

*Self-employment and business income.* Individuals acting independently in their own name and at their own risk are subject to income tax on income derived from self-employment or business activities.

Business income includes income from activities performed through a commercial entity or partnership, while self-employment income includes primarily income from professional services rendered (for example, as doctors, dentists, attorneys, architects, journalists and tax consultants).

In general, all income attributable to self-employment or business, including gains from the sale of property used in a business or profession, is subject to income tax.

Income derived by general or limited partnerships is not taxed at the level of the partnership, but each partner is taxed on his or her attributable profits separately. The compensation that a partner receives from a partnership for services rendered, for loans given or for assets loaned to the partnership is included in the partner's income from self-employment or business activities.

If a nonresident carries on a business through a permanent establishment in Germany, taxable income is computed in the same manner as for a resident individual and is taxed at the same income tax rates. However, the basic tax-free allowance in the amount of EUR11,604 (2024) is not considered.

*Directors' fees.* Remuneration received as a supervisory board member of a corporation is treated as income from self-employment. A member of a supervisory board has been regarded as an entrepreneur and was generally subject to value-added tax at a rate of 19%. According to case law, this can no longer be claimed as a general rule. A case-by-case examination is therefore necessary.

*Investment income.* Investment income, such as dividends and interest, is taxed at a flat tax rate of 25%, which must be withheld at source by the payer. A solidarity surcharge (5.5% of the flat withholding tax) and church tax, if applicable, (8% or 9% of the final withholding tax, depending on the location) is added. The flat withholding tax is, in most cases, the final tax. In general, investment income taxed at source does not have to be declared in the German income tax return. However, if the investment income was not subject to the flat tax withholding at source (in particular, capital investment income from foreign sources), the total annual gross investment income must be declared in the tax return. In general, if the investment is held in a German account, the financial institution determines the amounts to be considered in the income tax return. However, if the taxpayer owns, for example, investment funds' units or shares that are held in a foreign account, the taxable income (pre-determined tax base [Vorabpauschale]), which consists of all distributions made by the fund and any gain from the sale of funds) needs to be calculated individually for each fund. Taxpayers with an average personal income tax rate below 25% can apply for the lower personal tax rate to investment income by declaring such income in the German income tax return.

Negative investment income cannot be deducted from income of other sources (for example, employment income and self-employment income). However, a net investment loss can be carried forward to be credited against future positive investment income. A special loss consideration rule applies to capital gains derived from the sale of shares.

Investment income is tax-free in an amount of EUR1,000 (2024) per year for a single taxpayer and in an amount of EUR2,000 (2024) per year for a married couple filing jointly. In general, actual expenses cannot be deducted. The investor can provide the

investment institution with an exemption order for the applicable lump-sum amount or with a certificate of non-assessment; in both cases, the final withholding tax is not deducted up to the amount of tax-free income.

Income from rentals and leases of real property located in Germany is taxed by assessment.

**Taxation of employer-provided stock options.** German tax law does not differentiate between qualified and non-qualified stock option plans.

In general, stock options provided by employers are non-tradable. In this case, the acceptable tax-filing position is taxation at the date of exercise, more specifically on the transfer of the economic ownership of the shares.

In general, the amount equal to the difference between the fair market value of the stock at the date of exercise and any price paid by the employee (grant price and transaction cost) must be included as employment income. This amount is generally subject to tax at the ordinary personal progressive tax rates and may qualify for treaty relief.

The taxable benefit may qualify for relief for compensation received for services performed over a period of several years (see also *Personal deductions and allowances*). Under the current framework, the tax relief is already taken into account by the employer when calculating the wage tax. However, the application of the relief will change as of 1 January 2025, because under the new framework, the relief will be removed from payroll processing. Employees will have to apply the tax relief when filing their individual income tax returns.

A special tax exemption is available, provided certain conditions are met — most importantly that the equity participation is offered to “all” employees (certain exceptions are permissible).

The tax-free amount is currently at EUR2,000 per year.

German tax law also provides the possibility for the employee to defer taxation of their shared-based remuneration granted by companies up to a certain size to the sale of shares or the termination date (whichever is earlier) for a maximum of currently 15 years, provided certain conditions are met.

The grant of non-tradable options is regarded as an additional incentive for future services. Consequently, such grant is regarded as compensation for services rendered during the period between the grant date and the date of vesting. For expatriates, the benefit is allocated by reference to the work performed during the period between the grant date and the vesting date if treaty relief is available.

Tradable options are generally also taxed at the time of exercise, unless sold before that time.

For the capital gains treatment of shares acquired due to stock options, see *Capital gains*. To determine the amount of the capital gain, the acquisition price is deemed to be the fair market value used for taxation as employment income (see above).

## Capital gains

*Real estate.* Gains derived from the disposal of real estate held for not more than 10 years are included in taxable income and taxed at the ordinary rates, unless the property was exclusively used by the taxpayer as a personal residence in the year of sale and the two preceding years.

*Sales of securities.* Gains on the sale of shares were not subject to tax before 1 January 2018 if the participation in the company was less than 1%. Capital gains on shares that were acquired before 1 January 2009 are not subject to income tax. Capital gains on investment funds units that were acquired before 1 January 2009 are only taxable to the extent that the rise in value happened after 31 December 2017. Moreover, they are tax-exempt in an amount of up to EUR100,000.

Losses incurred on the sale of shares acquired before 2009 could be deducted from taxable gains from the sale of shares and certain other assets, particularly real estate, until the end of 2013. If losses incurred on the disposal of shares before 2009 were not balanced by 31 December 2013, they cannot be offset against gains from the sale of shares, and they may only be offset against gains from the sale of certain other assets (for example, real estate) as of 2014.

Gains derived from the sale of shares or investment funds units acquired after 31 December 2008 are subject to the 25% withholding tax mentioned in *Investment income*, regardless of the holding period. The gain is fully taxable. Losses incurred on the sale of shares acquired after 31 December 2008 can only be offset against gains derived from the sale of shares. Any remaining losses can be carried forward to the following calendar year.

Gains derived from a disposal of shares of a corporation are considered to be business income rather than investment income if the vendor has held a direct or indirect participation of at least 1% of the corporation in the last five years.

*Sales of certain other assets.* Gains derived from the disposal of certain other assets are not subject to tax in Germany if the individual holds them for more than one year. However, if the individual realizes income from these assets in at least one calendar year, the tax-relevant period is extended to 10 years. If the individual sells the assets before the expiration of the 10-year period, the gain derived from the disposal is subject to tax in Germany. A potential loss from the sale is subject to certain restrictions. Convenience goods, which are necessities or goods for day-to-day use, are not covered by this rule even if the holding period is less than one year.

*Tax-free amount.* Capital gains are tax-free if the total gains in the calendar year amount to less than EUR600.

## Deductions

*Deductible expenses.* Expenditure incurred by an employee to create, protect or preserve income from employment generally is deductible.

Income-related deductible expenses include the following:

- Cost of travel between home and the “primary place of work” (see below)
- Expenses for working from home (lump-sum deduction for home office)
- Expenses connected with maintaining two households for business reasons (rent, home trips, per diems and moving costs, to a certain extent)
- Specialist books and periodicals for business purposes
- Membership dues paid to professional organizations, labor unions and similar bodies
- Childcare expenses (subject to certain limitations; see *Employment income*)

The following are the tax rules regarding the deduction of work-related travel expenses:

- The legal definition of “primary place of work” describes a fixed central location of the employer, an affiliated company or a third party determined by the employer to which the employee is permanently assigned.
- Per diems are determined by a two-tiered scale of flat fees, which are set at EUR14 and EUR28 (generally for up to three months). For one-day business trips (absence of at least eight to 24 hours), the per diem is EUR14. The per diem for the arrival and departure day of a multiday business trip equals EUR14, while the per diem for an absence of 24 hours equals EUR28. For meals granted by employers, the standard per diems are reduced by a certain percentage referring to the meal granted to the employee by the employer (or by a third party at the request of the employer) during a business trip. The percentages are 20% for breakfast and 40% each for lunch and dinner.
- For job-related maintenance of two households in Germany (that is, the maintenance of a personal household at the place of residence and lodging at the workplace and job-related inducement), the expenses can be deducted as income-related expenses up to a general limit of EUR1,000 per month. If the household at the workplace is located abroad, the upper limit of EUR1,000 does not apply.
- Lodging expenses during assignments outside the primary workplace can be deducted as income-related expenses without restriction for up to 48 months.

A standard deduction of EUR1,230 per year for employment-related expenses is granted without any further proof. However, an employee can claim a larger deduction if he or she proves that the expenses actually paid exceed the standard deduction.

For retirees, the standard deduction is EUR102 per year.

Premiums under contracts for life, health, accident or liability insurance, and compulsory payments to various forms of social security are deductible as special expenses within certain limits. Payments to foreign insurance companies are deductible only if the respective company has a registered office or an executive board in the European Union (EU) or a contracting Member State of the European Economic Area (EEA) and is authorized to perform its insurance services in Germany. Other foreign insurance companies are required to hold a permit to operate in Germany.

The employees' portion of the following payments, limited to an annual total of EUR27,625 less the tax-free employer's contribution, is deductible:

- Compulsory state old age insurance
- Certain professional group pension plans
- Qualifying life annuity pensions

Premiums for basic health care services under German social security law are deductible only as special expenses. Fees for additional services relating to private health care plans are generally not deductible.

Contributions under contracts for nursing care insurance entirely qualify as deductible special expenses.

In addition, taxpayers may claim deductions for contributions to health and nursing care insurance paid for spouses subject to unlimited taxation, common-law spouses and children for whom the taxpayer is entitled to receive childcare allowances under German regulations. The deduction is subject to the abovementioned restrictions.

Other insurance contributions under contracts for unemployment, disability, accident, liability and life insurance are deductible only up to EUR1,900 for employees (EUR2,800 for all others), provided that this limit has not already been reached by contributions to health and nursing care insurance.

Other items that may be claimed as special deductions include church tax and donations. Instead of itemizing these deductions, a standard deduction of EUR36 (EUR72 for married couples filing jointly) per year is granted.

*Personal deductions and allowances.* The following tax benefits are granted to individuals:

- A basic tax-free allowance of EUR11,604 is available for single individuals (EUR23,208 for married couples filing a joint return). The government has announced a draft law that increases the basic tax-free allowance to EUR11,784 for 2024 (retroactively).
- The income tax on compensation received in one year for services performed over a period of several years (for example, a long-term bonus is calculated by reference to a special formula one-fifth rule). Under this formula, tax is calculated both for income less the one-time payment and for income less the one-time payment plus one-fifth of the one-time payment. The difference between the two results is multiplied by five. This tax relief is also granted to individuals who are nonresidents for tax purposes.
- Termination payments are also subject to taxation, considering the abovementioned one-fifth rule, if certain conditions are fulfilled. Termination payments that are paid in connection with cross-border employees subject to tax in more than one country with a double tax treaty in place must be considered as additional income for the former employment. In any case, the tax treatment of termination payments needs to be investigated in detail based on the underlying situation. However, any regulation in an underlying double tax treaty regarding the taxation of termination payments must be considered preferential. If one country

interprets the underlying double tax treaty in a manner so that it will not tax the termination payment, Germany taxes this payment instead if the individual is tax resident in Germany at the time of payment.

- Private use of a company car is generally subject to income tax. However, it benefits from preferential tax treatment.
- Income derived on business days spent in foreign countries may be exempt from tax in Germany under the progression clause generally contained in tax treaties entered into by Germany. However, proof of actual foreign tax paid or a waiver of the taxation of such income by the foreign tax authorities is required.

Taxpayers with children receive children-related deductions, such as for the following:

- Each child under 18 years of age
- Each child under 21 years of age if the child is jobless and registered as seeking work
- Each child under 25 years of age who is attending school, college or university, is receiving vocational training or is doing voluntary work in the social or ecological sector

The children allowance equals EUR266 for each child for each month of eligibility. Parents filing a joint return receive an allowance of EUR532 per child per month. The allowance in the amount of EUR532 also applies to a single parent if the spouse dies before the beginning of the calendar year or if one parent lives outside Germany during the entire calendar year. A monthly childcare allowance of EUR122 (EUR244 under the circumstances mentioned above) is also granted for each eligible child. German tax residents and foreign individuals with certain residence permits are entitled to a monthly child subsidy payment of EUR250 (2024) per child. The government plans to increase the children allowance and the child subsidy payment for 2024 retroactively.

The subsidy described above relates to children who are resident in the EU/EEA and qualify for the deductions mentioned above. Taxpayers who are entitled to claim child subsidy payments cannot benefit from both the child-related deductions and the child subsidy payments. When the income tax return is filed, the tax authorities determine automatically whether the child-related deductions or the child subsidy payments are more favorable to the taxpayer. The child-related deductions are not considered for wage tax withholding purposes, but they are considered in calculating the solidarity surcharge and church tax (if applicable), which is withheld via the payroll.

*Business deductions.* In general, all business expenses are deductible from gross income. Living or personal expenses are not deductible unless they are incurred for business reasons and the amount is considered reasonable.

**Rates.** Individual tax rates for 2024 increase progressively to a marginal rate of 42%. The top rate of 45% applies only if taxable income is EUR277,826 (EUR555,652 for married taxpayers filing jointly) or more. For taxable income from EUR66,761 (EUR133,522 for married couples filing jointly) up to EUR277,825 (EUR 555,650 for married couples filing jointly), the top rate is 42%.

The following tables present the tax on selected amounts of taxable income in 2024.

**Single taxpayers and married taxpayers filing separately**

<b>Taxable income EUR</b>	<b>Effective tax rate* %</b>	<b>Marginal tax rate %</b>	<b>Tax due EUR</b>
30,000	14.82	28.67	4,446
40,000	18.73	32.30	7,495
50,000	21.81	35.92	10,906
60,000	24.46	39.55	14,680
80,000	28.74	42.00	22,970
100,000	31.39	42.00	31,397
120,000	33.16	42.00	39,797
150,000	34.93	42.00	52,397

**Married taxpayers filing jointly**

<b>Taxable income EUR</b>	<b>Effective tax rate* %</b>	<b>Marginal tax rate %</b>	<b>Tax due EUR</b>
30,000	3.87	20.26	1,162
40,000	8.79	25.05	3,518
50,000	12.22	26.86	6,114
60,000	14.82	28.67	8,892
80,000	18.73	32.30	14,990
100,000	21.81	35.92	21,812
120,000	24.46	39.55	29,360
150,000	27.86	42.00	41,794

\* Excluding church tax, if applicable.

Certain income that is not taxable is taken into account when determining the tax rate on German taxable income. This inclusion rule is known as the “tax exemption under progression clause.” For example, individuals who transfer to or leave Germany within the calendar year must take into account foreign income earned either before becoming a German resident or after leaving Germany when determining the tax rate on their German taxable income.

To help finance the costs related to German unification, a 5.5% solidarity surcharge used to be imposed on the income tax liability of all taxpayers. This surcharge is phased out from 2021 onward.

If a German tax resident is a member of a registered church in Germany entitled to impose church tax, church tax is assessed at a rate of 8% or 9% on income tax liability, depending on the location.

Business income is subject to both income tax and trade tax. Trade tax rates vary, generally ranging from 7% up to 18.5%, depending on the location. Income tax is partially reduced insofar as the income tax is allotted to business income (business income is subject to income tax and trade tax; however, for trade tax already paid on business income, a certain tax credit on income tax is granted). Trade tax is not levied on income from self-employment.

Salaries of nonresidents employed by domestic employers are subject to withholding tax (that is, wage taxes and solidarity



surcharge) at rates that apply to residents who have single taxpayer filing status. However, no church tax is due. The withholding tax generally constitutes the final income tax liability. The withholding tax on directors' fees is 30%.

**Relief for losses.** Tax losses from one of the categories of income, except for losses from investment income and losses incurred on the sale of shares acquired after 31 December 2008, are offset against gains realized from one or more categories of income. For income tax purposes (but not for trade tax purposes), losses may be carried back for two years, subject to certain limitations that provide for minimum taxation. From 2024, the overall maximum loss carryback amount is reduced to EUR1 million (EUR2 million for married taxpayers filing jointly) annually. A taxpayer may choose whether losses are carried back or carried forward to the following years

Remaining tax losses up to EUR1 million (EUR2 million for married taxpayers filing jointly) may be carried forward indefinitely and are offset against gains realized in the following years. For losses exceeding the amount of EUR1 million (EUR2 million for married couples filing jointly), only 70% of the remaining gains are offset. The difference of 30% is considered within the assessment for losses carried forward and can be used in the following years, subject to the abovementioned rules.

## **B. Inheritance and gift taxes**

A tax is imposed on transfers of property at death or by gift. Decedents and donors are considered transferors, and beneficiaries and donees are considered transferees.

Transfers of worldwide net property are taxable if either the transferor or the transferee is resident in Germany at the time of the decedent's death or at the date on which the gift is made. If neither the transferor nor the transferee is resident in Germany, the tax applies only to transfers of property located in Germany. However, the property that is not taxable in Germany is considered for determining the tax rate. Depending on the family relationship between the transferor and transferee, personal exemptions ranging from EUR20,000 (no close familial relationship) to EUR500,000 (spouse or common-law spouse of transferor) are granted. The tax rates are graduated, depending on the family relationship and on the value of taxable property transferred. For example, in 2023, the rates include the following:

- Spouse, common-law spouse, children and parents (only in case of acquisition for the reason of death) of the transferor: up to 30%
- Parents (in other cases), siblings and grandchildren: up to 43%
- No family relationship: up to 50%

For a limited inheritance tax liability (nonresidents), the amount of the abovementioned exemptions also applies, but the exemption is decreased by a partial amount. This partial amount corresponds to the proportion of the values of the assets acquired at the same point in time not subject to the limited tax and those pecuniary advantages not subject to the limited tax liability that have accrued within the last 10 years to the total value of the assets that have accrued to the same person within the last 10 years.

Foreign gift or inheritance taxes assessed in addition to German gift or inheritance taxes may be credited against German taxes (foreign tax credit). This unilateral relief applies primarily to gifts and inheritances from those countries with which Germany has not entered into a tax treaty.

To prevent double taxation, Germany has entered into estate tax treaties with Denmark, France, Greece, Sweden, Switzerland and the United States.

### C. Social security

**Coverage.** Social security taxes comprise the following five elements:

- Old-age pension
- Unemployment insurance
- Health insurance
- Nursing care insurance
- Accident insurance

Old-age insurance, unemployment insurance, health insurance and nursing care insurance contributions are required for all employees, unless they are otherwise exempt under EU regulations or a social security totalization agreement. The same rule applies to accident insurance contributions, which are required to be paid by the employer only.

**Contributions.** Compulsory old-age pension and unemployment insurance coverage exists for all employees working in Germany. For 2024, contributions amount to 21.2% (18.6% for old-age pension and 2.6% for unemployment insurance) of employment income, up to EUR90,600 (special contribution ceilings apply to the Eastern German federal states) a year. Income exceeding EUR90,600 (special contribution ceilings apply to the Eastern German federal states) is not subject to these contributions. One half of the contributions must be paid by the employer. Employees' portions must be withheld by employers from their monthly compensation.

Health insurance coverage is compulsory if an individual's annual employment income does not exceed EUR69,300 for 2024. The rate of the contribution is 14.6%. Health insurance contributions must be paid on employment income up to EUR62,100 for 2024. One half of the contribution must be paid by the employer. In addition, as of 1 January 2019, both the employer and the employee must bear an individual surcharge. The rate of the individual surcharge is determined by each state health insurance provider. The average rate is 1.7%.

Individuals who earn more than EUR5,775 a month and contribute to a private health insurance plan must pay the full premium and may then claim a refund from their employer for half the premium, up to the amount they would receive under the compulsory scheme (maximum of EUR421.76 per month).

Every employee is asked to contribute to nursing care insurance. If an employee's income is less than EUR69,300 for 2024, coverage is compulsory. If an employee has private health insurance coverage, the employee must also contribute to the private nursing care insurance. Nursing care insurance contributions are

levied at a rate of 3.4% and are shared equally by employer and employee. Contributions of childless employees are increased at a rate of 0.6%. The increase is borne solely by the employee. As of 1 July 2023, contributions to state nursing care insurance are reduced for employees with children up to an age of 25 years, depending on the number of children.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Germany has entered into totalization agreements that usually apply for a maximum period of two to five years with the following jurisdictions.

EU countries	India	Philippines
Albania	Israel	Switzerland
Australia	Japan	Tunisia
Brazil	Korea (South)	Türkiye
Canada and Quebec	Moldova	Uruguay
Chile	Morocco	United States
China Mainland	North Macedonia	Yugoslavia*

\* Germany honors the totalization agreement with Yugoslavia with respect to the successor countries, except for Croatia, North Macedonia and Slovenia.

EC Regulation No. 883/2004 took effect on 1 May 2010. This regulation determines, among other items, which social security legislation applies to employees posted to other EU Member States. The regulation applies to the EU Member States. Effective from 1 January 2011, the coverage of the social security regulation was extended to non-EU nationals (third-country nationals) moving within the EU, with the exception of Denmark and the United Kingdom. As of 1 April 2012, Switzerland has adopted EC Regulation No. 883/2004.

Effective from 1 June 2012, EC Regulation No. 883/2004 applies also to assignments to European Free Trade Association (EFTA) states (Iceland, Liechtenstein and Norway). For non-EU citizens under certain conditions, the former totalization agreements entered into with each of the EU/EFTA countries or Switzerland continue to apply.

Effective from 1 January 2021, the United Kingdom left the EU and the determination of the applicable social security law between the EU Member States and the United Kingdom is governed by the new Trade and Cooperation Agreement for all scenarios that started as of 1 January 2021. In transitional cases, EC Regulation No. 883/2004 still applies based on the Withdrawal Agreement between the EU Member States and the United Kingdom.

## D. Tax filing and payment procedures

The tax year in Germany is the calendar year.

The following are the deadlines for the annual tax returns:

- Individuals filing on their own: 31 July of the following year
- Individuals filing with the assistance of a tax advisor: 28 or 29 February of the year thereafter

If a tax return is not filed on time, late filing penalties are automatically assessed and, in general, cannot be eliminated.

Married persons or persons living in a civil union are taxed either separately or jointly, at their election, on all types of income. The election to file a joint return is restricted to married persons and persons living in a civil union who are both residents of Germany and who are not permanently separated at any time during the tax year. Nonresidents are generally not allowed to file joint income tax returns.

A special provision applies to EU citizens and citizens of EEA countries. On application, married EU and EEA citizens or citizens who are living in a civil union may file joint returns, even though their spouses are not German residents, but are living in an EU or EEA country. On qualification, the favorable tax rates for married persons filing jointly apply (see *Rates*). Because of the United Kingdom's declaration to leave the EU (Brexit), the special rules for EU nationals no longer apply with respect to the United Kingdom.

Employers must withhold income tax (known as wage tax) as well as solidarity surcharge and church tax, if applicable, on wages. In addition, social security contributions must be withheld.

Nonresidents may file an income tax return only if they have income that is not subject to withholding tax. If a nonresident's income is subject to withholding tax, such as income from dependent work or investment income, an income tax return generally cannot be filed. However, a nonresident can file a German income tax return if he or she is a citizen of an EU/EEA Member State. Nonresidents are subject to the individual income tax rates but the basic tax-free allowance in the amount of EUR11,604 does not apply to income other than employment income.

Income tax is assessed based on the tax return filed, and any additional amount due is charged by means of an assessment notice. The balance due must generally be paid within one month after receipt of the notice. In the case of late payment, penalties become due. Refunds are paid immediately after the issuance of the assessment. After a grace period of 15 months, which begins at the end of the year to which the tax relates, assessment interest is imposed at a rate of 0.5% per month in the case of outstanding payments and refunds.

Quarterly tax prepayments are levied by the tax authorities based on the last assessed taxable income if the withholding is not sufficient to cover the annual income tax assessed or if the personal income subject to taxation is declared.

## **E. Double tax relief and tax treaties**

German income tax law provides that foreign taxes, up to the amount of German income tax payable on foreign-source income taxable in Germany, may be credited against German income tax (foreign tax credit). This unilateral relief applies primarily to income from those countries with which Germany has not entered into a tax treaty.

Tax treaty provisions override German income tax law, usually by excluding certain foreign-source income from German taxation. This includes income from real estate, business income from a

foreign permanent establishment and income from personal services performed in a foreign country if certain requirements are fulfilled. However, some treaties provide that foreign taxes (up to the amount of German income tax payable on foreign-source income taxable in Germany) may be credited against German income tax. Several treaties contain a subject-to-tax clause, which excludes foreign-source income only if the taxpayer proves that he or she paid foreign tax on this income. Under the “national subject-to-tax clause,” Germany excludes foreign-source employment income only if the taxpayer provides proof showing that he or she paid foreign tax on this income. In addition, Germany does not exempt foreign-source income from tax if the taxpayer does not qualify to be a resident for tax purposes in the other country or if the other country interprets the double tax treaty in a different manner that results in the income being exempt from tax or subject to limited tax. Foreign-source income excluded from German taxation may be considered for purposes of determining the effective tax rate on other taxable income (see Section A for an explanation of the tax exemption under progression clause).

Germany has entered into double tax treaties with the following jurisdictions.

Albania	Iran	Portugal
Algeria	Ireland	Romania
Argentina	Israel	Russian
Australia	Italy	Federation (c)
Austria	Jamaica	Singapore
Azerbaijan	Japan	Slovenia
Bangladesh	Jersey	South Africa
Belarus	Kazakhstan	Spain
Belgium	Kenya	Sri Lanka
Bolivia	Korea (South)	Sweden
Bulgaria	Kuwait	Switzerland
Canada	Kyrgyzstan	Syria
China Mainland (a)	Latvia	Taiwan (e)
Costa Rica	Liberia	Tajikistan
Côte d’Ivoire	Liechtenstein	Thailand
Croatia	Lithuania	Trinidad and
Cyprus	Luxembourg	Tobago
Czechoslovakia (b)	Malaysia	Tunisia
Denmark	Malta	Türkiye
Ecuador	Mauritius	Ukraine
Egypt	Mexico	USSR (c)
Estonia	Mongolia	United Kingdom
Finland	Morocco	United States
France	Namibia	Uruguay
Georgia	Netherlands	Uzbekistan
Ghana	New Zealand	Venezuela
Greece	North Macedonia	Vietnam
Hungary	Norway	Yugoslavia (d)
Iceland	Pakistan	Zambia
India	Philippines	Zimbabwe
Indonesia	Poland	

(a) The treaty with China Mainland does not cover Hong Kong or Macau.

(b) Germany honors the Czechoslovakia treaty with respect to the Czech Republic and the Slovak Republic.

- (c) Armenia, Moldova and Turkmenistan have agreed to honor the USSR treaty. The Russian Federation suspended its double tax treaty with “unfriendly countries,” including Germany, in 2023. Germany treats the Russian Federation as a non-cooperative jurisdiction as of 1 January 2024. Income that needs to be tax-exempt according to the double tax treaty can be taxed in Germany. However, the taxes that have been paid in the Russian Federation will reduce the tax to be paid in Germany.
- (d) Germany honors the Yugoslavia treaty with respect to Bosnia and Herzegovina, Kosovo, Montenegro and Serbia.
- (e) Because Germany has never recognized Taiwan as a sovereign state, this agreement is not a treaty under international law. Instead, it was completed in accordance with the practice that other Western states have followed with respect to Taiwan. It is an agreement between the head of the German Institute in Taipei and the director of the Taipei Representative Office in Germany.

The treaties mentioned above are applicable for 2024. For the application of the treaty in previous years, it needs to be determined which version of a treaty is effective. Germany is negotiating double tax treaties with Angola, Benin, Botswana, Burkina Faso, Chile, Colombia, Ethiopia, Hong Kong, Jordan, Kosovo, Lebanon, Nigeria, Oman, Qatar, Rwanda, San Marino, Senegal and Serbia.

## F. Entry into Germany

**General.** In general, any individual needs a visa to enter Germany. However, nationals of certain jurisdictions are exempt from the requirement to obtain a visa if they want to enter Germany for tourist, visitor or business trip purposes (not for general work purposes). The visa-free jurisdictions are Albania, Andorra, Antigua and Barbuda, Argentina, Australia, Austria, Bahamas, Barbados, Belgium, Bosnia-Herzegovina, Brazil, Brunei Darussalam, Bulgaria, Canada, Chile, Colombia, Costa Rica, Croatia, Cyprus, the Czech Republic, Denmark, Dominica, El Salvador, Estonia, Finland, France, Georgia, Greece, Grenada, Guatemala, Honduras, Hong Kong, Hungary, Iceland, Ireland, Israel, Italy, Japan, Kiribati, Korea (South), Latvia, Liechtenstein, Lithuania, Luxembourg, Macau, Malaysia, Malta, the Marshall Islands, Mauritius, Mexico, Micronesia, Moldova, Monaco, Montenegro, the Netherlands, New Zealand, Nicaragua, North Macedonia, Norway, Palau, Panama, Paraguay, Peru, Poland, Portugal, Romania, Samoa, San Marino, Serbia, Seychelles, Singapore, the Slovak Republic, Slovenia, the Solomon Islands, Spain, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Sweden, Switzerland, Taiwan, Timor-Leste, Tonga, Trinidad and Tobago, Tuvalu, Ukraine, the United Arab Emirates, the United Kingdom, the United States, Uruguay, Vatican City and Venezuela. This exemption only applies for a maximum (cumulative stay) of 90 days within a period of 180 days.

**EU/EEA nationals.** From an immigration point of view, EU nationals are not restricted from entering, staying permanently or temporarily, or working in Germany. The EU countries (aside from Germany) are Austria, Belgium, Bulgaria, Croatia, Cyprus, the Czech Republic, Denmark, Estonia, Finland, France, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Portugal, Romania, the Slovak Republic, Slovenia, Spain and Sweden.

A passport or national identity card valid throughout the entire length of stay is mandatory for entering and staying in Germany. The same treatment also applies to nationals of Iceland,

Liechtenstein and Norway (members of the EEA). Registration requirements may apply for reasons other than immigration (see Section G).

Swiss citizens have nearly the same rights as EU/EEA nationals.

**Rules for the United Kingdom.** Third-country national rules apply for citizens of the United Kingdom since January 2021. Any transition treatments between the United Kingdom and Germany are no longer applicable, except for UK citizens who were already covered by a transition treatment and a grandfathering rule in the past.

## **G. Visas, residence permits, notification of residence and registration**

**Visas.** The following are the main different types of German visas:

- Schengen visa (Type C), which allows a stay in Germany for generally nonworking purposes (for example, general business traveler activities exempted from German work authorization) up to a cumulative total of 90 days within a period of 180 days. Stays in other countries of the Schengen area during the last 180 days usually count toward and reduce the maximum duration of 90 days for Germany and the whole Schengen area. A Schengen visa is issued by the national authorities of the Member States of the Schengen treaty. The Schengen treaty countries are Austria, Belgium, Bulgaria, Croatia, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, the Netherlands, Norway, Poland, Portugal, Romania, the Slovak Republic, Slovenia, Spain, Sweden and Switzerland. Individuals must apply for the visa with the embassy or consulate of the Schengen country where the longest stay is planned. If this could not be determined previously, the embassy or consulate of the country of first arrival is responsible. Although a Schengen visa usually does not permit working activities, a Schengen visa can include a work authorization if the German labor authorities' pre-approval is obtained. Nationals of preferred jurisdictions (visa-free countries; see Section F) are exempted from the necessity to apply for a Schengen visa and are thereby allowed to enter the Schengen area when holding a biometric and valid passport. Nationals of preferred jurisdictions can still apply for a Schengen visa that includes a work authorization. For working purposes in Germany (that is, profession-related activities not exempted, such as business travel or company internal training) up to 90 days within 180 days, the Schengen visa Type C has to be obtained with work annotation; this applies also to citizens who usually do not need a Schengen visa for nonworking purposes for stays up to 90 days within 180 days. In this constellation, the Schengen visa can only be issued by Germany.
- National visa (Type D), which allows stays exceeding 90 days in a period of 180 days for different purposes (for example, studies, work and dependent) and includes a work authorization according to the local application type. An applicant for a national visa for any stay for work purposes must obtain the visa from the German embassy or consulate

in the applicant's home jurisdiction (that is, the current jurisdiction of residence/living). Only citizens from the most preferred jurisdictions ("best friends") are exempt from the requirement of a national visa, even for working activities. The "best friend" jurisdictions are Australia, Canada, Israel, Japan, Korea (South), New Zealand, the United Kingdom and the United States. Citizens from these jurisdictions are permitted to apply directly for a residence permit for work purposes after arrival in Germany at the local German foreigners' office without first obtaining a national visa. However, they also have the option to obtain such a visa for working reasons outside of Germany at the German embassy in their jurisdiction of living before entering Germany. If the application is filed directly in Germany without first obtaining a national visa, work is only allowed after the application is approved by the local German foreigners' office. Considering that the process after arriving in Germany may include long waiting times, obtaining a national visa can speed up the start of work in Germany. A national visa is issued with a validity of three to 12 months and has multiple entries.

**Residence permits.** After the entry into Germany and the completion of address registration at the town hall registration office, the final, long-term residence permit must be applied for at the local foreigners' office. If a national visa for work purposes has been granted, the application for the final residence permit is only necessary if the stay exceeds the validity of the national visa. Employees from the "best friends" jurisdictions who enter Germany without a national visa must visit the foreigners' office to apply for the final residence permit and to obtain a preliminary residence permit that includes work authorization before starting to work in Germany. The final permit combines the work and residence permits.

Usually, the residence permit is granted as an electronic residence permit (elektronischer Aufenthaltstitel, or eAT) as a plastic card in a credit card format equipped with a contact-free chip inside the card on which biometric features (photograph and two fingerprints), ancillary conditions (special requirements) and personal data are stored.

Under the German immigration law, various types of residence permits are available. They are not applicable for EU/EEA/Swiss citizens.

*Temporary residence permit.* A temporary residence permit (Aufenthaltsurlaubnis) is granted primarily in connection with stays for working and education purposes, for family reasons and for humanitarian and political reasons. The temporary residence permit for working purposes usually requires the approval of the labor office (see Section H).

For residence permits for work purposes, various schemes/local application types are available. The following are the most common schemes:

- Skilled worker with university degree
- Local hire specialist
- Certain nationals/"best friends"



- International staff exchange
- Leading executives
- Skilled worker with vocational education or distinct professional experience

Non-EU/non-EEA/non-Swiss citizens who intend to enter Germany for more than 90 days and who have been granted the EU long-term residence permit in another EU Member State usually are entitled to get a residence permit issued by the local German foreigners' office. Work authorization for the first year requires additional approval from the labor authorities. In any event, a consular visa process in the jurisdiction of residence is usually recommended.

*EU Blue Card.* The name, EU Blue Card, is somewhat misleading because, if issued by the German authorities, it generally allows working only in Germany but not in other EU Member States.

Since 18 November 2023, the rules for the issuance of the EU Blue Card were changed and new categories were added. The following are the general requirements for all of the categories:

- Local German employment contract must be at least six months.
- Qualification must be adequate for the intended position.
- Social security contributions generally must be paid in Germany (domestic employment relationship). Only a few exemptions apply.

All applicable options with their specific requirements are discussed below.

*Traditional EU Blue Card (§18g Abs. 1 S. 1 AufenthG [German Residence Law]).* The following are the specific requirements for the Traditional EU Blue Card:

- German or acknowledged university degree.
- Minimum level of annual guaranteed gross salary (EUR48,300 per year for 2025). This amount usually changes every 1 January.

Labor authority approval is not required.

*EU Blue Card Shortage Occupation (§18g Abs. 1 S. 2 Nr. 1 AufenthG).* The following are the requirements for an EU Blue Card Shortage Occupation:

- German or acknowledged university degree.
- Minimum annual gross salary level of EUR43,759.80 (2025 calendar year). This amount usually changes every 1 January. Comparable salary must be reached.
- Labor authority approval.

The list of the professions applicable for the shortage occupations can be found in the list at [2024\\_Mangelberufe\\_DE](https://www.mangelberufe.de) (make-it-in-germany.com).

*EU Blue Card IT Professional (§18g Abs.2 AufenthG).* The following are the requirements for the EU Blue Card IT Professional:

- Minimum annual gross salary level of EUR43,759.80 (2025 calendar year). This amount usually changes every 1 January. Comparable salary must be reached.
- Skills, capabilities and/or knowledge based on professional IT experience of at least three years within the last seven years at

a level comparable to a university degree or other equivalent tertiary education necessary for performing the planned position. A university degree is not mandatory

- Labor authority approval.

*EU Blue Card Young Professional (§18g Abs. 1 S. 2 Nr. 2 AufenthG).* The following are the requirements for an EU Blue Card Young Professional:

- Minimum annual gross salary level of EUR43,759.80 (2025 calendar year). This amount usually changes every 1 January. Comparable salary must be reached.
- German or acknowledged university degree. The degree must be obtained at the latest three years before applying for the EU Blue Card.
- Labor authority approval.

*EU Blue Card Other Tertiary Education Program (§18g Abs. 1 S. 5 AufenthG).* The following are the requirements for the EU Blue Card Other Tertiary Education Program:

- Minimum annual gross salary level of either EUR48,300.00 or, in the case of Shortage Occupation or Young Professionals, EUR43,759.80 (2025 calendar year). These amounts usually change every 1 January. In the case of the lower salary threshold, in addition, a comparable salary must be reached.
- Tertiary education of at least three years, level equivalent to university degree and at least Level 6 of International Standard Classification of Education (ISCED) 2011 or European Qualifications Framework (EQF).
- Labor authority approval required in the case of the lower salary threshold.

*EU Intercompany Transfer Card.* For intercompany secondments, applications generally must be made for an Intercompany Transfer (ICT) Card.

The following are the main prerequisites for obtaining an ICT Card:

- The individual must have Specialist or Manager status, or be a trainee.
- The sending and receiving entity must belong to the same company/global corporate group.
- The individual must have prior employment within the corporate group of at least six months.
- The employment contract with the current employer outside the EU generally must remain active.
- A local German employment contract generally must not be agreed upon. (The German labor authorities deviate from this strict requirement from the EU ICT directive by also allowing temporary German employment contracts based on discretion.)
- The minimum stay is 91 days, and the maximum stay is three years.

A German ICT Card can be issued for a maximum period of three years (for trainees up to one year). Afterward, a cooling-off period of six months must be observed. Alternatively, for a continued stay and work in Germany after three years, the switch to another German immigration scheme is possible if the conditions of the relevant scheme are fulfilled.

To improve work-related transfers within the EU region, the following possibilities have been implemented:

- Short-term mobility (allows the ICT holder to stay up to 90 days within 180 days in Germany, based on an ICT Card from another EU country) if a mandatory notification to the competent German authorities has been completed. If the notification is rejected (only limited reasons possible) by the German authorities, the employee needs to stop working in Germany immediately.
- Long-term mobility allows the ICT holder to stay longer than 90 days within 180 days in Germany based on an ICT Card from another EU country if a mandatory application has been made. Work can be started from the point of arrival and before approval for up to 90 days if such application is filed at the latest 20 calendar days before traveling to Germany. If the application is rejected (only limited reasons possible) by the German authorities, the employee needs to stop working in Germany immediately.

*Permanent residence permit.* An unlimited residence permit (permanent settlement permit or Niederlassungserlaubnis) includes an unlimited working permission. The permanent residence permit is generally granted if a foreigner holds a valid temporary residence permit for at least five years or an EU Blue Card for at least 21 months and fulfills further requirements. For other schemes, periods between 21 months and five years may apply.

*Other permanent residence permit.* Another unlimited German residence/work permit, known as the EU long-term residence permit (Erlaubnis zum Daueraufenthalt EU), may be granted after living in Germany for at least five years. After the EU long-term residence permit is granted, a foreign national is also allowed to work in Germany without time or local restrictions.

For individuals who held a Blue Card in another EU Member State before coming to Germany, parts of this period may be taken into consideration to calculate the period of these five years required for the application, if the stay in Germany with a Blue Card is already at least two years.

For both permanent residence permits, additional requirements apply, such as the following:

- The individuals can take care of their subsistence.
- The individuals have sufficient German language skills.
- The individuals have enough living space.
- The individuals must certify their knowledge of German society, history and political system (“Leben in Deutschland Test”) (exemptions may apply).

**Registration.** Address registration at the German registration office is required for each person residing in Germany if the stay is planned to exceed three months, regardless of the person’s nationality (this also applies to German citizens). Details of the registration process depend on the location of the stay and may vary significantly among towns. In general, foreign nationals, including EU/EEA/Swiss citizens, who enter Germany and move into an apartment must register their living address with the registration office (Einwohnermeldeamt) generally within two

weeks after moving into the apartment; this includes subsequent changes of the living address.

**Fast-track procedure.** The Skilled Worker Immigration Act (Fachkräfteeinwanderungsgesetz, or FEG) adopted in 2020 provides the possibility for some immigration schemes for accelerated procedures at the foreigners' authorities of the federal states. With the approval of the fast-track application filed locally in Germany, the foreigners' authorities forward the application to the competent embassy or consulate, which must provide an appointment within three weeks. However, both the employee and the employer are required to provide the authorities with more documents than before. Also recently, due to capacity issues, the local authorities often needed several months until issuing an approval under this fast-track option. Subsequently, in practice, this is usually only relevant for applications if consular visa appointments in the jurisdictions of residence are not available for a very long time.

## H. Approval of the labor office and self-employment

**General.** The work permission in the residence permit usually mentions the name of the employer as well as the profession of the employee; that is, it is restricted to one specific position for a specific employer. Consequently, a change of employer, including a change within a group of companies, and/or a change of position generally requires a change of the work annotation of the residence permit. As an exemption, Blue Card holders (including a national visa tied to a Blue Card as local application type) can change their employer or position anytime as long as the new position also qualifies for a Blue Card. However, within the first 12 months of holding a Blue Card (or an according national visa), a notification of the change of employer/position must be filed by the employee with the local foreigners' office to enable them to verify that all conditions for a Blue Card still apply. In case of uncertainties, officers have the right to suspend working rights for up to 30 calendar days. One year after holding an EU Blue Card (including time with an according entry visa), the work authorization becomes automatically by law unrestricted for any employment; that is, it is not tied to an employer or position anymore, including positions that do not qualify for a Blue Card. For other employment schemes, there is no such automatic change. However, for some employment schemes after two or three years (depending on the circumstances), individuals can apply for the work authorization to be changed to unrestricted employment. This becomes effective only on approval.

**Application process for obtaining a residence permit for work purposes for non-EU/non-EEA/non-Swiss citizens.** Except for the EU Blue Card, most immigration schemes for employment purposes require approval of the labor authorities. Depending on the case constellation, the employer may request advance approval of the labor authorities. As of September 2024, this advanced approval process with the labor authorities generally takes two to six weeks until the approval is obtained. Most schemes do not include a labor market test. However, certain schemes (for example, the "best friend" scheme) require a labor market test. Currently, in practice, such a labor market test currently rarely

has a negative impact due to the shortage of skilled workers in Germany.

A university degree may be required for certain schemes (for example, an acknowledged degree for an EU Blue Card or skilled worker with degree). However, acknowledged vocational training or work experience may also be sufficient.

Usually, a regular long-term residence permit for working purposes is initially valid for at least one year. In practice, if approved by the labor authorities for a longer duration (usually possible up to three or four years), a residence permit (in the form of a plastic card) often is issued for the applicable longer duration (for example, three or four years depending on the applicable legal basis). Approved EU Blue Cards are usually issued for four years, unless the employment contract is shorter or if the passport expires before the four-year mark. Most schemes allow multiple extensions. However, certain schemes cannot be extended beyond a certain time (for example, an ICT cannot be approved for longer than three years).

The employment of individuals without valid residence permits is punishable under German law with severe fines.

Many uncertainties may arise in the initial planning stages of an expatriate's assignment or a permanent/long-term local hire. The procedure for obtaining residence permits for working purposes is particularly difficult. Also, language barriers and time limitations may present obstacles.

**Simplification rules.** Simplification rules that may result in the possibility of entering and staying in Germany for profession-related activities without a visa/residence permit for work purposes are available for several activities of foreign employees in Germany. Leading executives may perform full work activities in Germany without German work authorization for up to cumulative 90 days within any rolling 180-day period. The same time exemption applies to restricted general business traveler activities (for example, contract negotiations or signing). Some other professional activities are more limited in time and cannot exceed 90 days within a period of 12 months. These activities include, among others, company internal training and after-sales services. After-sale services require in addition a mandatory notification to the labor authorities. Without such notification, the requirement of work authorization remains in place from day one. In addition, if a stay involves the rendering of specified services by foreign employees who are assigned by an employer resident in an EU Member State and if the employee belongs to the permanent staff of such company, simplification rules may apply (Vander Elst regulation).

Students holding a German residence permit for study purposes in Germany may be employed (but not working self-employed) without the approval of the labor office for the following:

- Mandatory internships for the study
- Part-time employment at the university ("studentische Nebentätigkeit")
- Any other employed work limited to 140 days per calendar year

**Self-employment.** In general, as part of the application for the national visa, a planned main purpose of self-employment of foreign non-EU/non-EEA/non-Swiss nationals requires an approval granted by the local foreigners' office, which consults the appropriate local Commercial Office (Gewerbeamt) and business and professional associations. These rules may also apply to managing directors who hold a relevant stake/shares in the company of which they are managing directors. Self-employed work can be started only once the applicable visa/permit for self-employment is issued.

Any person wishing to begin a trade or business in Germany is required to report their intention to the local Commercial Office (Gewerbeamt). This local authority then provides a certificate confirming that the trade or business is duly registered, while simultaneously informing the German tax authorities. Certain trades also require special permits.

Individuals intending to begin a specialized trade or business subject to legal restrictions must verify certain qualifications and personal reliability. In certain circumstances, even if the applicant is unable to produce proof of sufficient knowledge of the subject, a certificate may be granted if the applicant has passed an examination conducted by an appropriate German board.

Self-employed persons need to prove the following main prerequisites:

- The respective activity is within the economic interest of Germany.
- The means of subsistence are guaranteed.
- Proof of sufficient investment capital (amount varies for each case) exists.

## I. Family and personal considerations

**Family members.** Children under 21 years, spouses or same-sex registered/married partners of EU/EEA/Swiss nationals working in Germany are automatically by law entitled to stay and work in Germany if they accompany the EU/EEA/Swiss citizen, even if they are non-EU/non-EEA/non-Swiss nationals. As a result, they also have the EU freedom of movement. For example, a US national married to an Italian national does not need to apply for a residence permit for working purposes if the Italian national also stays in Germany. The US national needs only to register with the Address Registration Office. As proof of the right to stay and work, an application with the local foreigners' office shall be filed to obtain a residence card. Some citizenships generally still require a visa to enter Germany.

The spouse, same-sex registered/married partner and minor children (that is, under 18 years old) of a non-EU/non-EEA/non-Swiss national (third-country national) are entitled to apply for residence permits for family unification purposes. Once they obtained the dependent visa/permit, third-country nationals' family members are generally allowed to work in Germany without any restrictions for any employer in any position can also be self-employed.

Spouses of non-EU/non-EEA/non-Swiss citizens generally cannot stay in Germany on a dependent residence permit if they are under 18 years old.

Under certain limited circumstances, parents and other dependents of a third-country national obtaining a Blue Card or a residence permit as employee in Germany can apply for a residence permit as a dependent. In general, spouses of non-EU citizens must prove that they have basic German language skills (A1 level) or a higher education before they enter Germany. Children over 16 may also be required to present German language skills under specific limited circumstances. Post arrival, an integration course may be required. Depending on the facts, exemptions may apply with respect to the language skills and/or integration course.

**Driver's licenses/permits.** Citizens of EU and EEA Member States may use their home-jurisdiction driver's licenses until the expiration date of the licenses for the entire length of their stays in Germany without applying for German licenses. However, the citizen must be at least 18 years old.

Other foreign nationals in Germany generally may drive for a maximum of six months if they have valid foreign driver's licenses. A foreign national must apply for a German license with the Public Affairs Office (Ordnungsamt) within six months after the date of entry into Germany. Citizens of the following jurisdictions can apply for a German driver's license with a limited examination or without a new examination.

Albania	Japan	North Macedonia
Andorra	Jersey	San Marino
Bosnia and Herzegovina	Korea (South)	Serbia
French Polynesia	Kosovo	Singapore
Gibraltar	Moldova	South Africa
Guernsey	Monaco	Switzerland
Isle of Man	Namibia	Taiwan
Israel	New Caledonia	United Kingdom
	New Zealand	

Australian, Canadian and US citizens may apply without examination if they hold specified state driver's licenses (for example, Alabama, Arizona, Ohio and Utah in the United States). However, even if an individual described in this paragraph applies for a German driver's license, he or she may not drive in Germany with his or her home-country driver's license after a six-month period beginning with the date of entry into Germany.

The following documents are generally necessary to obtain a driver's license:

- Valid passport and residence permit.
- One photograph.
- Translation of the foreign driver's license by a qualified sworn translator or by one of the major German automobile clubs. This rule does not apply to citizens of EU or EEA Member States, Hong Kong, New Zealand, Senegal and Switzerland.
- Original and photocopy of the foreign driver's license.

- Name of the German driving school that the foreign national wishes to attend to prepare for the practical and theoretical exam (only if exam is required).

After a three-year period, proof of eye examination and a certificate for training in first aid procedures are required.



# Ghana

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## A. Income tax

**Who is liable.** Resident individuals are subject to tax on their worldwide income. However, the employment income of a resident individual from employment exercised in a foreign country is exempt from tax if the employment is exercised with either of the following:

- A nonresident employer
- A resident employer if the individual is present in the foreign country for 183 continuous days or more during the year of assessment

Nonresidents are subject to tax only on chargeable income accruing in or derived from Ghana.

Individuals are considered resident in Ghana if they meet any of the following conditions:

- A citizen of Ghana other than a citizen who has a permanent home outside Ghana and lives in that home for the whole of that year
- An individual who is present in Ghana for an aggregate of at least 183 days in a 12-month period that begins or ends during the year
- An employee or official of the government of Ghana posted abroad during that year
- A citizen with a permanent home in Ghana who is temporarily absent from Ghana for no longer than 365 continuous days

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Employees, including directors of companies, are subject to tax on gains or profits from any employment, including allowances, gifts or benefits paid in cash or in kind to or on behalf of an employee for the year or part of the year.

Taxable income of employees consists of the following:

- Salary, wages, leave pay, fees, commissions and gratuities
- Overtime pay and bonuses
- Personal allowances, including cost-of-living allowance, subsistence, rent, entertainment and travel allowance
- A discharge or reimbursement of an expense incurred by an individual or an associate of the individual
- A payment made for the individual's agreement to the conditions of the employment
- Other payments, including gifts received with respect to the employment
- Subject to the National Pensions Act, 2008 (Act 766), as amended, a retirement contribution made to a retirement fund on behalf of an employee and retirement payments received with respect to employment

The following items are excluded in the calculation of the taxable income of employees:

- Reimbursement of medical, dental or health insurance expenses, if all full-time employees are entitled to the same benefit
- A payment providing passage to and from Ghana for a nonresident individual appointed outside Ghana whose presence in Ghana is solely for the purpose of serving the employer with respect to the first employment of that individual by the employer and the termination of employment
- Employer-provided accommodation at the field site of timber, mining, building, construction, farming business or petroleum operations
- Reimbursement for expenditure incurred by the employee that serves the proper business purposes of the employer
- Payments made to employees on a nondiscriminatory basis that, by reason of their size, type and frequency, are unreasonable or administratively impracticable for the employer to account for or to allocate to the individual
- Redundancy pay

Benefits in kind given to employees are quantified and subject to tax. For the provision of vehicles and accommodation to employees, the quantification of the taxable benefit is shown in the following tables.

<b>Benefit</b>	<b>Vehicle benefit Rate</b>
Driver and vehicle with fuel	12.5% of the total cash emoluments of the person up to a maximum of GHS1,500 per month
Vehicle with fuel	10% of the total cash emoluments of the person up to a maximum of GHS1,250 per month
Vehicle only	5% of the total cash emoluments of the person up to a maximum of GHS625 per month
Fuel only	5% of the total cash emoluments of the person up to a maximum of GHS625 per month

Benefit	Accommodation benefit Rate
Accommodation with furnishing	10% of the total cash emolument of the person
Accommodation only	7.5% of the total cash emoluments of the person
Furnishing only	2.5% of the total cash emoluments of the person
Shared accommodation	2.5% of the total cash emoluments of the person

*Self-employment and business income.* Self-employed individuals include traders, professionals or individuals carrying on any vocation, partners in partnerships and sole proprietors. Taxable business income consists of net accounting profit plus expenses that are not deductible for tax purposes, less capital (depreciation) allowances and personal reliefs.

The income of an individual from a business for a year of assessment is the gains and profits of that individual from that business for the year or a part of the year. It includes the following:

- Service fees
- Consideration received with respect to trading stock
- An amount derived that is effectively connected with the business and that would otherwise be included in calculating the income of the individual from an investment
- Gains from the realization of capital assets and liabilities of the business
- A gift received by the individual with respect to the business
- Amounts derived as consideration for accepting a restriction on the capacity to conduct the business

Individuals who only have business income from sources within Ghana may qualify to be taxed on a modified basis (that is, based on installment, turnover or cash basis).

*Investment income.* Investment income includes the following:

- Dividends, interest income, annuities, natural resource payment, royalties and rents
- Gains from the realization of investment assets
- Amounts derived as consideration for accepting a restriction on the capacity of the individual to conduct an investment
- Lottery winnings
- Gifts received other than those received with respect to business or employment

The dividend tax rate is 8%. The 8% tax is withheld at source, and it is imposed on dividends paid to resident and nonresident individuals.

Interest paid to individuals by resident financial institutions or the government is exempt from tax.

**Capital gains.** Capital gains are included in business income or investment income, depending on the source of the gain, and taxed accordingly, either at the individual's marginal/graduated tax rate for resident individuals (highest of 35%) and 25% for nonresident individuals. The separate taxation of capital gains has been abolished.

However, individuals may elect to pay a 25% tax on gains on the realization of an asset instead of including the gain in business income or investment income.

If the gains are included in business income or investment income and taxed as such, the tax rate is the same rate applicable to the individual on his or her business income or investment income.

**Deductions.** Expenses wholly, exclusively and necessarily incurred in the production of income from business or investments are deductible.

Mortgage interest incurred during the year with respect to only one residential premises during the lifetime of that individual is deductible.

Individuals may deduct the annual personal reliefs granted them as indicated in the following table.

Type of allowance	Amount
Children's education allowance	GHS600, per child or ward, up to a maximum of three children
Dependent elderly relative allowance	GHS1,000 per dependent, up to a maximum of two dependents
Marriage/responsibility relief	GHS1,200
Disability allowance	25% of assessable income from business or employment
Old age relief	Up to GHS1,500 per year
Professional/vocational training allowance	Up to a maximum of GHS2,000

Contributions of individuals to the mandatory pension schemes qualify as tax reliefs under the National Pensions Act, 2008 (Act 766), as amended. Contributions to the voluntary pension scheme of an individual employee up to 16.5% of the employee's salary are also exempt from tax if certain conditions are met.

**Rates.** The table below presents the progressive rates of income tax applicable to resident individuals for a tax year. Nonresidents are subject to income tax at a flat rate of 25%.

Chargeable income GHS	Tax rate %	Tax due GHS	Cumulative tax due GHS
First 5,880	0	0	0
Next 1,320	5	66	66
Next 1,560	10	156	222
Next 38,000	17.5	6,650	6,872
Next 192,000	25	48,000	54,872
Next 366,240	30	109,872	164,744
Exceeding 600,000	35	—	—

**Withholding tax.** Management and technical service fees paid to nonresidents are subject to a 20% final withholding tax. Persons may take advantage of a reduced rate under a double tax agreement, subject to the satisfaction of requirements for the grant of double tax agreement benefits.

**Relief for losses.** Unrelieved losses incurred by persons from business for a year of assessment may be carried forward for five years starting from the 2023 year of assessment. Losses arising from periods prior to 2023 may be carried forward for five years for entities in a priority sector and three years for any other sector.

## **B. Other taxes**

**Net worth tax.** Ghana does not impose a net worth tax.

**Estate and gift taxes.** Estate and gift taxes apply.

Gifts are taxed as part of employment, business or investment income.

## **C. Social security**

Ghana imposes a mandatory social security contribution of 18.5%. Employers must contribute 13% of the employees' salaries and must withhold an additional 5.5% from each employee's salary. Employers remit 13.5% out of the 18.5% to the Social Security and National Insurance Trust. The remaining 5% is remitted by the employers to the approved trustees appointed to manage the employees' occupational pension schemes. In addition to the mandatory 18.5%, either the employer or the employee or both may contribute to a provident fund scheme for the benefit of the employees. Up to 16.5% of contributions to a provident fund scheme is exempt from tax if the conditions imposed on the withdrawal from the scheme are fulfilled. Self-employed individuals who qualify may contribute toward the mandatory schemes. Persons in the informal sector who are not covered under the mandatory schemes may have 35% of their declared income treated as deductible income for the contributor for the purposes of calculating income tax.

Non-Ghanaian citizens who have emigrated or are emigrating permanently from Ghana are entitled to a lump-sum benefit.

## **D. Tax filing and payment procedures**

The tax year for individuals is the calendar year.

Employees are subject to withholding tax on their salaries under the Pay-As-You-Earn (PAYE) system. Employers are required to and file returns on a monthly basis with respect to employment income earned by their employees. They are also required to remit the taxes withheld from the employment income to the Commissioner-General.

The remittance and filing of the monthly return must be done by the 15th day of the month immediately following the month to which the income relates. In addition, employers are required to file annual returns within four months after the end of the tax year.

An individual who has tax payable for the year must file his or her personal income tax return within four months after the end of the tax year. The return must include all income earned by the

individual from employment, investment and business. Payment of tax by self-employed individuals must be made on a quarterly basis.

### **E. Double tax relief and tax treaties**

Tax paid on income earned outside Ghana by a resident of Ghana that is liable to tax in Ghana is credited against the total tax payable in Ghana. However, the credit is capped at the average rate of Ghanaian income tax of the resident person for the year.

Ghana has entered into double tax treaties with the following countries.

Belgium	Italy	Singapore
Czech Republic	Mauritius	South Africa
Denmark	Morocco	Switzerland
France	Netherlands	United Kingdom
Germany	Qatar	

Ghana has signed double tax treaties with Barbados, Iran, Ireland, Luxembourg, Malta, Seychelles and the United Arab Emirates, but it has not yet ratified these treaties.

### **F. Temporary permits**

Ghana requires visitors to obtain entry visas, except visitors from countries that have visa abolition treaties with Ghana. Nationals of British Commonwealth countries in East Africa and Southern Africa, notably Botswana, Kenya, Malawi, Tanzania, Uganda, Zambia and Zimbabwe, nationals of the 15 Member Countries of the Economic Community of West African States (ECOWAS) and nationals of Mauritius, Singapore, Thailand, and Trinidad and Tobago do not need entry visas.

The government of Ghana issues the following permits and visas:

- Transit visas
- Visitors' visas
- Business visas
- Work permits
- Residence permits

To obtain an entry visa, individuals must prove that they can sustain themselves financially while in Ghana, except foreign nationals who own assets in Ghana.

Emergency entry visas may be obtained on arrival in Ghana through direct application to the Comptroller-General of the Ghana Immigration Service. This facility is primarily for foreign nationals who come from countries where Ghana has no mission or consulate. Application for emergency entry visas should be made to the Comptroller-General at least seven days prior to the date of arrival.

Transit visas are issued to travelers who wish to pass through Ghana.

Visitors with single- or multiple-entry visas are granted a stay of up to 60 days in the country. Visitors' visas may be extended up to six months by submitting an application to the Ghana Immigration Service at Accra or to regional headquarters.

## **G. Work permits and self-employment**

Work permits are generally granted by the Ministry of the Interior to expatriate employees who have taken up employment in Ghana for remuneration.

Other than reciprocity, when reviewing applications, the Ministry of the Interior considers whether the activity in which the foreign national will engage will be functional, whether the applicant honors his or her tax obligations, and whether the applicant has evidence of satisfactory financial support.

An applicant may not work in Ghana while his or her work permit application and other papers are being processed.

It is an offense for a foreign national to change employers after he or she receives a work permit. If it is necessary to change employers, the Ghana Immigration Service should be notified within one week after the applicant knows he or she is changing jobs.

Work permits must be renewed annually. However, long-term (two or more years) work permits may be applied for if the applicant has worked consistently in Ghana for at least four years.

A foreign national may invest or start a business in Ghana by registering the company with the Registrar of Companies and subsequently registering it with the Ghana Investment Promotion Centre, indicating his or her field of investments. The registration with the Ghana Investment Promotion Centre is a mandatory requirement for all entities with foreign investment.

Foreign nationals may manage subsidiary companies in Ghana.

## **H. Residence permits**

Residence permits are issued by the Comptroller-General of the Ghana Immigration Service to foreign nationals wishing to reside in Ghana or to foreign nationals who have been issued a work permit letter. The initial residence permit is usually valid for one year or issued to coincide with the duration of the work permit. Applications for renewals may be submitted to the Comptroller-General within one month before the other permit expires. Subsequent one-year renewals may be granted at the Comptroller-General's discretion. Applicants must normally be sponsored by established entities in Ghana or by universities or international organizations, where applicable.

Residence permits are granted by the Ghana Immigration Service to expatriate personnel employed by companies or individuals under the immigration quota system. The immigration quota specifies the number of foreign nationals a person or firm is permitted to employ in Ghana in a particular occupation. A foreign national on a company's quota automatically receives a residence permit but must apply for the permit to be stamped in his or her passport.

New investors who wish to take up residence in Ghana are granted residence permits only after satisfying the investment requirements of the following institutions:

- Petroleum Commission: for investment in the oil and gas sector

- Minerals Commission: for investment in the mining sector
- Department of Social Welfare: for nongovernmental organizations (NGOs)
- Ghana Investment Promotion Centre: investment in all sectors

Investors qualifying under the Free Zone Act have an open immigrant quota.

## **I. Family and personal considerations**

**Family members.** Residence permits may be issued to a spouse and other dependents of a principal residence permit holder. Issuance is subject to the condition that the dependents may not undertake remunerated employment without authorization.

**Driver's permits.** In general, it is illegal for foreign nationals to drive in Ghana without Ghana driver's licenses. However, an international driver's license may be used for a brief period. Applicants are required to pass written and practical tests to obtain a Ghana driver's license.



# Gibraltar

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## A. Income tax

**Who is liable.** The taxation of individuals in Gibraltar is partly determined by residence.

*Residents.* Individuals who are “ordinarily resident” for tax purposes are generally subject to Gibraltar tax on their worldwide income.

*Nonresidents.* Nonresidents are subject to tax on their Gibraltar-source income.

*Ordinary residence.* An individual who is “present” in Gibraltar for 183 days or more in a tax year, or more than 300 days in total during three consecutive tax years, is deemed to be ordinarily resident in Gibraltar. “Present” means being in Gibraltar at any time during a 24-hour period commencing at midnight, regardless of whether the individual uses any accommodation.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* In principle, an employee is taxed on all remuneration and benefits from employment received during the tax year, which ends on 30 June (the receipts basis).

An employee is taxable on both basic salary and most perquisites or benefits in kind, including company cars, meals, permanent housing, tuition and education allowances for dependent children, medical insurance premiums (subject to exemptions) and imputed interest on loans at below-market rates.

Benefits received by an employee of less than GIP250 in a tax year are not taxable.

Employers may apply for a dispensation from the Commissioner of Income Tax. As part of this dispensation, they may opt to pay the tax on benefits on behalf of the employee. If an employer is paying the tax under a dispensation, the benefits received by an employee that are between GIP250 and GIP15,000 in the tax year are taxed at a rate of 20%, with any benefits in excess of GIP15,000 taxed at a rate of 29%. The first GIP250 of benefits is not taxed.

Contributions by an employer, up to prescribed limits, to approved personal pension schemes and occupational pension schemes are normally not taxed as a benefit-in-kind. Other exemptions from treatment as benefits-in-kind include accommodation and relocation expenses for relocated employees (subject to conditions), health insurance (subject to restrictions), motor scooters and motorcycles.

Tax is deducted from employment income at source under the Pay-As-You-Earn (PAYE) system (see Section D).

*Investment income.* Savings income is not subject to tax. This includes dividends from securities quoted on a recognized stock exchange and interest income.

Dividends received by an ordinarily resident individual that represent the distribution of underlying profits that were subject to tax in Gibraltar are taxable in the hands of the recipient. The taxable amount is the amount of the dividend paid or payable, grossed up by a tax credit. Tax relief is given with respect to the tax credit. Dividends paid out of underlying profits that were not subject to tax in Gibraltar are not taxable in the hands of the recipient. No withholding tax is imposed on dividends paid by companies.

Proprietary trading in securities and other investments is not taxable.

*Income from real estate.* Rental income from property located in Gibraltar is taxable to both residents and nonresidents. Rental income from properties located outside Gibraltar is not taxable in Gibraltar.

Under proposed legislation, if any person or entity owns or holds, directly or indirectly, three or more “taxable properties,” in whole or in part, gains from the disposal of any of those properties would be treated as taxable income of the individual or entity upon disposal of the property. This would apply only to residential properties. It would not apply to an individual’s private residence, to certain older properties, nor to the disposal of property by the estate of a deceased person.

*Self-employment income.* Taxable self-employment income includes income from any trade, business, profession or vocation if all or any part of the activities, administration, marketing or support functions are performed in Gibraltar. For an ordinarily resident individual, such trade, business, profession or vocation is treated as indivisible. Consequently, if any activities of a trade, business, profession or vocation are carried out in Gibraltar, similar activities in another jurisdiction are regarded as part of the Gibraltar activities.

A self-assessment system applies to self-employed individuals. For tax purposes, profits are usually determined in accordance with normal accounting principles, but adjustments may be necessary. Self-employed individuals must prepare their accounts for the tax year (ending 30 June).

*Directors’ fees.* No tax is imposed on fees paid to a director of a company who is not ordinarily resident in Gibraltar and is present

in Gibraltar in less than 30 days in the relevant tax year. Otherwise, directors' fees are taxable in the same manner as other employment income.

*Pension income.* Income from state pensions is not taxable.

Occupational pensions received from an "approved" pension scheme by individuals aged 60 or above (or those compulsorily retired at age 55, such as policemen, firemen, prison officers, customs officers and ex-Royal Gibraltar Regiment) who are employed are not taken into account in determining tax due on their earned income. No requirement to buy an annuity from the capital value of a pension fund exists, and pensioners may withdraw the entire capital tax-free on reaching retirement age. For purposes of these rules, "approved" means approved by the Commissioner of Income Tax in Gibraltar.

Imported pension schemes are not taxed in Gibraltar on the transfer of funds to the scheme or on the scheme's income or capital growth. Limited tax relief is available on contributions made by ordinarily resident individuals to such schemes. Up to 30% of the pension fund value may be withdrawn as a lump sum by members who have attained the minimum benefit commencement age of 55 years. Pension payments from a scheme are taxed in the hands of the recipient at a rate of 2.5%.

*Other exemptions.* Other items that are exempt from tax include the following:

- Compensation for unfair dismissal and redundancy payments that are approved as non-taxable by the Commissioner of Income Tax
- Income received by a full-time student from employment

**Taxation of employer-provided stock options.** The granting of an option or the transfer of shares to an employee is a taxable event. Restrictions on the vesting of options or restrictions on the shares may be taken into account in applying a value to the option or shares in certain circumstances. Any subsequent gain from exercising the option, from the disposal of shares acquired under the option or from the disposal of shares granted is a capital gain and, accordingly, not taxable.

**Capital gains and losses.** No capital gains tax is imposed in Gibraltar. Proposed legislation would tax gains on the disposal of real estate in some circumstances (see *Income from real estate*).

**Deductions.** Under either of the alternative tax systems (see below), expenses incurred wholly, exclusively and necessarily in the performance of the duties of employment are generally deductible. No allowance is available for travel between home and work or for office attire.

*Alternative tax systems.* Taxpayers may choose from the gross-income-based (GIB) system and the more traditional allowances-based (AB) system. Under the GIB system, the taxpayer is entitled to very few allowances and/or reliefs, but generally the applicable tax rates are lower. The majority of taxpayers are taxed under the GIB system. Regardless of the system for which the taxpayer opts, on final assessment, the Tax Office applies the system most beneficial to the taxpayer.

In the case of spouses, if one spouse opts for the GIB system and the other for the AB system, conditions apply to the latter's entitlement to allowances.

*Personal deductions and allowances under the GIB system.* The following deductions from taxable income are available for taxpayers assessed under the GIB system:

- Approved expenditure on premises, which is expenditure incurred on painting, decorating, repairing and, in general, enhancing the appearance of the frontage of premises. This deduction applies to individuals, regardless of whether the expenditure relates to the business of a self-employed person or to property held for nonbusiness purposes, and is in addition to any other deduction that may already be available as a business expense. The expenditure must be certified by the town planner, and the claim for the deduction must be made within two years after the end of the tax year for which the deduction is claimed. Under the GIB system, the deduction is restricted to a maximum of GIP5,000.
- Mortgage interest payments with respect to the purchase of the main residential property in Gibraltar up to a maximum of GIP1,500.
- Deduction for first-time buyers of up to GIP7,500 with respect to approved expenditure toward the purchase of their main residential property in Gibraltar.
- Up to GIP1,500 per year of contributions to approved pension schemes.
- Up to GIP3,000 per year of private medical insurance premiums.
- Up to GIP6,000 over two years for the installation of solar or wind energy installations.

The following tax credits may be deducted against an outstanding tax liability.

- Up to the first GIP2,000 of the cost of installing an electrical vehicle charging mechanism in a garage or parking space owned by the taxpayer
- 10% of the cost of gym membership or fees paid to a personal trainer registered with the Income Tax Office
- 10% of the cost of private school fees paid in Gibraltar

*Personal deductions and allowances under the AB system only.* The following allowances apply only under the AB system for the year ending 30 June 2025.

Type of allowance	Amount (GIP)
Personal allowance	3,455
Spouse allowance	3,455
Nursery school allowance (per child)	5,480
Child relief with respect to the first child only	1,190
Child relief with respect to each child educated abroad	1,375
Medical insurance (maximum)	5,395
Disabled person relief (for parents, with respect to each disabled unmarried individual)	10,000
Resident dependent relative (maximum)	400
Nonresident dependent relative (maximum)	250

Type of allowance	Amount (GIP)
Blind person	5,475
Apprentice	380
Single parent	5,800
House purchase allowance	13,000 (a)
Additional (special) house purchase allowance	4,000 (a)
Social insurance (employee)	335
Social insurance (self-employed)	432
“Top up” (minimum allowance in total)	4,343 (b)
“Top up” for men aged 65 or over and women aged 60 or over (minimum allowance in total)	12,645 (b)

(a) This applies to an individual ordinarily resident in Gibraltar who purchases or constructs his or her own residential accommodation in Gibraltar. The deductions of up to GIP13,000 and GIP4,000 may be spread over as many years as the taxpayer wishes, provided that the amount claimed with respect to the special deduction of GIP4,000 cannot exceed GIP1,000 per year. The deductions may not be claimed again after the maximum amounts have been claimed.

(b) Individuals whose total allowances are less than GIP4,343 have their personal allowances “topped up” to that amount. Elderly persons (men aged 65 or over and women aged 60 or over) have their allowances increased to GIP12,645.

Other allowances and deductions include the following:

- Certain pension contributions (see below).
- Low-income earner’s tax credit. Individuals with income of less than GIP11,450 are entitled to an additional allowance so that no tax is payable by them. Allowances of lower amounts are available to taxpayers whose earned income for the tax year is between GIP11,451 and GIP19,950.
- Disabled individuals’ tax allowance. An additional earned income allowance effectively exempts employees from tax if the employees receive financial assistance out of the Social Assistance Fund or if they would be eligible for such financial assistance had they resided in Gibraltar for at least five years.
- Interest relief on loans for the purchase, improvement or development of property. Interest paid by an individual or his or her spouse who occupies property in Gibraltar for residential purposes on a loan used to purchase, improve or develop the property is allowable, restricted to the amount of interest on GIP350,000 of the loan amount.
- Interest relief on loans for the purchase or construction of a parking bay or garage. Interest paid by an individual on loans to purchase or construct a garage or parking bay in Gibraltar is deductible by the individual or his or her spouse or both in whichever proportion is most beneficial.
- Approved expenditure on premises is deductible as described in *Personal deductions and allowances under the GIB system only*, but without the restriction referred to in that section.
- Life insurance relief. Premiums or contributions (or both) payable during the tax year are allowable subject to certain restrictions. The relief is granted with respect to premiums payable by the claimant for an insurance contract on the claimant’s or spouse’s life and, in the case of a man, with respect to contributions to a widow’s or orphan’s pension scheme or to a provident society or fund approved by the Commissioner of Income Tax. However, premiums must not exceed the following:
  - One-seventh of the taxable income
  - Seven percent of the capital sum assured at death

- Up to GIP6,000 over two years for the installation of solar or wind energy installations.

The following tax credits are available as deductions against an outstanding tax liability:

- Up to the first GIP2,000 of the cost of installing an electrical vehicle charging mechanism in a garage or parking space owned by the taxpayer
- 10% of the cost of gym membership or fees paid to a personal trainer registered with the Income Tax Office
- 10% of the cost of private school fees paid in Gibraltar

**Tax relief for pensions.** In terms of Gibraltar tax treatment, pension schemes may broadly be divided into the following three groups:

- Personal pension schemes
- Retirement annuity contracts
- Occupational pension schemes

*Personal pension schemes and retirement annuity contracts.* Aggregate contributions to personal pension schemes and retirement annuity contracts are eligible for tax relief limited to the lower of 20% of earned income or GIP35,000. To allow members of these schemes to top up unused tax relief, a one-year carryback provision allows excess contributions in one year to be applied to otherwise unused tax relief in the previous year.

*Occupational pension schemes.* Contributions with respect to proprietary directors and shareholders are eligible for tax relief of up to 25% of taxable income in total for employees' and employers' contributions combined. For other employees, the maximum tax relief available with respect to contributions is the difference between one-sixth of the taxpayer's taxable income and any deduction for life assurance premiums already claimed (the deduction for life assurance premiums is restricted to one-seventh of taxable income).

**Business deductions.** Expenses that are wholly and exclusively incurred for the purposes of the production of income of a trade, business, profession or vocation are generally deductible. However, certain types of expenses are not allowed as deductions in determining taxable profit or allowable loss. These include the following:

- Interest paid or payable to a person not resident in Gibraltar, to the extent that the interest charged is at more than a reasonable commercial rate
- Depreciation and amortization of assets (instead capital allowances are granted with respect to plant, machinery, equipment, motor vehicles and information technology expenditure)
- Contributions to a provident, pension or other fund for the benefit of employees if the fund has not been approved by the Commissioner of Income Tax

Entertaining expenses, which are generally the cost of entertaining existing and potential clients and business introducers (for example, brokers and agents) are deductible, but detailed rules restrict these deductions.

**Rates**

*GIB system.* The following are the rates under the GIB system for ordinarily resident individuals who have gross assessable income of up to GIP25,000.

<b>Taxable income GIP</b>	<b>Tax rate %</b>	<b>Tax due GIP</b>	<b>Cumulative tax due GIP</b>
First 10,000	6	600	600
Next 7,000	20	1,400	2,000
Above 17,000	28	—	—

The following are the tax rates under the GIB system for ordinarily resident individuals who have gross assessable income of above GIP25,000.

<b>Taxable income GIP</b>	<b>Tax rate %</b>	<b>Tax due GIP</b>	<b>Cumulative tax due GIP</b>
First 17,000	16	2,720	2,720
Next 8,000	19	1,520	4,240
Next 15,000	25	3,750	7,990
Next 65,000	28	18,200	26,190
Above 105,000	25	—	—

A notable feature of the above tax rates is that the effective tax rate never exceeds 25%.

*AB system.* The following are the tax rates under the AB system for ordinarily resident individuals who have gross assessable income of below GIP100,000.

<b>Taxable income GIP</b>	<b>Tax rate %</b>	<b>Tax due GIP</b>	<b>Cumulative tax due GIP</b>
First 4,000	14	560	560
Next 12,000	17	2,040	2,600
Above 16,000	39	—	—

Taxpayers under the AB system then receive a tax credit amounting to the greater of GIP300 or 2% of the tax payable based on the above table.

*Nonresidents.* The following tax rates apply under the AB system to the taxable income of individuals who are not ordinarily resident in Gibraltar in certain circumstances.

<b>Taxable income GIP</b>	<b>Tax rate %</b>	<b>Tax due GIP</b>	<b>Cumulative tax due GIP</b>
First 16,000	17	2,720	2,720
Above 16,000	39	—	—

The above rates do not apply to pensions received by nonresidents of Gibraltar. In the case of employment income and self-employment income, the GIB system is generally available as an alternative, but tax bands would be reduced on a pro rata basis dependent on the number of months in the tax year in which no employment or self-employment activities were carried on in Gibraltar.

If a person is not ordinarily resident and if they are present in Gibraltar for less than 30 days in a tax year, no tax is imposed on the following:

- Directors' fees

- Income from employment or self-employment duties that are carried out in Gibraltar but are ancillary to work otherwise exclusively carried on outside Gibraltar

**Relief for losses.** Individuals may offset any losses incurred in a trade, business, profession or vocation against any assessable profits or gains in subsequent years. Losses may not be carried back.

**Tax scheme for high net worth individuals.** Under the Qualifying (Category 2) Individuals Rules 2004, individuals may apply to the Finance Centre Director for a Category 2 Individual certificate. This certificate is granted to applicants who fulfill the following conditions:

- They have available approved residential accommodation in Gibraltar for the exclusive use of themselves and their families.
- They not been a resident in Gibraltar for the preceding five years.
- They were not engaged in the preceding five years and will not be engaged in the future while a Category 2 individual in a trade, business or employment in Gibraltar, other than, in general, duties that are incidental to a trade, business or employment based outside Gibraltar or the provision of consultancy services from Gibraltar in certain circumstances, unless otherwise agreed to by the Finance Centre Director.
- They must submit two character references from recognized and established professionals (a bank plus a law or accounting firm), a copy of the passport and a *curriculum vitae*.
- They have adequate financial standing (in practice this should be in excess of GIP2 million).
- They pay an application fee of GIP1,197.
- They receive a certificate from the Finance Centre Director confirming their status.

An individual who obtains a Category 2 individual certificate is subject to income tax on the first GIP118,000 of income only. The Income Tax Office applies the AB system to Category 2 individuals. Consequently, the maximum tax payable in a full year is GIP42,380. This cap generally does not apply to income derived from activities carried out in Gibraltar; any such income outside the cap is taxable under the AB system at a rate of 39%.

The minimum tax payable under the scheme is GIP37,000, which is prorated if the certificate is obtained or expires in the midst of the tax year. In certain circumstances, the income of the spouse and children is deemed to be that of the certificate holder so that no additional tax is payable on that income. Tax advantages are available for individuals with Category 2 status with respect to trusts (see *Trusts*).

**Tax scheme for high executives possessing specialist skills.** Under the tax scheme for high executives possessing specialist skills (HEPSS), the tax payable by HEPSS is limited to the first GIP160,000 of earned income (maximum tax payable of GIP39,940). The GIB system is applied to HEPSS.

HEPSS must have skills or experience that are not available in Gibraltar and that are necessary to promote and sustain economic activity of particular economic value to Gibraltar.



They must also occupy high executive or senior management positions, earn a basic salary of more than GIP160,000 per year and have approved residential accommodation in Gibraltar available for the exclusive use of themselves and their families. The individuals may not have been a resident or employed in Gibraltar during the three years preceding the year in which the application is made (however, Gibraltar's Finance Centre Director may waive this requirement). A nonrefundable fee of GIP1,197 is payable for the issuance or renewal of the certificate.

**Trusts.** A trust is tax resident in Gibraltar if one or more of the beneficiaries are ordinarily resident in Gibraltar or if the class of beneficiaries may include an ordinarily resident person or the issue of an ordinarily resident person. The residency status of the trustees or settlor is not relevant in itself.

An individual who has Category 2 status (see *Tax scheme for high net worth individuals*) or the spouse or child of such individual (provided that the individual has elected to include them under the Category 2 rules) is deemed not to be a tax resident in Gibraltar for the purposes of determining the taxation of a trust or of the beneficiaries.

A trust that is not tax resident in Gibraltar is taxable only on income that accrues in or is derived from Gibraltar. In contrast, a trust that is ordinarily resident in Gibraltar is taxable on its worldwide income. Non-trading interest income, dividends from companies listed on a recognized stock exchange, non-Gibraltar property-based rental income and capital gains are not taxable to trusts in Gibraltar. Trusts are taxed at a rate of 15% on their taxable income.

The capital of the trust is not liable to tax because Gibraltar has no wealth or gift taxes, estate duty, or other capital taxes.

Trusts of a public nature are completely exempt from income tax if the profits from any trade or business are used only for the purposes of the trust and if this business helps carry out a primary purpose of the trust or the work is mainly carried out by the beneficiaries of the trust.

The trustees of a trust are required to pay any tax due by the trust under self-assessment. Payments on account are due by 31 January and 30 June in the tax year. Any remaining balance is payable by 30 November following the end of the tax year.

The trustees of a trust that makes a distribution from taxable income or that otherwise gives rise to any income that is taxable or potentially taxable in Gibraltar are required to file a trusts tax return by 30 November. Trusts with taxable income must prepare their accounts for tax purposes for the year ending 30 June.

**Private foundations.** A foundation registered under Gibraltar's Private Foundations Act 2017 is resident in Gibraltar, unless persons resident in Gibraltar and the issue of such persons are irrevocably excluded from benefit with respect to the foundation.

Resident foundations are taxable on worldwide income. Nonresident foundations are taxable only on chargeable income accrued in or derived from Gibraltar.

Non-trading interest income, dividends from companies listed on a recognized stock exchange, non-Gibraltar property-based rental income and capital gains are not taxable to foundations in Gibraltar.

Private foundations are taxed at a rate of 15% on their taxable income. Nonresidents of Gibraltar are not taxed on their income as beneficiaries of foundations.

Beneficiaries who are ordinarily resident in Gibraltar are taxable on the following:

- Distributions received from foundations if the underlying income was taxable to the foundation. A tax credit is given with respect to Gibraltar tax suffered by the foundation on the distributed income.
- Benefits derived by them from the use of assets that are owned or leased by the foundation.
- Loans made by foundations to their beneficiaries or to persons connected to the beneficiaries.

## B. Other taxes

**Wealth tax.** Gibraltar does not impose wealth tax.

**Property tax.** Property tax is payable on residential and business real estate located in Gibraltar, based on the ratable value of the property. Discounts are available for the early payment of tax for businesses, generally 20%. An early payment discount of 50% applies to retail and wholesaling trades and catering establishments and 30% for hotels. New startups benefit from a 65% discount in their first year of trading and 25% for their second year; this discount must be applied for in advance.

**Stamp duty.** Stamp duty is payable on instruments relating to real estate property in Gibraltar and on capital transactions. The principal rates of stamp duty are described below.

Stamp duty on share capital (on initial authorized share capital and increases in the capital) is imposed at a flat rate of GIP10. The stamp duty on each issue of loan capital (for example, debenture stock) is also imposed at a flat rate of GIP10.

The following are the rates of stamp duty on the conveyance or transfer of residential real estate property for first- and second-time buyers:

- On the first GIP300,000 of value of the property: nil
- Balance above GIP300,000 to GIP350,000: 5.5%
- Balance above GIP350,000: 3.5%

The following are the rates of stamp duty on the conveyance or transfer of real estate property for other purchasers:

- If the total value does not exceed GIP200,000: nil
- If the total value is between GIP200,001 and GIP350,000: 2% on first GIP250,000 and 5.5% on the balance
- If the total value is above GIP350,001: 3% on first GIP350,000 and 3.5% on balance

A 4.5% rate to apply to the part of the purchase price over GIP800,000 was announced in 2023 but it is not yet in the legislation. The effective date is still to be confirmed.

Stamp duty of 7.5% applies to the sale of any property that was sold as an “affordable home” for and on behalf of the government in the four years preceding 2 July 2018. This will not apply in certain circumstances, such as a forced sale.

The following are the rates of stamp duty on mortgages:

- Mortgages not exceeding GIP200,000: 0.13%
- Mortgages over GIP200,000: 0.2%

**Inheritance and gift taxes.** Gibraltar does not impose inheritance tax, gift tax or estate duty.

## C. Social insurance

In general, the following social insurance contributions are payable on the earnings of individuals who work in Gibraltar.

Contributor	Rate payable on employee's gross earnings (%)	Minimum payable per week (GIP)	Maximum payable per week (GIP)
Employer	18	30.45	53.55
Employee (under 60)	10	13.65	38.85
Employee (age 60 and over)	—	—	—
Self-employed	20	29.00	51.00

No contributions are payable if the individual does not receive earnings. Income earned by a student while on holiday is exempt. Contribution credits apply in certain cases, including employees on unpaid sick leave or maternity leave and persons over the age of 60 years. A worker seconded to work in Gibraltar on a temporary basis from the United Kingdom normally remains subject to social security contributions in his or her home country, but needs to present a valid A1 certificate to the Gibraltar authorities to be exempted from Gibraltar social insurance. The authorities recognize valid A1 certificates from European Union (EU) countries issued to employees registered in Gibraltar pre-2021. Otherwise, applications to recognize A1 certificates from EU countries are not being processed pending the outcome of ongoing negotiations between the United Kingdom and the EU. The above is subject to change with little or no warning.

## D. Tax filing and payment procedures

**General.** The tax year for individuals in Gibraltar runs from 1 July to 30 June. Taxable compensation of employees is taxed in the year of receipt.

**Payment of taxes.** Income tax and social insurance contributions on the cash earnings of employees are normally collected under the PAYE system. All employers must use the PAYE system to deduct tax and social security contributions from wages or salaries. Any additional tax due, including tax due on benefits in kind, is generally payable by the employee after it is assessed by the Commissioner of Income Tax.

Income from self-employment is payable under a self-assessment system. The taxpayer must make two payments on account by 31 January and 30 June of the tax year. Each installment equals

50% of the tax payable for the preceding tax year. If a taxpayer believes that the amount of the advance payments calculated on this basis will exceed the liability payable for the year, the taxpayer may apply to be discharged in whole or in part from the obligation to make the advance payment. However, if it is subsequently determined that the application has been made erroneously and that the final liability is higher than predicted by the taxpayer, a surcharge on the late payment of the difference may apply. Any balance remaining is payable by 30 November following the end of the tax year.

Late payment of tax results in a surcharge of 10% of the tax payable on the day immediately after it is due. After 90 days, a further surcharge of 20% of the amount unpaid (tax plus initial surcharge) is imposed.

**Income tax returns.** Individuals are required to file their tax return for a tax year by 30 November following the end of the tax year. Individuals with income from self-employment must prepare their accounts for the tax year ending 30 June. A fixed penalty of GIP50 is imposed if an individual does not file the return by the applicable deadline, with a further penalty of GIP300 if the failure continues for three months and a further penalty of GIP500 if the failure continues for an additional three months.

## **E. Double tax relief and tax treaties**

A double tax treaty with the United Kingdom entered into force in March 2020. This treaty applies with respect to income tax in Gibraltar for the tax year commencing on 1 July 2020 onward. It applies in the United Kingdom for income tax and capital gains tax for the tax year commencing on 6 April 2020 onward.

An international agreement was signed between Spain and the United Kingdom with respect to Gibraltar taxation matters. The agreement was ratified in 2021 by the relevant parties. Consequently, many of the provisions with respect to income tax apply in Gibraltar for the tax year commencing on 1 July 2021 onward, and in Spain for the tax year commencing on 1 January 2022 onward. Although the agreement has little similarity to an Organisation for Economic Co-operation and Development (OECD) model-based double tax treaty, it includes provisions to remove double tax-residency for individuals. It also delays the time taken for a non-Spanish national to lose Spanish tax residence if he or she moves from Spain to Gibraltar. The agreement provides that if a Spanish national moves from Spain to Gibraltar after the 4 March 2019, he or she will retain Spanish tax residency.

No other double tax agreements are in force between Gibraltar and other jurisdictions. However, unilateral tax relief is generally available with respect to foreign income tax imposed on income that is similarly chargeable to Gibraltar tax, up to the lower of the Gibraltar tax or the foreign tax on the income. This only applies if the jurisdiction imposing the foreign tax is the jurisdiction in which the income is generated.

## F. Temporary visas

Passports are required by all visitors to Gibraltar except EU nationals who possess a valid national identity card. The exception for EU nationals is subject to change pending the outcome of negotiations with the United Kingdom, Spain and the EU and may change with little or no warning. Nationals from certain countries are required to obtain a visa. For a list of these countries, refer to the following website: <http://www.gibraltarborder.gi/visa>. In general, individuals who require a visa for entry into the United Kingdom also require a separate visa for entry to Gibraltar.

**Types of visas.** The types of visas are tourist visas, business visas and transit visas.

**Application procedure.** Applications should be made to the British embassy in the applicant's normal country of residence or the visa section of the UK Passport Office in London (by appointment only).

## G. Work permits

Under the Control of Employment Act, the government controls the employment of "non-entitled" workers by means of work permits.

An "entitled" worker is a worker who is one of the following:

- A national of a country belonging to the European Economic Area (EEA) or of Gibraltar or the United Kingdom
- A non-EEA national who has been working in Gibraltar since before 1 July 1993
- A non-EEA national authorized to work in Gibraltar under the Immigration Control Act

A "non-entitled worker" is a worker who is not an entitled worker.

EEA or United Kingdom nationals may stay in Gibraltar for three months. After this period, they are granted a renewable residence permit for five years if they have found suitable employment or established a business.

A work permit is granted to a non-entitled worker if no entitled workers are able and willing to take up the particular employment. Such individual may be granted a residence permit on an annual basis and are normally renewable only if the individual is still in possession of a work permit. A non-EEA/United Kingdom national may be refused permission to buy real estate in Gibraltar; such permission cannot be refused to residents of EEA countries. Work permits for non-EU/United Kingdom nationals are only issued after a (refundable) deposit is paid to the Employment Service to cover any repatriation costs and other costs that may be required.

A non-EEA/United Kingdom national who wants to set up a business and reside in Gibraltar needs to register with the Income Tax Office as a self-employed person. After the work permit is granted, the individual may apply to the Civil Status and Registration Office in Gibraltar for a residence permit.

The above is subject to change with little or no warning pending the outcome of negotiations between the United Kingdom and Spain following the end of the Brexit transition period on 31 December 2020.

## H. Residence permits

The Immigration Control Act governs immigration and the right to enter Gibraltar. All individuals registered as having Gibraltarian status or who are British Dependent Territory Citizens as a result of their connection with Gibraltar are exempt from having to hold any permit or certificate of residence required by the act. This exemption is also granted to Commonwealth citizens employed in Gibraltar in HM Services, HM Government Service or Gibraltar Government Service.

An EEA/UK national has the right to enter Gibraltar on the production of a valid passport or national identity card and remain for three months in order to seek employment or to establish himself or herself under any other qualifying category. An EEA/UK national who exercises EEA/UK rights as a qualified person and establishes himself or herself in Gibraltar acquires the right to reside in Gibraltar and must register for residence during or after a three-month period of residence in Gibraltar. The residence documentation (civilian registration card) has a validity period of five years and is renewable. However, a civilian registration card is issued for 12 months in the first instance.

Other nationals require both work permits and residence permits. Any individual not having a right to reside in Gibraltar may be refused admission (or after admission be required to leave) in the interests of public policy, security or health.

Residence permits may be granted at the governor's discretion to non-EEA/UK nationals who do not have a work permit if the governor is satisfied that the applicants are of good character and that it is in the interest of Gibraltar that residency should be granted. Non-EEA/UK nationals who have obtained Category 2 individual tax status (see Section A) are likely to obtain residence permits on this basis.

At the governor's discretion, citizens of the United Kingdom can be granted a certificate of permanent residence if they are of good character and if they are likely to be an asset to the community.

EEA/UK nationals who wish to retire in Gibraltar must prove to the satisfaction of the authorities that they have the following:

- Full risk private medical insurance (except eligible UK nationals)
- Adequate financial resources
- Adequate accommodation in Gibraltar (in practice, this would involve the purchase of a quality property)

Under a reciprocal agreement between the United Kingdom and Gibraltar, eligible UK nationals retiring in Gibraltar may be entitled to free medical services in Gibraltar.

The above is subject to change pending the outcome of negotiations between the United Kingdom and Spain following the end of the Brexit transition period on 31 December 2020.

## I. Family and personal considerations

**Family members.** The members of the family of established qualified persons also have the right to reside in Gibraltar if the qualified person has suitable accommodation for them. This rule applies regardless of whether the family members are EEA/UK nationals. They must apply for residence documentation after being in Gibraltar for three months. The entitlement of non-EEA/UK national family members to work in Gibraltar is dealt with on a case-by-case basis.

**Marital property regime.** Gibraltar does not have a community property or similar marital property regime.

### Driver's permits

*EU/EEA licenses.* Gibraltar has driver's license reciprocity with most EU and EEA jurisdictions. If a holder of a valid national driving license of an EU or EEA state who is authorized to drive on any public road within that state takes up residence in Gibraltar, the license has the same validity and effect as a license issued in Gibraltar. Such person has the option of exchanging his or her existing license for a Gibraltar license at any time, but he or she must do so on the expiration of the existing license. If a resident of Gibraltar who has an EU license that has not been issued in Gibraltar commits a traffic offense and the license is endorsed by the court, the individual must exchange it for a Gibraltar license so it may be endorsed with the particulars of the offense.

*Non-EU/EEA licenses.* From the time a person comes to Gibraltar until the time that person acquires normal residence, he or she may continue to drive with his or her non-EU/EEA license as long as that license is valid. After a person acquires normal residence, the license does not entitle person to drive in Gibraltar. To obtain a Gibraltar driving license, the person must pass a theoretical and practical driving test.

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*At the time of updating this chapter, changes to the tax law were expected. Because of these expected changes, readers should obtain updated information before engaging in transactions.*

## A. Income tax

**Who is liable.** Individuals who are tax residents of Greece are taxed on their worldwide income. Nonresidents are taxed on their Greek-source income only.

Individuals are considered to be Greek tax residents if they satisfy any of certain specified conditions, including, among others, the following:

- Their center of vital interest is in Greece (that is, their domicile).
- Their habitual abode is in Greece. An individual's habitual abode is deemed to be in Greece if the individual spends more than 183 days in Greece in any 12-month period. This condition is deemed to be satisfied if an individual has spent over 183 days physically in Greece (short stays outside Greece are also counted to determine whether the 183-day threshold has been exceeded). After the above 183-day threshold is surpassed, the individual is deemed to be a Greek tax resident as of the beginning of the 183-day period in Greece unless he or she is also considered domiciled in Greece; in such case, he or she is taxed for the full year as a Greek tax resident. An exception to the above-183-day habitual abode rule applies to individuals coming to Greece for "medical, tourist or similar private purposes" and staying in Greece for more than 183 days but less than 365 days in a calendar year; that is, although they surpass the above 183-day threshold, they are not considered as having their habitual abode in Greece.

Protection under a double tax treaty may be available if the individual can claim to be tax resident for the respective tax year of



another country with which Greece has entered into a double tax treaty.

Non-tax residents who earn income from Greek sources should obtain supporting documentation, such as a tax-residence certificate, from their home country to validate their nonresident status in Greece if requested to do so.

Special tax regimes have been recently introduced for foreign tax resident high-net-worth individuals, for foreign tax resident individuals with foreign-source pension income who transfer their tax residency to Greece, and for foreign tax resident individuals with Greek private employment income who transfer their tax residency to Greece and choose to be subject to these tax regimes. These regimes are discussed below.

*Alternate tax regime for high-net-worth individuals.* As of the 2020 fiscal year, individuals who transfer their tax residence to Greece may choose to be subject to an alternate tax regime regarding the taxation of their foreign income in Greece. To be eligible for the above regime, an individual needs to satisfy the following conditions:

- He or she has not been a Greek tax resident for the previous seven of the last eight years before the transfer of his or her tax residence to Greece.
- He or she proves that he or she or a close relative has made an investment of at least EUR500,000 in real estate, businesses or legal entities in Greece or securities or shares in legal entities based in Greece, or has made such investment through legal persons in which they hold the majority of the shares.

If the application for the transfer of the tax residency in accordance with the above process is successful, the following rules apply:

- The individual needs to pay an amount of EUR100,000 per tax year for income arising abroad.
- The individual needs to declare his or her Greek-source income and is taxed in Greece only on such income.
- Any assets held abroad by the individual are exempted from inheritance and donation tax.

An individual who opts to be subject to the above alternate method of taxation may request that the application be extended to their close relatives if he or she pays an amount of EUR20,000 per tax year per relative.

An individual can be enrolled in this regime for a maximum period of 15 years.

*Alternate tax regime for individuals with foreign pension income.* For the 2020 fiscal year and future years, individuals who earn pension income from abroad and who transfer their tax residence to Greece may choose to be subject to an alternate tax regime regarding the taxation of their foreign income in Greece. To be eligible for this regime, an individual needs to satisfy the following conditions:

- He or she has not been a Greek tax resident for the previous five of the last six years before the transfer of his or her tax residence to Greece.

- He or she relocates from a country with which Greece has a valid agreement concerning administrative cooperation on tax issues.

If the application for transfer of the tax residency is successful, the following rules apply to the individual:

- He or she must report in Greece all Greek-source income and all foreign-source income that is subject to this alternate tax regime.
- He or she must pay annually by the end of July a 7% flat income tax for their income obtained abroad with their tax liability in Greece for such foreign-source income being fully exhausted. A foreign tax credit is also available on certain conditions.
- He or she is subject to Greek personal income tax for all their Greek-source income according to the general tax rules.

An individual can be enrolled in this regime for a maximum period of 15 years.

Individuals taking advantage of one of the above regimes are considered tax residents of Greece for the purposes of applying the tax treaties that Greece has enacted with foreign jurisdictions.

*Law 4758/4.12.2020 alternate tax status.* A new special tax regime was introduced in December 2020 for foreign tax residents intending to relocate to Greece and become Greek tax residents in order to work in new employment positions or as freelancers.

Under this regime, effective for fiscal years beginning on or after 1 January 2021, individuals earning employment income in Greece who transfer their tax residence in Greece may choose to be subject to a favorable tax regime regarding their employment income for services rendered in Greece. To be eligible for this regime, an individual needs to satisfy the following conditions:

- He or she has not been a Greek tax resident for five of the last six years preceding the transfer of his or her tax residence to Greece.
- He or she relocates from a country with which Greece has a valid agreement concerning administrative cooperation on tax issues.
- He or she is providing employment services in Greece through an employment relationship as defined by Greek law to a Greek legal person or legal entity or to a Greek branch of a foreign company.
- He or she declares that his or her stay in Greece will be for at least two years.

If the application for the transfer of the tax residence per the above process is successful, the individual will be exempt from paying personal income tax on 50% of his or her Greek employment income.

An individual can be enrolled in this regime for a maximum period of seven years.

**Income subject to tax.** The Greek Income Tax Code (Law 4172/2013) provides for the following four categories of income:

- Employment and pension
- Business income

- Income from capital
- Capital gains income

Different tax rates apply to the categories. Some tax rates are progressive while others are exhaustive. The taxation of various types of income is described below.

*Employment and pension income.* Employees are subject to income tax on income derived from employment, which includes income from salaries, wages, allowances, pensions, stock-based compensation and any other payments periodically made in cash or in kind for services rendered and certain other income items.

The Greek Income Tax Code contains specific provisions for the taxation of the following types of benefits:

- Company cars, which are taxed in accordance to a deemed income formula
- Loans provided to employees, which yield deemed taxable income to the employee
- Company provided housing, regardless whether it is leased or owned by the company
- Equity-based compensation

In general, the market value of benefits in kind received by an employee or a relative of the employee is considered taxable income for the employee if the value exceeds EUR300 per year.

Other payments usually made to employees on international assignment are taxable, including the following:

- International service premiums
- Cost-of-living allowances
- Education benefits
- Relocation bonuses
- Performance bonuses
- Employee tax reimbursements
- Other allowances paid periodically and regularly

Law 5162/2024 recently introduced an exemption from taxation for payments or vouchers up to EUR5,000 per year granted by the employer to the employee to cover nursery or kindergarten costs and “newborn cash payments” of up to EUR5,000 per year, which are provided voluntarily by the employer to the employee within 12 months of the child’s birth, plus an additional EUR5,000 for each dependent child the employee has already at the time of the birth of the child. Conditions must be met for the exemption to apply. Administrative guidelines were still pending at the time of writing.

Insurance premiums paid by the employee or the employer on behalf of an employee under an insurance program and contributions made by the employee or the employer on behalf of an employee to a Voluntary Occupational Pension Fund (TEA) for health, medical or hospital coverage and/or life insurance coverage (coverage of risk of life or disability) of the employee are considered tax-exempt income for the employee up to EUR1,500 per year per employee.

Employer contributions toward a group life insurance private pension scheme or to a TEA are not considered to be employment income and are taxed separately on redemption at special final tax rates (strict conditions apply). Law 5078/2023 introduced the

following limits with effect for contributions paid in fiscal years starting from 1 January 2024:

- A maximum limit (20% cap calculated on the annual gross salary income) on the amount of insurance contributions that can be paid by the employee and the employer into TEAs and on the premiums paid by the employee and the employer on behalf of the employee in the context of group life insurance pension plans
- A maximum limit (EUR20,000 annual cap) on the amount of contributions paid into such plans for self-employed individuals

Expenses incurred by an employee in the course of their work duties does not constitute taxable income to the employee if proper tax documentation evidencing the expense exists and if it can be proven that the expenditure was a productive business expense.

Board of director fees are categorized as employment income for tax purposes but may be payable through a distribution of capital if savings exist.

The following progressive tax rate scale applies to individuals with salary income, pension income, freelancer income and personal agricultural income.

<b>Taxable income</b> <b>EUR</b>	<b>Tax rate</b> <b>%</b>	<b>Tax due</b> <b>EUR</b>	<b>Cumulative tax due</b> <b>EUR</b>
0 to 10,000	9	900	900
10,001 to 20,000	22	2,200	3,100
20,001 to 30,000	28	2,800	5,900
30,001 to 40,000	36	3,600	9,500
40,001 and above	44	—	—

A tax allowance may be available under certain conditions on income from salaries and pensions, which depends, on one hand, on the existence and the number of the dependent children and, on the other hand, on whether the income exceeds a certain threshold. In principle, each taxpayer with salary income, pension income, freelancer income or real estate property rental income is expected to realize expenses via electronic means of payment at a rate of 30% of their actual income per tax year. The maximum limit of the expenses is set at the amount of EUR20,000. Failure of the taxpayer to reach the corresponding limit of expenses leads to additional tax of 22% applied on the difference between the declared and the corresponding amount of expenses.

Severance payments made by Greek companies to departing employees are taxed at the following rates.

<b>Severance payment</b> <b>EUR</b>	<b>Tax rate</b> <b>%</b>	<b>Tax due</b> <b>EUR</b>	<b>Cumulative tax due</b> <b>EUR</b>
First 60,000	0	0	0
Next 40,000	10	4,000	4,000
Next 50,000	20	10,000	14,000
Above 150,000	30	—	—

Law 5078/2023 introduced new tax rates in relation to the tax treatment of insurance payments made by an insurance company under a group life insurance pension plan and of payments made

by TEAs, which apply to persons (beneficiaries) receiving benefits for the first time within the framework of the above programs. The following are the new tax rates, which apply from 1 January 2024 onward.

<b>Years of insurance</b>	<b>Tax rate</b>
0 to 5	20% if paid as lump sum; 10% if paid as periodic payment
5 to 10	15% if paid as lump sum; 7.5% if paid as periodic payment
10 to 20	10% if paid as lump sum; 5% if paid as periodic payment
More than 20	5% if paid as lump sum; 2.5% if paid as periodic payment

An increase of the above tax rates applies in the case of collection by the beneficiary of an early redemption/liquidation amount (rates are increased by 50%), as well as in cases of individuals who have joined the plans after having reached 55 years of age depending also on the time the individual participated in the plan before collecting the benefit; exemptions may apply.

Special provisional rules apply in connection to the tax treatment of the accumulated amounts per person in the context of group life insurance pension plans until 31 December 2023 and the accumulated amounts of the individual accounts of the insured persons of TEAs until 31 December 2023.

*Business income.* The above progressive income tax scale applicable to salary income and pension income also applies to the income of freelancers and single proprietorships.

Moreover, with effect for income of the 2023 fiscal year onward, Law 5073/2023 introduced the rule for minimum (imputed) income from business activity of natural persons. Under this law, as a general rule, freelancers or self-employed persons are presumed to offer work of at least equal value and pay to that of employees who are paid the minimum wage. In particular, the following applies:

- A freelancer or self-employed person is presumed to offer work of at least equal value and remuneration to the sum of the following:
  - The annual amount of the minimum employee's wage (an amount that increases after the first six years of business activity)
  - An amount (not exceeding EUR15,000) reflecting a percentage of 10% of the freelancer's annual labor costs
- The presumption is also increased based on the turnover of the freelancer in relation to the average of the annual turnover of the same tax activity code number.

The total annual (imputed) business income of the individual is calculated as the sum of the above amounts and cannot exceed the amount of EUR50,000 per year.

This imputed income determination rule is rebuttable, and the individual can prove the reduction in their business activity due to special reasons and can request an audit of his business to prove that the income resulting from the accounting books is real.

The minimum (imputed) net income rule does not apply to the following:

- Freelancers with zero to three years of business activity (a discount is provided for years four and five)
- Profits from agricultural business activity
- Freelancers who are taxed as salaried employees based on the conditions indicated in the Greek Income Tax Code (for example, freelancers who contract with up to three physical or legal entities, and insurance intermediaries who contract with up to two insurance companies and declare their place of business as their residence)
- Persons with an 80% or higher disability

An unjustified increase of wealth of an individual is taxed as business income at a rate of 33%.

In general, an expense is considered to be deductible for business tax purposes if it satisfies the following conditions:

- The expense is incurred for the benefit of the company in the course of its usual business transactions, including company social responsibility actions.
- It corresponds to an actual transaction, and the value of the transaction is not deemed to be lower or higher than the market price of a similar transaction.
- It is recorded in the proper accounting books for the period and is evidenced by proper documentation. For social responsibility expenses, it is deductible for company profit determination purposes if the company shows profits in the year in which the expense is incurred.

*Income from capital.* Dividends are subject to a 5% final withholding tax rate. The concept of dividends is extended, in accordance with Organisation for Economic Co-operation and Development (OECD) guidelines, to include all distributed profits, regardless of the legal form of the distributing entity. Foreign dividends received by a Greek tax resident may be subject to more favorable tax treatment under an applicable double tax treaty.

In principle, interest is subject to a final withholding tax rate of 15%, with no further personal income tax liability for individuals.

Royalties are subject to a final withholding tax rate of 20%, with no further personal income tax liability for individuals.

Income from immovable property is subject to tax in accordance with the following progressive tax scale.

Real estate income EUR	Tax rate %	Tax due EUR	Cumulative tax due EUR
First 12,000	15	1,800	1,800
Next 23,000	35	8,050	9,850
Above 35,000	45	—	—

Income from immovable property is any income whether in cash or in kind that is derived from the leasing, self-use or free-use of real estate.

To derive income in kind (for example, for the owner, derived from granting the free use of the property to a third party), a 3%

rate of return is applied to the objective value of the real estate. Exemptions may apply.

Law 5073/2023 determines when the income from “short-term rental of real estate” (as defined in Law 4446/2016) is taxed as rental income and when it is taxed as business income. It provides the following with effect from 1 January 2024 for income obtained by individuals from short-term rental of real estate:

- It continues being considered and being taxed as real estate income, provided that up to two properties are rented and as long as the properties are rented furnished without the provision of any service except the provision of bed linen.
- It is considered and taxed for the first time as business income if three or more properties are rented.

Further, the law defines the maximum duration of short-term property leases in the above context.

Law 5162/2024 recently introduced a 36-month exemption from personal income tax for real estate property rental income earned by individuals for lease agreements signed between 8 September 2024 and 31 December 2025 and having a minimum three-year duration. This exemption from personal income tax applies for 36 months from the signing of the lease agreement and applies for income deriving from the rental of residences that have a surface area of up to 120 square meters and cumulatively in the previous tax years 2022 and 2023 (and 2024, if the rental takes place in 2025) have been declared on the tax return as vacant or in the 2023 tax year (or 2024 if the rental takes place in 2025) have been made available for short-term rental (such as Airbnb or similar platforms). Conditions apply.

*Capital gains.* Capital gains from the transfer of capital are taxed at a rate of 15%. They include gains from the transfer of securities if such transfers are not classified as business activities. For the transfer of listed shares or other listed securities, a capital gains tax is imposed only if both of the following circumstances exist:

- The listed shares or listed securities were originally acquired after 1 January 2009.
- The transferor holds a 0.5% or higher stake in the share capital of the company.

The above provisions apply to capital gains from transfers of securities taking place on or after 1 January 2014.

An exemption from capital gains tax applies to gains derived from the transfer of securities if the seller is a tax resident of a country with which Greece has entered into a double tax treaty.

Losses incurred from the sale of securities can be carried forward for a five-year period and be offset against profits that arise from the same income category.

**Taxation of employer-provided stock options and stock awards.** Special tax rules and rates apply with respect to the tax treatment of the following:

- Share settled stock option income
- Income deriving from stock awards, which involve the granting of shares for free as a benefit in kind in the context of stock award plans, in which the achievement of key performance

indications or the occurrence of a specific event is set as a condition for awarding the shares

Under the new rules, if certain conditions are met, in principle, the tax point is at the sale of the shares, and only a 15% capital gains tax is imposed.

### **Other considerations**

*Deemed income.* The amount of declared income is compared with the amount of deemed income, determined based on evidence relating to amounts spent on the acquisition of assets and on living expenses.

In general, amounts spent for the acquisition of assets are considered evidence of income to the extent that such amounts cannot be justified by the following:

- Taxable income
- Tax-exempt income or income that has been taxed under special rules, such as bank interest and directors' fees
- Capital that has been accumulated out of taxed or tax-exempt income of prior years or from the sale of assets
- The importation of foreign exchange into Greece (restrictions apply to the importation of foreign exchange by Greek tax residents to cover deemed income)
- Contracted loans
- Gifts received or gains from lotteries

Capital purchases (for example, a home or car) constitute deemed income on an "actual expense" basis. Certain items generate deemed income under the "living expenses" section. In this context, deemed income from "living expenses" is derived from assets that are owned, while deemed income from "actual expenses" is derived from amounts spent to purchase assets. Currently, the list of deemed income items consists of the following:

- Motor cars, pleasure boats, aircraft, and chattels of great value.
- The annual deemed income for using a private home that is owned, rented or granted for free. The deemed income is calculated based on the square meters of the home and on the zone prices applicable for the respective location. For secondary residences, the amount described in the preceding sentence is reduced by half.
- The annual objective living expense for cars is calculated according to the engine capacity of each car.
- Swimming pools.
- Annual donations in excess of EUR300, except donations made to the state and municipal governments and other government bodies.
- Loans and gifts from parents to children in excess of EUR300.
- Purchase or formation of a business, increase of share capital for amounts invested in the business or purchases of shares or securities in general.
- Annual expenditure for the payment of interest and principal with respect to loans or credit.
- Purchases of valuable articles over EUR10,000.
- Loans granted to anyone.
- Repayment of loans.
- Private education and private school tuition fees, and remuneration for housemaids, private drivers, teachers and other household personnel.



Deemed income does not apply to non-tax residents who earn no real income (any amount or type of income) in Greece. If non-tax residents earn real income in Greece, the deemed income related to amounts spent on the acquisition of assets applies.

*Earning of income.* Income is deemed to be earned at the time the individual has the right to collect such income. Exceptionally, for uncollected accrued income from employment or pensions that has been collected by the beneficiary in a later tax year, the time of acquisition of such income is the time of collection.

**Credits.** Under certain conditions, Greek and foreign tax resident individuals may subtract certain credits from the tax computed on their taxable income. All claims regarding expenses must be supported by proper documentation.

A 20% (or in some cases 40%) tax credit is provided on certain conditions and up to a certain maximum threshold for money donations of the taxpayer to public entities, charities and non-profit organizations in Greece or other countries of the EU/European Economic Area (EEA), provided that the donation exceeds the amount of EUR100 per tax year.

In addition, the tax law provides for a EUR200 credit per disabled individual living with an individual taxpayer.

A personal income tax deduction is recognized on certain conditions for expenses incurred by taxpayers for the purchase of goods and the receipt of services for energy, functional and aesthetic upgrading of buildings (up to a maximum cap).

A foreign tax credit is provided for foreign income declared that is taxed in Greece in accordance with the progressive income tax scale. The tax credit is limited to the Greek tax payable on that foreign income.

**Rates.** For the income tax rates applicable to the various categories of income, see the sections on these categories in *Income subject to tax*.

**Luxury tax.** A luxury tax is applied on certain conditions to the deemed income arising from the use of automobiles, pleasure boats (private yachts), airplanes, helicopters, gliders and swimming pools. The luxury tax rates range from 5% to 13%.

## **B. Other taxes**

**Inheritance and gift taxes.** All property located in Greece, regardless of ownership, and any movable property located abroad that belongs to a Greek citizen or to any other person domiciled in Greece are subject to inheritance tax. All property located in Greece and any movable property located abroad that is donated by a Greek citizen or by a foreigner to a person domiciled in Greece are subject to gift tax.

Movable assets located abroad and belonging to a Greek tax resident who was established outside Greece for at least 10 consecutive years is exempt from Greek inheritance tax.

An exemption from donation tax applies for the following:

- Donations of movable property located abroad that have not been acquired during the last 12 years in Greece by Greek

citizens are exempt from tax, provided that such donors (Greek citizens) have been residing abroad for at least 10 consecutive years and, in case of relocation to Greece, no more than five years have elapsed

- Donations of movable property located abroad that are made by a Greek citizen (donor) who has been residing outside Greece for at least 20 consecutive years and has not relocated to Greece when making the donation

The categories of rates for inheritance tax and gift tax depend on the relationship of the beneficiary to the deceased or donor. The rates are higher for more distant relatives and unrelated persons.

The following table illustrates the increase in the inheritance tax rates for categories of persons less closely related to the decedent.

Category	Threshold amount EUR	Tax on threshold amount EUR	Tax rate on amount exceeding threshold amount %
A	600,000	16,500	10
B	300,000	23,500	20
C	267,000	71,700	40

A gift or parental grant of cash is taxed separately at a rate of 10%, 20% or 40%, depending on the relationship of the beneficiary with the provider.

Effective from 1 October 2021, parental grants or gifts to the persons belonging to Category A, as well as parental grants or the gifts of money to said persons via bank transfer, are subject to tax, which is calculated at a rate of 10%, after deducting a tax-free amount of EUR800,000.

*Estate tax treaties.* Greece has entered into estate tax treaties with Germany, Italy, Spain and the United States to prevent double estate taxation.

**Real estate taxes.** Annual Real Estate Tax (ENFIA) has replaced FAP. ENFIA is divided into a main tax and a supplementary tax. ENFIA applies to real estate located in Greece that is owned by individuals or legal entities regardless of tax residency status.

ENFIA is payable on an annual basis. The tax payable depends on a number of factors, including but not limited to the following:

- The zone price of the location where the property is located
- The area the property in square meters
- The intended use of the property
- The age of the building
- The floor where the property is located (if it is above ground)
- The number of “building facades” of the property (that is, whether the property is adjacent to a public road and if so whether it is adjacent to more than one public road)

A reduction (discount) from ENFIA may be provided on certain conditions for real estate properties that have been insured against certain risks (natural disasters and others).

In principle, the general rate of the real estate transfer tax is 3%. As a general rule, it is mandatory to effect payment of the contractual consideration exclusively using banking means of payment when concluding notarial deeds for the transfer of real

estate property against consideration, preliminary agreements and payment confirmation deeds.

A special 15% tax is applied to real estate owned by foreign companies in Greece. Many exemptions are available. In certain circumstances, actions must be taken to obtain such exemptions.

C. Social security

**Coverage.** The state social security system in Greece is administered by the National Social Security Organization (e-EFKA), which has encompassed the different social security organizations covering each category of employed persons. Its benefits include pensions, medical expenses and long-term disability payments.

**Contributions.** Social security contributions are made by employers and employees based on a percentage of the employee's monthly salary.

Under Law 4387/2016 and subject to the relevant ministerial decisions, there are various packages in relation to social security coverage of employees, depending on the type of employment. The most common social security contribution package is set as the following:

- Employers' contribution: 21.79%
- Employees' contribution: 13.37%

The maximum monthly amount subject to social security contributions is now EUR7,575.62 (14 payroll periods). The percentages for monthly contributions and the ceiling on overall contributions are revised from time to time.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Greece has entered into totalization agreements with the following jurisdictions.

Argentina	Libya	Switzerland
Australia	Moldova	Syria
Brazil	New Zealand	United States
Canada	Ontario	Uruguay
Egypt	Quebec	Venezuela
EU Member States	Serbia	

D. Tax filing and payment procedures

A taxpayer who is 18 or older must declare all of his or her taxable and exempt income to the tax authorities electronically.

Tax returns are filed from 15 March until 15 July of the year following the relevant calendar year.

Married persons, regardless of whether they file joint or separate tax returns, are taxed separately on all types of income.

Tax liability is determined by deducting from the computed amount of tax any previous advance payments of income tax, any taxes withheld at source and any creditable amounts of foreign taxes paid.

In addition, if the individual receives income from a business, as a general rule, 55% of the amount of a current year's income tax must be paid as an advance payment of the following year's tax

liability. The amount of the advance tax payment reduces the following year's tax liability.

### **E. Double tax relief and tax treaties**

Greek residents are entitled to a credit for foreign taxes paid, not to exceed the amount of Greek tax payable on the foreign-source income.

Greece has entered into double tax treaties with the following jurisdictions.

Albania	Hungary	Qatar
Armenia	Iceland	Romania
Austria	India	Russian Federation
Azerbaijan	Ireland	San Marino
Belgium	Israel	Saudi Arabia
Bosnia and Herzegovina	Italy	Serbia
Bulgaria	Japan	Singapore
Canada	Korea (South)	Slovak Republic
China Mainland	Kuwait	Slovenia
Croatia	Latvia	South Africa
Cyprus	Lithuania	Spain
Czech Republic	Luxembourg	Switzerland
Denmark	Malta	Tunisia
Egypt	Mexico	Türkiye
Estonia	Moldova	Ukraine
Finland	Morocco	United Arab Emirates
France	Netherlands	United Kingdom
Georgia	Norway	United States
Germany	Poland	Uzbekistan
	Portugal	

### **F. Temporary visas (Schengen visas) and Digital Nomad Visas**

An entry visa, which may be obtained from the Greek embassy or consulate of the expatriate's place of origin, is usually required for visiting Greece. However, a temporary visa is not required for citizens of EU Member States, for citizens of the United States or for citizens of countries that have signed reciprocity treaties with Greece.

Non-EU nationals, including citizens of the United States or citizens of countries that have signed reciprocity treaties with Greece, who intend to enter Greece to obtain a Greek residence permit need to obtain a special type of Schengen visa from the Greek consulate or embassy of their country of origin before entering Greece.

Law 4825/2021 (Government Gazette A' 157/4.9.2021) introduced the Digital Nomad Visa for foreigners who wish to work remotely from Greece. Holders of a Digital Nomad Visa have the right of legal residence in Greece, with no access right to Greek-dependent employment or business activity in Greece whatsoever.

Third-country (non-EU) nationals who are either dependent employees or self-employed persons and who work remotely with employers or clients outside Greece using information and communication technologies are considered Digital Nomads. Family

members are eligible for an individual visa, valid for the same period as the Digital Nomad Visa, which does not provide right of employment or professional activity in Greece.

A Digital Nomad Visa is valid for up to 12 months. If the third-country national estimates that he or she will continue to be eligible following that period, then prior to the expiration of the visa, he or she may apply for the issuance of a Digital Nomad residence permit with a two-year period of validity (with option of renewal). In that case, family members are eligible.

The Greek consular authority of the place of main residence of the applicant can issue a Digital Nomad Visa by applying a fast-track process. The Digital Nomad residence permit is issued by the competent authority of the Greek Ministry of Migration and Asylum.

To be eligible to a Digital Nomad Visa, the applicant is required (among others prerequisites) to provide evidence that he or she has sufficient resources, such as a stable income, to cover his or her living expenses during his or her stay in the country, without burdening the national social welfare system. The amount of sufficient resources is set at EUR3,500 per month. If the applicant's resources derive from dependent employment or independent provision of services, the above minimum amount refers to the net income after payment of the required taxes in the country where the employment or services are provided. The above amount is increased by 20% for the spouse or cohabitant and by 15% for each child. In addition, the applicant is required to provide documentation proving that he or she is a dependent employee or self-employed person working remotely with employers or clients outside Greece, covering the validity period of the Digital Nomad Visa.

A third-country citizen, as well as members of his or her family, who meet the conditions to apply for a Digital Nomad Visa and have already entered Greece either with a uniform type of visa or under a visa waiver regime, have the opportunity, within the period of validity of their existing visa, to apply to the one-stop service of the Greek Ministry of Migration and Asylum for the issuance of a Digital Nomad residence permit. In this case, they will also be required to submit documentation proving their residence address in Greece.

#### **G. Residence permits providing access to dependent employment and self-employment and permits for investors in strategic investments and owners of real estate**

EU nationals are not required to obtain residence permits to live and work in Greece. However, EU nationals who intend to reside and work in Greece for more than three months must obtain a European Citizen Residence Card. This card, which may not be denied to EU nationals, is granted for an indefinite time period by the appropriate Police Department (Alien Bureau).

Non-EU nationals must obtain a residence permit. Greek law provides for specific types of residence permits for non-EU nationals, which provide access to employment in Greece.

Consequently, a non-EU national does not need to obtain a separate work permit apart from the residence permit.

The competent authority for the issuance of a residence permit depends on the type of residence permit. For example, the Greek Ministry of Internal Affairs grants residence permits to members of boards of directors, administrators, legal representatives and higher executives of subsidiaries or branches of foreign companies exercising their commercial activities legally in Greece. Residence permits are usually valid for one year and are renewable.

In addition, individuals who have adequate means to support their activities and who are engaged in activities that make a positive contribution to the national economy may be self-employed in Greece if they obtain an entry visa and file an application for a residence permit.

Apart from the above, residence permits are available to non-EU citizens who will invest in Greece.

In this context, a residence permit is granted to a third-country national (non-EU) who purchases real property or enters into a time-sharing agreement or lease agreement under specific requirements set by the Greek Immigration Code. The residence permit is granted for five years. The residence permit may be renewed for an equal term if the property remains in the ultimate ownership and possession of the interested party and if the party complies with other provisions of the applicable laws. The permit is granted if the interested party has been granted a visa (under certain conditions) and if the interested party has ultimate ownership and possession of the property in Greece, individually or through a legal entity of which the party is the sole owner of the respective shares or capital parts. The minimum value of the property should be EUR400,000 (or EUR800,000 for a number of geographical areas, such as Attiki/all of Athens, Mykonos, Santorini and Thessaloniki, as well as for a long list of islands with a population of more than 3,100 inhabitants).

Law 5162/2024 introduces as of 1 January 2025 a new type of residence permit, which is granted through investment in startup companies (Type B.6), provided that the prospective applicant invests a minimum of EUR250,000 in the capital of a company registered in Elevate Greece National Registry of Startups, with the purpose of acquiring shares in a share capital increase or acquiring bonds during the issuance of a bond loans.

Under the Greek Immigration Code (Law 5038/2023), a Blue Card may be issued to highly specialized personnel (European Directive 2021/1883). The Greek Immigration Code has incorporated into the Greek legal framework the provisions of the EU Intercorporate Transfer Directive (Directive 2014/66/EU) on the conditions of entry and residence of third-country nationals in the context of an intra-corporate transfer.

## H. Family and personal considerations

**Family members.** Residence permits are granted to an EU citizen's non-EU family members according to specific prerequisites set by the Greek Immigration Code.

**Marital property regime.** Spouses in Greece may choose the marital property regime they prefer. If they do not make an election, a regime of separate property applies. Spouses under a separate property regime may nonetheless acquire common property.

Before or during the marriage, the spouses may modify the default regime of separate property by entering into a marital contract adopting a community property regime. The contract must be notarized and recorded in the public registry. The community property claims purport to survive a permanent move to a non-community property country.

The property relationship of the spouses is subject, in order of priority, to the law of their last common nationality if one of them retains it, to the law of their common marital residence or to the law of the country to which they are most closely connected. These rules are fixed permanently at the time the marriage is solemnized.

**Forced heirship.** The Greek rules on forced heirship protect the closest relatives of the decedent, who may not disinherit them. Forced heirs are always entitled to a certain percentage of the estate, and they have all the rights and duties of other heirs. Forced heirs in general are the descendants, the parents and the surviving spouse of the decedent. If descendants survive, the parents are excluded, and the surviving spouse's portion is one-eighth of the estate.

Forced heirs are entitled to one-half of their intestate share of the decedent's estate. The forced heir's right may be inherited and devolves under the rules of the intestate succession.

Any testamentary dispositions to the prejudice of the forced heir or any restrictions imposed on his or her share by the will are void. *Inter vivos* donations of the testator to the detriment of the estate and, consequently, to the legitimate portion are canceled if the estate at death is insufficient to provide the forced heirs their portions.

At the time of writing, it was expected that important amendments to the Greek inheritance law would be introduced in 2025 or 2026. Because of this expectation (and the possibility of the enactment of additional tax law amendments in 2025 or 2026), readers should obtain updated information.

**Driver's permits.** An expatriate may drive legally in Greece on his or her home-country driver's license. EU citizens are provided with EU driver's licenses, which they may use for up to one year. Non-EU citizens are provided with international driver's licenses.

No examination is required to obtain a Greek driver's license for holders of European or international driver's licenses.

# Guam

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## A. Income tax

**Who is liable.** Guam residents are subject to tax on all income, regardless of source. An individual who is not a citizen or permanent resident of the United States or a resident of Guam is subject to tax on Guam-source income only.

A nonresident alien is subject to Guam tax on income that is effectively connected with a Guam trade or business and on Guam-source fixed or determinable, annual or periodical gains, profits and income (generally investment income, including dividends, interest and rental income).

Foreign nationals who are not lawful US permanent residents (that is, who do not hold green cards) are considered Guam residents if they meet both of the following requirements:

- They are present in Guam for at least 31 days during the current year.
- They are deemed present in Guam for at least 183 days during a test period of three consecutive years, including the current year, using a formula weighted according to the following percentages:
  - Current year: 100.00%
  - First preceding year: 33.33%
  - Second preceding year: 16.67%

Among the exceptions to the test outlined above are the following conditions:

- An individual may claim to be a nonresident of Guam in the year of departure from Guam by having a closer connection to a foreign country.
- Under certain circumstances, it may be beneficial for an individual to be considered a resident of Guam for income tax



purposes. If certain conditions are met, an individual may, for tax purposes, elect to be a resident in the year of arrival (first-year election).

Because Guam is a US territory, US citizens and permanent residents with Guam income are taxed somewhat differently from nonresidents. At present, Guam is using the US Internal Revenue Code in “mirror-image” fashion, with the word “Guam” substituted for “United States” wherever it appears. Citizens and permanent residents of the United States who are bona fide residents of Guam must file their individual tax returns with the government of Guam instead of with the US Internal Revenue Service.

Citizens or permanent residents of the United States are generally considered bona fide residents of Guam if they satisfy both of the following conditions:

- They are physically present in Guam for 183 days or more during the tax year.
- They do not have a tax home outside Guam during any part of the tax year and do not have a closer connection to the United States or a foreign country during any part of the tax year.

### **Income subject to tax**

*Employment income.* Gross income and deductions in Guam are determined under the same rules as those in the United States. Taxable income from personal services includes all cash wages, salaries, commissions and fees paid for services performed in Guam, regardless of where the payments are made. In addition, taxable income includes the value of an employee’s expenses paid by the employer and the fair-market value of noncash goods and services provided by the employer, including housing and vehicles. Guam-source investment income received by nonresidents is ordinarily taxed on a gross basis at a flat 30% rate, which may be withheld by the payer.

A nonresident alien who performs personal services as an employee in Guam at any time during the tax year is considered to be engaged in a Guam trade or business. A limited exception to this rule applies to a nonresident alien performing services in Guam if the services are performed for a foreign employer, if the employee is present in Guam for no longer than 90 days during the year and if compensation for the services does not exceed USD3,000.

Compensation is considered to be from a Guam source if it is paid for services performed in Guam, regardless of where the income is paid or received. If income is paid for services rendered partly in Guam and partly in a foreign country and if the amount of income attributable to services performed in Guam cannot be accurately determined, the Guam portion is determined based on a workday ratio. Fringe benefits that meet certain requirements are sourced to the person’s principal place of work. These benefits include moving expenses, housing, primary and secondary education for dependents and local transportation. A Guam or foreign employer is responsible for withholding Guam income tax from payments made to nonresident alien employees.

Educational allowances provided by employers to their local or expatriate employees’ children 18 years of age and younger are taxable for income tax and social security tax purposes.

*Self-employment and business income.* Every Guam resident who operates a business is taxable on the worldwide income of the business. Nonresidents are taxable on business income from Guam sources only. The rules for the computation of an individual's taxable income from a business are similar to the US rules. A 5% gross receipts tax applies on all income earned by an individual in connection with a business in Guam, with certain exceptions, including income from wholesale sales, real property sales and export sales.

*Investment income.* In general, dividend and interest income of residents is taxed at the ordinary rates (outlined in *Rates*). Nonresident alien individuals are subject to special rules. Guam-source investment income received by nonresidents is ordinarily taxed on a gross basis at a flat 30% rate, which may be withheld by the payer.

Portfolio interest received by nonresidents is exempt from the 30% tax rate. An election to tax rental income on a net basis is available.

*Directors' fees.* In general, directors' fees are considered to be earnings from self-employment. A 5% gross receipts tax applies to directors' fees earned in Guam.

*Income from certain foreign corporations.* Under a complex set of rules, US citizens and Guam residents with ownership interests in "controlled foreign corporations" may be subject to tax on certain categories of income, even if the income has not been distributed to them as a dividend.

### **Taxation of employer-provided stock options**

*Qualified stock option plans.* Under incentive stock option (ISO) rules, options provided to employees under qualified stock option plans are not subject to tax at the time the option is granted nor at the time the employee exercises the option and buys the stock. However, at the time of exercise, the difference between the exercise price and the fair market value of the stock at the date of exercise is considered a tax preference item for AMT purposes (see *Rates*). Tax is levied at capital gains tax rates when the employee sells the stock (see *Capital gains and losses*). The employee's basis in the stock is the amount paid for the stock at the time the option is exercised. Consequently, the employee recognizes a capital gain or loss in the amount of the difference between the sale price and the grant price. For purposes of determining whether the capital gain is long term or short term, the holding period begins on the date after the option is exercised, not on the date the option is granted. Stock purchased under an ISO may not be sold within two years from the grant date and within one year from the exercise date. If the stock is sold before the expiration of the required holding period, any gain on the sale is treated as ordinary income.

*Non-qualified stock option plans.* A stock option provided to an employee under a non-qualified plan is taxed when it is granted if the option has a readily ascertainable fair market value at that time. An option that is not actively traded on an established market has a readily ascertainable fair market value only if all of the following conditions are met:

- The option is transferable.
- The option is exercisable immediately and in full when it is granted.
- No conditions or restrictions are placed on the option that would have a significant effect on its fair market value.
- The fair market value of the option privilege must be readily ascertainable.

The above conditions are seldom satisfied. Consequently, most non-qualified options that are not traded on an established market do not have a readily ascertainable fair market value and are not taxable at the date of grant.

The exercise of a non-qualified stock option triggers a taxable event. An employee recognizes ordinary income in the amount of the value of the stock purchased, less any amount paid for the stock or the option. When the stock is sold, the difference between the sale price and the fair market value of the stock at the date of exercise, if any, is taxed as a capital gain.

**Capital gains and losses.** Net capital gain income is taxed at ordinary rates, except that the maximum rate for long-term gains is limited to the following for 2024:

- 0% for married individuals filing jointly, with a maximum taxable income of USD94,050 (USD47,025 for single individuals)
- 15% for married individuals filing jointly, with a maximum taxable income of USD583,750 (USD518,900 for single individuals)
- 20% for married individuals filing jointly, with taxable income of more than USD583,750 (USD518,900 for single individuals)

Net capital gain equals the difference between net long-term capital gains over net short-term capital losses. Long term refers to assets held longer than 12 months. Short-term capital gains are taxed as ordinary income at the rates set forth in *Rates*.

Investors who hold “qualified small business stock” may be entitled to exclude from income part or all of the gain realized on disposition of the stock.

Once every two years, Guam taxpayers, including resident aliens, may exclude up to USD250,000 (USD500,000 for married taxpayers filing jointly) of gain derived from the sale of a principal residence. To be eligible for the exclusion, the taxpayer must generally have owned the residence and used it as a principal residence for at least two of the five years immediately preceding the sale. However, if a taxpayer moves as a result a change in place of employment, for health reasons or as a result of unforeseen circumstances, a fraction of the maximum exclusion amount is allowed in determining whether any taxable gain must be reported. The numerator of the fraction is generally the length of time the home is used as a principal residence, and the denominator is two years. The repayment of a foreign currency mortgage obligation may result in a taxable exchange-rate gain, regardless of any economic gain or loss on the sale of the principal residence. In certain cases, part of the gain on the sale of a principal residence may not be eligible for exclusion. To the extent the taxpayer has “non-qualified use” of the property, that portion of the gain (determined on a time basis over the total holding period of the property) is not eligible for exclusion from

income. A complex set of rules applies to determine whether a particular use of the property, such as renting out the property or leaving it vacant, is considered a “non-qualified use.”

Capital losses are fully deductible against capital gains. However, net capital losses are deductible against other income only up to an annual limit of USD3,000. Unused capital losses may be carried forward indefinitely. Losses attributable to personal assets (for example, a personal residence or an automobile) are not deductible.

In general, capital gains received by nonresidents from the sale of stock in a Guam company is exempt from the 30% tax rate described in *Investment income*. Gains received by nonresidents from sales of Guam real property interests are generally considered to be effectively connected income, and special complex rules apply.

**Dividends.** Dividends received by individuals from domestic corporations and “qualified foreign corporations” are taxed at the same special rates as those applicable to net capital gains, for both the regular tax and the alternative minimum tax. See *Capital gains and losses* for the tax rates.

To qualify for the 15% (or 0% or 20%) tax rate, the shareholder must hold a share of stock for more than 60 days during the 120-day period beginning 60 days before the ex-dividend date. Other dividends are taxed at ordinary rates.

## Deductions

*Deductible expenses.* Certain types of deductions, including amounts related to producing gross income, are subtracted to arrive at adjusted gross income. Alimony payments to a former spouse and contributions to health savings accounts are among the most commonly claimed deductions in this category. Alimony (but not child support) must meet certain criteria, and must be included in the recipient’s gross income, to be deductible by the payer. A tax of 30% generally must be withheld (and remitted) from alimony paid by a US citizen or Guam resident to a nonresident-alien former spouse. For divorce agreements executed after 31 December 2018 (or modified after that date to reflect the new tax rules), alimony payments are not deductible, and alimony received is not taxable.

Complex rules determine eligibility for other deductions from gross income. For example, depending on the taxpayer’s income level, interest of up to USD2,500 on qualified educational loans, and individual retirement account (IRA) contributions of up to USD7,000 (USD8,000 if age 50 or older at the end of 2024) may be deducted.

After adjusted gross income is determined, a citizen or resident alien is entitled to claim the greater of itemized deductions or a standard deduction. The amount of the standard deduction varies, depending on the taxpayer’s filing status. For 2024, the standard deduction is USD29,200 for married individuals filing a joint return, USD21,900 for a head of household, USD14,600 for a single (not married) individual and USD14,600 for a married taxpayer filing a separate return.

Itemized deductions include the following items:

- Unreimbursed medical expenses to the extent that they exceed 7.5% of adjusted gross income
- Income, general sales, and property taxes of US states and localities, but limited to USD10,000 in total
- Foreign income taxes paid if a foreign tax credit is not elected
- Certain interest expenses, generally home mortgage interest and investment interest expenses
- Casualty losses to the extent they are attributable to specified natural disasters
- Gambling losses to the extent of gambling winnings
- Charitable contributions made to qualified charities

A nonresident alien may not use the standard deduction instead of actual itemized deductions. Also, the types of itemized deductions a nonresident alien may claim are limited to charitable contributions made to qualified charities, and state and local taxes imposed on effectively connected income (limited to USD10,000). A nonresident alien may not claim an itemized deduction for medical expenses, taxes (other than state and local income taxes) or most interest expenses.

*Business deductions.* Self-employed individuals are entitled to the same deductions as employees, except that they may also deduct directly related ordinary and necessary business expenses. However, special rules may apply to limit business deductions if a taxpayer’s business activity does not result in a profit for three out of five years. In this situation, the activity may be classified as a hobby, and the expenses are deductible only if they qualify as itemized deductions. Self-employed individuals may establish, and may deduct contributions paid to, their own retirement plans, subject to special limitations.

Taxpayers may be entitled to deduct up to 20% of their “qualified business income,” when calculating taxable income. The 20% deduction is calculated under a complex set of rules. There are many limitations to this deduction, including whether the taxpayer operates a qualified business and whether the individual’s taxable income is below the overall limit of USD191,950 (USD383,900 for married filing jointly) for 2024. In general, qualified business income does not include income from performing services as an employee.

**Rates.** The applicable Guam tax rates, like the US rates, depend on whether an individual is married and, if married, whether the individual elects to file a joint return with his or her spouse. Certain individuals also qualify to file as head of household. The graduated tax rates listed below apply in Guam for 2024.

**Married filing joint return**

<b>Taxable income</b>	<b>Amount of tax</b>
Not over USD23,200	10% of the taxable income
Over USD23,200 but not over USD94,300	USD2,320 plus 12% of the excess over USD23,200
Over USD94,300 but not over USD201,050	USD10,852 plus 22% of the excess over USD94,300
Over USD201,050 but not over USD383,900	USD34,337 plus 24% of the excess over USD201,050

**Married filing joint return**

<b>Taxable income</b>	<b>Amount of tax</b>
Over USD383,900 but not over USD487,450	USD78,221 plus 32% of the excess over USD383,900
Over USD487,450 but not over USD731,200	USD111,357 plus 35% of the excess over USD487,450
Over USD731,200	USD196,669.50 plus 37% of the excess over USD731,200

**Married filing separate return**

<b>Taxable income</b>	<b>Amount of tax</b>
Not over USD11,600	10% of the taxable income
Over USD11,600 but not over USD47,150	USD1,160 plus 12% of the excess over USD11,600
Over USD47,150 but not over USD100,525	USD5,426 plus 22% of the excess over USD47,150
Over USD100,525 but not over USD191,950	USD17,168.50 plus 24% of the excess over USD100,525
Over USD191,950 but not over USD243,725	USD39,110.50 plus 32% of the excess over USD191,150
Over USD243,725 but not over USD365,600	USD55,678.50 plus 35% of the excess over USD243,725
Over USD365,600	USD98,334.75 plus 37% of the excess over USD365,600

**Head of household**

<b>Taxable income</b>	<b>Amount of tax</b>
Not over USD16,550	10% of the taxable income
Over USD16,550 but not over USD63,100	USD1,655 plus 12% of the excess over USD16,550
Over USD63,100 but not over USD100,500	USD7,241 plus 22% of the excess over USD63,100
Over USD100,500 but not over USD191,950	USD15,469 plus 24% of the excess over USD100,500
Over USD191,950 but not over USD243,700	USD37,417 plus 32% of the excess over USD191,150
Over USD243,700 but not over USD609,350	USD53,977 plus 35% of the excess over USD243,700
Over USD609,350	USD181,954.50 plus 37% of the excess over USD609,350

**Single individual**

<b>Taxable income</b>	<b>Amount of tax</b>
Not over USD11,600	10% of the taxable income
Over USD11,600 but not over USD47,150	USD1,160 plus 12% of the excess over USD11,600
Over USD47,150 but not over USD100,525	USD5,426 plus 22% of the excess over USD47,150
Over USD100,525 but not over USD191,950	USD17,168.50 plus 24% of the excess over USD100,525
Over USD191,950 but not over USD243,725	USD39,110.50 plus 32% of the excess over USD191,150
Over USD243,725 but not over USD609,350	USD55,678.50 plus 35% of the excess over USD243,725
Over USD609,350	USD183,647.25 plus 37% of the excess over USD609,350

The brackets of taxable income are indexed annually for inflation.

The above rates are used to compute an individual's regular Guam income tax liability. In addition, higher income taxpayers (income over USD250,000 for married filing jointly and USD200,000 for single) are subject to a 3.8% tax on their "net investment income." The definition of "net investment income" is broad and essentially includes all income other than income from a trade or business. Compensation from personal services is generally excluded from this tax.

Guam also imposes alternative minimum tax (AMT) at a rate of 26% on alternative minimum taxable income, up to USD232,600, and at a rate of 28% on alternative minimum taxable income exceeding USD232,600 (long-term capital gains and qualified dividends are generally taxed at lower rates of 15% or 20%; see *Capital gains and losses and Dividends*). The primary purpose of AMT is to prevent individuals with substantial income from using preferential tax deductions (such as accelerated depreciation), exclusions (such as certain tax-exempt income) and credits to substantially reduce or to eliminate their tax liability. It is an alternative tax because, after an individual computes both the regular tax and AMT liabilities, the greater of the two amounts constitutes the final liability.

Nonresidents are taxed on income effectively connected with a Guam trade or business after related deductions at the graduated rates of tax set forth above. Unmarried nonresident aliens are taxed under the rates for single individuals. Married nonresidents whose spouses are also nonresidents are generally taxed under the rates for married persons filing separately.

**Credits.** Tax credits directly reduce income tax liability rather than taxable income and therefore provide a dollar-for-dollar benefit. Most credits are limited, depending on the taxpayer's income level. Credits include a maximum USD16,810 credit for qualified adoption expenses, a USD2,000 child tax credit for dependents under 17 years of age (and who have a social security number), a USD500 credit for certain other dependents, and two alternative higher education credits, with maximums of USD2,000 and USD2,500.

**Relief for losses.** In general, passive losses, including those generated from limited-partnership investments or rental real estate, may be offset only against income generated from passive activities.

Limited relief may be available for real estate rental losses. For example, an individual who actively participates in rental activity may use up to USD25,000 of losses to offset other types of income. The USD25,000 offset is phased out for taxpayers with adjusted gross income of between USD100,000 and USD150,000, and special rules apply to married individuals filing separate tax returns.

Disallowed losses may be carried forward indefinitely and used to offset net passive income in future years. Any remaining loss may be used in full when a taxpayer sells the investment in a transaction that is recognized for tax purposes.



## B. Estate and gift taxes

Guam does not impose estate or gift tax. Non-US citizens and US citizens who obtained their citizenship by birth or naturalization in Guam and are residents of Guam at the time of death are subject to US estate and gift tax only on assets located in the United States, not on those located in Guam. US citizens other than those who received their citizenship by birth or naturalization in Guam are subject to US estate and gift taxes on all of their assets, including those located in Guam.

## C. Social security

**Social security tax.** Guam is covered under the US social security system. Under the Federal Insurance Contributions Act (FICA), social security tax is imposed on wages or salaries received by individual employees to fund retirement benefits paid by the federal government. The following two taxes are imposed under FICA:

- Old-age, survivors and disability insurance (OASDI)
- Hospital insurance (Medicare)

For 2024, the OASDI tax is imposed on the first USD168,600 at a rate of 6.2% on the employee and 6.2% on the employer. Medicare tax is imposed, without limit, at a rate of 1.45% on the employee and 1.45% on the employer. In addition, higher income employees (but not their employers) pay an extra 0.9% Medicare tax. The income threshold varies by tax return filing status. Married couples filing jointly pay the extra tax on their combined wages in excess of USD250,000, single taxpayers and heads of households on wages exceeding USD200,000, and married taxpayers filing separately on wages exceeding USD125,000. Self-employment income (see below) is added to the amount of wages when determining the threshold.

FICA tax is imposed on compensation for services performed in Guam, regardless of the citizenship or residence of the employee or employer. Consequently, absent an exception, nonresident alien employees who perform services in Guam are subject to FICA tax. Certain categories of individuals are exempt from FICA tax, including foreign government employees, exchange visitors in Guam under J visas, foreign students holding F, M or Q visas, and individuals covered under social security totalization agreements between the United States and other countries. These agreements allow qualifying individuals to continue paying into the social security system of their home countries, usually for a period of five years.

A Guam or foreign employer is responsible for withholding social security taxes from compensation paid to nonresident alien employees.

**Self-employment tax.** Self-employment tax is imposed under the Self-Employment Contributions Act (SECA) on self-employment income, net of business expenses, that is derived by US citizens and Guam residents. The following two taxes are imposed under SECA:

- OASDI
- Hospital insurance (Medicare)



For 2024, the OASDI tax is imposed on the first USD168,600 of the net earnings of a self-employed individual at a rate of 12.4%. Medicare tax is imposed, without limit, at a rate of 2.9%. In addition, higher income individuals pay an extra 0.9% Medicare tax. The income threshold varies by tax return filing status. Married couples filing jointly pay the extra tax on their combined self-employment income in excess of USD250,000, single taxpayers and heads of households on self-employment income exceeding USD200,000, and married taxpayers filing separately on self-employment income exceeding USD125,000. Wage income (see above) is added to the amount of self-employment income when determining the threshold.

Self-employed individuals must pay the entire tax (unlike an employee who pays half the tax while the employer pays the other half of the tax) but may deduct 50% (not including the extra 0.9% Medicare tax) as a trade or business expense on their federal income tax return. No tax is payable if net earnings for the year are less than USD400. If a taxpayer has both wages subject to FICA tax and income subject to SECA tax, the wage base subject to FICA tax is used to reduce the income base subject to SECA tax. SECA tax is computed on the individual's US income tax return (Form 1040-SS). Nonresident aliens are not subject to SECA tax unless they are required to pay the tax under a totalization agreement (see *Social security tax*).

## **D. Tax filing and payment procedures**

Guam income tax returns are filed under the same rules, and using the same forms, applicable in the United States, but they are filed with the government of Guam instead of with the US Internal Revenue Service. Residents of Guam must report their US income on their Guam return, and residents of the United States must report their Guam income on their US return. Income taxes withheld on Guam wages offset Guam income reported on a US return, and vice versa. Estimated tax payments are filed with Guam or the United States, depending on where a taxpayer resides on the date the payment is due. Self-employment taxes are paid to the US Internal Revenue Service.

If a nonresident alien is not engaged in a Guam trade or business and if all of the tax owed on Guam-source income is withheld, the nonresident alien is not required to file a tax return.

Nonresidents must file tax returns if they are engaged in a trade or business in Guam, even if they report no income from the business. Individuals not engaged in a Guam trade or business must file returns if they have any Guam-source income on which all of the tax due is not withheld. Nonresident employees subject to Guam income tax withholding must file tax returns by 15 April. Other nonresidents must file returns by 15 June.

## **E. Double tax relief and tax treaties**

Foreign tax credits offset taxes on Guam income in the same manner as in the United States. Under the Guam Investment Equity Act, Guam may apply the Guam withholding tax at the applicable US income tax treaty rates.

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**F. Non-immigrant and immigrant visas**

The immigration procedures in Guam are the same as those for the United States. For details, see the chapter on the United States.

**G. Marital property regime**

Guam is a community property jurisdiction. Any person who establishes residency or domicile in Guam is subject to Guam's community property laws. For these purposes, continuous physical presence in Guam for at least 90 days normally gives rise to a conclusive presumption of residence in Guam. During divorce proceedings, the community property laws apply to all property acquired during the marriage, whether located within or outside Guam.

Under Guam law, community property is any property acquired by either spouse during the marriage that is not separate property. Separate property is property acquired by either spouse before the marriage and property designated as separate property in a written agreement between the spouses. Income derived from separate property is separate property.

Guam's community property laws apply only to married couples. The laws of Guam do not prescribe any particular form for the ceremony of marriage.

# Guatemala

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Please direct all inquiries regarding Guatemala to the persons listed below in the San José, Costa Rica, office of EY. All engagements are coordinated by the San José, Costa Rica, office.

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## A. Income tax

**Who is liable.** Resident and nonresident individuals are taxed on Guatemalan-source income only. Individuals are considered residents for tax purposes if they meet any of the following conditions:

- They spend more than 183 days in a calendar year in Guatemala, even if not on a continuous basis.
- The center of their economic interests is located in Guatemala.
- They are Guatemalan diplomats with residence abroad.
- They are Guatemalan individuals with residence abroad for less than 183 days in a calendar year as a result of employment by a private entity.
- They are foreign diplomats on assignment to Guatemala, unless a reciprocity condition with their country of origin exists.

**Income subject to tax.** Under the Income Tax Law, income derived from activities rendered or services used within Guatemala qualifies as Guatemalan-source income and must be classified and taxed in one of the following categories:

- Employment income
- Income from a trade or business engaged in for profit (self-employment income)
- Investment income

The taxation of the various types of income is described below.

**Employment income.** Taxable income includes wages and all types of remuneration or payments, regardless of the denomination, received in cash by employed resident individuals.

*Self-employment and business income.* Both resident and non-resident individuals are subject to tax on Guatemalan-source self-employment and business income derived from ordinary or occasional trade or business. Individuals who earn such income may choose to be taxed under one of the following tax regimes:

- Regime on Profits from Business Activities, which applies on a net income basis (authorized expenses are deductible)
- Optional Simplified Regime on Revenue from Business Activities, which applies on a gross income basis (no deductions are allowed)

Under the Regime on Profits from Business Activities, individuals may deduct expenses incurred to generate taxable income or to preserve the source of such income, except for certain specified cases in which the law has imposed limits on deductibility. Net taxable income is subject to tax at a rate of 25%. In addition, a 1% Solidarity Tax applies.

Alternatively, individuals may elect to be taxed under the Optional Simplified Regime on Revenue from Business Activities. Under this regime, taxpayers are subject to income tax on taxable income, which equals gross income less exempt income. No deductions are allowed. The final withholding tax rate is 5% for the first GTQ30,000 (approximately USD3,882) of monthly taxable income and 7% for the amount exceeding GTQ30,000.

*Investment income.* Dividends paid are subject to a tax rate of 5%, regardless of the beneficiary's country of residence.

Interest paid to resident and nonresident individuals is subject to a final 10% withholding tax. However, withholding tax is not imposed on the following interest payments:

- Interest paid by local taxpayers to local banks or representative offices authorized to operate in Guatemala by the Guatemalan Law on Banks and Financial Groups.
- Interest paid by local taxpayers to non-domiciled first-order banks. This exemption is based on criteria set by the tax authorities. Consequently, a private letter ruling should be obtained to secure the position of the borrower.

Royalties paid to nonresident individuals are subject to withholding tax at a rate of 15%.

*Directors' fees.* Directors' fees paid to nonresident individuals are subject to a final withholding tax at a rate of 15%. Resident individuals must include directors' fees, which are considered self-employment income, in their taxable income.

**Capital gains and losses.** Capital gains are taxed at a rate of 10%, regardless of the regime elected by the individual taxpayer. They include gains from the sale of the following:

- Movable assets
- Immovable assets
- Lottery winnings

The following types of income are subject to capital gains tax if they are generated from Guatemalan sources:

- Royalties paid to Guatemalan residents
- Leasing and subleasing income (when not part of the taxpayer's ordinary trade or business)

- Gains from the transfer of shares issued by resident entities
- Gains from the transfer of shares issued by foreign entities that own immovable property located in Guatemala
- Gains derived from the transfer of movable or immovable assets
- Income from lotteries, raffles and similar earnings

### Deductions

*Personal expenses.* Deductible personal expenses consist of the following items:

- Personal deduction of GTQ48,000 (approximately USD6,211), without the need for documentation
- Social security contributions
- Life insurance premiums
- Exempt income (special bonus and Christmas bonus)
- Charitable contributions (maximum annual deduction of 5% of net income)
- A maximum of GTQ12,000 (approximately USD1,553 of value-added tax (VAT) paid during the tax year

**Rates.** Income tax is levied on employment income received by resident individuals at the rates set forth in the following table.

Annual taxable income		Tax on lower amount GTQ	Rate on excess %
Exceeding GTQ	Not exceeding GTQ		
0	300,000	0	5
300,000	—	15,000	7

The average exchange rate as of 28 August 2024 was GTQ7.72815 = USD1.

Nonresident individuals are subject to a final withholding tax at a rate of 15% on salaries, fees, commissions and allowances. To apply the 15% withholding tax rate to salaries paid to nonresident individuals, the tax authorities require that a labor relationship be documented through a written contract between the foreign individual and the Guatemalan employer. For fees received for professional services rendered by a nonresident individual in a non-dependent relationship, a 15% withholding tax applies.

Nonresident individuals with income subject to tax at a fixed withholding rate are not subject to further taxation.

Foreign individuals who render local services for more than 183 days in Guatemala are considered residents for tax purposes and are required to register with the tax authorities as self-employed persons and pay taxes in Guatemala under the Regime on Profits from Business Activities or the Optional Simplified Regime on Revenue from Business Activities (see *Self-employment and business income*). In addition, VAT at a rate of 12% applies to the services rendered in Guatemala.

**Relief for losses.** Self-employed individuals may not carry forward losses to offset future income from self-employment.

### B. Inheritance and gift taxes

A separate tax law governs inherited property and gifts resulting from death. The tax rates range from 0% to 7% for bequests or gifts resulting from death to the spouse, ascendants and descendants. For relatives within the second, third and fourth degree of

consanguinity, the applicable rates range from 3% to 12%. Rates from 9% to 25% apply to relatives and unrelated parties. A VAT rate of 12% applies to inter vivos gifts.

### **C. Social security**

Social security contributions are levied on salaries, which includes wages and all types of remuneration or payments, regardless of the denomination. The contribution rates are 12.67% for employer contributions and 4.83% for employee contributions. No limits are imposed on the amount of earnings subject to social security contributions.

### **D. Tax filing and payment procedures**

Employers are responsible for withholding income tax and social security contributions from the employee's salary on a monthly basis. Consequently, an annual income tax return is not required for employed individuals if all compensation is subject to withholding at source through the local payroll. Self-employed individuals engaged in either commercial or noncommercial activities must issue invoices, and monthly or quarterly income tax reporting is required depending on the tax regime elected by the individual. In addition, self-employed individuals must pay VAT and file monthly VAT returns.

The ordinary tax year runs from 1 January to 31 December. Returns must be filed, and any tax liabilities due must be paid within three months after the end of the tax year (31 March). Interest and penalty charges are imposed on late payments.

Nonresident individuals with income subject to tax at a fixed withholding rate are not subject to further taxation and are not required to file an annual income tax return.

### **E. Double tax relief and tax treaties**

Guatemala has signed a tax treaty with Mexico, but Congress has not yet approved the treaty. As a result, the treaty is not yet in effect.

### **F. Temporary visas**

Depending on their country of citizenship, individuals may be required to apply for and obtain an entry visa before traveling to Guatemala. A Guatemalan consulate overseas grants the visa in the case of a consular visa. In the case of a consulted visa, the visa is submitted to and processed by the immigration authorities in Guatemala (Guatemalan Institute of Migration or Instituto Guatemalteco de Migración), and after its approval, a Guatemalan consulate overseas stamps the visa. Because the rules indicating the countries of citizenship of individuals who are required to obtain an entry visa before entering Guatemala and requirements for obtaining a visa often vary, it is necessary to check the entry visa requirements on a case-by-case basis.

### **G. Work visas (and/or permits)**

Before obtaining a work permit in Guatemala, an applicant must request a temporary residence permit (see Section H). An application for a work permit is filed by the employer with the General

Direction of Employment of the Labor Ministry and must include the following documents:

- A copy of the employee's passport or his or her Personal Identification Document granted by the National Register of Persons (Registro Nacional de Las Personas) located in Guatemala
- Proof that a temporary residence permit has been applied for or issued by the Guatemalan Institute of Migration
- A copy of the applicant's appointment, registered with the corresponding authorities if applicable
- Accounting certification stating the number of Guatemalan and foreign employees employed by the entity
- A copy of the company's tax identification
- A copy of the appointment of the legal representative of the company
- A copy of the Personal Identification Document granted by the National Register of Persons located in Guatemala to the legal representative of the company
- The form for the work permit filing application duly signed by the employer and employee that includes a sworn statement given by the employer that assumes full responsibility for the employee's conduct and a sworn statement from the foreigner indicating that he or she is fluent in Spanish

For each work permit requested, the employer must pay a fee to the Guatemalan Learning and Training Department. This payment serves as evidence of the employer's commitment to the training policies for Guatemalan employees.

The work permit is valid for renewable periods of one year. A request for an extension must be filed 15 days before the expiration of the period for which the work permit is issued.

## **H. Residence visas (and/or permits)**

The government of Guatemala may grant residence permits to nationals of other countries who are interested in residing in Guatemala as foreign workers along with his or her dependents. An application for a temporary residence permit for a foreign individual in Guatemala must be submitted to and processed by the immigration authorities in Guatemala. It must include the following items:

- A form filled out with the personal data of the applicant who wishes to reside and work in Guatemala
- Copy of the passport that is legalized by a Guatemalan notary public
- Certification stating the validity of the passport and term (in Spanish or in the original language translated into Spanish by a Guatemalan-authorized translator) issued by the embassy or consulate located in Guatemala or a birth certificate apostilled and translated into Spanish by a Guatemalan-authorized translator for foreigners from countries with which Guatemala does not have diplomatic relations
- Proof stating that the applicant does not have a police record or criminal record in the country or countries where he or she has lived during the last five years (or, for countries that do not issue these certificates, a certificate stating the country's refusal), apostilled and translated into Spanish by a Guatemalan-authorized translator

- Proof stating that the applicant does not have a police record in the country or countries where he or she has lived during the last five years (or, for countries that do not issue these certificates, a certificate stating the country's refusal), apostilled and translated into Spanish by a Guatemalan-authorized translator
- Offer of employment letter
- Certification of legal entrance to Guatemala issued by the Guatemalan Institute of Migration
- Proof that the future employer is registered as a Guatemalan guarantor before the Guatemalan Institute of Migration (see next paragraph)

To register a Guatemalan guarantor, the following documents are required:

- Legalized copy of the Personal Identification Document granted by the National Register of Persons located in Guatemala to the legal representative of the company or his or her passport for foreigners
- Legalized copy of the power of attorney granted to the legal representative or his or her appointment registered before the Registry of Commerce
- Legalized copy of the trade licenses (business license and incorporation license) issued by the Registry of Commerce
- Legalized copy of the company's tax identification
- Tax solvency of the company issued by the tax authorities
- Financial statements duly signed by the accountant and the legal representative
- Certified copy issued by the Registry of Commerce regarding the incorporation of the company and the legal representative registered

Application requirements may vary from case to case. Consequently, the requirements need to be checked in advance.

When the temporary residence permit is granted, the applicant needs to request a certification of his or her immigration status and then the applicant needs to request the Personal Identification Document granted by the National Register of Persons located in Guatemala. These two documents are proof of the legal immigration status of resident in Guatemala. A temporary residence permit can be granted by the immigration authorities up to five years. If the immigration authorities grant the temporary residence for a shorter period (less than five years), it may be renewed and the new validity period will be determined by the immigration authorities at its sole discretion. In addition, five years after a temporary residence permit is granted to an individual, he or she can request permanent residence that, if granted, guarantees the domicile of the person in the country. As an exception to this rule, persons from Central America can apply for a permanent residence after one year as a temporary resident.

## **I. Family and personal considerations**

**Family members.** After the assignee (foreign worker) gets temporary residence, his or her family members can apply for their temporary residence.

Guatemalan law does not automatically grant work authorizations to family members of foreign workers. Family members



wanting to work in Guatemala must apply independently for a new residence permit (not as dependent) and work authorization.

**Driver's permits.** A resident (temporary or permanent) who drives in Guatemala must obtain a local driver's permit in Guatemala by submitting the documents described below.

The following documents are required for a new driver's license before the Department of Transit:

- Legalized copy of his/her passport.
- Certification of his or her immigration status issued by the immigration authorities.
- Proof of a Guatemalan guarantor certified by a notary public (affidavit). The guarantor must prove that he or she is a Guatemalan national and that he or she has sufficient financial means to pay for any potential damages caused by the foreigner.

After a resolution, the driver's license is granted by MAYCOM for a period of one year to five years and may be extended on request.

The following documents are required for a homologation driver's license before the Department of Transit:

- A completed form requesting the homologation of a valid driver's license from the applicant's country
- Legalized copy of the person's Personal Identification Document granted by the National Register of Persons
- Legalized copy of a valid driver's license from the applicant's country
- Sworn translation of the driver's license if the document is not in Spanish

After a resolution, the driver's license is granted by MAYCOM for the valid period of the driver's license from the applicant's country.

# Guernsey, Channel Islands

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*The tax sections in this chapter cover Guernsey, including the island of Alderney, but do not cover the island of Sark, which operates its own tax system.*

## A. Income tax

**Who is liable.** Individuals who are solely resident or principally resident in Guernsey are subject to Guernsey income tax on worldwide income. Individuals who are resident but not principally or solely resident in Guernsey may instead choose to pay the standard charge (see *Standard charge*).

Individuals are considered resident in Guernsey in any fiscal year, which is the calendar year, if they satisfy either of the following conditions:

- They spend 91 days or more in Guernsey in that year.
- They spend 35 days or more in Guernsey in that year and have spent 365 days or more in Guernsey in the preceding four years.

Individuals are treated as solely resident if, in a fiscal year, they are resident in Guernsey and not resident elsewhere. Individuals are considered resident elsewhere if they spend 91 or more days in that place.

Individuals are considered principally resident in Guernsey if any of the following conditions are satisfied:

- In a fiscal year, they spend 182 days or more in Guernsey.
- In a fiscal year, they spend 91 days or more in Guernsey, and during the four preceding years they spent 730 days or more in Guernsey.
- They take up permanent residence in Guernsey.

Up to 31 December 2022, married persons and partners in civil partnerships were taxed jointly on all types of income unless they elected for separate assessment. Effective from 1 January 2023, all individuals are assessed separately, though some unused allowances may be transferred between spouses or civil partners.

**Income subject to tax**

*Employment income.* Taxable employment income includes salaries, wages, bonuses, gratuities, benefits in kind, directors' fees and pensions.

Wages, pensions and salaries paid by Guernsey-resident companies to nonresident employees whose duties are carried on outside Guernsey are exempt from Guernsey income tax.

Benefits in kind are taxed as part of payroll and are subject to social security contributions and Employees Tax Instalment (ETI) payroll tax deductions (see Section D).

The tax-exempt limit for redundancy payments is GBP30,000. A payment instead of notice is not considered to be a termination payment and is fully taxable. The excess over the GBP30,000 exemption is subject to ETI scheme deductions (see Section D).

*Benefits in kind.* Benefits in kind paid to employees are assessed to income tax and social security, subject to a GBP900 annual exemption. The exemption does not apply to accommodation, share options or motor car benefits, which are fully taxed.

Various benefits are also exempt from tax, such as medical insurance, if the scheme is open to all employees.

All benefits paid for through "salary sacrifice" are chargeable to tax, regardless of whether the benefit would have been exempt.

Any discount on the market value at the grant of an employer-provided stock option is taxable in full in the year of the grant. If it is demonstrated that the option will never be exercised (for example, if the employee waives the option or the option lapses), the tax paid in the year of grant is refunded.

*Self-employment and business income.* All self-employed persons carrying on a trade, business or profession in Guernsey or partly in Guernsey are subject to income tax on their taxable income.

Taxable income consists of accounting profits, subject to certain adjustments.

*Investment income.* Dividends, interest, royalties and income from the rental of real property are included in taxable income and taxed at a rate of 20%. The first GBP50 of bank or savings interest for an individual is exempt from Guernsey income tax.

A credit may be available with respect to tax paid at source in another jurisdiction.

Interest payable by Guernsey banks to nonresidents is exempt from Guernsey income tax.

*Distributions from Guernsey companies.* Guernsey-resident individuals are taxable at a rate of 20% on all distributions from Guernsey companies. A credit is given for tax suffered or withheld by the distributing company.

The standard tax rate for Guernsey companies is 0%. A higher rate of 20% applies to Guernsey property income, regulated utilities, the importation and/or supply of hydrocarbon oil or gas in Guernsey and large retail business carried on in Guernsey (if the retail company has a taxable profit of more than GBP500,000),

income from the cultivation and/or use of the cannabis plant, and income from the business of the prescribed production or prescribed use of controlled drugs. An intermediate rate of 10% applies to income from banking business, domestic insurance business, fiduciary business, insurance intermediary business, insurance manager business, fund administration business, custody services provided by banks, investment management services provided to individual clients, income from the operation of an investment exchange, regulatory compliance business and income from the operation of an aircraft registry.

*Deemed distributions.* The deemed distribution provisions were repealed, effective from 1 January 2013. However, the use of “pooled” income sources continues.

Distributions to shareholders must initially be made from untaxed pools, before income that has been taxed. Capital gains are not taxed in Guernsey.

Loans from Guernsey companies to Guernsey-resident shareholders are taxable if the loan is made when the company has pooled profits that have suffered tax at a rate of less than 20%. They are taxable on the grossed-up amount of the loan when the loan is made.

Companies incorporated outside Guernsey are treated as resident in Guernsey if their ultimate shareholder control is in Guernsey (tracing through any intermediary structures) or if they are centrally managed and controlled in Guernsey. A company may be treated as nonresident if it is managed and controlled elsewhere and certain criteria are met.

Nonresident shareholders are not taxable on company distributions.

## **Deductions**

*Personal deductions and allowances.* Guernsey operates a system of allowances and deductions.

For 2025, the personal allowance is GBP14,600 (2024: GBP13,900).

There are restrictions on the availability of allowances, mortgage interest relief and pension deductions for higher earners. Allowances and deductions are withdrawn at a rate of GBP1 for every GBP5 of assessable income above GBP82,500 for 2025 (2024: GBP80,000). The first GBP2,500 (2024: GBP2,500) of pension deductions is not withdrawn.

Interest paid on a mortgage on a Guernsey principal private residence is deductible in the calculation of the annual tax liability, limited to the interest charged on the first GBP400,000 of the mortgage. This is subject to an interest cap per borrower of GBP3,500 (subject to any restriction for higher earners). This deduction is being phased out over time and set to be completely withdrawn by 2029.

*Deductible business expenses.* To be deductible, expenses must be incurred wholly and exclusively for the purposes of the business. Depreciation is not deductible, but capital allowances may be claimed on the cost of plant and machinery. The rate of

capital allowances is generally 20% of the reducing balance. Allowances are also granted for buildings.

*Relief for losses.* Business losses may be carried forward indefinitely for offset against income taxable at the same rate. Terminal losses (balancing allowances) on cessation of business may be carried back two years. No relief is provided for capital losses because no capital gains tax is charged.

**Rates.** Income is taxable at a flat rate of 20% after deduction of personal allowances and other deductions.

*Tax cap.* The tax payable on a Guernsey-resident individual's income is restricted to an upper limit, or cap. Individuals may elect either of the following options for the payment of tax:

- They may pay tax on non-Guernsey-source income restricted to GBP160,000 for 2025 (2024: GBP160,000), plus tax on Guernsey-source income (excluding Guernsey bank interest).
- They may pay tax up to GBP320,000 (2024: GBP320,000) on worldwide income, including Guernsey-source income.

A lower cap of GBP60,000 (2024: GBP60,000) applies for up to four years to new residents of Guernsey purchasing open-market property (see Section H) who have paid a minimum of GBP50,000 in document duty. Certain conditions apply in order to claim the cap.

A lower cap also applies with respect to Alderney. The current cap of GBP65,000 applies until the end of 2025 (subject to certain restrictions). For new residents from 1 January 2025 onward, a new Alderney cap of GBP60,000 applies, but with criteria different from the current Alderney cap – similar to the open-market cap. The new Alderney cap applies to new residents purchasing property who pay a minimum of GBP50,000 in document duty. Certain conditions apply in order to claim the cap.

Income derived from Guernsey land and property is excluded from the tax caps. Similarly, a trivial amount of income derived from a Guernsey pension fund or annuity scheme and lump-sum payments above the tax-free limit are excluded from the tax caps. Effective from 1 January 2023, income from unauthorized payments from approved pension and annuity schemes is also excluded from the tax caps.

Because separate assessment applies from 2023, the tax caps apply per person, rather than jointly, though joint assessment for the open market tax cap and the Alderney cap are grandfathered for a period of time in certain specific circumstances.

*Standard charge.* The standard charge is GBP40,000. It applies to individuals who are resident but not solely or principally resident in Guernsey (see *Who is liable*). Individuals must either declare and pay tax on their worldwide income or elect to pay the standard charge.

After individuals pay the charge, they can make tax-free remittances to Guernsey. Guernsey-source income remains taxable on the individual, but the liability on the first GBP200,000 is deemed as being met by the standard charge payment. Individuals paying the standard charge are not entitled to claim any Guernsey

personal allowances or reliefs. Guernsey-source bank interest is deemed to be a non-Guernsey source of income.

Like the changes to the tax cap, now that independent taxation has been introduced, the standard charge no longer applies jointly for married couples or civil partners.

## B. Other taxes

Guernsey does not impose capital gains tax or inheritance tax. No other significant taxes are levied on individuals in Guernsey.

## C. Social security

**Contributions.** Guernsey has a compulsory social security scheme. Three classes of social security exist.

*Employed.* Employers must make contributions based on taxable earnings at a rate of 7% for 2025 (2024: 6.9%) and employees under pension age (approximately 66 years old) make contributions at a rate of 7.4% for 2025 (2024: 7.2%). Employer and employee contributions are subject to a monthly earnings limit of GBP15,717 for 2025 (2024: GBP14,989). The maximum annual contribution is GBP13,202 for 2025 (2024: GBP12,411) for employers and GBP13,957 (2024: GBP12,950) for employees.

*Self-employed.* Self-employed individuals under pension age must pay contributions based on their self-employment income level, subject to a 2025 annual upper earnings limit of GBP188,640 (2024: GBP179,868). The rate is 12.2% (2024: 11.9%).

*Non-employed.* All insured persons who are not employed or self-employed are in the non-employed class, as well as all persons over pension age, even if they are employed or self-employed.

The rate for non-employed contributions for 2025 is 11.6% (2024: 11.3%) of income declared on the tax return, subject to a non-employed allowance of GBP10,674 for 2025 (2024: GBP10,175). Individuals over pension age instead pay the health insurance contribution rate of 3.8% (2024: 3.7%) based on their taxable income, less the non-employed allowance. The 2025 upper earnings limit of GBP188,604 (2024: GBP179,868) applies.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Guernsey has entered into totalization agreements with the following jurisdictions.

Austria	Isle of Man	Netherlands
Barbados	Italy	New Zealand
Bermuda	Jamaica	Portugal
Canada	Japan	Spain
Chile	Jersey	Sweden
Cyprus	Korea (South)	Switzerland
France	Latvia	United Kingdom
Ireland	Malta	United States

## D. Tax filing and payment procedures

All income is assessed on a current-year basis. The tax year runs from 1 January to 31 December.

Income tax is levied by assessment based on the taxpayer's tax return. Tax is deducted from earned income of employed individuals during the year through the ETI scheme. Employed individuals make payments on account during the year through the ETI scheme and a final balancing payment or repayment may be due following the assessment.

All other taxpayers make quarterly payments on account based on an estimated assessment issued generally around March of each year. The four equal tax installments for 2025 will generally be due on 15 April 2025, 15 July 2025, 15 October 2025 and 15 January 2026.

In general, a Guernsey resident making a payment of Guernsey income (excluding bank interest) to a person resident outside Guernsey is regarded as the agent of the nonresident. The agent may be assessed instead of the nonresident and, consequently, the agent may withhold income tax at a rate of 20% from the payment and remit it to the tax authorities. However, this rule does not apply if the recipient is resident in Jersey or the United Kingdom, receives the payment as business income and does not have a permanent establishment in Guernsey.

### E. Double tax relief and tax treaties

Unilateral relief is available to prevent double tax being charged on income from a territory where there is no tax treaty in force.

Guernsey has entered into full or partial double tax treaties with several jurisdictions.

It has entered into full double tax treaties with the following jurisdictions.

Cyprus	Jersey	Monaco
Estonia	Liechtenstein	Qatar
Hong Kong	Luxembourg	Seychelles
SAR	Malta	Singapore
Isle of Man	Mauritius	United Kingdom

It has entered into partial double tax treaties with the following jurisdictions.

Australia	Greenland	New Zealand
Denmark	Iceland	Norway
Faroe Islands	Ireland	Poland
Finland	Japan	Sweden

Double tax treaty negotiations have been completed with Bahrain, Gibraltar and the United Arab Emirates. Discussions on possible commencement of negotiations with Lebanon are ongoing.

Guernsey has signed tax information exchange agreements (TIEAs) with 61 jurisdictions, including the United Kingdom and the United States. The TIEAs relate to the exchange of tax information. Under the TIEAs, each jurisdiction may request information from the other, principally to assess and enforce collection of tax.

In June 2017, Guernsey signed the Base Erosion and Profits Shifting (BEPS) Multilateral Instrument, which will result in the

revision of the majority of Guernsey's double tax agreements so that they comply with the BEPS minimum standards.

## **F. Entry visas**

An individual may require a visa to travel to and/or work in Guernsey, based on their nationality and length of stay in Guernsey.

Guernsey is part of the Common Travel Area, and the visa requirements are broadly in line with UK visa requirements, but Guernsey has not adopted the UK points-based system. Please refer to the UK chapter in this guide for further information on when a visa is required.

The categories of visas include the following:

- Leave to enter for work permit employment
- Leave to enter as a person intending to establish a business
- Leave to enter as an investor

## **G. Work permit – immigration**

The immigration rules require certain individuals to be granted a work permit in order to work in Guernsey.

However, permit-free workers (who do not require a work permit) include the following:

- British citizens
- Nationals of Member States of the European Economic Area (EEA) and Switzerland who have been granted settled or pre-settled status
- Other nationals who have permanent settlement (for example, indefinite leave to remain in the Common Travel Area)

Guernsey has strict rules on who can live and work in Guernsey. In addition to the immigration requirements, a system of permits and certificates controls who can live and work in Guernsey (see Section H).

## **H. Employment permits and residence certificates or permits**

The Population Management Law was introduced on 3 April 2017 and replaced the Housing Control and Right to Work Laws. Individuals working in Guernsey or anyone over the age of 16 need to hold a certificate or permit showing that they have permission to live and work there.

Transitional arrangements apply to those who were already in Guernsey under the previous housing control system when the new rules came into force.

Employment permits (previously referred to as a “right to work”) are granted to individuals who possess essential skills and experience that cannot be found locally.

Most employment permits enable the holder to live and work in Guernsey for a fixed period of time but some people, because of their skills, are invited to live in Guernsey long enough for them and their immediate family to become permanent residents.

Employment permits are conditional on the holder undertaking a specific full-time job for a specific employer. If this condition is



broken, the permit becomes invalid. The employer makes the application for an employment permit.

Housing is restricted in Guernsey. Housing is divided into what is known as local market (LM) and open market (OM). Approximately 25,900 dwellings are in the LM and 1,600 are in the OM.

In general, anyone may occupy an OM dwelling (by applying for the relevant residence certificate) but the price of an OM dwelling is usually higher than that of a comparable LM dwelling.

Occupation of LM property (regardless of whether owned or rented) is generally restricted to locals and to persons granted employment permits.

## **I. Family and personal considerations**

**Family members.** If an individual has been granted a medium-term or long-term employment permit, family members may live with them in LM accommodation. Family members generally have a right to work in Guernsey but they need to apply for the applicable family member residence permit. Family members of holders of short-term employment permits cannot live in LM accommodation with the permit holder.

Immediate or extended family members can live in an OM accommodation by applying for the relevant family member residence permit.

**Driver's permits.** New residents of Guernsey may drive with an overseas license for a maximum duration of one year. Thereafter, they need to apply for a Guernsey license. In many cases, an overseas license can be exchanged for a Guernsey license. This reciprocity applies to Isle of Man, Jersey, the United Kingdom, European Union countries and EEA countries, as well as certain other jurisdictions including Australia, Canada, the Hong Kong Special Administrative Region (SAR), Japan, New Zealand, South Africa and Switzerland. Full details are available from Guernsey's Driver and Vehicle Licensing Department.

In all other circumstances, to obtain a Guernsey driver's license, an applicant must take a practical test and a theoretical exam based on the highway codes.

# Guinea

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## A. Income tax

**Who is liable.** Individuals resident in Guinea are subject to tax on worldwide income. Nonresidents are subject to tax on Guinea-source income only.

Individuals are considered resident if they meet either of the following conditions:

- They maintain a home in Guinea or stay there for more than six months in a year.
- They are engaged in employment or self-employment activities in Guinea, unless they prove that these activities are incidental to activities performed abroad.

### Income subject to tax

*Employment income.* Taxable income generally consists of all remuneration received, including, salaries, treatments, indemnities, allowances, premiums and bonuses paid, benefits in kind and benefits in cash. However, the following indemnities, allowances, bonuses or premiums are not taxable:

- Housing
- Transportation
- Meals or food
- Cost of living
- Chalk

*Self-employment and business income.* In general, self-employed residents are subject to general income tax on their worldwide income from professional and commercial activities. Self-employed nonresidents are subject to general income tax on income derived from activities performed in Guinea.

Taxable income consists of total net income from all categories.

Taxable income from commercial activities includes all receipts, advances, interest and gains directly related to the activities. Generally, taxable income is calculated on an accrual basis; however, taxpayers may elect to calculate taxable income using a deemed-profits system if gross revenue does not exceed a certain amount.

Taxable income from professional activities is determined on a cash basis, meaning the difference between receipts and expenses paid during the calendar year, including gains or losses from the sale of professional assets.

A loss incurred in one category of income may not offset income from other categories. However, the loss may be carried forward for three years to offset income in the same category.

*Investment income.* Dividends and interest income from investments in Guinea are subject to a withholding tax, which constitutes a prepayment of the general income tax (see *Rates*). Under certain conditions, this withholding tax is a final tax. Under the new tax code, the withholding tax rate for dividends is increased from 10% to 15%, effective from 1 January 2022. The withholding tax rate for interest is also increased from 10% to 15%.

Directors' fees are treated as investment income and are subject to general income tax at a rate of 15%.

If the payer is a resident of Guinea and if the nonresident recipient does not have a business establishment in Guinea, the payer must withhold the final 15% general income tax on amounts paid to nonresidents for copyrights and for the use of intangible assets. The withholding tax rate on services fees paid to nonresident entities or individuals is 15%.

*Capital gains.* Gains derived from the transfer of shares are subject to withholding tax at a rate of 15%.

Capital gains related to self-employment activities generally are included with other self-employment income and taxed as described in *Self-employment and business income* and *Rates*. However, capital gains from sales of fixed assets may be exempt from tax if reinvested.

## Deductions

*Deductible expenses.* The following expenses are deductible:

- Social security contributions
- Amounts withheld by an employer for a legal pension plan

*Business deductions.* The following expenses are deductible for commercial, professional and agricultural activities:

- Expenses necessary to carry on the activities, including personnel and rental expenses
- Depreciation
- Provisions for losses and expenses if the accrual method of accounting is used

## Rates

*Employment income tax.* The following table presents the progressive tax rates on employment income.

Taxable income		Tax rate %
Exceeding GNF	Not exceeding GNF	
0	1,000,000	0
1,000,000	3,000,000	5
3,000,000	5,000,000	8
5,000,000	10,000,000	10
10,000,000	20,000,000	15
20,000,000	—	20

Tax withheld by an employer during the year is a final tax if an employee receives employment income only. However, if an employee receives other types of income, the withholding is a prepayment toward the general income tax (see *General income tax*).

*General income tax.* General income tax is levied on taxable income. A withholding tax is levied separately on taxable income from commercial, professional and agricultural activities. The applicable rates vary from 25% to 35% for commercial activities (depends on the sector of activities concerned), 25% for professional activities and 15% for agricultural activities. This withholding tax is a final, fixed rate general income tax for self-employed persons who do not elect the taxation of all household members and who have only one source of income that is taxed under a deemed-profits system. For self-employed persons with more than one source of income or for self-employed persons who are taxed on actual profits rather than deemed profits, the withholding tax is a prepayment that offsets the general income tax.

*Nonresidents.* If a payer is a resident of Guinea and if the non-resident recipient does not have a business establishment in Guinea, the payer must withhold the final 15% general income tax on the following gross amounts:

- Amounts paid for independent professional services
- Amounts paid to inventors
- Amounts paid for services, regardless of their nature, materially rendered in Guinea

The withholding tax rate on services fees paid to nonresident entities and nonresident individuals is 15%.

Nonresidents who perform incidental activities for employers established in Guinea are subject to withholding on their wages related to Guinean activities at the rates that apply to employment income. This withholding tax constitutes only a prepayment of tax. Nonresident employees receiving wages from non-established employers for incidental Guinean activities are subject to general income tax instead of withholding.

## **B. Inheritance and gift taxes**

Inheritances and gifts are subject to tax at progressive rates ranging from 0% to 30%, depending on the net value of the inheritance or the gift and on the beneficiary's relationship to the deceased or donor.

## **C. Social security**

The following social security contributions are required.

	<b>Rate (%)</b>
Paid by employers	
Family allowances	6
Industrial accidents	4
Medical expenses and disability	4
Old age pensions and death benefits	4
Paid by employees	
Medical expenses and disability	2.5
Old age pensions and death benefits	2.5

Contributions are levied on total remuneration paid, up to a monthly ceiling of GNF2,500,000. Employees' contributions are withheld monthly by employers.

### **D. Tax filing and payment procedures**

The tax year for individuals is the calendar year.

General income tax returns must be filed by 30 April following the close of the tax year. A self-employed individual subject to general income tax must file an income tax return by 30 April.

General income tax computed is payable on receipt of a tax assessment.

### **E. Tax treaties**

Guinea has entered into double tax treaties with France, Morocco, Tunisia and the United Arab Emirates.

### **F. Entry visas and permits**

Foreign nationals, even those classified as residents, must obtain visas to enter Guinea. Entry visas may be obtained online from the E-visa Guinea Platform.

Nationals of member countries of the Economic Community of West African States (ECOWAS; the French translation is Communauté Économique des États de l'Afrique de l'Ouest or CEA) and nationals from certain countries that have concluded special agreements with Guinea do not need visas to enter the country.

A short-term visa is issued for initial entry into Guinea and is valid for a period ranging from one day to a maximum of three months. It is renewable once.

### **G. Work permits and self-employment**

No visa authorizes an individual to work. A work permit authorized by the national employment and labor office (AGUIPE) must be obtained prior to entering Guinea.

Nationals of member countries of the ECOWAS do not need an authorization to work in Guinea.

The request for an initial work permit is made by a letter from a prospective employer explaining the reasons why the applicant is being hired. It should be accompanied by several documents, including an Africanization plan and four copies of the work contract. All documents in a foreign language must be translated into French.

When reviewing work and residence permit applications, the government of Guinea considers the benefit of an individual's presence in the country and his or her anticipated compliance with the laws and regulations of Guinea.

Since June 2023, the Guinean government has introduced the digital work permit card. Once the work authorization has been obtained and the government fees paid, expatriates will have to present themselves individually for a fingerprinting at a new center created for this purpose by the authorities in charge.

It is possible to change employers after the applicant receives a permit. However, if the employer changes, it should be reported to the AGUIPE and a new work permit shall be requested by the new employer

Foreign nationals may establish businesses in Guinea. In addition, foreign companies may set up subsidiaries headed by foreign nationals.

## H. Residence permits

The long-term residence permit (*carte de séjour*) is issued to foreign nationals intending to stay in Guinea for periods exceeding six months. The permit must be renewed annually.

This residence permit can only be obtained after the long-stay visa is obtained, and it involves an additional fingerprinting process with the competent authority.

Residents themselves must take the necessary steps to obtain long-term residence permits and multiple-entry and exit visas.

Embassies or consulates abroad provide applicants with the documentation that must be filled out. Information can also be obtained on the E-visa platform. An international vaccination certificate for yellow fever must be presented at the port of entry in Guinea.

The costs of short-term and long-term visas vary. The prices are published by the Ministry of Economy and Finance and on the E-visa Guinea Platform. Both types of visas must be renewed every year.

## I. Family and personal considerations

**Family members.** The spouse of a permit holder automatically receives a residence permit to live in Guinea. If the spouse wishes to work, he or she must apply for a work permit independently of the principal permit holder.

**Driver's permits.** Foreign nationals may not drive legally in Guinea using their home-country driver's licenses. However, they may drive legally with an international driver's license for the duration of the license. On the expiration of a foreign national's international driver's license, he or she has the following options:

- To renew the international driver's license
- To request a Guinean driving authorization
- To request a Guinean driver's license

To obtain a Guinean driver's license, individuals must take a written exam similar to the one given in France.

# Guyana

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## A. Income tax

### Who is liable

*Territoriality.* Individuals who are ordinarily resident or domiciled in Guyana are subject to tax on their worldwide income. Individuals who are not ordinarily resident or domiciled in Guyana are taxable on income accruing in or derived from Guyana, including income from any employment exercised in Guyana, regardless of whether the income is received in Guyana.

In addition, earned income (including employment income) that arises outside Guyana or income that arises to a person not ordinarily resident or domiciled in Guyana is taxable only when it is received in Guyana.

*Definition of resident.* Individuals are considered resident in Guyana if they reside in Guyana for a period of more than 183 days in the tax year or if they reside or intend to permanently reside in Guyana. The concept of ordinary residence is understood as is applied under common law jurisprudence and examines various factors that determine the individual's habitual place of abode. Domicile is not defined under the Income Tax Act but generally refers to the jurisdiction that the individual regards as his or her permanent home.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable income from employment includes salaries, bonuses and any other allowances granted with respect to employment after allowing for appropriate deductions and

exemptions. Taxable income includes the value of employer-provided benefits, including accommodation and transportation.

Emoluments deposited on behalf of an employee into an approved Savings Scheme may be exempt from tax.

*Self-employment income.* Taxable profits generally consist of business profits as disclosed in the business operation's financial statements, subject to various tax adjustments. Income tax is imposed on net business income.

*Investment income.* Dividends received by residents of Guyana from Guyana resident companies are not subject to tax. Interest, rental income, dividend income from nonresident companies and royalties or other income arising from property are aggregated with other income and taxed accordingly.

Interest that accrues to an individual during any year on the amount credited to him or her in an approved Savings Scheme established under the Savings Scheme Act is exempt from tax. Also, dividends paid by an approved mortgage finance company are exempt from tax in Guyana.

An individual resident in Guyana is exempt from income tax on interest earned on savings accounts if he or she satisfies both of the following conditions:

- He or she is 60 years or older at the start of the tax year or is incapacitated by illness or infirmity.
- He or she does not earn income exceeding GYD1,200,000 per year. If the income of the person exceeds GYD1,200,000 such person is taxed on interest earned on savings accounts greater than GYD10,000.

A final withholding tax at a rate of 20% is imposed on dividends, interest, royalties and management fees paid to nonresident individuals.

**Taxation of employer-provided stock options and profit-sharing schemes.** No specific provisions in Guyana regulate the taxation of employer-provided stock options. Consequently, the tax treatment is based on general principles and case law. Ordinarily, an option is taxed on the difference between the market value of the shares and the price at which the option is granted at the time when the employee receives an irrevocable right to acquire shares. In general, gains derived from the subsequent sale of the shares acquired under the option may be subject to capital gains tax if the shares are held in excess of 12 months. If the shares are sold within 12 months of acquisition, the gains are subject to income tax. If a vesting period must elapse before the employee obtains an irrevocable right to acquire shares, the taxing date is the date of vesting.

**Capital gains.** Capital gains tax is payable at a rate of 20% on the change of ownership of property in Guyana as well as in other specific cases if the net taxable capital gain for the tax year is in excess of GYD500,000. Capital gains accruing outside Guyana accruing to a person not ordinarily resident or domiciled in Guyana are taxable in Guyana only if received in Guyana.



A net taxable gain realized on the disposition of certain assets within 12 months after acquisition is subject to income tax as ordinary income.

No capital gains tax is payable on the gains arising from the disposal of the shares or stock of public companies or on the gains arising from the sale of property used as a private residence, if the proceeds of the sale are used for the purchase of a property of equal or greater value within 60 days after the end of the year in which the property is sold.

The following deductions are allowed in calculating capital gains tax:

- Expenditure (other than the purchase price, if any) incurred solely in connection with the acquisition of that property by the person who is the owner of that property immediately before the change of ownership.
- Expenditure incurred by the owner in making improvements, additions and alterations to the property. This is subject to the condition that if any expenditure was allowed as a capital allowance, such amount is not allowed in computing the capital gain or loss.
- Costs incurred in connection with the transaction that results in the change of ownership, such as legal fees and agent's fees.

## **Deductions**

*Personal deductions and allowances.* The following is a list of allowances and deductible expenses allowable with respect to the 2024 tax year:

- Personal allowance, which is the greater of GYD1,200,000 per year or one-third of the employee's total income from all sources excluding income subjected to withholding taxes
- Employee contributions to the National Insurance Scheme (NIS)
- Premium paid for life and medical insurance up to a maximum of 10% of income or GYD600,000 annually, whichever is lower
- Traveling allowances (deductible only if related to the exercise of employment)
- Station allowance
- Entertainment allowance
- Subsistence allowance
- Meal allowance
- Security and telephone allowance (this is by the current policy of the Guyana Revenue Authority [GRA] and is not provided for in a statute)
- Medical and dental expenses (deductible only for government employees)
- Gratuity (deductible only for government employees)
- Severance pay
- Vacation allowance (up to a maximum of one month's gross salary)

The traveling, subsistence and entertainment allowances are deductible only if it is proven that the allowances were expended for the purposes for which the allowances were granted.

*Business deductions.* Any expenses incurred wholly and exclusively for the purpose of producing income are deductible.

Reserves or provisions of a general nature are not allowable. Write-offs of specific amounts or balances generally are allowed if the Commissioner General of the GRA is satisfied that they are not recoverable.

In computing taxable profits, depreciation and amortization for financial statement purposes are replaced by capital allowances for tax purposes. Annual allowances at rates ranging generally from 2% to 50% are available. These allowances may be calculated on a straight-line or reducing-balance basis. If calculated on a straight-line basis, allowances are limited to 90% of the cost of the asset.

### Rates

*Income tax.* Personal income tax is imposed at the following rates.

<b>Taxable income</b>	<b>Tax rate (%)</b>
Up to GYD2,400,000	28
Over GYD2,400,000	40

If an individual qualifies as having a small business that is registered with the Small Business Bureau and that is engaged in manufacturing and construction services, income tax is imposed at a rate of 25% on the chargeable income derived from manufacturing and construction services.

*Other taxes on income.* The diamond withholding tax is imposed at a rate of 2% on the value placed by the Guyana Geology and Mines Commission on the amount of diamond declared by an individual. This is a prepayment of tax, which is creditable against the individual's ultimate tax liability.

The gold withholding tax is imposed on the amount of gold declared by an individual to the Guyana Gold Board, according to a sliding scale which is based on the price of gold. The current sliding scale is shown in the following table.

<b>Price of gold (per ounce)</b>	<b>Income tax payable</b>
Under USD1,100	2% of gross proceeds
Above USD1,100	2.5% of gross proceeds

The gold withholding tax is a final tax and not a prepayment of tax by such individuals. The tax is a final tax with respect to income from gold mining that is declared to the Guyana Gold Board. If gold withholding tax is applied with respect to gold mining income that is not declared to the Guyana Gold Board, the withholding tax represents a prepayment of tax only.

**Relief for losses.** Losses may be carried forward and offset against future taxable income until it is completely recouped. The losses to be offset in future years may not exceed one half of the amount of the tax payable had the offset not occurred. Losses may not be carried back.

### B. Property Tax

Property Tax is payable on net "property" (see below) of every individual as of the end of the fiscal year. The net property of a

person is the amount by which the aggregate value of the property of the person exceeds the value of any debts owed by him or her, other than the following:

- A debt incurred without consideration or without full consideration in money's worth
- A debt incurred that is not wholly for his or her benefit
- A debt for which a right of reimbursement from any other person exists unless such reimbursement cannot be obtained
- A debt charged or secured by, or incurred in relation to, any property of him or her, which is to be excluded for the purposes of the Property Tax under the Property Tax Act
- Any debt incurred by him or her outside Guyana other than any such debt that is contracted to be paid in Guyana or secured by property in Guyana

The term "property" includes immovable and movable property, rights of any kind and effects of any kind, located in Guyana or elsewhere and the proceeds from the sale of such property and money or investment for the time being representing them (any cash from the sale of property or any property acquired from the exchange of investments). However, "property" does not include the property of a person outside of Guyana if that person is not domiciled in or ordinarily resident in Guyana.

For property acquired before 1 January 2011, the value of property is considered to be the estimated open market price together with the cost of improvements and additions made after that date. The value of property acquired by purchase on or after that date is the cost of purchase and improvements and additions. If acquired other than by purchase, the value is considered to be the open market value. If the property consists of debts, the value is considered to be the nominal value of the debts.

The value of the property is subject to the following deductions:

- If the property is other than debt, wear-and-tear allowances (but not initial allowances) as authorized by the Income Tax Act
- For debts, any deduction from the nominal amount that has been allowed for income tax purposes

The following are the Property Tax rates.

<b>Value of net property</b>	<b>Rate of tax (%)</b>
First GYD40,000,000	Nil
Next GYD20,000,000	0.50
Remainder of net property	0.75

Property Tax returns must be filed by the following:

- An individual who is resident in Guyana and possessed net property of the value of GYD40 million or more at the end of the tax year
- A nonresident who possessed net property located in Guyana valued at GYD40 million or more at the end of the tax year
- Every body of persons (including a company) registered or carrying on business in Guyana with net property valued at GYD40 million or more at the end of the tax year

Property Tax returns must be filed and tax paid on 30 April of the year following the tax year.

## C. Social security

**Contributions.** Contributions to the NIS must be made at the following rates on maximum monthly insurable earnings of GYD280,000:

- For employees: 5.6% for employees between the age of 16 and 59 years. No employee contribution is required for employees above the age of 60.
- For employers: 8.4% for employees between the age of 16 and 59 years. The required contribution is reduced to 1.5% for employees above the age of 60.
- For self-employed persons: 12.5% (of their declared income up to GYD280,000)

**Totalization agreements.** Guyana has entered into social security totalization agreements with the Caribbean Community and Common Market (CARICOM) to provide relief from paying double social security taxes and to assure benefit coverage.

## D. Tax filing and payment procedures

The tax year in Guyana is the calendar year. In general, married individuals are taxed separately, not jointly, on all types of income. Every individual receiving income must file an income tax return by 30 April of the year following the tax year. Every individual receiving income from a trade, business, profession or vocation must file an income tax return for the tax year, even if the business operated at a loss.

Employers must deduct tax from employees under the Pay-As-You-Earn system, and this tax should be declared and remitted to the GRA on or before the 14th day of the following month.

Every self-employed individual receiving income must pay tax in four equal installments on or before 1 April, 1 July, 1 October and 31 December in each tax year. Each installment must equal one-quarter of the tax on taxable income for the preceding year. The balance of tax due, if any, must be paid no later than 30 April of the following year.

Nonresidents must file tax returns for any year in which they derive income from Guyana sources. For the filing of returns, nonresidents follow the administrative rules that apply to residents.

The penalty for the late filing of a tax return is 10% of the tax assessed. However, a flat fee of GYD50,000 is payable for failure to file a nil tax return or a tax return that declares a loss. If any tax due is not remitted by the stipulated deadline, a penalty of 2% per month is payable. In addition, interest is applicable at the rate of 18% per year on the late payment of tax.

## E. Double tax relief and tax treaties

**Unilateral relief.** A Guyana taxpayer who proves to the satisfaction of the GRA that he or she has paid income tax on foreign income is entitled to claim a credit for such tax paid against Guyana tax chargeable with respect to that income, as determined under specific rules in the Income Tax Act.

**Double tax treaties.** Guyana has entered into double tax treaties with the CARICOM Member States (Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Jamaica, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, and Trinidad and Tobago), Canada and the United Kingdom. Guyana has signed a double tax treaty with the United Arab Emirates, which has not yet been ratified. In general, the credit available may not exceed Guyana tax payable on the underlying foreign-source income.

The treaty with the CARICOM Member States provides for reduced withholding tax rates as well as exemption from tax on income received by the recipient, because the treaty is a source-based treaty.

## **F. Entry visas**

Only Guyana citizens and their dependents have the right to enter the country freely. Nonresidents are subject to varying entry requirements. Depending on the nationalities of the individuals, visas may not be required for entry into Guyana.

## **G. Work visas and/or permits**

In general, foreign nationals employed by companies in Guyana must obtain both entry visas (subject to certain exceptions mentioned above) and work permits. The Ministry of Home Affairs requires specific and detailed information before granting work permits to foreign nationals. The government requires that employment opportunities first be offered to Guyana nationals and residents before nonresidents.

In general, CARICOM nationals may be given up to six months for employment purposes on entry into Guyana. If a CARICOM national has a Certificate of Recognition of Caribbean Community Skills Qualification by virtue of being a university graduate or meeting other specific criteria, the person may enter Guyana for a period of six months or some other indefinite period and work in Guyana. Similar rights are granted to the spouse and dependents of the CARICOM national.

Non-CARICOM nationals may be granted up to three months for employment purposes on entry into Guyana. However, the Chief Immigration Officer may extend the initial period granted to two years.

Work permits are non-transferable. If a work permit holder leaves the employer, the work permit is canceled. The employer must inform the authorities that the employee has left the company.

If a foreign national is entering Guyana for the purpose of employment, a landing permit/employment visa must be obtained prior to arrival in Guyana. Subsequent to his or her arrival, a work permit must be obtained.

The following documents with respect to the employee must be submitted to the Ministry of Home Affairs to facilitate the landing permit/employment visa and work permit application processes:

- Landing permit/visa application form
- Work permit application form

- Copy of the applicant's entire passport, together with the sponsor's, if applicable (the passport must be valid for at least six months)
- Two passport-size color photographs
- Police clearance
- Medical report
- Credentials for the applicant (for example, certificates of qualifications)

In addition to the above, the following documents with respect to the employer must be submitted:

- A letter addressed to the Ministry of Home Affairs requesting landing permission for employment status/employment visa (the letter must include the expected position within the company, expected date of arrival and duration of stay in Guyana)
- A letter addressed to the Ministry of Home Affairs requesting a work permit
- A letter addressed to the Ministry of Home Affairs providing a brief history on the company and its operations in Guyana
- Employment contract or letter of assignment
- Tax compliance and National Insurance compliance certificates if applicable
- Certificate of registration or incorporation
- Copies of the bio-data pages of the Directors Passport
- Local Content Certificate, if applicable
- Vacancy advertisement in the newspaper (must be published three months prior to the application)
- Application fee of USD140

Work permits are granted for a two-year period. If a traveling individual requires a visa but is unable to apply at any of Guyana's missions or consulates, visas may be issued on arrival in Guyana.

On receipt of the work permit approval letter, the following must be completed to satisfy the employee's immigration requirements:

- Registration of the employee with the GRA and NIS
- Tax and NIS Compliance Certificates
- Endorsement of the Work Permit Stamp

## **H. Residence visas and/or permits**

An individual who is legally married to a Guyanese individual or who has been living in Guyana legally for more than five years may apply for residency.

An application must be submitted to the Ministry of Home Affairs to obtain residency. To approve a residency application, the authorities must be satisfied that the applicant can support himself or herself and will not be a burden to the country. The individual's qualifications and entitlement to residence status on the basis of marriage or similar criteria are also taken into consideration.

No quota system exists for issuing residence permits. Each application is evaluated on its own merit.

## I. Family and personal considerations

**Family members.** Any family member of a working expatriate who wants to work in Guyana must obtain his or her own work permit to be employed in Guyana or must obtain extensions of stay to reside in Guyana.

Children accompanying work permit holders who are in Guyana for the sole purpose of studying must obtain students visas.

**Forced heirship.** An individual is allowed to will their property as they wish. In the absence of a will, specific rules govern the distribution of his or her estate. The legislation also provides for family members and dependents to apply for a financial provision to be made for them out of the property left by the deceased, if the property left by the will or through intestacy is deemed insufficient.

**Driver's permits.** Effective from 26 August 2022, foreign nationals holding a foreign driver's license are allowed to drive legally in Guyana for a period of up to 60 days. The valid foreign driver's license and passport, which shows first entry date into Guyana, must be presented if required.

After the 60-day period, foreign nationals holding a driver's license issued in their home country may be able to obtain a driver's license locally by submitting the following to the GRA:

- Completed application form
- Foreign driver's license
- Taxpayer Identification Number
- Copy of valid identification (passport or national identification)
- Three passport-size photographs
- Application fee of USD22.50

No medical, physical or written examination is required.

# Honduras

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## A. Income tax

**Who is liable.** Resident and nonresident individuals, regardless of their nationality, are subject to tax on their Honduras-source income only.

Individuals are considered resident if they live in Honduras for more than three consecutive months during a tax year.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable employment income includes salary, pensions, bonuses, premiums, commissions and allowances (for example, housing and educational allowances). Payments made to board members, other executives and counselors not included in the payroll are subject to a 12.5% and 1% income withholding tax, respectively. The 12.5% rate applies to various payments, such as professional fees, commissions and bonuses, while the 1% rate applies to payments for goods and services.



*Self-employment and business income.* Income derived from self-employment or from a trade or business is subject to tax.

*Investment income.* Dividends paid or credited by local companies to resident and nonresident individuals are subject to a 10% withholding tax. Royalties from franchises are subject to a 10% withholding tax. Technical advice and similar payments are subject to a 10% withholding tax when paid abroad.

*Directors' fees.* Directors' fees paid to nonresident individuals are subject to a 25% withholding tax. Directors' fees paid to resident directors are taxed at the ordinary individual income tax rates (see *Rates*).

**Capital gains.** Capital gains are subject to a tax at a flat rate of 10%.

Capital losses are deductible only if derived from the sale of depreciable assets or from the sale of non-depreciable assets sold in the ordinary course of a trade or business. Occasional (non-habitual) sales of non-depreciable assets are not subject to tax.

Capital gains must be reported, and taxes paid within the first 10 business days following the day on which the transaction takes place. An annual return must also be filed by 30 April each year.

Capital gains derived by nonresidents are subject to a 4% withholding tax on the gross proceeds, which is an advance payment of the final 10% tax. The withholding tax must be remitted within the 10 calendar days following the transaction.

## Deductions

*Personal deductions and allowances.* Annual deductions for medical and educational expenses are allowed up to a maximum of HNL40,000 (approximately USD1,605.01). For people older than 65 years old, the annual deductions for medical and educational expenses are up to the maximum HNL80,000 (approximately USD3,210.02).

*Business deductions.* All costs and expenses that are necessary to generate taxable income and protect investments are deductible.

**Rates.** Employment and self-employment income are taxable at the following rates.

Annual taxable income		Tax rate %
Exceeding HNL	Not exceeding HNL	
0.00	209,369.62	0
209,369.62	319,251.54	15
319,251.54	742,445.49	20
742,445.49	—	25

The above tax rates are subject to change by the government.

Withholding tax is imposed on nonresidents at a rate of 25% on salaries, commissions and other similar compensation items.

People older than 65 years old with a total income of up to HNL350,000 (approximately USD14,000), are exempt from the payment of the above tax.

**Relief for losses.** Self-employed individuals may not carry their losses forward or back.

## B. Estate and gift taxes

Honduras does not impose estate or gift taxes. However, estates may be taxed as ordinary taxpayers if they derive income before distributions of assets are made to the beneficiaries.

## C. Social security

The information below applies to all companies.

**Sickness and Maternity Contribution.** The contribution rates for the Sickness and Maternity Contribution (Enfermedad y Maternidad) are 3.5% for the employer, 2.5% for the employee and 0.5% for the government. The contribution is calculated on a maximum monthly salary of HNL11,109.30 (approximately USD445).

**Old Age, Invalidity and Death Contribution.** The contribution rates for the Old Age, Invalidity and Death Contribution (Vejez, Invalidez y Muerte) are 3.5% for the employer, 2.5% for the employee and 0.5% for the government.

The contribution is calculated on a maximum monthly salary of HNL11,109.30 (approximately USD445).

**Professional Risk Contribution.** The contribution rate for the Professional Risk Contribution (Riesgo Profesional) is 0.2% and is only applicable for the employer.

The contribution is calculated on a maximum monthly salary of HNL11,109.30 (approximately USD445).

**Private Contribution Regime – Social Housing Fund.** The contribution rate for the Private Contribution Regime – Social Housing Fund (Régimen de Aportaciones Privadas – Fondo Social para la Vivienda) is 1.5% each for the employer and employee.

The contribution is calculated in the following manner:

- Monthly salary minus the floor amount of the of Old Age, Invalidity and Death Contribution is multiplied by 1.5%.

## D. Tax filing and payment procedures

Employers are responsible for withholding income taxes and social security contributions from employees' salaries on a monthly basis. Employees are not required to file an annual income tax return if their only source of income is employment compensation. Nonresidents are not required to file an annual income tax return if their income tax liability has been satisfied through withholding at source.

The ordinary tax year runs from 1 January to 31 December. Returns must be filed and any tax liabilities due must be paid by 30 April of the year following the tax year. However, in certain specified circumstances, taxpayers may elect a special tax year. Self-employed individuals and individuals with a trade or business must make advance income tax payments.

## E. Double tax relief and tax treaties

Honduras has not entered into tax treaties with other countries. However, Honduras has entered into tax information and exchange agreements with Ecuador and the United States.

## F. Temporary visas

Depending on their country of citizenship, individuals may be required to apply for and obtain an entry visa before traveling to Honduras. The visa may be granted by a Honduran consulate overseas or by the immigration authorities in Honduras, depending on the citizenship of the individual. Because the rules indicating the countries of citizenship of individuals who are required to obtain an entry visa before entering Honduras and requirements for obtaining a visa often vary, it is necessary to check the entry visa requirements on a case-by-case basis.

## G. Work visas (and/or permits)

Foreigners must apply for a Special Residence Permit with the immigration authorities. The granting of this permit is subject to specific rules applicable to employers and employees that need to be checked on a case-by-case basis because they often vary. After the required documents are filed with the immigration authorities, it takes approximately four to six months to obtain the Special Residence Permit. Special Residence Permits are valid for terms ranging from one year to five years and may be renewed for up to five years. After five years, a new type of permit request must be filed. In addition, foreign employees must apply for a work permit with the Ministry of Labor.

## H. Residence visas (and/or permits)

The government of Honduras may grant migratory statuses that allow foreigners to reside in Honduras under several options, such as renters, investors, retirees and certain family relatives. The residency request must be submitted to and processed by the immigration authorities in Honduras. Because the applicable requirements may vary from case to case, they should be checked in advance.

## I. Family and personal considerations

**Family members.** The legislation of Honduras requires that family members of foreign workers file for a Special Residence Permit as dependents. If a family member wants to work in Honduras, he or she must apply independently for a different type of Special Residence Permit with the immigration authorities and for a work permit with the Ministry of Labor. Children of expatriates must have student visas to attend schools in Honduras.

**Marital property regime.** Assets obtained by any means, except by donation, after the marriage is commenced are considered to be marital property.

**Forced heirship.** If an individual dies without leaving a will, the beneficiaries of the individual's assets and patrimony according to the law are the following:

- Descendants
- Spouse
- Ascendants
- Collaterals
- Municipal governments

The priority order is set by the Civil Code according to a series of different combinations. The following must be deducted, paid

and/or removed from the deceased's estate before it is distributed among the beneficiaries:

- Funeral expenses
- Mortuary procedural expenses
- Debts
- Taxes
- Maintenance obligations of the deceased
- Marital property

**Driver's permits.** Foreigners entering the country are authorized to drive vehicles with a current driver's license from their country, subject to the validity of the authorization under which he or she remains in Honduras. When the foreigner obtains a migratory status that allows him or her to reside in Honduras, he or she is required to obtain a local driver's license.

Honduras does not have driver's license reciprocity agreements with any other country.

# Hong Kong

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*This chapter relates to the tax jurisdiction of the Hong Kong Special Administrative Region (SAR) of China.*

## A. Income tax

**Who is liable.** Individuals earning income that arises in or is derived from a Hong Kong office or Hong Kong employment, or from services rendered in Hong Kong during visits of more than 60 days in any tax year, are subject to salaries tax.

Hong Kong observes a territorial basis of taxation; therefore, the concept of tax residency has no significance in determining tax liability, except in limited circumstances.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable income consists of all cash emoluments, including bonuses and gratuities. Benefits in kind are largely non-taxable, unless they are convertible into cash or

specifically relate to holiday travel or the education of a child. The provision of accommodation by an employer creates a taxable benefit equal to an amount ranging from 4% to 10% of the employee's other taxable income, depending on the type of accommodation.

An employee is subject to salaries tax if his or her employment income is sourced in Hong Kong, even if he or she is not ordinarily resident in the territory. However, except for directors' fees, a specific statutory exemption applies if an employee renders all his or her services outside Hong Kong or if an employee renders services in Hong Kong during visits to Hong Kong not exceeding a total of 60 days in a year of assessment. Conversely, if a non-resident engaged in non-Hong Kong employment renders services in Hong Kong during visits totaling more than 60 days in a year of assessment, he or she is taxed on a pro rata basis.

*Self-employment and business income.* Anyone carrying on a profession, trade or business in Hong Kong is subject to profits tax on income arising in or derived from Hong Kong from that profession, trade or business. Taxable income is determined in accordance with generally accepted accounting principles, as modified by the tax code and principles derived from case law.

If an individual receives rental income but the rental activities do not constitute a business, the income is subject to property tax rather than profits tax (see *Rates*).

Profits tax, salaries tax and property tax are assessed separately. If beneficial, a permanent or temporary Hong Kong resident individual may elect to be assessed under personal assessment (that is, under the salaries tax method; see *Rates*) on the aggregate of his or her income or losses from all sources.

*Investment income.* Interest income not derived from investing the funds of a business and all dividend income are exempt from taxation.

No withholding taxes are levied in Hong Kong on dividends or interest paid to nonresidents. However, royalties paid to nonresident individuals for the use of intellectual property rights in Hong Kong are deemed to arise from a Hong Kong business and are subject to withholding tax at an effective rate of 2.25% (for the first HKD2 million of their royalty income) and 4.5% (for the remainder of their royalty income), if the individuals have elected to be subject to the two-tiered profits tax rates regime discussed in *Rates*. The withholding tax rate is increased to 7.5% (for the first HKD2 million of their royalty income) and 15% (for the remainder of their royalty income), if the recipient is related to the payer and if the intellectual property rights for which the royalties are paid were previously owned by a person carrying on a profession, trade or business in Hong Kong (subject to the application of the two-tiered profits tax rates regime referred in *Rates* below).

*Directors' fees.* Directors' fees derived from a company that has its central management and control in Hong Kong are subject to salaries tax in Hong Kong. Otherwise, directors' fees are not taxable.

**Taxation of employer-provided stock options.** Employer-provided stock options are generally taxable at the time of exercise. However, for an individual who has non-Hong Kong employment and is taxed on a pro rata basis by reference to the number of days of his or her services in Hong Kong only, part or all of the option gain may be excluded from taxable income. The amount excluded depends on various factors including whether the option is granted conditionally or unconditionally, and, if granted conditionally, the number of days on which the individual performed Hong Kong services during the vesting period.

**Taxation of employment-related share awards.** Employment-related share awards are generally considered to be perquisites from employment and taxed as part of the remuneration. In general, they become taxable when an employee is entitled to the full economic benefit of the shares awarded. If the employee has a non-Hong Kong employment, proration of the income by reference to the number of days of his or her services in Hong Kong that is similar to the proration applicable to stock option benefits may also be allowed.

**Capital gains.** Hong Kong does not tax capital gains.

### **Deductions**

*Deductible expenses.* To be deductible for purposes of salaries tax, expenses must be incurred wholly, exclusively and necessarily in the production of a taxpayer's assessable income. Depreciation allowances (capital allowances) may also be claimed on plant and machinery used in the production of assessable income.

*Personal deductions and allowances.* For salaries tax, certain education expenses paid to specified institutions are deductible up to HKD100,000 per year. Approved charitable donations are deductible up to 35% of assessable income. Mandatory contributions to "recognized retirement schemes," as defined, are deductible up to HKD18,000 per year. Qualifying premiums paid to a Qualifying Deferred Annuity Policy and/or tax-deductible Mandatory Provident Fund contributions are deductible, up to the aggregate of HKD60,000 per taxpayer per year. Premiums paid into a Voluntary Health Insurance Scheme are deductible, up to HKD8,000 per qualified insured person per year. Home mortgage interest is deductible, up to HKD100,000 per year for a maximum of 20 years. Rent paid by an individual or his or her spouse (who is not living apart from him or her) under a qualifying tenancy of domestic premises used as place of residence is deductible, up to HKD100,000 per year. Effective from the 2024-25 tax year, additional home mortgage interest or rent payments in the amount of HKD20,000 are deductible for the individuals who reside with their qualifying child and if the specified conditions are met. It is also proposed that expenses on assisted reproductive services would be deductible with a cap of HKD100,000, subject to the enactment of a legislative amendment.

Personal allowances are also available under salaries tax to individuals with an income level at below the "break-even" point (that is, the point where the standard rate of 15% (for the first HKD5 million) or 16% (for the portion exceeding HKD5 million) applies (see *Rates*). For the 2024-25 tax year, the following are the amounts of personal allowances available.

<b>Personal allowances</b>	<b>HKD</b>
Prescribed allowances	
Single (a)	132,000
Married (b)	264,000
Child allowance for	
First child to ninth child (each)	130,000
Each child born during the year (additional)	130,000
Dependent parent/grandparent allowance (each)	
Aged 60 and above	
Residing with taxpayer	100,000
Not residing with taxpayer	50,000
Aged 55 to 59	
Residing with taxpayer	50,000
Not residing with taxpayer	25,000
Elderly residential care expenses (c)	Up to 100,000
Personal disability allowance	75,000
Disabled dependent allowance	75,000
Dependent brother and sister allowance	37,500
Single-parent allowance	132,000 (d)

- (a) Granted to a single person or a married person who has not elected joint assessment.
- (b) Granted to a married person whose spouse does not have assessable income or to a person who, together with his or her spouse, has elected to be jointly assessed.
- (c) Those claiming this deduction are not eligible for a dependent allowance for the same dependent.
- (d) Granted to a person who is single, widowed, married but separated from his or her spouse or divorced throughout the year and who is the sole or predominant care provider for a child. The person must be entitled to a child allowance as well.

*Business deductions and capital allowances.* To be deductible, expenses must be incurred in the production of taxable profits. Certain specified expenses are not deductible, including domestic and private expenses, expenditure of a capital nature or any loss or withdrawal of capital, the cost of improvements and tax paid or payable. The deductibility of interest is determined in accordance with detailed rules.

Subject to the satisfaction of certain conditions, capital expenditure for the acquisition of computer hardware or software, plant and machinery used for manufacturing, eligible environmental-protection installation forming part of a building or structure, eligible environmental-protection machinery, and environment-friendly vehicles qualifies for an immediate 100% deduction in the year in which the expenditure is incurred. Capital expenditure for most other plant and machinery qualifies for an initial 60% allowance and an annual allowance on the reduced balance at a rate of 10%, 20% or 30%, depending on the relevant class of the asset.

An initial allowance of 20% is granted on new industrial buildings in the year in which the expenditure is incurred, and annual depreciation allowances are 4% of qualifying capital expenditure beginning in the year the building is first put into use. No initial allowance is granted on the purchase of used buildings, but annual depreciation allowances may be available. An annual allowance of 4% of the qualifying capital expenditure each year is available on commercial buildings.



All of the above capital allowances may be subject to recapture if the assets are sold for amounts in excess of their tax-depreciated values.

**Rates.** Three separate income taxes are levied in Hong Kong instead of a single unified income tax. The following rates are the applicable rates for the three taxes for the period from 1 April 2024 through 31 March 2025:

- **Profits tax:** Under the two-tiered profits tax rates regime, the rate of tax for the first HKD2 million of profits of unincorporated businesses is reduced by half (that is, reduced from 15% to 7.5%). The remainder of the profits continue to be taxed at the normal rate of 15%. However, each group of “connected entities” can only elect one entity in the group to benefit from the two-tiered regime for a given year of assessment. In this regard, an entity is defined to include a natural person and a “connected entity” of another entity if any of the following circumstances exist:
  - One of them has control over the other.
  - Both of them are under the control of the same entity.
  - If the first entity is a natural person carrying on a sole proprietorship business, the other entity is the same person carrying on another sole proprietorship business.“Control” generally refers to one entity holding directly or indirectly of more than 50% of the issued share capital, voting rights, capital or profits of another entity.
- **Property tax:** levied at a flat rate of 15% on rental income, after a standard deduction of 20%.
- **Salaries tax:** levied on net chargeable income (assessable income less personal deductions and allowances) at progressive rates ranging from 2% to 17%, or at the standard rate of 15% on assessable income less personal deductions (with effect from the 2024-25 tax year, two-tiered standard rates of 15% on the first HKD5 million of assessable income less personal deductions and 16% on the portion exceeding the HKD5 million), whichever calculation produces the lower tax liability.

The following are the progressive rates for salaries tax for the period from 1 April 2024 through 31 March 2025.

Taxable income HKD	Tax rate %	Tax due HKD	Cumulative tax due HKD
First 50,000	2	1,000	1,000
Next 50,000	6	3,000	4,000
Next 50,000	10	5,000	9,000
Next 50,000	14	7,000	16,000
Remaining	17	—	—

**Tax rebate.** A one-off tax rebate is granted for the 2023-24 tax year. This rebate equals 100% of the final tax payable with respect to salaries tax and tax under personal assessment, subject to a ceiling of HKD3,000 in each case.

**Relief for losses.** Business losses of an individual are calculated in the same manner as profits and may be carried forward indefinitely against future income in the same business or may be offset against the individual’s other sources of income under personal assessment. In both cases, losses cannot be carried back.

## **B. Estate tax**

Estate duty was abolished, effective from 11 February 2006. Estates of persons who pass away on or after that date are not subject to estate duty.

## **C. Social security**

Hong Kong does not impose any social security taxes. Employers and employees are each required to contribute the lower of 5% of the employees' salaries or HKD1,500 per month to approved mandatory provident fund schemes unless the employees are covered by other recognized occupation retirement schemes.

## **D. Tax filing and payment procedures**

The tax year in Hong Kong runs from 1 April to 31 March. Penalties apply for breaches of time limits in filing returns. Individual taxpayers are usually issued composite tax returns and are required to report all income from the various sources subject to profits tax, salaries tax or property tax. Salaries tax is automatically levied separately on the employment income of married couples and is paid separately by each spouse. However, a married couple not wishing to be assessed separately may elect joint assessment on their salaries, or, if beneficial, elect a combined assessment of their income from all sources under personal assessment.

No payroll or withholding tax requirements apply for purposes of salaries tax, except for a taxpayer who is about to leave Hong Kong for over one month (other than in the course of his or her employment). Profits, property and salaries tax all operate under a system of prepaid tax, known as provisional tax. The provisional assessment for a tax year is an estimate, normally based on the preceding year's assessment, and is payable in two installments: one equal to 75% of the preceding year's tax liability, usually payable in the final quarter of the relevant tax year, with the remaining 25% payable three months later. When the actual income for the tax year is determined, a final tax assessment is issued, giving credit for provisional tax already paid. The final tax assessment is combined with a provisional tax assessment for the following year. The final tax is payable at the same time as the 75% installment of provisional tax for the following year.

## **E. Double tax relief and tax treaties**

Employment income derived from services rendered outside Hong Kong is exempt from salaries tax if the person is chargeable to and has paid tax of substantially the same nature as salaries tax with respect to that income.

Effective from the 2018-19 tax year, for employment income derived by Hong Kong tax residents from services rendered outside Hong Kong in a territory that has entered into a double tax agreement with Hong Kong, any relief from double tax is by way of a tax credit rather than an income exemption. An individual is a Hong Kong tax resident if (a) they ordinarily reside in Hong Kong or (b) they stay in Hong Kong for more than 180 days in the year of assessment for which the foreign tax credit claim is made, or for more than 300 days in two consecutive years of assessment, one of

which is the year of assessment for which the foreign tax credit claim is made.

The income exemption or tax credit allowable must not exceed the relief that would be allowed if the taxpayer had taken reasonable steps to minimize the foreign tax payable. Subsequently, if the relief is excessive, the taxpayer has an obligation to inform the Hong Kong tax authority to have the Hong Kong salaries tax correctly adjusted.

Hong Kong has entered into double tax agreements with Austria, Belarus, Belgium, Brunei Darussalam, Cambodia, Canada, China Mainland, the Czech Republic, Estonia, Finland, France, Georgia, Guernsey, Hungary, India, Indonesia, Ireland, Italy, Japan, Jersey, Korea (South), Kuwait, Latvia, Liechtenstein, Luxembourg, the Macau SAR, Malaysia, Malta, Mauritius (effective from 2024-25), Mexico, the Netherlands, New Zealand, Pakistan, Portugal, Qatar, Romania, the Russian Federation, Saudi Arabia, Serbia, South Africa, Spain, Switzerland, Thailand, the United Arab Emirates, the United Kingdom and Vietnam.

Double tax agreements have also been signed with Armenia, Bahrain, Bangladesh and Croatia, and the effective date of each of these agreements has not yet been fixed.

## **F. Visitor status**

Most foreign nationals may easily enter Hong Kong for visiting purposes with their passports. The length of time one is permitted to stay in Hong Kong under visitor status depends on the jurisdiction that issued the passport. For example, a US passport holder is allowed to stay in Hong Kong as a visitor for 90 days while passport holders from some jurisdictions may only be allowed to stay for 14 days. Foreign nationals who do not enjoy the visitor visa-free period must apply before traveling to Hong Kong. Visitor status does not permit the passport holder to undertake employment in Hong Kong.

## **G. Work and self-employment visas**

To work in Hong Kong, a foreign national must obtain an employment visa.

Because of the change of sovereignty on 1 July 1997, the immigration policies relating to British subjects have been revised. Under the new law, British subjects may obtain a 90-day visitor visa free period for visiting Hong Kong, and must obtain employment visas to work in Hong Kong. The procedures for obtaining visas are the same for British subjects as for other foreign nationals.

**Work visas.** The Immigration Department recommends that foreign nationals apply for work visas from their home jurisdictions or where they reside prior to their arrival in Hong Kong. The entire process takes four to six weeks. However, an employee urgently needed by his or her employer in Hong Kong may enter Hong Kong with a visitor visa, then apply for a work visa while in Hong Kong. This method is not encouraged by the Hong Kong Immigration Department. If the applicant is applying for a work visa in Hong Kong while still holding a visitor visa, he or she

must extend the visitor visa periodically until his or her work visa is granted. An applicant is not allowed to take up any employment in Hong Kong under a visitor visa. He or she will generally be required to re-enter Hong Kong to activate the work visa. Work is not allowed prior to his or her work visa activation.

Work visas are granted for a particular job with a particular employer. Generally, the employer must demonstrate that the applicant has recognized academic and/or professional qualifications, has relevant work experience, and is uniquely qualified for the job.

A work visa is generally valid for an initial period of up to three years and may be renewed. The first extension is granted for a maximum period of three years and followed by a second extension for a maximum period of two years.

If an applicant has been allowed to take up employment as a professional in Hong Kong for not less than two years and had assessable income for salaries tax of not less than HKD2 million in the previous tax year, the applicant may apply at any time for an extension of stay for a maximum period of five years under the top-tier employment stream.

After seven consecutive years of employment in Hong Kong, an individual may apply for permanent residence. This enables him or her to work in Hong Kong without a work visa.

*Applying from the home jurisdiction.* A prospective employee should complete application Form ID990A, and send it, with a photograph attached, to the local sponsor in Hong Kong or directly to the Hong Kong Immigration Department. This application should be sent with specified documents, including, but not limited to, the following:

- Photocopies of the applicant's and the dependents' (if dependent visas are sought) travel documents (personal particulars page).
- The name, contact address and telephone number of the applicant's local sponsor in Hong Kong.
- An up-to-date résumé of the applicant's qualifications and work experience. This must be accompanied by certification of the applicant's academic qualifications by a university, as well as by proof of the applicant's current and previous working experiences.
- A copy of the applicant's service contract or letter of appointment with a detailed description of the position, salary and assignment period.
- A letter, with supporting proof from the applicant's local sponsor (if possible), stating the reason why the post cannot be filled locally.
- The most recent financial standing and staffing information of the local sponsor.
- Form ID990B completed and signed by the local sponsor.
- A copy of the local sponsor company's business registration certificate.
- Copies of the marriage certificate and birth certificates of the children, if dependent visas are sought.

Application forms and sponsorship forms can be obtained from the Hong Kong Immigration Department.

If an application is approved, a notification slip for entry visa (e-Visa) is issued to the local sponsor who is asked to send it to the applicant. Applicants must present this e-Visa with their passport or travel document to the immigration officer on arrival in Hong Kong for visa activation. For Mainland China residents, applicants must apply for a Chinese exit endorsement from the relevant Mainland authorities before they enter Hong Kong for visa activation. At the port of entry in Hong Kong, applicants are asked to scan the encrypted QR code on the e-Visa with the optical reader at an Immigration counter. A landing slip with the effective period stated on it is provided at the border once the Immigration clearance process is completed. Extensions of the visa may be obtained subsequently if applied for before the expiration date.

*Applying in Hong Kong.* Though not encouraged by the Immigration Department, if an employee enters Hong Kong initially with a visitor visa and then applies for a work visa in Hong Kong, the documents listed above for applying from the home jurisdiction are required. In addition, the employee must also submit a copy of his or her visitor entry visa landing slip and, if dependent visas are sought, copies of the dependents' visitor entry visa landing slips. The Immigration Department may issue inquiry letters to request additional information at its discretion.

After the Immigration Department approves the work visa and dependent visas, the applicant is notified for endorsement. The applicant and the dependents will generally be required to re-enter Hong Kong to activate the work visa and dependent visas.

*Extensions.* To obtain an extension of a work visa, a month before the expiration date of the visa, the applicant must obtain an employment letter from his or her employer certifying that the applicant's employment with that employer will extend beyond the expiration date. The letter, together with Forms I.D. 91, 481A and 481B (if dependent visa extension required), the applicant's and the dependents' original travel documents and copies of applicant's and the dependents' Hong Kong identity cards must be submitted to the Immigration Department's extension section approximately one month before the expiration date. Additional documents are required for the applicant under the top-tier employment stream, such as the notice of salaries tax assessment for the preceding tax year, which was issued by the Inland Revenue Department, or relevant tax documents. It normally takes 14 to 21 working days for the Immigration Department to process the visa extension application. This extension is usually valid for an additional three years (or five years if under the top-tier employment stream). If the work visa holder receives an extension, all dependents should also be granted extensions.

**Self-employment visas.** A foreign national wishing to join in or start a business in Hong Kong must apply for an employment (investment) visa. To obtain this type of visa, the applicant must demonstrate that the business that he or she proposes to establish in and carry on will benefit the Hong Kong economy. Because the application procedure for the employment (investment) visa is more complicated than for other visas, it generally requires from four to eight weeks for the Immigration Department to process.

**Capital Investment Entrant Scheme.** In January 2015, the government announced that the Capital Investment Entrant Scheme was suspended, effective from 15 January 2015, until further notice. The Immigration Department will continue to process applications received on or before 14 January 2015, whether already approved (including approval-in-principle and formal approval) or still being processed.

**New Capital Investment Entrant Scheme.** Hong Kong began accepting applications under the New Capital Investment Entrant Scheme (new CIES) from 1 March 2024. The new CIES seeks to further enrich the talent pool and attract more new capital to Hong Kong. Successful applicants will generally be granted an initial stay of 24 months, subject to the condition that they continue to satisfy the requirements of the new CIES. Visas issued pursuant to the new CIES can be extended up to three years per extension, provided holders remain eligible for the visa. Throughout the scheme, verification for continuous compliance with the portfolio maintenance requirements prepared by a practicing certified public accountant is required to be submitted annually to the new CIES office to confirm that the applicants continue to meet the investment requirement to avoid forfeiting their visas.

After continuously residing in Hong Kong for at least seven years, eligible individuals may apply for permanent residence. Those who do not qualify for permanent residence at the end of the seventh year but satisfy the CIES portfolio maintenance requirements may apply for unconditional stay, which will enable them to reside in Hong Kong without any condition or limit.

**Top Talent Pass Scheme.** The goal of the Top Talent Pass Scheme (TTPS) is to attract top talent with rich work experience and good academic qualifications, including high-income talents and graduates from the world's top universities. It is issued to qualifying individuals coming to Hong Kong to explore opportunities. Applicants are not required to have secured an offer of employment upon initial application.

Persons admitted under TTPS will normally be granted an initial stay of 24 months. To obtain an extension (under a three-three years extension pattern), applicants must have secured an employment offer (which is at a level commonly taken up by degree holders or persons with good professional and technical qualifications, proven professional abilities, and has a remuneration package that is at market level) or established or joined a business in Hong Kong.

**Quality Migrant Admission Scheme.** The goal of the Quality Migrant Admission Scheme (QMAS) is to attract highly skilled or talented persons to settle in Hong Kong to enhance Hong Kong's economic competitiveness. Applicants are not required to have secured an offer of employment upon initial application.

Persons admitted under the General Points Test of QMAS will normally be granted an initial stay of 36 months. To obtain an extension (under a three-two years extension pattern), a QMAS visa holder under the General Points Test must provide evidence demonstrating that he or she has taken steps to settle in Hong

Kong by taking up residence and has made contribution to Hong Kong (for example, by securing gainful employment at the graduate, specialist or senior level or establishing a business of reasonable size in Hong Kong).

Persons admitted under the Achievement-based Points Test of QMAS will normally be granted a stay of eight years. To obtain an extension (if required), QMAS visa holders under the Achievement-based Points Test must demonstrate that they are capable of supporting and accommodating themselves and their dependents, if any.

## **H. Residence visas**

In addition to work visas, other visas permitting residence in Hong Kong include the following:

- Training visas: Issued to foreign nationals coming to Hong Kong for training purposes. This visa is granted for the period of training (a limited period of not more than 12 months).
- Student visas: Issued to foreign nationals coming to Hong Kong to study. They are granted for the normal duration of the post-secondary program, subject to a maximum period of six years, or for up to 12 months in accordance with the duration of their studies for those studying other courses. The visa generally does not allow its holder to take up employment in Hong Kong.
- Dependent visas: See Section I.
- Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG): See Section I.

Residence visas and the procedures for obtaining visas are the same for British subjects as for other foreign nationals. All visa applications are subject to being reviewed on a case-by-case basis and are approved by the Immigration Department at its own discretion.

## **I. Family and personal considerations**

### **Family members**

*Dependent visas.* If an applicant wants to bring his or her family to Hong Kong, the family members (that is, his or her spouse or the other party to a same-sex civil partnership, same-sex civil union, “same-sex marriage,” opposite-sex civil partnership or opposite-sex civil union entered into by him or her in accordance with the local law in force of the place of celebration and with such status being legally and officially recognized by the local authorities of the place of celebration, and unmarried children under age 18) may apply together with the applicant as his or her dependents for dependent visa status. Dependent visas are normally granted for the same time period as the work visa. A dependent visa holder (except a dependent of a person who has been admitted to study unless prior permission is obtained from the Immigration Department) is allowed to work in Hong Kong without prior approval from the Immigration Department under current Hong Kong immigration policy.

*Identity cards.* Within one month after the activation of the work visa and residence visas, the applicant and his or her family must apply for Hong Kong identity cards from the Immigration

Department if they are 11 years old or older and are permitted to stay in Hong Kong for more than 180 days. All Hong Kong residents are required by law to carry with them at all times identity cards or their passports for identification purposes.

**Second Generation of Chinese Hong Kong Permanent Residents.**

Persons who are the second generation of emigrated Chinese Hong Kong permanent residents from overseas may apply to return to work in Hong Kong under the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG). The following are the key requirements:

- Aged 18 to 40 and born overseas
- At least one parent holding a valid Hong Kong permanent identity card at the time of the ASSG application who was a Chinese national settled overseas at the time of the applicant's birth
- Good educational background, technical qualifications or proven professional experience
- Proficient in written and spoken Chinese (Putonghua or Cantonese) or English
- Sufficient financial means and ability to meet the living expenses for maintenance and accommodation in Hong Kong without recourse to public funds

No quota applies under the ASSG, and applicants are not required to have secured an offer of employment upon initial application. Persons admitted under the ASSG are normally granted an initial stay of 24 months.

Persons admitted under the ASSG may apply for extension of stay in Hong Kong within four weeks before their visas expire. Although applicants are not required to have secured an offer of employment in Hong Kong on application for entry under ASSG, when applying for extension, applicants are required to have secured an offer of employment (which is at a level commonly taken up by degree holders and has a remuneration package that is at market level). For individuals who have established or joined in business in Hong Kong, they are required to produce proof of their business. Successful applicants for extension of stay are normally permitted to remain in Hong Kong on the three-years' extension pattern.



# Hungary

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## A. Income tax

**Who is liable.** Residents are subject to income tax on worldwide income, regardless of whether the funds are transferred into Hungary. Nonresidents are taxed on income from Hungarian sources only. However, tax treaty provisions may override the domestic rule.

Hungarian citizens are considered tax residents. A dual citizen is not a Hungarian tax resident if he or she does not have either a permanent home or habitual abode in Hungary.

The following individuals are also considered Hungarian tax residents:

- European Economic Area (EEA) nationals who spend at least 183 days per calendar year in Hungary
- Third-country (non-Hungarian and non-EEA) nationals who have permanent residence status, or are stateless persons with a permanent residence permit
- Foreign individuals who have a permanent home in Hungary only

Individuals who have permanent homes in Hungary and another jurisdiction or do not have a permanent home anywhere are deemed resident if their center of vital interests is located in Hungary. If tax residency cannot be determined by either the “permanent home test” or the “center of vital interest test,” the individual is deemed to be a Hungarian tax resident if he or she stays in Hungary at least 183 days in the calendar year.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Gross employment income includes all compensation items that relate to the employment relationship of the individual. Most benefits in kind are taxed at the company level.

Rent and other housing allowances provided to an expatriate can be exempt from Hungarian taxes, under certain circumstances.

Non-formal education of the employee and in-kind health care benefits from the Hungarian state system, as well as ordinary and necessary employee business expenses borne by the employer, are not considered income for income tax purposes.

The “benefit in kind” category was replaced by two new categories, effective from 1 January 2011. These categories are “certain specific benefits” and “fringe benefits” and are taxable according to the following rules:

- For “certain specific benefits,” the tax base is 1.18 times the arm’s-length value that was not reimbursed by the individual, and the tax rate is 15%. In addition, “certain specific benefits” listed in the Hungarian personal income tax legislation (for example, telephone services for private purposes, business travel-related meals and representation and business gifts that are not exempt from tax) are also subject to a 13% social tax. Consequently, the effective tax rate for these benefits is 33.04%.
- “Fringe benefits” (for example, the Széchenyi Recreation Card) are also subject to a 13% social tax in addition to the personal income tax of 15%. However, the tax base is the arm’s-length value of the benefit (without 1.18 tax base increasing multiplication). Consequently, the effective tax rate for “fringe benefits” is 28%. The maximum annual amount that can be transferred to the Széchenyi Recreation Card is HUF450,000 provided that the employment relationship persists the whole year. Any payment exceeding the maximum amount is taxed as certain specific benefits.

The Széchenyi Recreation Card can be used for the following purchase types from the accommodation sub-account (from 9 January 2023; prior to that date there were three sub-accounts):

- For accommodation purposes
- For recreation purposes (for example, fitness passes)
- For purchasing meals and beverages at catering service providers (see next paragraph)

Purchases made must be in line with the scope of the Széchenyi Recreation Card. Generally, only meals and beverages from catering service providers are included in the scope of the Széchenyi Recreation Card.

Both the personal income tax and social tax are borne by the Hungarian employer for “certain specific benefits” and “fringe benefits.” In general, benefits provided in the context of an employment relationship are taxed as regular employment income.

Non-Hungarian tax residents who work in Hungary are generally subject to personal income tax on their income relating to their Hungarian workdays.

Foreign tax-resident individuals are generally taxed on their wages, salaries and other remuneration for services performed in Hungary.

*Income from independent activities.* All activities that are not included in employment (dependent) activities and for which an individual receives income are considered to be independent activities (for example, activities of private entrepreneurs and agricultural producers).

*Investment income.* Dividend income from a Hungarian source is subject to a final withholding tax at a rate of 15%. Interest and capital gains are subject to the same tax rate. However, in contrast

to the 13% social tax on dividends, social tax on interest income is uncapped and should be applied as of 1 July 2023. According to the previous legislation that was in force between 1 July 2023 and 31 July 2024, in the case of securities that produce interest income (for example, notes and units), the social tax is applicable on the proceeds if the securities are purchased after 1 July 2023. After 1 August 2024, the social tax is applied definitively to proceeds from securities that are purchased after 31 July 2024 or to interest from fixed deposits that are payable in a period after 31 July 2024. After 1 August 2024, the social tax is applied definitively to proceeds from securities that are purchased after 31 July 2024 or to interest from fixed deposits that are payable in a period after 31 July 2024.

Royalty income is included in ordinary taxable income, and is taxed, after the deduction of expenses, at the normal rate (15%), subject to certain circumstances as “other income.” Moreover, royalty income can be subject to 13% social tax under certain circumstances.

Income derived from the renting out of real estate is considered part of the consolidated tax base. Depreciation of the property is deductible for tax purposes.

Non-Hungarian residents who are residents of treaty countries are subject to Hungarian withholding tax at the reduced treaty rate (certain treaties provide for no withholding tax) if specified administrative requirements are met (for example, certificate of residence).

*Directors’ fees.* Directors’ fees are generally subject to tax at the same rate as employment income. Directors’ fees are sourced in the country in which the payer company is resident. Tax treaty provisions covering directors’ fees generally state that if a resident of one treaty country receives a director’s fee from a company resident in the other treaty country, the fee may be taxable in the other country.

*Other income.* Other income includes certain types of income listed in the Hungarian tax law, such as amounts paid by a voluntary or a private pension fund as a taxable benefit (excluding pension payments), interest or dividends paid by an entity located in a low-tax country that does not have a valid double tax treaty with Hungary, and capital gains relating to shareholding of an entity located in a low-tax country that does not have a valid double tax treaty with Hungary. In the case of interest or dividend income from a low-tax country, this rule should not be applied to proceeds from securities issued by entities located in an Organisation for Economic Co-operation and Development (OECD) Member State or if interest is paid by entities located in an OECD Member State.

**Taxation of employment-related stock options.** Employment-related stock options are taxed at the time of exercise. The taxation of the option income is determined by the relationship of the provider and the recipient and the circumstances of the acquisition.

The following are the applicable rules:

- If the employee of a Hungarian company receives his or her other employment income directly from abroad, the employee is subject to tax on a quarterly basis at the regular income tax rate of 15% on the market value of the stock at the exercise date, less the strike price and the acquisition and transaction costs, if any. Foreign-source stock option income is also subject to social tax at 13%, payable by the employee. If the social tax is paid by the employee, the tax base is 89% of the fair market value of the options at the exercise date. However, the income tax and social tax may be assumed by the Hungarian employer. If the social tax is assumed, the tax base is 100% of the fair market value of the options at the exercise date.
- If the employee's stock option income is paid through a local Hungarian company, the local company must withhold personal income tax and employee social security contributions and pay employer social tax on the income.

**Capital gains.** Capital gains are taxed at a flat rate of 15%. In determining taxable capital gains, substantiated transaction expenses may be deducted. Fifteen percent of the capital losses derived from transactions carried out on controlled capital markets can be offset against capital gains arising from other transactions conducted on such capital markets in the previous or next two years. The following are transactions that fall into this category:

- Transactions regulated by the Hungarian National Bank
- Transactions performed in other EEA Member States or in states with which Hungary has entered into a tax treaty, and a mutual agreement on information exchange has been entered into by the Hungarian National Bank and the other country's respective financial supervisory body

## Deductions

*Personal tax credits and deductions.* The most significant personal tax benefit is the family tax allowance. The family allowance applies without an income limit, even for one dependent. The allowance reduces the tax base. Effective from 1 January 2019, it results in a monthly reduction of tax of HUF10,000 per dependent for families with one dependent, HUF20,000 per dependent for families with two dependents and HUF33,000 per dependent for families with three or more dependents. It is possible to take into consideration the fetus as an eligible dependent from the 91st day of pregnancy. The utilized family tax allowance may not exceed the total tax base. Generally, the tax-base allowance can be shared between spouses or cohabitants.

The number of tax credits is low and their amounts are insignificant. Total tax credits claimed may not exceed the total tax payable (that is, credits are not refundable).

*Business deductions.* An individual may deduct a 10% standard deduction, or the actual and documented deductible expenses recognized by the income tax law, from income from independent activities.

**Rates.** The taxation of Hungarian residents and foreign individuals is described below.

A 15% flat personal income tax rate applies to both the consolidated tax base and investment income.

Nonresidents are subject to tax on income derived from Hungarian sources at the rates that apply to residents.

## **B. Inheritance and gift duty**

Resident foreigners and nonresidents are subject to inheritance and gift duty on assets located in Hungary at rates of up to 18%. Assets transferred between lineal descendants and spouses are not subject to inheritance and gift duty.

## **C. Social security**

As a result of Hungary's accession to the European Union (EU) on 1 May 2004, the EU's social security coordination regulations apply to citizens of the EEA and expatriates from outside the EEA, effective from that date. Hungary has not yet signed the Framework Agreement on the application of Article 16 (1) of Regulation (EC) No. 882/2004 regarding habitual cross-border telework.

**Coverage.** In Hungary, social security contributions cover health, pension and unemployment insurance. Participation in the Hungarian social security system is mandatory for all individuals who work in Hungary under an employment contract, regardless of their nationality. A third-country national (non-Hungarian, non-EEA and non-totalization agreement country national) seconded to Hungary, by a foreign employer not registered in Hungary, is not required to participate in the social security system. Effective from 1 January 2012, this exemption applies for two years and can be extended up to three years. If an individual qualifies for exemption, and if he or she leaves Hungary but then returns, this exemption applies again only if at least three years have elapsed between the end of the individual's previous stay in Hungary and his or her return.

Individuals holding a valid A1 certificate of coverage are not required to contribute to the Hungarian social security system.

If income is paid by a non-Hungarian company to persons insured in Hungary for their work performed outside Hungary or if the employee is employed by a non-Hungarian company in Hungary, in general, the non-Hungarian company must meet its social security contribution obligations through a representative (Hungarian branch or financial representative). In the absence of such a representative, the non-Hungarian company must register as an employer in Hungary. If it does not do so, the individual must eventually meet the statutory obligations.

**Contributions.** Employers must contribute social tax at a rate of 13% of gross salary. In general, the social tax base equals taxable income. No ceiling applies to the amount of income subject to these dues.

As of 1 July 2020, each employee is subject to an integrated 18.5% social security contribution (previously, the social security contributions consisted of three elements, which were the 10% pension contribution, 8.5% health care contribution and 1.5% labor force contribution) on wages from his or her employment. No employee pension contribution cap applies.

In addition to the above contributions, a 13% social tax is payable on capital gains, income from securities borrowing and dividends, until the total amount of these types of income plus employment income reaches 24 times the amount of the minimum wage applicable on 1 January 2024 (HUF266,800) in the current year.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Hungary has entered into totalization agreements, which usually apply for an unlimited time period, with the following jurisdictions.

Albania	India	Montenegro
Australia	Japan	North Macedonia
Bosnia and Herzegovina	Korea (South)	Quebec
Canada	Kosovo	Russian Federation
Commonwealth of Independent States (CIS)*	Moldova	Serbia
	Mongolia	Türkiye
		United States

\* This agreement applies only to Ukraine and only for limited services.

However, the EU social security rules generally override the totalization agreements that have been entered into with the EEA Member States.

Totalization agreement negotiations are underway with Algeria, New Zealand and Ukraine.

Hungary has entered into health care agreements with Angola, Cuba, Iraq, Jordan, Korea (North) and Kuwait.

## D. Tax filing and payment procedures

Essentially, Hungary has a self-assessment tax system. However, effective from 2017, the tax authorities compute personal income tax for individuals on the basis of information received by them from Hungarian companies. Residents must declare their worldwide income, compute their tax, file tax returns and pay the tax. Married couples are taxed separately, not jointly.

Employers must withhold the appropriate amount of income tax (personal income tax and social security contributions, if applicable) by taking into account employee allowances and other items that reduce employees' total income.

Expatriates who receive income from foreign employers must make quarterly advance tax payments, calculated on the basis of actual income earned, by the 12th day of the month following the end of the quarter.

The tax year is the calendar year. Tax returns are due by 20 May of the year following the end of the tax year.

If individuals do not possess the required information for preparing their personal income tax returns and, accordingly, are not able to file their tax returns by 20 May and if they are not personally accountable for this lack of information, they have the option of extending the filing deadline until 20 November. The tax authorities must be informed of any extension by 20 May, and the tax return must be filed by 20 November of the same year, together

with an excuse letter. In this case, the tax authorities cannot impose a default penalty and late payment interest if the tax return is filed by 20 November.

## E. Double tax relief and tax treaties

Most of Hungary's treaties follow the OECD model convention. Hungary has entered into double tax treaties with the following jurisdictions.

Albania	Indonesia	Philippines
Armenia	Iran	Poland
Andorra	Iraq	Portugal
Australia	Ireland	Qatar
Austria	Israel	Romania
Azerbaijan	Italy	Russian
Bahrain	Japan	Federation
Belarus	Kazakhstan	San Marino
Belgium	Korea (South)	Saudi Arabia
Bosnia and Herzegovina	Kosovo	Serbia
Brazil	Kuwait	Singapore
Bulgaria	Kyrgyzstan	Slovak Republic
Canada	Latvia	Slovenia
China Mainland	Liechtenstein	South Africa
Croatia	Lithuania	Spain
Cyprus	Luxembourg	Sweden
Czech Republic	Malaysia	Switzerland
Denmark	Malta	Thailand
Egypt	Mexico	Tunisia
Estonia	Moldova	Türkiye
Finland	Mongolia	Turkmenistan
France	Montenegro	Ukraine
Georgia	Morocco	United Arab
Germany	Netherlands	Emirates
Greece	North Macedonia	United Kingdom
Hong Kong SAR	Norway	Uruguay
Iceland	Oman	Uzbekistan
India	Pakistan	Vietnam

The Hungarian Trade Office in Taipei and the Taipei Representative Office in Hungary have entered into an agreement on the avoidance of double taxation and the prevention of fiscal evasion.

Hungary will negotiate double tax treaties (negotiating mandate has been granted) with Algeria, Argentina, Chile, Cuba, Ecuador, Ethiopia, Jordan, Lebanon, Panama and Sri Lanka.

Hungary has entered into tax information exchange agreements with Guernsey, the Faroe Islands, Jersey, Kenya, Liberia, Monserrat, Papua New Guinea, Thailand, and Ukraine.

The United States has terminated the double taxation treaty with Hungary. The termination entered into effect on 1 January 2024.

The Russian Federation has suspended application of Articles 5-22 and Article 24 of the double tax treaty from 8 August 2023. Regardless, Hungary still applies all articles of the double tax treaty. Hungarian tax residents with foreign-source income from non-treaty jurisdictions that is part of the consolidated tax base

(for example, employment income) are entitled to a credit equal to 90% of the foreign taxes paid on the income but not more than the tax calculated for this income at the relevant tax rate. If the foreign-source income from non-treaty countries does not form part of the consolidated tax base (for example, investment income), tax resident individuals are entitled to a credit up to the foreign taxes paid on the income, but at least 5% of personal income tax is payable on the gross tax base. Non-tax resident individuals are not entitled to apply the tax credit, and the tax credit cannot not be applied on Hungarian-source income from 1 January 2024.

## F. Entry visas

Foreign nationals entering Hungary must have valid travel documents (for example, passports) and, in certain cases, visas. Citizens of EEA countries and Switzerland can enter Hungary without visas and with a personal identification card instead of a passport. Based on international treaties, citizens of some non-EEA countries may enter Hungary without visas.

Visas may be obtained for official, private or immigration purposes for either short-term (up to 90 days) or long-term (longer than 90 days) periods.

Hungary issues the following types of temporary visas:

- Airport transit visa (Category A), which is for entering the international areas of the airport and remaining there until the departure of the flight to the destination country
- Transit visa (Category B), which is for single or repeated transit through the country, with a maximum stay of five days on each occasion
- Visa for short-term residence (Category C), which is for single entry or multiple entries within 6 months and a maximum of 90 days' presence in Hungary
- Single-entry visa for the purpose of collecting the combined residence permit (Category D) (see Section H; the visa is valid for 30 days after the entry date)

The Category A, B and C visas are so-called Schengen visas. A visa issued by a Member State of Schengen is valid in Hungary. In addition, a Schengen visa issued by Hungary is valid in the entire territory of the Schengen area. Territorial restrictions may apply.

## G. Work permits

**Short-term work permits.** The Hungarian government opened the Hungarian labor market for EEA countries on 1 January 2009. Under the current law, a work permit is not required for EEA and Swiss citizens to work in Hungary. For such citizens, the local sponsoring company must notify the competent Labor Office by the date on which the EEA citizen begins working.

Individuals who are not nationals of EEA countries or Switzerland and who are assigned to Hungary for less than 90 days need to have a valid short-term work permit before beginning working in Hungary even if they are not employed by the local sponsoring company. The sponsoring company is responsible for filing a workforce demand and a separate work permit application at the regional or metropolitan Labor Office. A legalized or apostilled



copy of the non-EEA national's qualifications must be attached to the application and must be translated by the Hungarian Office for Translation and Attestation.

The Labor Office grants a work permit to a foreign citizen if the following conditions are satisfied:

- A Hungarian or EEA citizen with appropriate skills and credentials cannot be found to fill the position.
- The foreign citizen's qualifications are appropriate for the requirements of the position.
- The type of work does not fall under the exceptions set out by the Ministry of Labor.

In general, a short-term work permit is issued within approximately 21 calendar days and is valid for a maximum of 90 days. If the work period exceeds 90 days, a combined residence and work permit application must be submitted at the beginning of the employment because there are certain limitations when changing from a short-term work permit to a long-term work permit. For further information regarding long-term work visas, see Section H.

In certain cases, a work permit may not be necessary (see *Exempt categories*).

**Exempt categories.** Work permits are not required in the following cases:

- For the director of a branch or representative office of a foreign-registered business association, as defined by international agreement, staff of international inter-governmental organizations operating in Hungary under international agreement, and an international organizations operating in Hungary and recognized as such by the public authorities of Hungary (hereinafter referred to as "international organizations") if working for the international organization, including their close relatives
- For persons delegated by states that are parties to the agreement for setting up an international organization or a common organization not recognized as an international organization (hereinafter referred to as "delegates") if working for the international organization or the common organization, including the close relatives of such delegates subject to reciprocity between the states that are parties to the agreement
- For persons carrying out work that involves commissioning, warranty repair, maintenance or guarantee service activities performed on the basis of a private contract with a business entity established in a third country, if it does not exceed 15 working days within a 30-day period at any given time
- For work performed by an employer established in a state that is a party to the Agreement on the EEA, other than Hungary, within the framework of cross-border services by way of posting, temporary assignment to a Hungarian employer for the purpose of fulfilment of a private contract
- For work performed by a temporary agency worker within the framework of temporary agency work for a Hungarian employer under placement by a temporary-work agency established in a state that is a party to the Agreement on the EEA, other than Hungary

- For chief executives and supervisory board members of business associations with foreign participation
- For persons applying for refugee or asylum status, or for subsidiary protection, and for persons granted authorization to stay, for working in Hungary or inside the premises of the reception center, respectively
- For the employment of widows of Hungarian nationals, if they lived together in Hungary for at least one year before the spouse's death
- For a family member of a third-country sponsor holding a residence permit issued for the purpose of family reunification and legally residing in Hungary for at least one year, provided that the sponsor can be employed without a work permit
- For a family member of a person who has been granted refugee or subsidiary protection status, or to the parent of an unaccompanied minor recognized as a refugee, or to his or her guardian in the absence thereof, provided that he or she holds a valid residence permit for the purpose of family reunification
- For a third-country national who is eligible for the National Card
- For a third-country national, if he or she holds a permit made out by the competent authority of the first EEA Member State to the intra-corporate transferee and if employment in Hungary is exercised in any host entity that belongs to the company or the group of companies specified in the permit issued by the competent authority of the first EEA Member State and employment in Hungary does not exceed 90 days within any 180-day period
- For a third-country national family member of a Hungarian citizen according to the Act on the General Rules for Entry and Residence of Third-Country Nationals

**Self-employment.** Citizens of EEA Member States may be self-employed in Hungary. Non-EEA nationals are also eligible for self-employment if the relevant requirements are met.

**Posted workers.** Posted workers performing working activities within the framework of cross-border services are not required to obtain a work permit. In these cases, the home employer must register the posting on the webpage of the Ministry of Finance. The posting fulfills the requirements for cross-border services if the home company is established in an EEA Member State other than Hungary and if the posting meets the requirement of the Directive 96/71 of the European Parliament and of the Council.

## H. Residence visas and permits

Visa-liable non-EEA citizens intending to stay and work more than 90 days within any 180-day period in Hungary must apply for a residence permit at the Hungarian embassy or consulate in the country of their permanent or usual residence. The application process may begin as soon as the Labor Office issues the certificate regarding the workforce demand filed by the Hungarian sponsoring company. In exceptional cases, if a work permit is not required (see Section G), a Letter of Assignment or employment contract and the company's documentation regarding court registration must be submitted to the embassy or consulate.

When the application of the visa-liable non-EEA citizen is approved, the applicant receives a single-entry visa, which entitles the applicant to enter Hungary and pick up his or her residence permit from the local Immigration Office. The single-entry visa is valid up to three months; the applicant must enter Hungary within this period (see Section F).

Visa-exempt non-EEA citizens have the right to stay in the Schengen Member States, including Hungary, for up to 90 days in any 180-day period without permission. If they intend to stay and work longer in Hungary, they can apply for the residence permit either from abroad, as described above, or through the online system of the Immigration Office in Hungary.

Family members must prove their family relationship (that is, a marriage certificate for a spouse and birth certificates for children). A legalization or apostille stamp shall be obtained on such certificates.

Any documents in a foreign language must be translated into Hungarian. The Hungarian Office for Translation and Attestation is the only approved translation office.

The Immigration Office adjudicates the application within 70 days of a complete submission. The permit cannot be issued retroactively, and working in Hungary is not allowed before the approval document on the permit is issued.

An application for a permit extension must be submitted no later than 45 days before the expiration of the authorized period of stay and for a period longer than 90 days.

The applicant must be a local hire in Hungary. Workforce demand is necessary for the residence permit for purpose of employment.

During the residence permit for purpose of employment application process, applicants must prove the following:

- They have valid passports.
- They have the necessary and relevant qualification to the specific work in Hungary that they wish to perform.
- Their Hungarian employer filed a workforce demand with the Labor Office.
- They receive sufficient income to live in Hungary.
- They have comprehensive health insurance or sufficient funds to use medical services.
- They have a property rental agreement or proof of ownership of property in Hungary.

**Categories of permits in implementing regulations to the new immigration bill.** On 29 February 2024, the Hungarian government published implementing regulations to the new immigration bill. Pursuant to these regulations, effective from 1 March 2024, eligible individuals can apply to obtain the categories of permits described below.

*Highly qualified workers.* Highly Skilled Worker Permits are valid for three to four years depending on the permit type. Holders can bring in dependents and apply for permanent residence if they meet the relevant criteria. The following are two examples of this category of permits:

- Hungarian Cards are a new category of permits that are available to local hires or assignees who have qualifying degrees. These permits are valid for up to three years and extendable. Holders must apply for a new permit when they change employers.
- Qualifying individuals are now eligible to apply for EU Blue Cards, and they can apply for them even if they do not have a university degree, provided that they have three to five years of relevant work experience in the relevant fields set by the law. EU Blue Cards are valid for up to four years and extendable. Holders of EU Blue Cards are tied to the employer that sponsored the application in the first year calculated from the date of issuance of the EU Blue Card.

*Non-highly qualified workers.* Guest worker residence permits apply to nationals of certain non-EEA countries who seek to enter Hungary for “guest work” for more than 90 days.

The maximum validity period is two years for this type of permit, and it can be extended for a maximum of one year. Holders are authorized to travel across the Schengen area up to 90 days using this permit but are not allowed to bring dependents or switch to permanent residence status in Hungary.

Guest worker work and residence permits may only be sponsored by “preferred employers” (that is, companies considered strategic partners or outstanding export partners of the Hungarian government or investors of national economic importance). These permits are subject to annual quotas and will be available to guest workers engaged in specific jobs.

The government issued a ministerial decree, including the nationalities eligible for this new permit, annual quotas regarding the total number of guest workers who will be issued work and residence permits, the maximum number of workers allowed from each country, and qualifying jobs.

Guest worker for employment purposes permits apply to third-country nationals who are low-skilled workers and are employed in Hungary based on an employment relationship with a Hungarian employer or with an employer settled in a third country.

The maximum validity period is two years for this type of permit, and it can be extended for a maximum of one year. Holders are authorized to travel across the Schengen area up to 90 days using this permit but not allowed to bring dependents. They can only switch to EU permanent residence status in Hungary.

*Other types of permits.* The intra-corporate transfer (ICT) residence permit applies to non-EEA citizens posted in Hungary from a company established outside the EEA or Switzerland. The home and host companies must be the members of the same company group. The permit can be obtained if the assigned employee has been working at the home company for at least three consecutive months in the same position. The maximum validity period is three years in the case of executive employees and specialists and one year in the case of interns. Labor market evaluation is not necessary for an ICT residence permit. The ICT residence permits cannot be extended beyond three years, but a

new ICT permit can be applied for or in case of localization the permit type can be changed in the country.

The ICT long-term mobility permit applies to non-EEA citizens who have already obtained an ICT permit in one of the EU Member States and wish to reside in Hungary for more than 90 days. If their planned stay is shorter than 90 days, they may work in a second EU country (Hungary) without the need to apply for a new work and residence permit; only a short-term mobility registration applies.

In the ICT permit application process, applicants must prove the following:

- They have valid passports.
- They have the necessary higher level education qualifications to work in Hungary.
- The conditions of the assignment are shown in the ICT agreement between the host and the home company, and no local Hungarian employment contract is concluded.
- The host and the home company belong to the same company group.
- The applicant is employed by the home company for minimum three months in the same position prior to the intra-corporate transfer.
- They receive sufficient income to live in Hungary.
- They have comprehensive health insurance or sufficient funds to use medical services.
- They have a property rental agreement or proof of ownership of property in Hungary.

A specific permit is applicable for non-EEA citizens posted in Hungary from a company established inside the EEA or in Switzerland, the so-called “residency permit for posting purposes.” The posting business and the employee are required to be in an employment relationship throughout the duration of the posting. The validity period of the document is the time period of the posting; however, the maximum period is two years. The residence permit may be extended for the same purpose within two years from the date of its issuance.

The National Card is a newly implemented permit based on nationality. Citizens of Belarus, Bosnia and Herzegovina, Moldova, Montenegro, North Macedonia, the Russian Federation, Serbia, and Ukraine are eligible to apply for National Card if the purpose of their stay is employment. The validity period is two years and can be extended for three years per occasion.

The new bill eliminated the “Residence Permit for Other Purposes,” which was available to individuals who did not fulfill the criteria for any other type of permit but met the general requirements for residence authorization. The new implementing regulations introduce several new permits for “other” categories are available to such individuals (for example, trainees).

**Residence registration cards for EEA and Swiss citizens.** EEA and Swiss citizens and their family members may stay in Hungary for 90 days without any permission. If they intend to stay longer, they must request EEA residence registration cards at the Hungarian Immigration Office before the 93rd day of their stay in Hungary.

EEA citizens must support their residence card application with the following:

- A valid travel document (passport or identification card)
- A completed application form
- Documents confirming the purpose of their stay in Hungary
- Sufficient income to live in Hungary
- Official medical certificate or health insurance card or contract (for example, certificate of coverage or EU card)
- A property rental agreement or proof of ownership of a property in Hungary

Family members must prove their family relationship (that is, marriage certificate for spouse and birth certificate for children).

Any documents in a foreign language other than any of the official languages of the EU must be translated into Hungarian. The Hungarian Office for Translation and Attestation is the only approved translation office.

An application for an EEA residence registration card has to be submitted on the Immigration Office's website, Enter Hungary, if all required documents are available. The Immigration Office processes the application within approximately one to three weeks of a complete submission. On approval, the authority sends the EEA residence registration and Hungarian address card to the individual's Hungarian address.

The EEA residence registration card is valid until the EEA or Swiss national leaves Hungary permanently without intending to return. In this case, the residence registration card must be given back to the Immigration Office.

## I. Deregistration

When foreign citizens leave Hungary permanently without the intention of returning, they should be deregistered at the Hungarian authorities. Accordingly, they should return their residence permits and address cards to the Immigration Office together with a declaration that they are permanently leaving Hungary. The Hungarian employer also must notify the Immigration Office about the termination of the foreign citizen's employment in Hungary. For EEA and Swiss citizens, the Labor Office notification should be made, at the latest, on the following day; for non-EEA citizens, the Immigration Office should be notified within three days after the foreign citizen's employment terminated.

## J. Family and personal considerations

**Family members.** The spouse or children of an expatriate may obtain visas, permits and residence registration cards on the basis of family reunification. If entering the country as dependents, their documents are valid for the same duration as the expatriate's documents. If family members wish to engage in paid employment, they must also follow the procedure outlined in Section G.

Expatriates working in Hungary and their family members may import a car and their personal belongings without paying import duties and value-added tax (VAT). These belongings must be registered with the Customs Office.

**Driver's licenses.** Foreign nationals may drive legally in Hungary with a license issued by an EEA country for as long as it is valid or with their non-EEA home country driver's licenses for up to one year. After one year, a local driver's license must be obtained, unless the foreign person holds an EEA-issued driver's license. It is useful to have an international driver's license for the one-year period.

To obtain a Hungarian driver's license, citizens of countries that have not signed the Vienna Convention on Public Vehicular Traffic must take examinations on traffic rules, technical knowledge and first aid.

# India

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*Section A and Section D of this chapter are based on the provisions of the Income Tax Act, 1961, read with Income Tax Rules, 1962, and notifications and circulars issued thereon.*

## A. Income tax

**Who is liable.** Individuals who are resident and ordinarily resident are subject to tax on their worldwide income. Individuals who are resident but not ordinarily resident are taxed only on India-source income, income deemed to accrue or arise in India, income received in India or income received outside India accruing or arising from either a business controlled, or a profession set up in India. Nonresidents are taxed only on Indian-source income and on income received, accruing or arising in India. Nonresidents may also be taxed on income deemed to accrue or arise in India through a business connection, through or from any asset or source of income in India, or through the transfer of a capital asset situated in India (including a share in a company incorporated in India [direct transfer] and share or interest in a company or entity outside India that derives substantial value [more than 50%] from assets located in India [indirect transfer]).

Individuals are considered to be residents if they meet any of the following criteria:

- They are present in India for 182 days or more during the tax year (that is, the year in which income is earned; in India the tax year runs from 1 April to 31 March).
- They are present in India for 60 days or more during the tax year and present in India for at least 365 days in aggregate during the preceding four tax years (the 60-days condition is increased to 182 days in the case of a citizen of India who leaves India in any tax year as a member of the crew of an Indian ship or for the purposes of employment outside India or in the case of a citizen of India or a person of Indian origin who, being outside India, comes for a visit to India in a tax year).

Effective from the tax year commencing on 1 April 2020, the 60-days condition is replaced by a 120-days condition in the case of a citizen of India or a person of Indian origin who, being



outside India, comes for a visit to India and whose total India-source income exceeds INR1.5 million during the relevant tax year.

Indian citizens whose total India-source income exceeds INR1.5 million during the relevant tax year and who are not liable to tax in any other country or territory by reason of their domicile or residence or any other criteria of a similar nature are deemed to be resident in India. However, this will not apply if an Indian citizen in any way qualifies as a resident of India as per the primary conditions for determination of residency as set out above.

Effective from 1 April 2021, “liable to tax” in relation to a person and with reference to a country is defined to mean that there is an income tax liability on such individual under the law of that country for the time being in force and includes an individual who has subsequently been exempted from such liability under the law of that country.

Individuals who do not meet the above criteria are considered to be nonresidents.

Once an individual qualifies as resident, the next step is to ascertain whether such individual qualifies as resident and ordinarily resident or as resident but not ordinarily resident.

Individuals are considered resident but not ordinarily resident if, in addition to meeting one of the above tests, they satisfy any of the following conditions:

- They were nonresident in India in to nine out of the preceding 10 tax years.
- They were present in India for 729 days or less during the previous seven tax years.
- They are Indian citizens or persons of Indian origin who, being outside India, come for a visit to India for 120 days or more but less than 182 days and whose total India-source income exceeds INR1.5 million during the relevant tax year.
- They are Indian citizens qualifying as resident in India on account of the deemed residency provision described above.

Residents who do not qualify as not ordinarily resident are considered to be resident and ordinarily resident.

All employees working in India or resident in India are subject to tax unless they are exempt under the Income Tax Act, 1961, or applicable tax treaties.

**Income subject to tax.** In general, all income received or accrued or arising or deemed to be received or accrued or arising in India is subject to tax.

The taxation of various types of income is described below.

*Employment income.* All salary income relating to services rendered in India is deemed to accrue or arise in India regardless of where it is received or the residential status of the recipient. The period of services rendered in India includes the rest period or leave period that is preceded and succeeded by services rendered in India and forms part of the service contract of employment.

Employees of foreign enterprises who are citizens of foreign jurisdictions are not subject to tax if all of the following conditions are satisfied:

- The foreign enterprise is not engaged in a trade or business in India.
- The employee does not stay in India for more than 90 days in the tax year.
- The compensation paid is not liable to be deducted from the employer's taxable income in India.

Similar exemptions are available under tax treaties if the stay is less than 183 days, but conditions vary. Nonresident foreign citizens employed on foreign ships who stay in India no longer than 90 days in a tax year are also exempt from tax on their salary.

In general, most elements of salary are taxable in India. However, the following benefits may receive preferential tax treatment, subject to certain requirements:

- **Company-provided housing.** If the accommodation (including a house, flat, farmhouse or accommodation in a caravan, mobile home, ship or other floating structure) is owned by the employer, the amount of the benefit from company-provided housing equals a specified percentage of salary. The percentage is 15% for cities having a population of more than 2,500,000, 10% for cities having a population of more than 1 million but not more than 2,500,000, and 7.5% for other areas. The population that determines the percentage of salary to be considered for the housing benefit is based on the 2001 census. In other words, to determine the population of any city in India for the purpose of computing the taxable value of the housing benefit, the 2001 census needs to be referred to. The benefit computed above is reduced by the amount recovered from the employee. If the accommodation is leased by the employer, the amount of the benefit equals the lower of actual rent paid or 15% of salary, less the amount recovered from the employee. Effective from 1 September 2023, the specified percentage of salary for computing the benefit from company-owned housing has been amended. The percentage is 10% for cities having a population of more than 4 million, 7.5% for cities having a population of more than 1.5 million but not more than 4 million, and 5% for other areas. The population that determines the percentage of salary to be considered for the housing benefit is now based on the 2011 census. If the accommodation is leased by the employer, the amount of the benefit equals the lower of actual rent paid or 10% of salary, less the amount recovered from the employee. Effective from the 2023-24 tax year, if the company-provided housing (leased or owned by the employer) is provided to the same employee for more than one tax year to ensure that the increase in salary does not result in an increase in taxable benefit beyond the inflation level in the country (as indicated by the Cost Inflation Index, which is considered for computing long-term capital gains on the transfer of capital assets), the taxable benefit for the second tax year or subsequent tax years will be the lower of the following:
  - The taxable benefit computed as per the rules mentioned above.
  - The taxable benefit calculated for the first tax year indexed for inflation.

The first tax year for the calculation of the benefit is the 2023-24 tax year or the tax year in which the housing is provided to the employee, whichever is later. Furniture and appliances provided by the employer in the accommodation are taxed at a rate of 10% per year of the cost of items owned by the employer or the actual hire charges, reduced by any charges recovered from the employee if the employer hires the items. These provisions do not apply to an accommodation provided to an employee working at a mining site or an onshore oil exploration site, a project execution site, a dam site, a power generation site or an offshore site that meets either of the following conditions:

- It is of a temporary nature, has a plinth area not exceeding 800 square feet (1,000 square feet, effective from 1 September 2023) and is located not less than eight kilometers away from the local limits of a municipality or cantonment board.
- It is located in a remote area (that is, an area that is located at least 40 kilometers away from a town having a population not exceeding 20,000, based on the latest published all-India census).

Effective from 1 September 2023, a remote area is defined to mean any area other than the area located within local limits or located within a distance, measured aerially, of 30 kilometers from the local limits of any municipality or a cantonment board having a population of 1 million or more based on the 2011 census.

- Hotel accommodation. If an employee is provided with hotel accommodation (including licensed accommodation in the nature of motel, service apartment or guest house), tax is imposed on the lower of the actual charges paid by the employer for rent or 24% of salary, reduced by any amount recovered from the employee, unless the accommodation is provided for up to 15 days on transfer. Such accommodation provided for up to 15 days on transfer is exempt from tax.
- Interest-free or low-interest loans. The benefit of interest-free loans or low-interest loans exceeding INR20,000 to an employee or to a member of an employee's household is taxable. The taxable value equals the notional interest computed at a prescribed rate on the maximum outstanding monthly balance, reduced by the interest recovered from the employee. However, no amount is taxable if the loan is provided for medical treatment with respect to "specified diseases," subject to certain conditions. The interest rate is the rate notified by State Bank of India as of the first day of the tax year (for the 2024-25 tax year, the first day is 1 April 2024) for loans obtained for the same purpose as the loan provided by the employer.
- Company-provided car. If a car is owned or hired by the employer and is used exclusively for the employee's personal purposes and if the running and maintenance expenses are reimbursed by the employer, the taxable value of the company-provided car equals the actual amount of expenditure incurred by the employer and the normal wear and tear of the car. This computed benefit is reduced by the amount recovered from the employee. If such car is used for both official and personal purposes, imputed perquisite taxation of INR1,800 or INR2,400 per month applies depending on the cubic capacity of the car. An additional imputed perquisite amount of INR900 applies if

a chauffeur is provided by the employer. If such car is used wholly and exclusively in the performance of official duties, such benefit is not taxable in the hands of the employee, provided that the employer maintains prescribed documentation.

- Employer-paid taxes on “non-monetary” benefits. In general, the amount of tax paid by an employer on behalf of an employee is grossed up and taxed as additional income. The employer may pay taxes on “non-monetary” benefits without taking into account the gross-up. However, in such a situation, the employer cannot deduct such taxes paid in computing its taxable income.

Valuation rules are also prescribed for other perquisites, such as free food and beverages, gifts, credit card expenses, club memberships, vacation travel, personal servants, water, electricity, gas, educational facilities, use of movable assets belonging to an employer, transfer of movable assets belonging to an employer or any other benefit or amenity, service, right or privilege with exceptions for business use and an amount not exceeding specified thresholds.

Contributions to Indian retirement benefit funds, including provident and superannuation funds, paid by employers are not included in an employee’s taxable compensation to the extent that they do not exceed specified limits. Effective from 1 April 2020, the aggregate of employer contributions to provident funds, the national pension system and approved superannuation funds in excess of INR750,000 is taxable in the hands of the employee. The annual accretions on employer contributions in excess of INR750,000 are also taxable, as per the prescribed rules.

Effective from 1 April 2021, if the employee’s contribution made in a tax year to a recognized provident fund exceeds INR250,000/INR500,000 (as applicable), the annual accretion on such excess contribution is taxable in the hands of the employee. Separate rules have been notified to compute the taxable value of such annual accretion.

Effective from 1 April 2021, separate rules are specified to provide deferral of taxation of income from a retirement benefit account maintained in a specified country that is taxable in such specified country on withdrawal or redemption. As of now, the government of India has notified Canada, the United Kingdom and the United States to provide benefit of deferral as per the prescribed rules that enable the taxpayer to claim foreign tax credit with respect to such income and avoid double taxation due to a mismatch of year of taxation in India and a foreign country.

Certain allowances, including house rent allowances and leave travel concessions, are either tax-exempt or included in taxable income at a lower value, subject to certain conditions. A bonus paid at the beginning or end of the employment period is included in taxable salary income.

A standard deduction of INR50,000 or the amount of salary received, whichever is lower, is allowed in computing the income chargeable under the salaries head. The standard deduction was introduced, effective from 1 April 2018, in lieu of the earlier exemption with respect to the transport allowance of up to

INR19,200 per year (except in the case of disabled persons) and reimbursement of medical expenses up to INR15,000 per year. Effective 1 April 2024, the standard deduction of INR75,000 is available under the concessional tax regime (see *Concessional tax regime*).

Terminal benefits, such as gratuity, leave encashment, severance pay, voluntary retirement compensation and non-compete payments, from employers are taxable as salary income subject to specified exemptions and reliefs.

Any compensation income or related income due or received by individuals in connection with termination or modification of their employment that is not otherwise covered under any specific provision relating to salary taxation is taxed as income from other sources.

Ex-gratia payments paid by an employer to an employee for actual expenditure incurred for medical treatment of the employee or family member due to COVID-19 is not considered as salary income subject to specified conditions.

*Self-employment and business income.* All individuals who are self-employed or in business in India are subject to tax.

The computation of an individual's income from a business is similar to the computation of income of a corporation. However, an individual may maintain accounts on a cash or accrual basis if the gross receipts exceed a specified limit.

Taxpayers may generally deduct from gross business income all business-related expenses. Personal expenses and capital expenditure other than expenditure for scientific research are not deductible. Allowable depreciation must be claimed up to the available limit.

Business losses (other than speculation losses) incurred in the current year can be set off against income under any other head except the salaries head. If business losses in the current year cannot be wholly set off, such business losses may be carried forward for eight years if the income tax return for the year of the losses is filed on time. However, the losses carried forward can be set off against business income only. Unabsorbed losses from speculative business may be carried forward for four years only and can be set off against profits from speculative business only. Unabsorbed depreciation may be carried forward indefinitely.

*Investment income.* Effective from 1 April 2020, dividend income that was earlier exempt in the hands of recipients is taxable in the hands of shareholders pursuant to a switchover from a "distribution tax" regime in the hands of a dividend-paying company to a "classical" system of dividend taxation in the hands of the shareholder. Dividend income is subject to withholding tax. The withholding tax rate for resident shareholders is 10%. No tax withholding is required if the payment of dividends does not exceed INR5,000 during a given tax year. Nonresidents are subject to a withholding tax rate of 20% (plus surcharge [if applicable] and health and education cess). Nonresidents can opt for the lower tax withholding rate as prescribed under an applicable tax treaty, subject to furnishing of necessary documentation.

Dividends received from Indian and foreign companies are subject to tax in the hands of resident individuals at the normal tax rates. Dividends are taxable in the hands of nonresidents at the lower of 20% (plus surcharge [if applicable] and health and education cess) or the applicable tax treaty rate.

Interest earned on securities, investments, advances and bank deposits in India is taxable. Taxes are withheld at source by the banks, cooperative societies and post offices if the interest exceeds INR40,000 (INR5,000 if interest income is earned from other than banks, cooperative societies and post offices) in the tax year, except in certain specified cases. The limit of INR40,000 is increased to INR50,000 for resident senior citizens who are 60 or older. The rate of the withholding tax is 10%. This withholding tax is not a final tax.

The following interest is exempt from tax:

- Interest earned on nonresident external (NRE) accounts of individuals who qualify as persons resident outside India according to the exchange control laws (see Section I) or who are permitted by the Reserve Bank of India (central bank) to maintain such accounts
- Interest payable by scheduled banks (on approved foreign-currency deposits) to nonresidents and to persons who are resident but not ordinarily resident

*Directors' fees.* Directors' fees are taxed at the progressive rates listed in *Rates*. Tax is required to be withheld at source at a rate of 10% from directors' fees paid to residents and 30% (plus applicable surcharge and health and education cess) from directors' fees paid to nonresidents. Expenses incurred wholly and exclusively for earning fees are allowed as deductions.

*Receipts above INR50,000.* Receipts above INR50,000 are taxable in certain cases as an anti-abuse measure. Any sum of money in excess of INR50,000 received by an individual without consideration is taxable in the hands of the recipient.

If the fair market value or stamp duty value of specified movable or immovable property received from a non-relative without consideration exceeds INR50,000, the fair market value or stamp duty value is taxable as income from other sources.

If specified movable or immovable property is received for consideration that is less than the fair market value or stamp duty of the property by an amount exceeding INR50,000 and an amount equal to 10% of the consideration (for immovable property), then the difference between the fair market value or stamp duty value and consideration is taxable as income from other sources.

The specified movable assets include shares and securities, jewelry, archaeological collections, drawings, paintings, sculptures, any works of art or bullion.

However, exclusions to this rule exist with respect to any sum of money or property received in the following circumstances:

- From a relative (as defined in the Income Tax Act, 1961)
- On the occasion of the marriage of the individual
- Under a will, by way of an inheritance or in contemplation of death of the payer

- From a local authority as defined in the Income Tax Act, 1961
- From a fund, foundation, university or other educational institution, hospital or other medical institution, as defined in the Income Tax Act, 1961
- From a trust or institution registered under the Income Tax Act, 1961
- By way of transactions not regarded as transfers, such as amalgamations or demergers of companies or total or partial partitions of Hindu Undivided Families

Exclusions also apply to other transactions as notified by the central government.

Gifts made by persons resident in India to nonresidents, on or after 5 July 2019, or persons resident but not ordinarily resident, on or after 1 April 2023, are taxed in the hands of the recipients, subject to certain exceptions and conditions as may be prescribed.

*COVID-19 payments.* Ex-gratia payments received by a family member of a deceased person due to COVID-19 are not taxable if such payment is received from the employer of the deceased person (without any limit) or from any other person or persons to the extent that such sum or aggregate of such sums does not exceed INR1 million. The amount should be received within 12 months from the date of death and is subject to other specified conditions.

*Virtual digital assets.* The following new scheme is introduced for taxation of virtual digital assets from 1 April 2022:

- Any income from the transfer of virtual digital assets is taxable at a rate of 30% (plus applicable surcharge and cess).
- No deduction with respect to any expenditure, allowance or set-off of any loss is allowed, except cost of acquisition.
- Any loss from a transfer of virtual digital assets cannot be offset against any other income and cannot be carried forward to subsequent tax years.
- Income tax is withheld at a rate of 1% on the transfer of virtual digital assets to a resident, subject to certain conditions.
- The gift of a virtual digital assets is taxed in the hands of the recipient.

A virtual digital asset is defined as the following:

- Any information or code or number or token (not being Indian currency or foreign currency), generated through cryptographic means or otherwise, by whatever name called, providing a digital representation of value exchanged with or without consideration, with the promise or representation of having inherent value, or functioning as a store of value or a unit of account, including its use in any financial transaction or investment, but not limited to an investment scheme, and that can be transferred, stored or traded electronically
- A non-fungible token, or any other token of similar nature, by whatever name called
- Any other digital asset as the central government may, by notification in the *Official Gazette*, specify, but does not include any digital asset as the central government may, by notification in the *Official Gazette*, specify

In regard to the last bullet above, the central government has notified the following virtual digital assets to be excluded from the definition of virtual digital asset:

- Gift cards or vouchers, being a record that may be used to obtain goods or services or a discount on goods or services
- Mileage points, reward points or loyalty cards, being a record given without direct monetary consideration under awards, rewards, benefits, loyalties, incentives, rebates or promotional programs that may be used or redeemed only to obtain goods or services or a discount on goods or services
- Subscription to websites or platforms or application

The central government has notified a virtual digital asset to include a non-fungible token. However, a non-fungible token is not included if the transfer of the token results in transfer of ownership of an underlying tangible asset and the transfer of ownership of such underlying tangible asset is legally enforceable.

No person is permitted to receive cash amounting to INR200,000 or more with respect to a single transaction, in aggregate from a person in a day or with respect to a transaction related to one event or occasion from a person. These restrictions do not apply to the government, banking companies, post office savings banks or cooperative banks. A similar restriction applies to the accepting and/or repayment of loans or deposits of INR20,000 or more subject to specified exceptions. Violation of this restriction is subject to a penalty equal to the amount of the transaction.

*Rental income.* Rental income received by an individual from the leasing of house property (including buildings or land appurtenant thereto) is taxable at the value determined in accordance with specific provisions. The following deductions from such value are allowed:

- Taxes paid to local authorities on such property
- A sum equal to 30% of the net value (value after allowing deduction of tax paid to local authorities)
- Interest payable on capital borrowed for the purpose of purchase, construction, repair, renewal or reconstruction of property

An individual owning up to two house properties (subject to conditions) is not required to offer any notional rent (rent that a similar property would fetch) to tax, unless the house properties are actually leased out. Such an individual can claim an interest deduction up to INR200,000 (subject to conditions).

Losses from house property incurred in the current year can be set off against income under any other head of income, up to INR200,000. The balance of losses that cannot be wholly set off in the current year can be carried forward for eight years. However, the losses carried forward can be set off against income from house property only. Losses from self-occupied house property cannot be set off or carried forward if an individual opts for the concessional tax regime (see *Concessional tax regime*).

### **Capital gains and losses**

*Capital gains on assets other than shares and securities.* Capital gains derived from the transfer of short-term capital assets are taxed at normal rates.



The sales proceeds from a depreciable asset must be applied to reduce the declining-balance value of the class of assets (including additions during the year) to which the asset belongs. If the sales proceeds exceed the declining-balance value of a relevant class of assets, the excess is treated as a short-term capital gain.

Long-term capital gains are gains on assets that have been held for more than two years (if the assets have been transferred on or after 23 July 2024) and three years (if assets have been transferred before 23 July 2024). Long-term capital gains are exempt from tax in certain cases, subject to certain limits, if the gains or sale proceeds are reinvested in a residential house within a prescribed time period. Effective from 1 April 2023, there is an overall ceiling limit of exemption of INR100 million. If, within three years (or five years in certain cases) after purchase, the new assets are sold or, in certain cases, used as a security for a loan or an advance, the capital gains derived from the sale of the original asset are subject to tax in the year the new assets are sold or used as a security. For purposes of qualifying as a long-term capital asset, the period of holding of immovable property (land and/or building) is two years.

Long-term capital gains (not exceeding INR20 million) accruing to an individual on the sale of a residential house are exempt if the capital gain is invested in two residential house properties in India (at the individual's option). This option can be used by an individual only once in his or her lifetime.

*Capital gains on shares and securities listed on a stock exchange in India.* Long-term capital gains (gains derived from listed securities held longer than one year) derived in excess of INR125,000 from the transfer of equity shares or units of an equity-oriented fund listed on a recognized stock exchange in India or units of a business trust in India, on which Securities Transaction Tax (STT) has been paid at the time of transfer and acquisition, are taxed at a rate of 10% (12.5%, effective from 23 July 2024) (plus surcharge [if applicable] and health and education cess). However, the requirement of STT paid at the time of acquisition of equity shares applies only to shares acquired on or after 1 October 2004. In addition, for equity shares or units acquired before 1 February 2018, gains earned are grandfathered as per the prescribed mechanism.

Long-term capital gains arising on the transfer of zero-coupon bonds or listed securities (other than units) are taxed at a rate of 10% (12.5% effective from 23 July 2024) (plus surcharge [if applicable] and health and education cess) without inflation adjustments.

Short-term capital gains derived from the transfer of equity shares, units of equity-oriented funds on a recognized stock exchange in India or units of a business trust are taxable at a reduced rate of 15% (20%, effective from 23 July 2024) (plus health and education cess) if STT is chargeable on such transaction.

Effective from 1 April 2023, a special tax regime has been introduced to tax the gains on transfer, redemption or maturity of market-linked debentures and “specified mutual funds” as

short-term capital gains, regardless of the period for which the market-linked debentures and specified mutual funds are held. Market-linked debentures are securities that have an underlying principal component in the form of a debt security, and the returns are linked to market returns on other underlying securities or indices and include any security classified or regulated as a market-linked debenture by the Securities and Exchange Board of India. A “specified mutual fund” is defined as a mutual fund of which not more than 35% of the total proceeds is invested in the equity shares of domestic companies.

Effective from 23 July 2024, income from the transfer of unlisted bonds and unlisted debentures is taxable as short-term capital gains, regardless of the holding period.

*Inflation adjustments.* In calculating long-term capital gains, the cost of assets may be adjusted for inflation. For assets held on or before 1 April 2001, the fair market value on 1 April 2001 may be substituted for cost in calculating gains. However, this adjustment to market value is not available in the following cases:

- Transfer of shares of an Indian company acquired with foreign currency by nonresidents
- Transfer of bonds or debentures by residents or nonresidents, regardless of the currency with which the acquisition is made
- Transfer of equity shares or units of an equity-oriented fund listed on a recognized stock exchange in India or units of a business trust

Also, for assets that are land or buildings or both, the fair market value on 1 April 2001 cannot exceed the value assessable for stamp duty on that date, wherever available.

For inflation adjustments, the base year is the 2001-02 tax year for which the inflation index is 100. The notified cost inflation index for assets sold during the 2024-25 tax year is 363.

For assets transferred on or after 23 July 2024, inflation adjustments are not available except in the case of a transfer of land or a building or both acquired before 23 July 2024 by a resident individual, and a long-term capital gain is taxable at a rate of 20% with inflation adjustments or 12.5% without inflation adjustments.

*Capital gains on unlisted shares and securities in India.* Long-term capital gains (from shares not listed on any stock exchange in India, including shares of a foreign company listed on stock exchange outside India, and other specified securities held longer than two years) are taxable at a rate of 20% (plus applicable surcharge and health and education cess) after inflation adjustments. Any transfer on or after 23 July 2024 is taxable at a rate of 12.5% (plus applicable surcharge and health and education cess) without inflation adjustments. For nonresidents, the gains are taxable at a reduced rate of 10% (12.5%, effective from 23 July 2024) (plus applicable surcharge and health and education cess) without inflation adjustments.

Short-term capital gains derived from the transfer of the above shares and securities are taxed at the normal progressive rates (see *Rates*).

If the consideration for the transfer of unquoted shares is less than the specified fair market value, the capital gains are taxed at the specified fair market value.

*Setting off capital losses.* Short-term and long-term capital losses may not offset other income. Short-term capital losses arising during the tax year can be set off against short-term capital gains or long-term capital gains. The balance of short-term losses may be carried forward to the following eight tax years and offset short-term or long-term capital gains arising in those years.

Long-term capital losses arising during the tax year can be set off only against long-term capital gains and not against any other income. The balance of long-term losses may be carried forward to the following eight tax years and offset long-term capital gains arising in those years. To claim a carryforward and the set-off of losses, the tax return must be filed within the prescribed time limits.

Effective from 1 April 2021, proceeds received (other than in the event of death) from a unit-linked insurance policy is taxable if premiums payable for any of the tax years during the policy term exceed INR250,000. This applies to unit-linked insurance policies that are issued on or after 1 February 2021. This income is chargeable to tax as capital gains.

Effective from 1 April 2023, proceeds received (other than in the event of death) from a life insurance policy, other than a unit-linked insurance plan, are taxable if premiums payable for any of the tax years during the policy term exceed INR500,000. This applies to life insurance policies that are issued on or after 1 April 2023. This income is chargeable to tax as income from other sources.

*Capital gains on foreign-exchange assets.* Nonresident Indian nationals may be subject to a 10% (12.5%, effective from 23 July 2024) withholding tax on long-term capital gains on specified foreign-exchange assets.

Nonresidents are protected from fluctuations in the value of the Indian rupee on sales of shares or debentures of an Indian company because the capital gains are computed in the currency used to acquire the shares or debentures. After being computed, the capital gains are converted into Indian rupees. Inflation adjustments are not permitted for this computation.

Withholding taxes apply on payment of capital gains to nonresidents at applicable rates and on payment to residents at a rate of 1% on the transfer of immovable property (exceeding the specified threshold).

**Taxation of Share-based Long Term Incentive Plans.** Income arising from Share-based Long Term Incentive Plans (LTIPs) is taxed as salary income in the hands of the employees at the time of the transfer or allotment of the shares. The value of the long term incentive (LTI) for tax purposes is the fair market value as of the date on which the LTI is exercised by the employee, reduced by the amount of the exercise price paid by the employee. For this purpose, the fair market value is the value determined in accordance with the method prescribed under the Income Tax Act, 1961.

In calculating the capital gains arising at the time of sale of shares acquired under schemes referred to in the preceding paragraph, the acquisition cost is the fair market value as of the date of exercise that was taken into account to determine the taxable income at the time of allotment of shares.

The Indian government has prescribed the valuation rules to determine the fair market value. These rules are summarized below.

*Valuation of shares listed on a recognized stock exchange in India.*

If the shares of a company are listed on a recognized stock exchange in India on the date of exercise of the LTI, the fair market value is the average of the opening price and the closing price of the shares on the stock exchange on that date. However, if the shares are listed on more than one recognized stock exchange, the fair market value is the average of the opening and closing price of the shares on the recognized stock exchange that records the highest volume of trading in the shares.

If no trading in the shares occurs on any recognized stock exchange on the exercise date, the fair market value is the closing price on the closest date preceding the date of exercise of the LTI.

*Valuation of unlisted shares or shares listed only on overseas stock exchanges.* If, on the date of exercise of the LTI, the shares in the company are not listed on a recognized stock exchange in India, the fair market value of the share must be determined by a recognized Merchant Banker (Category 1 Merchant Banker registered with the Securities and Exchange Board of India).

The fair market value can be determined on the date of exercise of the LTI or any date that falls within 180 days before the exercise date.

Effective from 1 April 2020, relief in the form of deferral of tax payment is provided to an employee whose income includes an LTIP benefit granted by an eligible start-up (as defined under the Income Tax Act, 1961). The tax on such LTIP benefit needs to be paid within 14 days of the earliest of the following:

- Completion of five years from the fiscal year in which the LTIP option is exercised
- The date on which the individual ceases to be an employee of the start-up
- The date of sale of such shares by the employee

**Deductions.** For individuals, a deduction of up to INR150,000 from gross total income may be claimed for prescribed contributions to life insurance, savings instruments and pension funds, such as the National Pension System (NPS).

An additional deduction of up to INR50,000 is allowed for contributions made by taxpayers to the NPS.

A deduction for contributions made by employers of taxpayers to the NPS is also allowed up to a specified limit.

Tax exemption on partial withdrawal from NPS is allowed to the extent of 25% of the employee's contribution, subject to certain conditions. A withdrawal from the NPS, on account of closure or opting out of the NPS scheme, to the extent of 60% of the accumulated corpus (consists of the contributions made to the NPS

account and the accretions to such amounts) is not taxable and the balance is also not taxable if it is invested in annuities. In addition, a one-time tax exemption is provided for the transfer of an accumulated balance from the Employees' Provident Fund (EPF; see Section C) to the NPS. An amount received by the nominee (must be an individual) under the NPS, on the death of the taxpayer, is not deemed to be income of the nominee under certain specified circumstances.

Interest paid on loans obtained for pursuing higher education is fully deductible, subject to certain conditions. However, no deduction is available for repayment of the principal amount. Taxpayers are also eligible to claim an additional deduction of up to INR50,000 or INR150,000 for interest paid on loans obtained for the purchase of residential property, subject to certain conditions.

Taxpayers are also eligible to claim an additional deduction of up to INR150,000 on interest paid on loans to purchase electric vehicles, subject to certain conditions.

A deduction of up to INR10,000 may be claimed by individuals (other than resident senior citizens) with respect to interest on deposits in a savings account with a banking company, specified co-operative society or post office. Resident senior citizens (at least 60 years of age at any time during the tax year) can claim a deduction of INR50,000 for interest earned on savings and fixed deposits, interest on post office deposits and interest on deposits held in cooperative societies engaged in the business of banking.

Medical insurance premiums (paid in any mode other than cash) for recognized policies in India may be deducted, up to a maximum of INR25,000 (INR50,000 if the insured is a resident of India and is age 60 or older) against aggregate income from all sources. An additional deduction up to a maximum of INR25,000 is allowed to an individual for medical insurance premiums paid by the individual for his or her parents (INR50,000 if the insured is a resident of India and is age 60 or older). The above limit applies to the total amount paid for both parents. Payments (in any mode, including cash) up to INR5,000 made for a preventive health checkup are also eligible for deduction within the above limit. Senior citizens (resident individuals of age 60 or above) are also eligible for a deduction to the extent of INR50,000 with respect to medical expenses incurred by them if they do not have insurance coverage. In the case of single premium health insurance policies having coverage of more than one year, such deduction is allowed on a proportionate basis for the number of years for which health insurance coverage is provided, subject to the specified monetary limit.

Donations to religious, charitable and other specified funds are eligible for deductions from taxable income of up to 50% or 100%, as prescribed. Donations exceeding INR2,000 paid in cash are not eligible for deduction.

All of the above deductions (except the deduction for employer's contribution to the NPS up to 14% of salary) need to be foregone if a taxpayer opts for the new concessional tax regime (see *Concessional tax regime*).

## Rates

*Normal tax regime.* The following tax rates apply to resident and nonresident individual taxpayers for the 2024-25 tax year.

Taxable income	Tax rate	Tax due	Cumulative tax due
INR	%	INR	INR
First 250,000	0	—	—
Next 250,000	5	12,500	12,500
Next 500,000	20	100,000	112,500
Above 1,000,000	30	—	—

Individuals with income up to INR250,000 do not pay the income tax and health and education cess. The exemption limit is INR300,000 for resident senior citizens (age 60 to 80) at any time during the financial year. For very senior citizens (defined as resident individuals at the age of 80 or above), the exemption limit is INR500,000.

For individuals whose total taxable income exceeds INR5 million and is up to INR 10 million, a surcharge applies at a rate of 10% of the total tax payable. If the total taxable income exceeds INR10 million and is up to INR 20 million, the rate of the surcharge is increased to 15% of the total tax payable. If the total taxable income exceeds INR20 million and is up to INR50 million, the rate of the surcharge is increased to 25% of the total tax payable. If the total taxable income exceeds INR50 million, the rate of the surcharge is increased to 37% of the total tax payable. The increased rates of the surcharge of 25% and 37% are not applicable for dividends, short-term capital gains earned on the sale of specified assets, such as equity shares in a company, units of an equity-oriented mutual funds and units of a business trust subject to STT, and all long-term capital gains. Marginal relief is allowed to ensure that the additional amount of income tax payable, including surcharge, on the excess of income over the respective limits of INR5 million, INR10 million, INR20 million and INR50 million is limited to the amount by which the income exceeds such limits.

Health and education cess is levied at a rate of 4% on the tax payable and surcharge. The following are the maximum marginal tax rates:

- If total annual income is INR5 million or less, the maximum marginal tax rate is effectively 31.2% (30% + 4% health and education cess).
- If total annual income is more than INR5 million but not more than INR10 million, the maximum marginal tax rate is effectively 34.32% (30% + 10% surcharge + 4% health and education cess).
- If total annual income is more than INR10 million but not more than INR20 million, the maximum marginal tax rate is effectively 35.88% (30% + 15% surcharge + 4% health and education cess).
- If total annual income (excluding dividends and capital gains on specified assets) is more than INR20 million but not more than INR50 million, the maximum marginal tax rate is effectively 39% (30% + 25% surcharge + 4% health and education cess).

- If total annual income (excluding dividends and capital gains on specified assets) is more than INR50 million, the maximum marginal tax rate is effectively 42.744% (30% + 37% surcharge + 4% health and education cess).

The following table shows the effective tax rates.

<b>Taxable income</b> <b>INR</b>	<b>Tax rate</b> <b>%</b>	<b>Tax due</b> <b>INR</b>	<b>Cumulative tax due</b> <b>INR</b>
First 250,000	0	0	0
Next 250,000	5.20	13,000	13,000
Next 500,000	20.80	104,000	117,000
Next 4,000,000	31.20	1,248,000	1,365,000
Next 5,000,000	34.32	1,852,500	3,217,500
Next 10,000,000	35.88	3,734,250	6,951,750
Next 30,000,000	39.00	12,304,500	19,256,250
Above 50,000,000	42.744	—	—

Resident individuals with total taxable income up to INR500,000 are allowed a tax rebate equal to the total amount of tax payable or INR12,500, whichever is less.

*Concessional tax regime.* Effective from the tax year beginning on 1 April 2020 to the tax year ending on 31 March 2023, an individual can opt for a new concessional tax regime with reduced tax rates. An individual opting for the concessional tax regime must forgo certain exemptions and deductions in order to claim the benefit of the following concessional tax rates:

<b>Taxable income</b> <b>INR</b>	<b>Tax rate</b> <b>%</b>	<b>Tax due</b> <b>INR</b>	<b>Cumulative tax due</b> <b>INR</b>
First 250,000	0	—	—
Next 250,000	5	12,500	12,500
Next 250,000	10	25,000	37,500
Next 250,000	15	37,500	75,000
Next 250,000	20	50,000	125,000
Next 250,000	25	62,500	187,500
Above 1,500,000	30	—	—

The above tax rates are increased by a surcharge and health and education cess. The rates of the surcharge and health and education cess are same as those under the normal tax regime (see *Normal tax regime*).

The option to avail the benefit of the concessional tax regime can be exercised by an individual having no business or professional income each year at the time of filing of his or her tax return.

The option to avail the benefit of the concessional tax regime by an individual having business or professional income if exercised shall also mandatorily apply to subsequent tax years (subject to specified conditions).

Effective from the tax year beginning on 1 April 2023 and ending on 31 March 2024, the default tax regime is the concessional tax regime unless the individual has opted for the normal tax regime. Under the concessional tax regime, an individual must forgo certain exemptions and deductions to claim the benefit of the following concessional tax rates:

<b>Taxable income</b> <b>INR</b>	<b>Tax rate</b> <b>%</b>	<b>Tax due</b> <b>INR</b>	<b>Cumulative tax due</b> <b>INR</b>
First 300,000	0	—	—
Next 300,000	5	15,000	15,000
Next 300,000	10	30,000	45,000
Next 300,000	15	45,500	90,000
Next 300,000	20	60,000	150,000
Above 1,500,000	30	—	—

For the tax year beginning on 1 April 2024, the default tax regime is the concessional tax regime unless the individual has opted for the normal tax regime. Under the concessional tax regime, an individual must forgo certain exemptions and deductions to claim the benefit of the following concessional tax rates.

<b>Taxable income</b> <b>INR</b>	<b>Tax rate</b> <b>%</b>	<b>Tax due</b> <b>INR</b>	<b>Cumulative tax due</b> <b>INR</b>
First 300,000	0	—	—
Next 400,000	5	20,000	20,000
Next 300,000	10	30,000	50,000
Next 200,000	15	30,000	80,000
Next 300,000	20	60,000	140,000
Above 1,500,000	30	—	—

The above tax rates are increased by a surcharge and health and education cess. The rates of the surcharge and health and education cess are the same as those under the normal tax regime (see *Normal tax regime*). However, under the concessional tax regime, if the total taxable income exceeds INR50 million, the rate of the surcharge is 25% of the total tax payable (instead of 37% under the normal tax regime).

Resident individuals with total taxable income up to INR700,000 are allowed a tax rebate equal to the total amount of tax payable or INR25,000, whichever is less.

The option to avail of the normal tax regime can be exercised by an individual having no business or professional income each year at the time of the filing of his or her tax return.

If an individual has a business or profession, the option to avail of the normal tax regime once exercised is revocable only once in a tax year other than the tax year in which it was exercised (subject to specified conditions).

*Special rates for nonresidents.* For nonresident taxpayers, the tax rate is 20% for royalties, fees for technical services and dividends.

Nonresident Indian nationals (including persons of Indian origin) may exercise an option to be taxed at a flat rate of 20% on gross investment income (without any deductions) arising from foreign-currency assets acquired in India through remittances in convertible foreign exchange.

Effective from 1 October 2020, a remittance from India of a sum of INR700,000 or more is subject to tax collection at source at a rate of 5% of the amount of the remittance exceeding INR700,000. Effective from 1 October 2023, the rate of tax collection at source



is 20% of the remittance exceeding INR700,000. However, if the remittance is for medical or educational purposes, the tax collection rate is 5% of the remittance exceeding INR700,000.

## **B. Other taxes**

**Net wealth tax.** Wealth tax was abolished, effective from 1 April 2015.

**Estate and gift taxes.** India does not impose tax on estates, inheritances or gifts. However, as mentioned in *Receipts above INR50,000* in Section A, any sum of money or specified property received by an individual in excess of INR50,000 without consideration or for inadequate consideration is taxable in the hands of the recipient.

**Black Money (Undisclosed Foreign Income and Assets) and Imposition of Tax Act, 2015.** In 2015, the Indian government enacted the Black Money (Undisclosed Foreign Income and Assets) and Imposition of Tax Act, 2015 (Black Money Act) to tax undisclosed foreign income and assets (UFIA) held outside India by individuals who qualify as resident and ordinarily resident. An individual who has UFIA is taxed at a rate of 30% with a penalty of up to 300% of the tax. In addition, imprisonment of up to 10 years is possible.

If income from any foreign source is not reported on the taxpayer's income tax return, or if a failure to file an income tax return declaring such income occurs, the overseas income is considered to be undisclosed income. Overseas assets include assets, such as financial interests in entities, movable and immovable assets and bank accounts), held directly or beneficially by the taxpayer. The asset is deemed to be undisclosed if the taxpayer is unable to satisfactorily explain the source of investment.

Taxpayers who are ordinarily resident in India have additional disclosure requirements with respect to foreign assets held by them. Failure to comply with such disclosure requirements results in a penalty of INR1 million under the Black Money Act. The penalty does not apply in the case of foreign bank accounts not reported if the aggregate value of such accounts does not exceed INR500,000 at any time during the year. Further, effective from 1 October 2024, this exception is extended to all assets (other than immovable property) if the aggregate value of such assets does not exceed INR2 million.

The 2019 Union Budget clarified that the taxpayer's residential status in the tax year in which the income is earned or the asset is acquired is the determinative factor for the applicability of the Black Money Act.

## **C. Social security**

Social security in India is governed by the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (EPF Act). The EPF Act contains the following three principal schemes:

- Employees' Provident Funds Scheme, 1952
- Employees' Pension Scheme, 1995
- Employees' Deposit-Linked Insurance Scheme, 1976

**Coverage.** The EPF Act applies to the following establishments:

- An establishment employing 20 or more persons engaged in a specified industry or an establishment or class of establishments notified by the central government
- An establishment employing less than 20 persons that opts voluntarily to be covered by the EPF Act

Covered employers must make a contribution toward the Employees' Provident Funds Scheme and the Employees' Pension Scheme for their eligible employees including International Workers. Under the EPF Act, the following employees are considered to be International Workers:

- An Indian employee (an Indian passport holder) who has worked or is going to work in a foreign country with which India has entered into a social security agreement and who is or will be eligible to receive benefits under a social security program of that country, in accordance with such agreement
- A person who holds a foreign passport and is working for an establishment in India to which the EPF Act applies

Under a circular issued by the Provident Fund authorities, an Indian employee who returns to work in India after having worked in a country with which India has entered into a social security agreement is not considered an International Worker.

An "excluded employee" is not covered by the EPF Act. An employee is considered to be an "excluded employee" if both of the following conditions are satisfied:

- The employee is an International Worker who is contributing to a social security program of his or her country of origin, either as citizen or resident.
- The employee's home country has entered into a social security agreement with India on a reciprocity basis, and the employee is considered to be a detached worker under the social security agreement and has obtained a Certificate of Coverage from the home country social security authorities.

**Social security agreements.** India has entered into social security agreements with Australia, Austria, Belgium, Brazil, Canada, the Czech Republic, Denmark, Finland, France, Germany, Hungary, Japan, Korea (South), Luxembourg, the Netherlands, Norway, Portugal, Quebec, Sweden and Switzerland. India has not entered into a social security agreement with Singapore. However, benefits under a social security agreement are sought to be provided through a Comprehensive Economic Cooperation Agreement (CECA) between India and Singapore.

**Contributions.** Every covered employer is required to contribute 24% (12% each for the employer's and the employee's share) of the employee's "monthly pay" (as defined) toward the Employees' Provident Fund and Employees' Pension Fund. The employer has the option to recover the employee's share from the employee.

For employees who are existing members as of 1 September 2014, out of the employer's 12% share of the contribution, 8.33% of monthly pay is allocated to the Employees' Pension Fund. The balance of the contributions is deposited into the Employees' Provident Fund.

For employees (including International Workers) who become members on or after 1 September 2014 and draw monthly pay exceeding INR15,000, the entire contribution is allocated to the Employees' Provident Fund.

Local employees who draw a "monthly pay" of INR15,000 or more are excluded from the legislation unless they are already covered, but this exclusion does not apply to International Workers. Consequently, contributions are required for International Workers even if the monthly pay of the employee exceeds INR15,000.

The employer contributions are exempt from tax up to 12% of monthly pay.

**Withdrawal.** An International Worker can make a withdrawal from the Provident Fund only in the following circumstances:

- He or she retires or reaches the age of 58, whichever is later.
- He or she suffers permanent and total incapacitation.

However, in the case of an International Worker covered under a social security agreement entered into between India and the home country, the following rules apply to withdrawals by individuals from the Provident Fund:

- Individuals may withdraw their contributions (and interest) from the Provident Fund on ceasing to be an employee in an establishment covered by the EPF Act.
- The amount due to the individual with respect to his or her Provident Fund contributions is payable to the individual's bank account either directly or through the employer.

For International Workers covered under a social security agreement that contains provisions relating to "totalization of period," the period of coverage in India and the period of coverage under the relevant social security scheme of the other country are aggregated to determine eligibility for pension benefits.

## **D. Tax filing and payment procedures**

**Income tax filing and payment.** All income is taxed using a tax year from 1 April to 31 March. All taxpayers, including nonresidents, must file returns if their taxable income exceeds the exempt amount. Resident and ordinarily resident individuals who have an asset (including a financial interest in an entity) located outside India, signing authority in an account outside India or income from any source outside India must file a return even if they do not have any taxable income.

The following taxpayers must file returns if any of the following conditions are met during the tax year:

- The taxpayer's deposits in one or more current accounts exceeds INR10 million.
- The taxpayer's expenditure incurred on foreign travel exceeds INR200,000.
- The taxpayer's electricity expenditure exceeds INR100,000.
- The taxpayer's total sales, turnover or gross receipts in the business exceeds INR6 million.
- The taxpayer's total gross receipts in the profession exceeds INR1 million.

- The taxpayer's aggregate of tax deducted at source and tax collected at source is INR25,000 or more (INR50,000 or more in the case of resident senior citizens).
- The taxpayer's deposit in one or more bank savings account, in aggregate, is INR5 million or more.

Income tax returns for salary income must be filed by 31 July; returns for self-employment or business income must also be filed by 31 July or, if the accounts are subject to a tax audit, by 31 October.

Taxpayers who do not file their tax returns by the due dates may file their tax return within three months prior to the end of the relevant tax year or before completion of a tax audit by the tax authorities, whichever is earlier. A fee of INR5,000 is required to be paid if such return is not filed by the due dates. If the taxable income of the taxpayer does not exceed INR500,000, the fee is INR1,000.

Taxpayers who have filed their tax returns after the due date are eligible to revise such returns at any time within three months prior to the end of the relevant tax year or before completion of a tax audit by the tax authorities.

Taxpayers who are ordinarily resident in India and have additional disclosure requirements relating to foreign assets held by them for the purpose of investment are required to file their returns electronically.

Taxpayers have additional time to file an updated return subject to specified conditions to make a correction or report any omissions within 36 months from the end of the tax year subject to the following payments of additional tax and interest:

- Updated return filed within 24 months from the end of the tax year: additional 25% of income tax and interest
- Updated return is filed within 36 months from the end of the tax year: additional 50% of income tax and interest

Such updated return cannot be filed if it has the effect of decreasing the total tax liability or results in a refund or increases the refund due in the previously filed original, belated or revised return. It also cannot be filed under various other specified circumstances.

India does not have a concept of joint filing. As a result, married persons are taxed separately. If an individual directly or indirectly transfers an asset to his or her spouse for inadequate consideration, income derived from the transferee's asset is deemed to be the income of the transferor spouse. If an individual has a substantial interest in a business, remuneration paid by the business to the individual's spouse is taxed to the individual, unless the remuneration is attributable solely to the application of the spouse's technical or professional knowledge and experience. Passive income of minor children is aggregated with the income of the parent with the higher income.

Taxpayers with employment income pay tax through tax withheld by employers from monthly salaries each pay period. Taxpayers with tax liability exceeding INR10,000 must make advance tax

payments, after deducting credit for tax withheld, in four installments on 15 June, 15 September, 15 December and 15 March.

Taxpayers are required to quote their Permanent Account Number (PAN), which is the tax identification number, in all correspondence with the Indian revenue authorities. The PAN is now mandatory. All individuals who are required to file an income tax return are required to obtain a PAN. In addition, the quoting of the PAN is now mandatory for many financial and nonfinancial transactions above specified limits.

The law prescribes a tax withholding at the higher of the prescribed rate or 20% if the taxpayer's PAN is not available. However, effective from 1 June 2016, nonresident taxpayers are exempt from furnishing the PAN with respect to certain specified payments if a specified alternative document (such as tax residency certificate from a foreign jurisdiction) is submitted.

The Unique Identification Authority of India on behalf of the government of India issues the Aadhaar Card, which contains a 12-digit unique identification number. Effective from 1 July 2017, the government has mandated the quoting of the Aadhaar Number/Aadhaar Enrollment Number (an Aadhaar Enrollment Number is provided before the issuance of a final Aadhaar Number) when filing a tax return on or after 1 July 2017. Under a notification dated 11 May 2017, relief from obtaining an Aadhaar Card is provided to the following taxpayers:

- Taxpayer residing in the state of Assam, Jammu and Kashmir or Meghalaya
- A nonresident taxpayer as per provisions of Indian law
- A taxpayer of the age of 80 years or more at any time during the preceding year
- A taxpayer who is not a citizen of India

The primary condition for relief from obtaining an Aadhaar Card is that the individuals do not possess the Aadhaar number or Aadhaar enrollment number. If an individual already has an Aadhaar number, the above stated relief may not apply.

The due date for linking the Aadhaar Number with the PAN was 30 June 2023. However, taxpayers are required to pay a fee of INR1,000 after 30 June 2022, when linking their Aadhaar. To link these numbers, an individual needs to follow a prescribed procedure.

The PAN and Aadhaar Number can now be used interchangeably. Individuals who are required to furnish, intimate or quote their PAN and who have not been allotted a PAN but possess an Aadhaar Number, may furnish the Aadhaar Number in lieu of the PAN.

Nonresidents are subject to the same filing requirements as residents. However, nonresident Indian citizens (including persons of Indian origin) who have only investment income or long-term capital gains on foreign-exchange assets need not file returns if the required tax is withheld at source. Nonresidents are subject to assessment procedures in the same manner as residents.

Effective from 1 April 2021, a resident senior citizen who is 75 years or older is not required to file a tax return if he or she

has only pension income and specified interest income in the tax year, subject to prescribed conditions.

For taxpayers whose total income exceeds INR5 million, an additional disclosure of immovable property (land and buildings) and movable assets (for example, archaeological collections, such as drawings and paintings), jewelry, bullion, vehicles, boats, yachts, aircraft and financial assets, including all bank deposits, mutual funds, shares, securities, insurance policies, loans and advances, and cash in hand and similar items, must be made in the income tax return. The taxpayer must also provide the liabilities (if any) with respect to the reported assets as of 31 March of the relevant tax year.

**Exit tax clearance.** Before leaving the country, any individual not domiciled in India is required to furnish an undertaking to the prescribed authority and obtain a No Objection Certificate if he or she is in India for business, professional or employment activities and has derived income from any source in India. Such undertaking must be obtained from the individual's employer or the payer of the income, and the undertaking must state that the employer or the payer of income will pay the tax payable by the individual. An exemption from obtaining the No Objection Certificate is granted to foreign tourists or individuals visiting India for purposes other than business or employment, regardless of the number of days spent by them in India. At the time of departure of an individual domiciled in India, the individual must provide his or her permanent account number, the purpose of the visit outside India and the estimated time period for the stay outside India to the prescribed authority. However, a person domiciled in India may also be required to obtain a No Objection Certificate in certain specified circumstances.

**Quarterly statement of tax withheld at source.** Entities must file quarterly statements of tax withheld in a prescribed format with the prescribed authority by the prescribed due dates.

## E. Double tax relief and tax treaties

Tax treaties provide varying relief for tax on income derived from personal services in specified circumstances. In certain circumstances, the treaties also provide tax relief for business income if no permanent establishment exists in India. India has entered into comprehensive double tax treaties with the following jurisdictions.

Albania	Israel	Romania
Armenia	Italy	Russian
Australia	Japan	Federation
Austria	Jordan	Saudi Arabia
Bangladesh	Kazakhstan	Serbia
Belarus	Kenya	Singapore
Belgium	Korea (South)	Slovak Republic
Bhutan	Kuwait	Slovenia
Botswana	Kyrgyzstan	South Africa
Brazil	Latvia	Spain
Bulgaria	Libya	Sri Lanka
Canada	Lithuania	Sudan
Chile	Luxembourg	Sweden

China Mainland	Malaysia	Switzerland
Colombia	Malta	Syria
Croatia	Mauritius	Tajikistan
Cyprus	Mexico	Tanzania
Czech Republic	Mongolia	Thailand
Denmark	Montenegro	Trinidad
Egypt	Morocco	and Tobago
Estonia	Mozambique	Türkiye
Fiji	Myanmar	Turkmenistan
Finland	Namibia	Uganda
France	Nepal	Ukraine
Georgia	Netherlands	United Arab
Germany	New Zealand	Emirates
Greece	North Macedonia	United
Hong Kong SAR	Norway	Kingdom
Hungary	Oman	United States
Iceland	Philippines	Uruguay
Indonesia	Poland	Uzbekistan
Iran	Portugal	Vietnam
Ireland	Qatar	Zambia

India has entered into limited double tax treaties with Afghanistan, Ethiopia, Lebanon, Maldives, Pakistan, the People's Democratic Republic of Yemen and the Yemen Arab Republic.

If no double tax treaty applies, resident taxpayers may claim a tax credit on foreign-source income equal to the lower of the tax imposed by the foreign jurisdiction or the tax imposed by India on the foreign income.

A foreign tax credit must be claimed in accordance with new prescribed rules and a new Form 67 providing details of foreign tax credit claimed in the return of income must be furnished to the Indian revenue authorities before filing the original return of income.

Effective 1 April 2022, Form 67 can be furnished at any time before the expiration of one year from the end of the relevant tax year. However, this is subject to the condition that the return for such tax year be filed by the statutory due date for filing the original return or that a belated return be filed within nine months from the end of the relevant tax year. Further, taxpayers are now also permitted to furnish updated or revised documents claimed with respect to additional income offered to tax in the updated return. Such updated documents must be filed on or before the filing of the updated return.

An individual not resident in India who claims exemptions and reliefs from tax under double tax treaties may claim relief under such agreements only if he or she obtains a tax-residency certificate indicating that he or she is a resident of the relevant jurisdiction or territory outside India from the government of that jurisdiction or territory and also furnishes other specified particulars (in Form 10F) if the tax residency certificate does not contain such particulars. The mode of furnishing such particulars in Form 10F must be in electronic form, effective from 16 July 2022.

## F. Visas and other formalities

Visa guidelines issued by the Ministry of Home Affairs (MHA) provide guidance on obtaining the appropriate visa before entering India. The type of visa to be obtained depends on the purpose of the visit and the nature of activities undertaken in India.

**Employment visa.** Employment visas are granted to foreign nationals who want to come to India for the purpose of employment.

Under the visa guidelines, employment visas may be granted to the following individuals:

- Foreign nationals coming to India as a consultant on contract for whom the Indian company pays a fixed remuneration (this may not be in the form of a monthly salary)
- Foreign artists engaged to conduct regular performances for the duration of an employment contract given by hotels, clubs or other organizations
- Foreign nationals who are coming to India to take up employment as coaches of national- or state-level teams or reputed sports clubs
- Foreign sportspersons who are given a contract for a specified period by Indian clubs or organizations (this does not include foreign nationals who are engaged in commercial sports events in India on contract [including coaches], for whom the appropriate visa is a B-sports visa)
- Self-employed foreign nationals coming to India to render engineering, medical, accounting, legal or other highly skilled services in their capacity as independent consultants, provided that the rendering of such services by foreign nationals is permitted under law
- Foreign language teachers or interpreters
- Foreign specialist chefs (for foreign specialist chefs employed in commercial ventures, the minimum salary criteria of INR1,625,000 per year applies)
- Foreign circus artists
- Foreign engineers or technicians coming to India for installation and commissioning of equipment, machines or tools in accordance with the terms of the contract for the supply of such equipment, machines or tools
- Foreign nationals deputed for providing technical support or services or for the transfer of know-how or services, for which the Indian company pays fees or royalties to the foreign company
- Foreign journalists who intend to travel to India to work in Indian media organizations
- Employees or managers coming to India for non-journalistic activities within media organizations

Employment visas are not granted for jobs for which a large number of qualified Indians are available to fill the position or for routine, ordinary, secretarial or clerical jobs.

An employment visa is granted to a foreign national if his or her salary exceeds INR1,625,000 per year. However, the salary threshold of INR1,625,000 (this limit includes all cash payments and perquisites that are taxed in India) does not apply to certain individuals, such as the following:



- Ethnic cooks employed by foreign missions in India (this does not include ethnic cooks employed in commercial ventures)
- Language teachers (other than English-language teachers) or translators (this will not include teachers employed to teach particular subjects in a foreign language)
- Staff working for an embassy or high commission in India
- Foreigners seeking honorary work for no salary with non-governmental organizations (NGOs) registered in the country
- Foreign teaching faculty employed in the South Asian University and the Nalanda University
- Circus artists

A change of employer in India is generally not permitted during the duration of the employment visa except for a change of employment from a registered holding company, joint venture or consortium, and its subsidiaries and vice versa, or between subsidiaries of a registered holding company, joint venture or consortium. Change of employment is permitted at a senior level (for example, a managerial or a senior executive position) and/or at a skilled position (for example, a technical expert). The change of employment in such cases may be subject to fulfilling specified conditions including prior permission from the MHA. The intended legal entity and the location of work in India must be clearly specified when applying for an employment visa.

In general, an employment visa is granted for a duration of one year or the term of the assignment, whichever is less, with multiple, double or triple entry facilities as may be considered necessary by the Indian Mission. An application for further extension of the employment visa can be submitted in India.

**Business visa.** Under visa guidelines issued by the MHA, a business visa may be issued to a foreign national visiting India for the purpose of carrying out the following activities:

- Establishing an industrial or business venture
- Exploring the possibility of an industrial or business venture, other than proprietorship firms and partnership firms in India
- Purchase and sale of industrial, commercial or consumer products
- Attending technical meetings or discussions
- Attending board meetings and general meetings for providing business services support
- Recruitment of manpower
- Functioning as partners or directors in a business
- Consultation or participation with respect to exhibitions, trade fairs or business fairs
- Meeting with suppliers or potential suppliers to evaluate or monitor quality, negotiate supplies, place orders and provide specifications for goods procured from India
- Monitoring progress on ongoing projects
- Meeting with Indian customers on ongoing projects
- Meeting to provide high-level technical guidance on ongoing projects
- Activity before and after a sale that does not amount to the execution of a contract or project
- In-house training at the regional hubs of a foreign company
- Foreign academicians or experts coming under the Global Initiative for Academic Networks
- Serving as a tour conductor or travel agent

- Serving as a crew member of scheduled or non-scheduled flights operated by scheduled airlines, non-scheduled and chartered flights operated by non-scheduled airlines and special flights
- Participating in cultural events or activities with remuneration (Entry [X Misc] visa is issued for persons visiting without remuneration)
- Foreign nationals engaged in commercial sports events in India on a contract with remuneration

Accompanied legal spouses and dependents of business visa holders can come to India with a Business-Dependent Visa.

Business visas and employment visas may be issued only by the Indian Missions from the country of origin or the country of domicile of the foreign national, provided that the period of permanent residence of the foreign national in such country is typically at least two years (country-specific conditions apply).

**Tourist visa.** Tourist visas are issued to foreign nationals whose sole objective of visiting India is, among other specified objectives, recreation, sightseeing, a casual visit to meet friends and relatives, attending a short-term yoga program, and short duration medical treatment including treatment under Indian systems of medicine. No other activity is permissible on a tourist visa.

**E-visa.** An e-visa is divided into the following five categories:

- E-tourist visa: issued to foreign nationals whose sole objective of visiting India is recreation, sightseeing and similar activities. The e-tourist visa is valid for one month (double entry, non-extendable and non-convertible), one year (multiple entry) and five years (multiple entry). A continuous stay during each visit on an e-tourist visa cannot exceed 180 days or the stay duration stipulated by the immigration officer at the time of arrival in India.
- E-business visa: issued to foreign nationals visiting India for business purposes for a duration of one year with multiple entry allowed. A continuous stay during each visit cannot exceed 180 days.
- E-Conference visa: issued to foreign nationals for attending a conference, seminar or workshop organized by a Ministry or Department of the Government of India, State Governments or Union Territory Administrations and their subordinates, attached organizations and public sector undertakings, and private conferences organized by private persons, companies or organizations. An e-Conference visa is issued for a duration of one month from the date of arrival into India with single entry.
- E-medical visa: issued to foreign nationals who are visiting India to get medical treatment. E-medical visas are issued for a duration of 60 days with triple entry allowed.
- E-medical attendant visa: an e-medical attendant visa is granted to foreign nationals who are accompanying a patient traveling to India on an e-medical visa. Only two e-medical attendant visas will be granted for each e-medical visa. The duration of the visa is 60 days with triple entry permission.

An e-visa is available for nationals of 172 jurisdictions coming to India for tourism, business or medical purposes, as an attendant to an e-medical visa holder, or for attending a conference.

An individual needs to apply for an e-visa online at least four days before the date of arrival in India. E-visas are valid for entry through 31 designated international airports and five ports in India.

**Visa on arrival.** A visa on arrival facility is available to nationals of Japan, Korea (South) and the United Arab Emirates (only for such United Arab Emirates nationals who had earlier obtained an e-Visa or regular or paper visa for India) who are visiting India for business, tourism, conference or medical purposes for a duration not exceeding 60 days. This facility is not available to a person if the person or either of his or her parents or grandparents (paternal or maternal) was born in, or was permanently resident, in Pakistan. This facility is not available to holders of diplomatic or official passports.

**Diplomatic and official passport holders.** A separate visa regime exists for diplomatic and official passport holders.

**Landing permit.** A landing permit facility can be given to a foreigner under the following situations:

- A foreigner who enters India without a valid visa under emergency circumstances, such as death or a sudden illness in the family, may be granted a landing permit for a maximum duration of three days.
- Foreign tourists in a group of four or more may be granted a collective landing permit, subject to fulfillment of certain conditions.

The landing permit facility is not available to nationals of Afghanistan, China Mainland, Ethiopia, Iraq, Nigeria, Pakistan, Somalia and Sri Lanka, and foreign nationals of Pakistan origin.

**Conference visa.** The conference visa may be granted to foreign delegates to attend international conferences, seminars or workshop being held in India. The conference visa may not be issued for events that involve politically and/or socially sensitive subjects. At their discretion, Indian Missions may grant the visa for the required period.

**Journalist visa.** Under the visa guidelines, journalist visas may be granted to the following individuals:

- A foreigner who is a professional journalist, photographer, documentary film producer or director (other than of commercial films), a representative of a radio and/or television organization or a travel writer or travel promotion photographer or is engaged in similar activities
- A professional journalist working for an association or a company engaged in the production or broadcast of audio news or audiovisual news or current affairs programs through the print media, or electronic or any other mode of mass communication
- A correspondent, columnist, cartoonist, editor or owner of an association or company referred to above
- A journalist visiting India for any other purpose, such as attending a conference, tourism or meeting relatives

A journalist visa may be granted for up to a three-month stay in India. A six-month journalist visa, with a single or double entry, may be given in rare and exceptional cases. A multiple-entry visa

may be issued only with the prior approval of the Ministry of External Affairs (MEA).

**Intern visa.** Intern visas are granted to foreigners intending to pursue internships in Indian companies, educational institutions and NGOs, subject to the following rules:

- The period of the visa is restricted to the duration of the internship program or one year, whichever is less. The intern visa can be issued at any time during the course of study.
- The intern visa is granted immediately after or within two years of completion of graduation or post-graduation.
- For an internship with a company, the foreign national being sponsored for internship should draw a minimum remuneration of INR780,000 per year. No minimum salary limit applies to internships in educational institutions and NGOs. Intern visas are not issued for internships in certain strategic sectors.
- An intern visa is not granted to a national of Pakistan.
- The foreign national is not allowed to take up employment in India immediately after completion of the internship.
- Earnings from internships of foreign nationals with Indian companies, educational institutions and NGOs are subject to the Indian Income Tax Regulations.

The intern visa is now grouped under the student visa on the visa application portal. However, a formal notification from the Ministry of Home Affairs for this change is still awaited.

**Other visas.** Other types of visas issued in India include transit, medical entry (X), student, project (grouped with employment visa), research (grouped with student visa), missionary, sports (grouped with business visa), mountaineering, South Asian Association for Regional Cooperation (SAARC) and film.

**Temporary immigration restrictions in view of the COVID-19 pandemic.** In view of the COVID-19 pandemic, the following temporary travel guidelines have been issued:

- All travelers should “preferably” be fully vaccinated as per the approved primary schedule of vaccination against COVID-19 in their jurisdiction.
- Travelers should use precautionary measures during flight (preferable to use masks and physical distancing).
- Travelers with symptoms of COVID-19 during travel will be isolated and taken to a designated medical facility as per standard protocol.
- All travelers should self-monitor their health post arrival and report to the nearest health facility in case of any symptoms of COVID-19.

## G. Residence permits

Foreign nationals are required to register with the local FRRO/FRO within 14 days after the date of arrival in India if their visas are valid for longer than 180 days or if the visa stamp specifically requires this registration. Certain categories of visitors are also required to register with the police authorities.

Prescribed documentation must be submitted to register with the local registration office. The documentation may vary based on the visa type and location of the local registration office.

Registration is generally valid for the term of the visa or for one year, whichever is less, and may be further extended on application. Failure or delayed registration may result in the immigration authorities' refusal to allow the foreign national to leave the country and a monetary penalty, depending on the duration of delay.

Employment visas were previously eligible for a total of five years of extensions by the concerned FRROs/FROs in India on a year-to-year basis. FRROs can now grant such visa extensions for employment visas with a total visa validity of 10 years. Such extensions are granted for a maximum of 10 years on an annual basis, and a foreign national holding an employment visa is required to obtain a new visa from his or her home jurisdiction after a period of 10 years (instead of 5 years as applicable earlier). Business visas granted for a period of less than five years can be extended up to a maximum period of five years on a year-to-year basis, subject to specified conditions.

As per the recent guidelines issued by the Ministry of Home Affairs, all business visa holders are required to register themselves with the FRRO/FRO concerned if the aggregate stay in India on a business visa exceeds 180 days during a calendar year or the continuous stay exceeds 180 days per visit.

**Formalities to be observed by registered foreigners.** On completion of registration formalities at the FRRO/FRO, foreigners are issued a registration certificate containing his or her photograph, details of residence and certain other information. A foreigner must notify the registration authorities regarding any change in personal particulars, such as his or her passport details and address.

Also, a foreigner must inform the registration officer if he or she proposes to be absent from his registered address for a continuous period of eight weeks or more. Similarly, a foreigner who stays for a period of more than eight weeks in a district other than the district of his or her registered address, must inform the registration officer of that district of his or her presence.

## **H. Family members**

Business Dependent Visas and Employment Dependent Visas are issued to accompanying family members of individuals holding valid business or employment visas, respectively. The validity of this visa is coterminous to the validity of the visa of the principal visa holder or for such shorter period as may be considered necessary by the Indian mission.

Spouses or dependents of working expatriates must obtain separate employment visas to be employed in India.

Family members intending to reside with a working expatriate must register separately at the local registration office.

## **I. Other matters**

**Exchange controls.** Under the prevailing foreign-exchange rules, the following individuals are permitted to remit their salaries (net of retirement plan contributions and Indian taxes) to their home countries for maintenance of close relatives abroad:

- Foreign nationals who are residents but not permanently resident in India and who are regularly employed with Indian firms or companies and receive a monthly salary
- Indian nationals on deputation to an office, branch, subsidiary or joint venture in India of an overseas company

The definition of residential status of individuals under the exchange control law differs from the definition under the Income Tax Act, 1961.

A foreign national, who is an employee of a company incorporated in India, may open an Indian bank account, receive salary in an Indian bank account and remit the salary received in India to a foreign bank account maintained by him or her overseas, if statutory dues are paid on the entire salary in India.

A special rule applies to an expatriate employee (whether a foreign national or an Indian citizen) who is employed by a foreign company outside India and is deputed to an office, branch, subsidiary, joint venture of such foreign company or to a company in the foreign company's group. Such an expatriate employee may receive salary in the foreign bank account outside India, if statutory dues are paid on the entire salary accrued in India. However, if an expatriate employee referred to above is deputed to work in India in an entity that is not related to the foreign employer, specific Reserve Bank of India approval for payment of salary outside India may be required.

India regulates the acquisition, holding, transferring, borrowing, or lending of foreign exchange, and the acquisition of foreign security or immovable property located outside India by persons resident in India. However, a person resident in India may hold, own, transfer or invest in foreign currency, foreign security or an immovable property located outside India if the person acquired, held or owned such currency, security, or property when he or she was resident outside India or such person inherited the currency, security or property from a person who was resident outside India.

Under a liberalized remittance scheme for resident individuals, total remittances of up to USD250,000 per individual per financial year are allowed for permissible current-account transactions and permissible capital-account transactions, subject to certain exceptions. The scheme allows individuals to acquire and hold shares and immovable property and maintain foreign-currency accounts or other assets outside India without Reserve Bank of India approval, subject to the fulfillment of specified conditions.

**Person of Indian Origin card.** Until 8 January 2015, a Person of Indian Origin (PIO) card could be obtained by any individual who was in possession of the passport of any other jurisdiction except for Afghanistan, Bangladesh, Bhutan, China Mainland, Nepal, Pakistan, Sri Lanka or any other jurisdiction specified by the government, subject to satisfaction of certain conditions. Effective from 9 January 2015, this scheme was closed and existing PIO cardholders are deemed to be Overseas Citizens of India (OCI; see *Overseas Citizens of India*) cardholders and are eligible for the same benefits as OCI cardholders. Currently, all PIO cards are valid until 31 December 2024. After 31 December 2024, the PIO card will be considered an invalid travel document.

Consequently, all PIO cardholders should convert the PIO card into a OCI card.

**Overseas Citizens of India.** The OCI card is a multiple entry, lifelong visa for visiting India, which can be obtained by certain categories of individuals. OCI cardholders are exempt from registration with FRRO/FRO and local police for any length of stay in India. However, OCI card holders who are normally resident in India must update the jurisdictional FRRO/FRO by email whenever there is a change in permanent residential address and in their occupation.

The following individuals are eligible to apply for the OCI facility:

- A foreign national who was a citizen of India or eligible to become citizen of India, as specified in the Citizenship Act, and/or children, grandchildren and great grandchildren of such individual
- Minor children if both of his or her parents are citizens of India or if one of the parents is a citizen of India
- A spouse of foreign origin of an Indian citizen or of an OCI cardholder whose marriage has been registered and subsisted for a minimum of two years, subject to prior security clearance

A person who, or either of whose parents, grandparents or great grandparents, is or has been a citizen of Bangladesh, Pakistan or such other jurisdiction as the central government may specify is not eligible for registration as an OCI cardholder.

OCI card holders are required to obtain prior approval from the competent authority if they wish to perform any of the following activities during their stay in India:

- Undertaking research
- Undertaking any missionary, Tabligh, mountaineering or journalistic activities
- Undertaking an internship in any foreign diplomatic missions or foreign government organizations in India or taking up employment in any foreign diplomatic missions in India
- Visiting any place that falls within the protected, restricted or prohibited areas, as notified by the central government or competent authority (see *Protected and restricted areas*)

**Protected and restricted areas.** Advance permission is required from Indian diplomatic missions abroad, the MHA in New Delhi or specified authorities to visit certain states or areas within these states. The areas, which require prior approval are the following:

- The whole of Arunachal Pradesh
- Parts of Himachal Pradesh
- Parts of Jammu and Kashmir
- The whole of Manipur
- The whole of Mizoram
- The whole of Nagaland
- Parts of Rajasthan
- Parts of Uttarakhand
- The whole of Sikkim
- The whole of the Andaman and Nicobar islands

Under instructions issued by the MHA, the entire area of the states of Manipur, Mizoram and Nagaland has been excluded from the protected area regime up to 31 December 2022, subject to conditions.

**Personal baggage rules.** An expatriate may import into India bona fide baggage (explained in the Customs Act), which includes personal and household effects (except certain specified items, such as firearms, cartridges of firearms exceeding 50, cigarettes exceeding 100 sticks, cigars exceeding 25, tobacco exceeding 125 grams, alcoholic liquor or wines in excess of two liters, flat-panel [liquid crystal display, light-emitting diode or plasma] televisions) and jewelry up to specified limits, free of customs duty. This is permitted on a bona fide transfer of residence, subject to the satisfaction of certain specified conditions.



# Indonesia

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## A. Income tax

**Who is liable.** In general, Indonesian-resident taxpayers are subject to tax on worldwide income. Nonresidents are subject to tax on Indonesian-source income only. Diplomats and representatives of certain international organizations are excluded from Indonesian tax if the countries they represent provide reciprocal exemptions.

Indonesian citizens or foreign citizens are considered resident for tax purposes if they are present in Indonesia for more than 183 days within a 12-month period or if, within the calendar tax year, they reside in Indonesia with the intent to stay.

Foreign citizen individuals who are resident taxpayers in Indonesia will be taxed only on Indonesian-source income for the four years after becoming a tax resident if they possess certain expertise.

Foreign individuals with certain expertise include the following:

- Foreign workers who are in certain professions and have satisfied the Ministry of Manpower requirement to employ foreign workers
- Foreign researchers as appointed or determined by the Ministry of Research and Technology or the Head of the National Research and Innovation Agency (Badan Riset dan Inovasi Nasional, or BRIN)

Twenty-five professions could be eligible for this exemption, mostly as experts in the areas of science, engineering, and/or mathematics, and include the following:

- Chemical experts (International Standard Classification of Occupation [ISCO] code 2113)
- Geology and Geophysics expert (ISCO code 2114)
- Chemical engineering expert (ISCO code 2145)

- Civil engineering expert (ISCO code 2142)
- Environmental engineering expert (ISCO code 2143)

The possession of certain skills must be proved by a certificate issued by the Indonesian government or the authority of the home country of the expatriate, an educational certificate and a minimum of five years of work experience in that field of expertise.

The expatriate will need to request approval from the Director General of Taxation (DGT). The DGT will conduct a verification and must respond to the request within 10 days.

For a qualifying expatriate, foreign-source income is generally exempt. Income earned or received in relation to employment, services or activities carried out in Indonesia that is paid outside of Indonesia is still taxable. The exemption does not apply to foreign citizens who claim benefits under tax treaty provisions.

An Indonesian citizen who resides outside Indonesia for more than 183 days within a 12-month period is considered a nonresident taxpayer if he or she meets certain conditions. The conditions are similar to the tie-breaker rules in most of the tax treaties — that is, place of permanent home, main activity, habitual abode and tax residency status in another country that is supported with a certificate of residence in that country. Further, the individual needs to have fulfilled all of his or her tax obligations in Indonesia and obtains a confirmation letter as a nonresident taxpayer from the Indonesian tax office. Once qualified as a nonresident, such Indonesian national is not subject to tax on his or her employment income earned overseas.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable income of an employee includes wages, salary, commissions, bonuses, pensions, directors' fees and other compensation for work performed. A benefit in kind (BIK) provided to employees is taxable to the employee and a deductible expense for corporate income tax purposes, except for the following:

- Meals, food ingredients, beverage ingredients, and/or drinks for all employees
- BIK provided in certain areas
- BIK that must be provided by the employer for the execution of work
- BIK sourced or funded by state, regional or village budget
- BIK of certain types and/or with limitations

Termination pay and lump-sum pension payments are subject to final withholding tax at the rates set forth in *Rates*.

*Self-employment and business income.* Individual taxpayers who provide independent personal services, such as lawyers, accountants, architects, doctors, consultants notaries, conveyancers, appraisers and actuaries, may be subject to income tax on a deemed profit basis if the income is less than IDR4.8 billion. If the income is IDR4.8 billion or more, it is subject to normal tax rates. An individual taxpayer who carries out business activities may be subject to final income tax or normal income tax depending on the level of revenue.

Taxable income includes trading profits and waivers of debts (except a certain number of waivers of debts as stipulated by government regulation).

Self-employment and business income is combined with other income and taxed at the rates set forth in *Rates*.

*Directors' fees.* Directors' fees are included in taxable employment income.

*Investment income.* Indonesian-sourced rents, royalties and certain interest are subject to withholding tax at various rates. These types of investment income generally are combined with other income and taxed at the rates set forth in *Rates*. However, the 20% withholding tax on interest derived from the following investments is a final withholding tax:

- Time deposits, including time deposits placed abroad through a bank established in Indonesia or through a branch of a foreign bank
- Certificates of deposit
- Savings accounts

Income from the rental of land and buildings is subject to a final withholding tax at a rate of 10%.

In general, dividends are taxable. Dividends are not subject to tax if they meet certain conditions, as discussed below.

Dividends paid by domestic companies to individual resident shareholders are taxable, unless they are invested in certain instruments in Indonesia for a certain period.

*Approved investment concession.* Dividends paid by offshore companies and from after-tax profits of offshore permanent establishments are taxable unless one of the following conditions is satisfied:

- For dividends paid by companies whose shares are traded in the stock exchange, such income is invested in Indonesia or used to support other businesses in Indonesia for a certain time period and satisfy certain other conditions.
- For dividends paid by companies whose shares are not traded in the stock exchange, such dividends are tax exempt if at least 30% of the profit after tax is invested for a certain time period and if other conditions are satisfied.

Individual income taxpayers must make the investment in Indonesia by the end of the third month of the following year.

The period of investment is at least three years, calculated from the tax year the dividend was received.

Taxpayers need to report the investment realization to the tax office periodically, by the end of the third month. The report should be submitted up to the third year from the tax year in which the dividend was received.

**Final income tax regime for small and medium-size business taxpayers.** A final tax regime applies to the business income of certain individuals and corporate taxpayers, excluding permanent establishments, with a gross turnover of less than IDR4.8 billion per year. Qualifying taxpayers are subject to income tax at a rate of 0.5% of their monthly gross turnover, and the income tax is

considered to be final. The gross turnover includes a local branch's gross income, except for income from outside Indonesia.

An individual taxpayer with a gross turnover of less than IDR4.8 billion per year is exempted from final tax on gross income up to IDR500 million.

The following types of income are excluded from this final tax imposition:

- Income received or earned by individual taxpayers from independent personal services (see below)
- Income received or earned abroad whose taxes are payable or paid abroad
- Income that has been subject to final income tax under provisions of separate tax laws and regulations
- Income that is excluded as a tax object

Business income covered by the final tax regime does not include income from independent personal services, such as services provided by lawyers, accountants, medical doctors, notaries and insurance agents.

The following taxpayers are excluded from this final tax imposition:

- Taxpayers who choose to be subject to income tax based on the normal tax rates
- Corporate taxpayers in the form of limited partnerships or firms formed by several individual taxpayers who have special expertise in providing services similar to services in connection with independent personal services as described above
- Corporate taxpayers that obtain income tax facilities
- Taxpayers in the form of permanent establishments

Taxpayers qualifying for a different final tax regime (for example, construction companies) are not eligible for this 0.5% final tax.

Income derived by qualifying taxpayers other than business income that is subject to this 0.5% final tax, is taxed according to the prevailing tax rules.

The maximum period of imposition of the final income tax is the following:

- Seven tax years for individual taxpayers
- Four tax years for taxpayers in the form of cooperative bodies, partnerships or firms
- Three tax years for corporate taxpayers in the form of a limited liability company

The period referred to in the paragraph above begins in the tax year when the taxpayer is registered for taxpayers who registered since the applicable government regulation was issued. For taxpayers who registered before the issuance of the government regulation, the period begins in the tax year of issuance of the government regulation.

**Taxation of employer-provided stock options.** In general, employer-provided stock options are not taxable to an individual at the time of grant. At the time of exercise, if the exercise price paid by

employee is lower than cost incurred by the employer to acquire the outstanding shares (buyback) or the total nominal value plus cost of issuing new shares, the difference between the cost incurred by the company and the amount paid by employee, is considered as taxable BIK and subject to employee withholding tax. Further, income tax at the individual's marginal tax rate is imposed at the time of sale on the difference between the sale price of the shares and the acquisition price. Sales of stock listed on the Indonesian stock exchange are subject to a final withholding tax at a rate of 0.1% on the gross sale value of the stock.

**Capital gains and losses.** Capital gains are taxable as business income and income from employment (see *Rates*). Capital gains are added to income from other sources to arrive at total taxable income.

The transfer of shares listed on the stock exchange is subject to final tax at a rate of 0.1% of the gross value of the transfer if the transferred shares are ordinary shares. An additional final tax at a rate of 0.5% of the share value is levied on founder shares associated with a public offering as an election. Founder shareholders may elect to pay the 0.5% tax within one month after the shares are listed. Founder shareholders who do not pay the tax by the due date are subject to income tax on the gains from a subsequent sale at the ordinary income tax rates.

**Income tax on land and building transfer.** A transfer of land and buildings is subject to final income tax on the deemed gain resulting from the transfer or sale. The tax is charged to the transferor (seller). The tax rate is 2.5% of the gross transfer value (tax base). However, for transfers of simple houses and simple apartments conducted by taxpayers engaged in the property development business, the tax rate is 1%. This tax must be paid on receipt of some or all payments for the transfer of rights to land and buildings. The income tax is calculated based on the amount of each payment received including the down payment, interest, collection fees and other additional payments made by the buyer with respect to the transfer of the land and building.

The tax base is the higher of the transaction value stated in the relevant land and building right transfer deed or the tax object sales value (Nilai Jual Objek Pajak, or NJOP) determined by the government.

The transfer of rights deed can be signed by a notary only if the income tax has been fully paid.

## **Deductions**

*Deductible expenses.* To determine the taxable income of regular employees, gross income is reduced by the following amounts:

- Standard deduction at a rate of 5% of gross income, up to a maximum of IDR6 million a year.
- Contributions to a pension fund approved by the Minister of Finance and to TASPEN (Pension Insurance Saving Agency), as well as old-age savings or old-age allowance contributions to TASPEN and to the Worker Social Security program (BPJS Ketenagakerjaan), paid by employees.

- Zakat/religious contribution, which is mandatory and paid through the employer, is deductible for the monthly employee withholding tax calculation. If not paid through the employer, zakat can be deductible in calculating the annual individual income tax.

To determine the taxable income of a pensioner, the gross pension is reduced by a deduction of 5% of the gross pension, up to a maximum of IDR2,400,000 a year.

*Personal allowances.* Annual personal allowances are deductible from taxable income.

The following are the amounts of the personal allowances.

Type of allowance	Amount of allowance IDR
Personal allowance	54,000,000
Married persons' additional allowance	4,500,000
Wife's additional allowance if receiving income not related to husband's or other family member's income	54,000,000
Additional allowance for each dependent family member in direct bloodline and for adopted children, up to a maximum of three individuals	4,500,000

*Business deductions.* A self-employed businessperson may deduct from gross income ordinary expenses connected with earning income, including costs of materials, employee remuneration, bad debts, insurance premiums and administrative costs. Taxes other than income tax are deductible. If employee income taxes are borne by an employer, a grossing-up calculation must be made to claim the expense as a deduction from gross profit.

A business may also deduct the following expenses:

- Depreciation and amortization, in accordance with specified rates
- Contributions to approved pension funds
- Losses from the sale of assets or rights used in a business
- Foreign-exchange losses
- Costs of research and development performed in Indonesia
- Scholarship, apprenticeship and training costs
- Remuneration expense, including the expense incurred for a BIK
- Office refreshments provided to all employees

The following expenses may not be deducted:

- Provisions or reserves, with exceptions for certain industries
- Premiums for employees' life and health insurance, unless paid by the employers and treated as income taxable to the employees
- Gifts, support and donations, with exceptions for certain donations
- Personal expenses
- Salary paid to a member of an association, partnership or a limited partnership whose capital is not divided into shares
- Income tax and administrative sanctions in the form of interest, fines and surcharges, and criminal sanctions in the form of fines in connection with provisions of the tax laws

**Rates.** The following are the tax rates for individuals.

Taxable income IDR	Tax rate %	Tax due IDR	Cumulative tax due IDR
First 60,000,000	5	3,000,000	3,000,000
Next 190,000,000	15	28,500,000	31,500,000
Next 250,000,000	25	62,500,000	94,000,000
Next 4,500,000,000	30	1,350,000,000	1,444,000,000
Above 5,000,000,000	35	—	—

If a resident individual does not have a required Tax Identification Number, the tax rates for withholding tax on employment income are increased by 20%. As a result, the rates range from 6% to 42%.

The effective tax rate (Tarif Efektif Rata-rata, or TER) is applied to calculate employee withholding income tax by the employer for the period of January to November or the month before the last working period. Monthly TER ranges from 0% to 34%, calculated based on monthly gross income and categorized based on the marital status and dependents as of the beginning of tax year. The progressive tax rates on the total annual income are used for the tax calculation for December or the last working period of the employee.

The following final withholding tax rates apply to termination pay.

Taxable income IDR	Tax rate %	Tax due IDR	Cumulative tax due IDR
First 50,000,000	0	0	0
Next 50,000,000	5	2,500,000	2,500,000
Next 400,000,000	15	60,000,000	62,500,000
Above 500,000,000	25	—	—

The following final withholding tax rates apply to lump-sum payments of pensions.

Taxable income IDR	Tax rate %	Tax due IDR	Cumulative tax due IDR
First 50,000,000	0	0	0
Above 50,000,000	5	—	—

Nonresident taxpayers are subject to tax at a flat rate of 20% on all Indonesian-source income.

**Credits.** If foreign non-employment income is already taxed in the country in which it arises, a foreign tax credit is allowed in computing the Indonesian tax. The credit equals the lesser of the amount of income tax that should be payable, paid or withheld overseas by considering the provision in tax treaty, foreign tax paid or payable, and the Indonesian tax applicable to that income.

**Relief for losses.** In general, losses may be carried forward for up to five years.

A spouse's business losses may be offset against the business profits of the other spouse.

## B. Other taxes

**Duty on the acquisition of land and building rights.** In general, a transfer of land and building rights is subject to duty on the

acquisition of land and building rights (Bea Pengalihan Hak Atas Tanah dan Bangunan, or BPHTB). The duty is payable by the buyer or the party receiving or obtaining the rights. Qualifying land and building rights transfers include sale-purchase and trade-in transactions, grants, inheritances, contributions to corporations, rights separations, buyer designations in auctions and executions of court decisions with full legal force. Acquisitions of land and building rights in certain nonbusiness transfers may be exempt from BPHTB.

The tax base for the BPHTB is the Tax Object Acquisition Value (Nilai Perolehan Objek Pajak, or NPOP), which in most cases is the higher of the market (transaction) value or the NJOP of the land and building rights concerned. The tax due on a particular event is determined by applying the applicable duty rate of 5% to the relevant NPOP less an allowable nontaxable threshold. The nontaxable threshold amount varies by region. The maximum is IDR60 million, except in the case of inheritance, for which it may reach IDR300 million. The government may change the nontaxable threshold through regulation.

BPHTB is normally due on the date that the relevant deed of land and building rights transfer is signed before a public notary. The deed of rights transfer can be signed by a notary only if the BPHTB has been paid.

### C. Social security

The institution called Badan Penyelenggara Jaminan Sosial (BPJS) administers the Indonesia social security program. BPJS has the following two categories:

- Worker Social Security (BPJS Ketenagakerjaan)
- Health Care (BPJS Kesehatan)

Both BPJS Ketenagakerjaan and BPJS Kesehatan are mandatory.

Expatriates are required to participate if they work in Indonesia for more than six months. Indonesia has not entered into a totalization agreement with any country.

The following percentage contributions of monthly salary are required for employers and employees under the Worker Social Security program.

Type of program	Percentage of contribution	
	Employer %	Employee %
Accident benefit (a) (Jaminan Kecelakaan Kerja)	0.24 to 1.74 (b)	0
Life insurance benefits (a) (Jaminan Kematian)	0.3	0
Old-age benefit (a) (Jaminan Hari Tua)	3.7	2
Pension benefit (c) (Jaminan Pensiun)	2	1

(a) There is no salary cap to calculate the contribution.

(b) The rate depends on the type of industry of the company.

(c) The salary is capped at IDR10,042,300 per month, effective from March 2024. The maximum monthly contribution amount is IDR200,846 for the employer and IDR100,423 for the employee. The salary cap is adjusted each year by a factor of one plus the previous year's gross domestic growth. An expatriate is not required to participate in the pension benefit.



The following percentage contributions of monthly salary are required for employers and employees under the Health Care program.

	Percentage of contribution (%)
Employer	4
Employee	1

For the contributions under the Health Care program, the salary is capped at IDR12 million per month, effective from 1 January 2020. Consequently, the maximum employer contribution is IDR480,000 per month, and the maximum employee contribution is IDR120,000 per month.

## D. Tax filing and payment procedures

For individual taxpayers, the tax year in Indonesia is the calendar year.

Married persons can separately file their own income tax returns even if they did not enter into a prenuptial agreement.

Employee taxes are withheld by the employer. The employer must file a monthly return by the 20th day of the following month. The monthly tax return for December serves as the annual return because it also reports the cumulative income and related tax for the respective calendar year.

Individuals are required to file individual income tax returns by 31 March following the end of the tax year. Individuals earning income only from employment are not required to file monthly tax returns.

Withholding tax is levied on a variety of payments to residents. A self-employed professional, including an accountant, lawyer, architect or consultant, has tax withheld at source on the settlement of invoices. Withholding tax is an advance payment of income tax.

Self-employed individuals must make monthly advance tax payments. The monthly payment amount is based on the previous year's tax liability, reduced by tax withheld at source during the preceding year. The payment is due on the 15th day of the month following the income month.

Nonresident foreign taxpayers are not required to file tax returns in Indonesia, unless they conduct business or activities in Indonesia through permanent establishments.

## E. Double tax relief and tax treaties

A taxpayer who has income derived outside Indonesia that is subject to taxation abroad is entitled to a credit, not to exceed the Indonesian tax payable on the foreign income.

Indonesia has entered into double tax treaties with the following jurisdictions.

Algeria	Japan	Seychelles
Armenia	Jordan	Singapore
Australia	Korea (North)	Slovak Republic
Austria	Korea (South)	South Africa

Bangladesh	Kuwait	Spain
Belarus	Laos	Sri Lanka
Belgium	Luxembourg	Sudan
Brunei	Malaysia	Suriname
Darussalam	Mexico	Sweden
Bulgaria	Mongolia	Switzerland
Cambodia	Morocco	Syria
Canada	Netherlands	Taiwan
China Mainland	New Zealand	Tajikistan
Croatia	Norway	Thailand
Czech Republic	Pakistan	Tunisia
Denmark	Papua New Guinea	Türkiye
Egypt	Philippines	Ukraine
Finland	Poland	United Arab
France	Portugal	Emirates
Germany	Qatar	United Kingdom
Hong Kong	Romania	United States
Hungary	Russian	Uzbekistan
India	Federation	Venezuela
Iran	Saudi Arabia	Vietnam
Italy	Serbia	

The tax treaties generally provide for the elimination of double taxation of personal income and include specific provisions pertaining to artists, athletes, teachers, students and those engaged in employment and independent personal services.

## F. Free visa jurisdictions and visas

Several types of visas are available for a foreigner coming to Indonesia as a visitor.

During the pandemic, the visa free facility, which was previously provided for 169 jurisdictions, was suspended. However, following COVID-19 developments in Indonesia, effective from 29 August 2024, the visa free facilities are open for the following 13 jurisdictions, and they are still closed for the remaining 156 jurisdictions.

Brunei	Laos	Suriname
Darussalam	Malaysia	Thailand
Cambodia	Myanmar	Timor-Leste
Colombia	Philippines	Vietnam
Hong Kong	Singapore*	

\* Including permanent residents of Singapore

The Visit Visa on Arrival for tourism purposes is also open for certain jurisdictions. Effective from 24 August 2023, the allowable activities under free visa and the Visit Visa on Arrival is not only for tourism but also for the following activities:

- Vacation
- Government duties
- Business
- Attend meetings
- Purchase of goods
- Transit
- Medical treatment
- Family

Effective from 9 January 2024, visitors from 97 jurisdictions may obtain a visa on arrival and pay a visa-on-arrival fee, which is IDR500,000. The visa has a duration of up to 30 days and can be extended only one time for an additional period of up to 30 days. The following are the jurisdictions whose nationals may obtain a visa on arrival.

Albania	India	Portugal
Andorra	Ireland	Qatar
Argentina	Italy	Romania
Armenia	Japan	Russian
Australia	Jordan	Federation
Austria	Kazakhstan	Rwanda
Bahrain	Kenya	San Marino
Belarus	Korea (South)	Saudi Arabia
Belgium	Kuwait	Serbia
Bosnia and Herzegovina	Laos	Seychelles
Brazil	Latvia	Singapore
Brunei Darussalam	Liechtenstein	Slovak Republic
Bulgaria	Lithuania	Slovenia
Cambodia	Luxembourg	South Africa
Canada	Macau	Spain
Chile	Malaysia	Suriname
China Mainland	Maldives	Sweden
Colombia	Malta	Switzerland
Croatia	Mexico	Taiwan
Cyprus	Monaco	Tanzania
Czech Republic	Mongolia	Thailand
Denmark	Morocco	Timor-Leste
Ecuador	Mozambique	Tunisia
Egypt	Myanmar	Türkiye
Estonia	Netherlands	Ukraine
Finland	New Zealand	United Arab
France	Norway	Emirates
Germany	Oman	United Kingdom
Greece	Palestinian	United States
Guatemala	Authority	Uzbekistan
Hong Kong	Papua New Guinea	Vatican City
Hungary	Peru	Vietnam
Iceland	Philippines	Venezuela
	Poland	

Visitors from other jurisdictions must apply for a visa through the online system of the Directorate General of Immigration (DGI).

Effective from 23 October 2023, the Indonesian government implemented visa regulations that expand the list of permissible activities for business visitors, among other changes.

Foreign visitors wishing to conduct business meetings or non-commercial activities that have governmental, tourism, social and cultural aspects may also obtain one of the following entry visas through online visa application sponsored by an Indonesian entity:

- Visa Kunjungan Satu Kali Perjalanan (Single Entry Visit Visa, or VK)
- Visa Kunjungan Beberapa Kali Perjalanan (Multiple Entries Visit Visa, or VKBP)

A VK is issued for a visit of up to 60 or 180 days. The company or sponsor must provide a valid reason for requesting the visa, which may be renewed for maximum stay of up to 180 days or 12 months. A holder of a VK is not eligible for a work permit. A VK becomes invalid on exit from Indonesia, and another similar visa is required for any subsequent similar visits. VK holders will be able to perform two additional activities in Indonesia (that is, providing after-sales services and installing and repairing machines).

A VKBP is issued for a visit of up to 60 days, 180 days, one year, two years, five years and 10 years. For their initial application, foreigners can only apply for a VKBP of up to five years. The 10-year VKBP is available to foreigners who have received a five-year VKBP within the last three years prior to the application date.

The VKBP application must be made by a sponsor to an office of the DGI in Indonesia. The DGI is now issuing an electronic visa (e-Visa) when the visa application is approved. An applicant can directly enter Indonesia with an e-Visa and is no longer required to endorse the visa at the Indonesian Embassy overseas.

Under the VKBP, each visit may be granted a stay period of 60 days or 180 days. The stay permit granted for 60 days may be renewed for a maximum of 60 days for each renewal with a cumulative stay not exceeding 180 days. The stay permit granted for 180 days may be renewed for a maximum of 180 days for each renewal with a cumulative stay not exceeding 12 months. A VKBP is recommended for people who regularly visit Indonesia to conduct business meetings and who do not establish residency in Indonesia. VKBP holders will be able to perform certain additional activities in Indonesia (that is, audits, production quality control, inspections at Indonesian branches of their employer, pre-investment, visiting family, medical treatment and tourism).

### **G. Work permits and self-employment**

The Indonesian government prefers that expatriates be employed in Indonesia only in positions that cannot currently be filled by Indonesian nationals. Companies that wish to hire expatriates must provide the necessary education and training programs for Indonesians who will replace the expatriates within a reasonable time period.

In addition, employers must appoint Indonesian employees as the counterpart of the foreign workers and implement education and training for Indonesian employees as part of a transfer-of-knowledge program, except for director level or above positions. The employer is also obliged to facilitate education and training of and the teaching of Indonesian language to the foreign workers.

Employers must require their expatriate employees to obtain work and stay permits. Obtaining the necessary visas and work permits in Indonesia can be a protracted and complex process. It is strongly recommended that a prospective employer work with a local agent to obtain the permits and visas necessary to employ expatriates. Work permits are usually issued for a maximum period of 12 months and may be extended, subject to approval from the government.

**Application procedure.** An employer or sponsor must submit the Foreign Manpower Utilization Plan (Rencana Penggunaan Tenaga Kerja Asing, or RPTKA) to the Ministry of Manpower (MoM). A manpower plan must be approved before the submission of a work permit application (an application to get approval from the MoM for the local sponsor company to hire a foreign worker in Indonesia).

For the renewal of a permit, the following documents are also required:

- Color copy of Tax Registration Number (Nomor Pokok Wajib Pajak, or NPWP)
- Color copy of the Indonesia social security program registration certificate from both the employer and the employee

Under Ministry of Manpower Regulation No. 34 Year 2021, the employer must pay in advance the Compensation Fund for the Use of Foreign Workers (Dana Kompensasi Penggunaan Tenaga Kerja Asing, or DKPTKA) in the amount of USD100 per month for each foreign person employed.

After the DKPTKA payment is made, the MoM will issue the Work Permit approval (Pengesahan RPTKA) as the basis for the employer to apply for the Limited Stay Visa (Visa Tinggal Terbatas, or VITAS) and Limited Stay Permit (ITAS) to the DGI.

On arrival in Indonesia with the VITAS, the immigration authority grants the ITAS, which includes the multiple re-entry permit, at the immigration checkpoint on completing the biometric. The ITAS is valid as the stay permit for working purpose for foreign workers.

The expatriate and all of his or her family members must register with the local authorities after the ITAS is issued to obtain a Police Report Certificate (Surat Tanda Melapor, or STM), Residence Card (Surat Keterangan Tempat Tinggal or SKTT), and Report of Presence (Laporan Keberadaan).

On the expiration of the work permit, a final exit permit, known as the Return on Immigration Document (RID), is required. The RID is valid for seven calendar days after the submission date. The expatriate is required to leave the country within this period.

**Self-employment.** Only Indonesian citizens may conduct business in Indonesia as self-employed persons. Citizens of other countries must obtain the sponsorship of employers in Indonesia.

## **H. Residence visas**

The residence visa, known as a VITAS (see Sections F and G) is valid for up to 12 months. It is issued exclusively to expatriates who are working in accordance with the prevailing government regulations. An expatriate working in Indonesia on a work permit must obtain an ITAS (see Sections F and G) and other relevant stay permits.

The family members' VITAS applications can be submitted after the assignee's VITAS is obtained. The ITAS and other stay permits may also be applied for dependents who accompany the expatriates to reside in Indonesia.

An ITAS for working is renewable up to five times with a maximum stay of six years. Each extension is valid for one year.

## I. Family and personal considerations

**Family members.** A foreign national possessing an ITAS and a work permit may apply for his or her spouse and children (maximum age of 18 years old) to reside in Indonesia if they fulfill the necessary requirements. A copy of the marriage certificate and a complete copy of the passport are required for the spouse, and birth certificates and complete copies of the passports are required for the children.

The spouse of a foreign national who wishes to work in Indonesia must obtain a separate work permit sponsored by the employer.

**Driver's permits.** Foreign nationals may not drive legally in Indonesia using their home country driver's licenses. International driver's licenses are acceptable. Indonesia provides no driver's license reciprocity with other countries.

To obtain an Indonesian driver's license, foreign nationals must take a written and a physical exam. Photocopies of the passport, the ITAS and the SKTT must be attached to the driver's license application.

In view of the driving conditions and commuting time, it is recommended that foreign nationals hire Indonesian drivers. The base salary for drivers is about USD320 per month.

## J. Recent immigration law changes

The Indonesian Ministry of Law and Human Rights issued Regulation No. 22 of 2023 on Visas and Residence Permits, which went into effect on 24 August 2023. The Regulation establishes into law the new Golden Visa route, which is discussed below.

**Golden Visa.** The government introduced the Golden Visa, which is a facility granted for individuals who meet certain requirements to stay longer in Indonesia for up to 10 years. This visa category is intended to facilitate the growth of foreign direct investment into the country by providing special benefits for foreigners who contribute to the Indonesian economy.

The Golden Visa is only granted to foreigners who conduct the following activities in Indonesia:

- Investment, which includes the following:
  - A foreign individual investor with the intention of establishing a company in Indonesia.
  - A foreign individual investor without the intention of establishing a company in Indonesia.
  - A foreigner who will be appointed as a member of the board of directors (BoD) or board of commissioners (BoC) in a branch office or a subsidiary of a foreign company to be established in Indonesia. The number of members of the BoD and BoC is limited to a maximum of 10 persons for each branch office or a subsidiary to be established.
- Family Union, which includes the following:
  - A foreigner who will join the spouse who has held an ITAS or ITAP under the Golden Visa category

- A child below the age of 18 and unmarried who will join his or her father and/or mother who are holder(s) of an ITAS or ITAP under the Golden Visa category
- A foreigner who will join the child who is a holder of an ITAS or ITAP under the Golden Visa category
- Repatriation, which includes the following:
  - Ex-Indonesian citizens who will reside in Indonesia without a guarantor
  - Descendant of an ex-Indonesian citizen (maximum to the second degree) who will reside in Indonesia without a guarantor
- Second Home, which includes the following:
  - Second home
  - Special skills
  - World public figure
  - Elderly foreign individuals aged 55 years old or above

All Golden Visa holders are entitled to certain additional benefits, including but not limited to, in the form of the following:

- Priority lane at the immigration checkpoints determined by the Ministry of Law and Human Rights
- Priority service in immigration offices
- Priority services from related institutions, ministries and agencies based on a cooperation agreement

A foreigner who applies for a Golden Visa under a certain category is exempted from the requirement to have a guarantor but would need to have an immigration guarantee. This applies to foreigners in the Investment, Repatriation and Second Home categories.

**Remote Worker Visa.** Foreigners can now perform remote work by applying for a VITAS, which can be granted for 12 months. The applicant should provide an immigration guarantee, which is a salary slip with minimum of USD60,000 per year, and a copy of the work contract with the foreign company.

**New visa classification.** In January 2024, the Indonesian government introduced a new online visa application portal and revised classification codes for several types of visas (including the Visit Visa and Limited Stay Visa) as per the previous regulation, which was effective in October 2023.

Employers that already have an account on the current online application portal must register on the new portal and upload a photo of the authorized company representative. Their accounts will be activated in approximately three business days after completing the registration process. Employers can then begin filing visa applications on the new portal on behalf of employees and business visitors.

The new portal uses revised classification codes for several types of visas (for example, previously, individuals visiting Indonesia to attend business meetings used the code B211A; effective from 9 January 2024, these individuals must use the code C2). Companies must identify the appropriate code based on the activities that the applicant will conduct in Indonesia and use this code when filing visa applications on the new portal.

**Health Pass.** As a result of the emerging outbreak of Mpox, the Indonesian authorities reactivated the mandatory Health Pass for travelers at Indonesia's entry points. Effective from 29 August 2024, travelers visiting Indonesia must report to health authorities at Indonesia's entry point upon arrival to show their Satusehat Health Pass (SSHP) QR Code. The SSHP is an electronic health declaration form that needs to be completed by all passengers and aircraft personnel when traveling to Indonesia. The QR Code must be stored on a device and can be obtained by filling out an online self-declaration form. Travelers are advised to fill out the form prior to departure while in their home jurisdiction.



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**A. Income tax**

**Who is liable.** Iraqi nationals and foreigners working in Iraq are subject to tax on their income derived from Iraq (including the Kurdistan Region of Iraq). In addition, Iraqi nationals residing in Iraq are subject to tax on income earned from all sources (Iraqi and foreign-source income).

Iraqi nationals are considered residents of Iraq for tax purposes if they reside in Iraq for only one day. Non-Iraqi nationals (including nationals of other Arab countries) are considered residents of Iraq for tax purposes if they meet certain residency criteria.

The concept of residency as described above is important to residents of Iraq when determining the availability of certain personal allowances (see *Deductions*).

## Income subject to tax

*Employment income.* Income tax is assessed on all remuneration and benefits (salaries, allowances, bonuses and others) whether cash or non-cash relating to work done for an employer in Iraq (including the Kurdistan Region of Iraq), regardless of whether received by Iraqis or non-Iraqis, inside or outside Iraq, except for sources of income that are explicitly exempt under the Income Tax Law No. 113 of 1982 (as amended). Remuneration and benefits include directors' fees and employer-paid rent, school fees and relocation expenses, after taking into consideration applicable deductions (see *Deductions*).

*Self-employment and business income.* Individuals must pay tax on income earned from all taxable self-employment and business activities in Iraq (including the Kurdistan Region of Iraq) at the personal income tax rates described in *Rates*.

*Investment income.* Dividends paid out of previously taxed income are exempt from tax. Interest is subject to income tax at the normal personal income tax rates (see *Rates*).

**Capital gains.** Capital gains derived from the sale of fixed assets are taxable at the normal personal income tax rates (see *Rates*). Capital gains derived from the sale of shares and bonds not in the course of a trading activity are exempt from tax. Capital gains derived from the sale of shares and bonds in the course of a trading activity are taxable at the normal personal income tax rates (see *Rates*).

## Deductions

*Personal deductions and allowances.* In Iraq (excluding the Kurdistan Region of Iraq), individuals are granted the following personal deductions and allowances:

- Personal allowances equal to the following (available to residents of Iraq only):
  - Single deduction: IQD2,500,000
  - Wife deduction: IQD4,500,000
  - Each child (under 18 or student under 25): IQD200,000
  - Widow or divorcee: IQD3,200,000
  - Over retirement age (63): IQD300,000
- Employee contributions to the Iraqi social security system
- Delegation or overseas allowances received by foreign employees, up to 25% of the basic salary (available to residents of Iraq only)
- General allowances of all types, whether cash or non-cash and whether received by Iraqis and non-Iraqis, not to exceed 30% of basic salary for the allowances to be treated as non-taxable, and delegation or overseas allowances received by foreign employees (not applicable to Iraqi employees), not to exceed 25% of basic salary (the portions of the allowances in excess of the limits are subject to employee income tax)

In the Kurdistan Region of Iraq, individuals are granted the following personal deductions and allowances:

- First IQD1 million of employee's monthly income
- Employee contributions to the Iraqi social security system
- General allowances, up to 30% of the basic salary

*Business deductions.* Business expenses incurred in generating income are generally deductible. However, certain limitations apply to certain expenses, including entertainment expenses.

**Rates.** Employee income tax must be withheld from the employees' taxable income for each month of the fiscal year based on the following progressive rates.

Annual taxable income		Rate %
Exceeding IQD	Not exceeding IQD	
0	250,000	3
250,000	500,000	5
500,000	1,000,000	10
1,000,000	—	15

In the Kurdistan Region of Iraq, an employee's taxable income is subject to a flat personal income tax rate of 5%.

**B. Inheritance and gift taxes**

Iraq (including the Kurdistan Region of Iraq) does not impose inheritance and gift taxes.

**C. Social security**

Companies registered and operating in Iraq must register all their employees with the Iraqi social security system, regardless of the nationality of the employees and regardless of whether those employees are already contributing to a social security scheme outside of Iraq.

For Iraqis, the general social security rates in Iraq (for all sectors except the oil and gas sector) are 12% for employers, 5% for employees and 8% for the government. For non-Iraqis, the rates are 20% for employers and 5% for employees. For oil and gas companies (defined as companies whose profits are generated from the sale of oil and other hydrocarbon materials produced in and exported from Iraq or the sale of rights and interests related to crude oil or other hydrocarbon materials), the rates for social security contributions for Iraqis are 25% for employers and 5% for employees, and 33% for non-Iraqis for employers and 5% for employees.

The salary subject to social security is based on the employee's total salary as of the date of hire, or the January salary, whichever is earlier. The maximum monthly salary subject to social security, based on the minimum wage for 2024, is IQD1,750,000 (approximately USD1,326).

In the Kurdistan Region of Iraq, the general rates of social security are 12% for the employer and 5% for the employee for both Iraqis and non-Iraqis. The salary subject to social security is equal to the total compensation without a cap.

**D. Tax filing and payment procedures**

Employers are responsible for and should guarantee the payment of tax to the General Commission for Taxes (GCT), which is the Iraqi tax authority. Tax is withheld from the employees' income for each month of the fiscal year. The withheld tax must be sent monthly to the GCT by the 15th day of the month following the

month of withholding. An annual filing is also required by 31 March of each year. If the monthly personal income tax payment is not made by the deadline, a penalty of 5% of the tax amount will be imposed on the employer after the lapse of 21 days from the fixed date. This penalty will be doubled if the amount is not paid within 21 days after the expiration of the first period. In addition, interest equal to the current banking interest applied by Al-Rafidain Bank on overdraft facilities at 11% is charged on the tax due amount until the date of payment.

In the Kurdistan Region of Iraq, employers are responsible for and should guarantee the payment of tax to the General Directorate of Taxation (GDT), which is the Kurdistan Region of Iraq tax authority. Tax is withheld from the employees' income for each month of the fiscal year. The withheld tax must be sent quarterly to the GDT by the 21st day of the month following the end of the calendar quarter. An annual filing is also required by 1 March of each year. If the quarterly employee income tax is not paid by the 21st day of the month that follows the end of the calendar quarter, a penalty of 5% of the tax amount is imposed on the employer. This penalty is doubled if the amount is not paid within 21 days after the expiration of the first period. In addition, interest equal to 1.5% per month (with partial months counting as a full month) will be charged from the due date up to the date of payment.

### **E. Single-entry visas**

Foreign nationals who intend to visit Iraq must obtain an entry visa. The most common form is a single-entry visit visa from the Directorate of Residency of the Ministry of Interior. The single-entry visit visa allows the visitor to enter Iraq within three months of the visa's issuance. A visa typically allows the person to remain in Iraq for 30 days. The procedures for entry into the Kurdistan Region of Iraq may vary.

### **F. Business/multiple-entry visas**

Foreign nationals who intend to stay or work in Iraq for longer than 30 consecutive days (whether they are assigned to Iraq indefinitely or are commuters or rotators) must apply for a business visa (a multiple-entry visa). An Iraqi limited liability company or Iraqi branch of a foreign entity established to undertake work in Iraq must take the following steps to apply for a business visa (multiple-entry visa) with respect to each foreign employee:

- The company must apply for the employee's business visa (multiple-entry visa) through a request letter from the governmental entity with which the company deals (for example, the Ministry of Transportation) that is addressed to the Department of Immigration and Residency, together with the passports, the application form and the company's corporate documents.
- If the application is approved, the Department of Immigration and Residency informs the company by issuing a Letter of Invitation containing the name of the employee and confirming that the request is accepted and that a business visa (multiple-entry visa) valid for three months, six months or one year is granted to the employee.
- Based on the Letter of Invitation, the employee is required to visit the Iraqi Embassy in his or her home country and get a sticker on his or her passport confirming the payment of the

required fees. Alternatively, on the employee’s arrival to Iraq, he or she can obtain a sticker on his or her passport after the payment of the required fees. The sticker also shows that the concerned authorities have been notified of the foreigner’s arrival to Iraq.

The procedure for obtaining residence permits in the Kurdistan Region of Iraq may vary.

**G. Work permits**

Work permits are required for foreigners to work in Iraq. The Ministry of Labor and Social Affairs issues work permits in accordance with Article 30 of the Iraqi Labor Law No. 37 of 2015 and the procedures set forth in Labor Instructions No. 18 of 1987, which are still in force and provide specific rules for the employment of foreigners in Iraq.

For the employer to apply for work permits with respect to its foreign employees, it must ensure that its foreign employees have valid entry visas for Iraq (evidenced by a sticker affixed to each employee’s passport or any other valid alternative method acceptable to the Iraqi authorities) and that it meets Iraq’s minimum local employment threshold, among other requirements.

Under Instructions No. 12 of 2017 and the Council of Ministers Decision No. 90 of 2020, the following are the current government fees charged by the Iraqi Ministry of Labor and Social Affairs for work permit applications.

<b>Application type</b>	<b>Fee per application (IQD)</b>
Work permit application fee	200,000
Work permit issuance fee	250,000
Work permit renewal application fee	100,000
Work permit renewal issuance fee	250,000
Lost/damaged work permit replacement fee	1,000,000

A work permit is valid for a period of one year, subject to renewal. The renewal of the work permit must be initiated a month in advance of its expiration date. The renewal process requires the employer to follow the same procedure as the procedure used for applying for the initial work permit with the Ministry of Labor and Social Affairs.

If the company does not comply with the work permit requirements, the Ministry of Labor and Social Affairs will likely transfer the file to Iraq’s Labor Court where the issue of work permits would be raised and result in the imposition of the associated penalties (a fine of three times the worker minimum daily wage to three times the workers minimum monthly wage).

The procedure for obtaining work permits in the Kurdistan Region of Iraq may vary.

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*The rules regarding work permits and self-employment discussed in Section G of this chapter are regularly changed. Because of these changes, readers should obtain updated information before engaging in transactions.*

## A. Income tax

**Who is liable.** Income tax liability in Ireland depends on an individual’s tax residence and domicile.

The tax year is the calendar year. For the 2024 tax year, an individual is regarded as an Irish tax resident if he or she meets any of the following conditions:

- He or she spends 183 or more days in Ireland during the period from 1 January 2024 to 31 December 2024.

- He or she spends an aggregate of 280 or more days in Ireland during the two-tax-year period from 1 January 2023 to 31 December 2024, with more than 30 days in Ireland in each tax year.
- He or she elects to become tax resident for the tax year in which he or she comes to Ireland with the intention to be tax resident in the following tax year, and is tax resident under one of the tests listed above in that following tax year.

An individual is considered as present for a day if he or she is present in Ireland at any time during that day.

Tax concessions may apply in the year in which an individual becomes, or ceases to be, Irish tax resident.

An individual becomes ordinarily tax resident in Ireland after being tax resident for three consecutive tax years. An individual who is ordinarily tax resident and who ceases to be tax resident in Ireland is treated as continuing to be ordinarily resident for three tax years after the tax year of departure.

Domicile in Ireland is not defined in the tax law but is a legal concept based on the location of an individual's permanent home. Irish law treats domicile as acquired at birth (usually it is the domicile of the father) and retained until an individual takes positive steps to change to another domicile.

Individuals who are tax resident in Ireland are normally subject to tax on worldwide income, including employment income, regardless of whether the employment is carried on in Ireland or abroad. However, exceptions can apply to the following individuals:

- Foreign-domiciled individuals
- Individuals who commute to work outside Ireland and pay tax on the income from the employment outside Ireland

Individuals domiciled outside Ireland are entitled to a remittance basis of assessment in Ireland on investment income arising outside Ireland and on income from employment duties performed outside Ireland, to the extent that the employment income is paid outside Ireland under a foreign employment contract.

If an individual is on Irish payroll, Pay-As-You-Earn (PAYE) withholding must be accounted for on all employment earnings, including benefits. If an individual is on a payroll outside Ireland, PAYE withholding is required on the amount of employment earnings (including benefits) attributable to duties performed in Ireland. An exemption may apply if the employee is resident in a treaty jurisdiction and spends less than 60 workdays in Ireland during the relevant tax year. There may also be an exemption from PAYE if the employee spends more than 60 workdays but less than 183 days in Ireland. Certain strict conditions must be met for these exemptions.

Advance approval may be granted by the Irish Revenue on the proportion of the earnings to which PAYE should be applied if earnings are paid outside Ireland and if the proportion is unclear and only a portion of the earnings is likely to be assessable in Ireland.

Tax relief is available to certain non-domiciled employees who are assigned to work in Ireland.

The Special Assignee Relief Programme (SARP) is available to employees who are assigned to Ireland by a relevant employer. For this purpose, a relevant employer is a company incorporated and resident in a country with which Ireland has entered into a double tax treaty or an information exchange agreement, or an associated company of such a company. Originally the relief was only available if the assignment began in 2012, 2013 or 2014. However, this has been extended to include assignments commencing up to the end of 2025.

Under SARP, a relief from income tax on 30% of employment income in excess of EUR100,000 is granted for up to a maximum of five consecutive years. Effective from 1 January 2019, a ceiling of EUR1 million applies to the income eligible for relief. In addition, the cost of one return trip to certain home locations per year for the employee and his or her spouse and children can be provided tax-free. Also, the employer can pay or reimburse tax-free education costs of up to EUR5,000 per year per child. The relief is available to individuals who earn a base gross salary of at least EUR100,000 per year and who perform their employment duties in Ireland for a minimum period of 12 consecutive months. The minimum base gross salary is EUR75,000 for employees assigned to Ireland prior to 2023. The employee must not have been resident in Ireland for the five years immediately preceding the year of arrival and must have worked for the foreign employer for at least six months before arrival (12 months for individuals who arrived in Ireland before 1 January 2015). In addition, employees who arrived in Ireland before 2015 were required to be tax resident in Ireland in the year in which relief was claimed and must not have been tax resident elsewhere. Employees arriving in Ireland in the period of 2015 through 2022 can be tax resident in another jurisdiction if they are also tax resident in Ireland.

Under an application procedure for the relief, the employer must certify within 90 days of the employee arriving in Ireland to first perform duties that the employee meets the conditions for SARP relief. The Irish Revenue has advised that because the 90-day deadline is provided for in legislation, they will not accept applications after the deadline. SARP relief applies to income tax only and does not apply to the Universal Social Charge (USC) or social security. An individual is regarded as a chargeable person for any tax year in which SARP relief is claimed and the individual must file an income tax return through the self-assessment system for that year.

Nonresidents are generally subject to Irish tax on income arising in Ireland, unless they are protected by the provisions of a double tax treaty.

The Foreign Earnings Deduction (FED) applies to individuals employed by companies expanding into emerging markets who assign Irish-based employees to perform their employment duties in these markets. The relief applies to employees assigned to the following jurisdictions for the years 2012 to 2025.

Algeria	India	Qatar
Bahrain	Indonesia	Russian Federation
Brazil	Japan	Saudi Arabia



Chile	Kenya	Senegal
China Mainland	Korea (South)	Singapore
Colombia	Kuwait	South Africa
Congo	Malaysia	Tanzania
(Democratic Republic of)	Mexico	Thailand
Egypt	Nigeria	United Arab Emirates
Ghana	Oman	Vietnam
	Pakistan	

The relief reduces the income tax liability of the relevant individual by allowing a deduction of up to EUR35,000 against employment income. It is claimed through the annual tax return. To qualify for the relief, the individual must spend 30 (previously 40) qualifying days in a tax year or in a continuous 12-month period in the relevant countries. To count as a qualifying day, a day must be one of three consecutive days throughout which the individual is working in the relevant countries. Days spent traveling to and from the work location count as qualifying days for the purposes of the relief. The deduction does not apply to employees paid out of state revenue, such as civil servants, Gardaí (members of the Irish state police) and similar employees.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Most payments made by an employer, including salary, bonuses, benefits in kind, certain equity income and expense allowances, are subject to income tax.

In general, noncash benefits are taxable and are valued at the cost incurred by an employer in providing the benefits. However, special measures govern the valuation of the following taxable benefits:

- **Car:** The assessable benefit is up to 37.5% of the original market value of the car. The assessable benefit is determined by reference to business mileage and the vehicle's CO<sub>2</sub> emissions. The taxable benefit is reduced if the employee makes a financial contribution to the employer.
- **Loans:** 13.5% of the amount of the loan, with a reduction for interest paid by the employee. The rate is 4% for a home loan.
- **Housing:** The annual market value of the rent (the amount a landlord would charge an unconnected tenant to use the property) plus utilities paid by the company (employer-owned accommodation) or rent plus utilities paid by the company (accommodation not owned by the employer).

Employee benefits that are incurred wholly, exclusively and necessarily in the performance of employment duties, are not taxable. Travel expenses from home to work and from work to home may be an exception to this rule.

Education allowances provided by employers to their employees' children 18 years of age and under are taxable for income tax and social security tax purposes.

Employers must withhold Pay Related Social Insurance (PRSI; see Section C) and the USC (see Section B) and apply the PAYE system (see Section D) with respect to the value of benefits in kind provided to employees during the tax year. Employers' PRSI

at a rate of 11.15% also applies to any benefits provided to employees.

In general, nonresidents are subject to income tax on employment income, regardless of their domicile, if their duties are carried on and if their salary is paid in Ireland.

*Self-employment and business income.* Individuals resident in Ireland are subject to tax on income from trades and professions carried on in Ireland and abroad. Nonresidents are taxed on income from trades and professions carried on in Ireland only.

Taxable profits normally consist of net business profits as disclosed in the financial accounts and adjusted to account for deductions not allowed or restricted by tax legislation.

Except for years when a business begins or terminates, taxable profits generally are those for the tax year ending 31 December or for the 12-month accounting period ending in that year.

*Investment income.* An individual resident and domiciled in Ireland is taxed on worldwide dividend and interest income. If resident but not domiciled, an individual is taxed on all investment income arising in Ireland and on income remitted to Ireland from other countries. A credit for foreign taxes paid may be available if a double tax treaty applies. A nonresident and not domiciled individual is taxed on Irish-source income only.

Dividends received by individuals from Irish tax-resident companies are taxed in full, subject to relief being available under a relevant double tax treaty. Dividends may be subject to withholding tax at a rate of 25%, which is creditable against a resident individual's income tax liability.

Interest on Irish government securities is subject to income tax and is generally not taxed at source, but may not be taxable if received by nonresident individuals.

Interest credited on or after 1 January 2020 on most bank and building society deposits is taxed at source at a rate of 33%, unless it is paid or credited to nonresidents. A credit is given for tax withheld if the person is taxed on the interest. The final income tax on deposit interest taxed at source is 33%.

Losses from Irish rental properties may be offset against other Irish-source rental income or may be carried forward indefinitely and offset against rental income in future years.

Nonresidents are subject to a 20% withholding tax on non-exempt interest, royalties and rental income.

*Directors' fees.* Directors' fees paid by companies incorporated in Ireland are taxable in Ireland, regardless of the tax residence of the director or the place where duties are performed. Directors' fees paid by non-Irish companies to Irish residents are taxable in Ireland (however, a relevant tax treaty may override the Irish domestic legislation on when directors' fees are taxable). Non-domiciled individuals do not pay tax on directors' fees received from foreign companies if all of the duties are performed outside Ireland unless that income is remitted to Ireland.

Directors are regarded as employed for tax purposes and as either self-employed or employed for social insurance purposes, depending on the circumstances. Tax is withheld under the PAYE system (see Section D) on the basis of income earned during the tax year. Directors must submit personal tax returns by 31 October following the tax year.

*Exempt income.* A portion of income from the following sources is exempt from income tax:

- For tax-resident individuals only, income derived from writing books and plays, composing music, painting and sculpting. This exemption is limited to profits or gains of EUR50,000. Such income is liable to the USC and PRSI.
- Profits or gains from forestry activities. Such income is liable to the USC and PRSI.
- Shares provided to an employee under an Approved Profit Sharing Scheme, up to a value of EUR12,700 in a tax year. Such income is liable to the USC and employee PRSI.

An individual may use the first two reliefs mentioned above to reduce the tax liability, subject to restrictions. An individual effectively pays income tax at a minimum rate of 30% if his or her total income exceeds EUR400,000 and if sufficient specified tax reliefs are claimed. The effective tax rate for individuals with total income between EUR125,000 and EUR400,000 is lower because the restriction applies on a tapering basis. For individuals whose total income is less than EUR125,000, the restrictions to the tax relief do not apply.

**Taxation of employer-provided stock options.** Employer-provided share options are subject to income tax, Universal Social Charge (USC; see Section B) and employee PRSI at the date of exercise on the market value of the shares at the date of exercise, less the sum of the option and exercise prices. Effective from 5 April 2007, a gain arising on the exercise, assignment or release of certain share options granted on or after 1 January 2006 is subject to income tax and employee PRSI in Ireland by reference to the number of workdays spent in Ireland during the vesting period. From 1 January 2024, stock option income is taxed under the PAYE system rather than under self-assessment as it was previously taxed.

For gains arising after 1 January 2004, an individual may claim a tax credit for foreign taxes paid on the same option gain in a jurisdiction with which Ireland has entered into a double tax treaty. If an income tax charge arises in a non-treaty country, Ireland reduces the gain subject to Irish income tax by the tax payable in the other jurisdiction.

On the disposal of shares, capital gains tax is charged on the difference between the market value of the shares at the date of exercise and the market value at the date of disposal.

If the option is capable of being exercised in a period exceeding seven years after the date of grant, income tax may be charged at the date of grant in addition to a charge at the date of exercise.

Restricted stock units (RSUs) are generally taxed at the date of vesting. Individuals are liable to Irish tax on RSU gains by reference to their tax residence on the date of vesting. As a result, the

full gain is liable to Irish tax if the individual is tax-resident in Ireland on the date of vesting and no charge to Irish tax arises if the individual is nonresident in Ireland at the date of vesting. A credit for foreign tax payable is allowed against the Irish liability. RSUs are liable to PAYE, USC and employee PRSI, and are taxable through payroll.

Employers must withhold the following from payroll:

- The USC on the taxable value of all share awards
- Employee PRSI contributions
- PAYE on share schemes that are not Revenue approved

**Capital gains and losses.** Individuals resident in Ireland generally are subject to tax on worldwide capital gains. Non-domiciled individuals are not taxed on gains arising outside Ireland unless the proceeds are remitted to Ireland. Capital gains are taxed at a rate of 33% for disposals on or after 6 December 2012.

Nonresidents are taxable on capital gains derived from the following assets located in Ireland:

- Land and buildings
- Mineral rights
- Exploration or exploitation rights on the Continental Shelf
- Assets used by a trade carried on in Ireland through a branch or agency
- Shares that derive the greater part of their value from the first three items listed above

Gains are calculated by deducting from the proceeds the greater of the cost of the asset or, if the asset was owned by the seller on 6 April 1974, its value on that date. Cost (or the 1974 value) is increased by an index factor to adjust for inflation up to 31 December 2002. The value of the asset cannot be increased for inflation beginning 1 January 2003. Indexation relief is also restricted on land situated in Ireland that is held for development and on shares that derive the greater part of their value from such land.

Exemptions are available for the following capital gains:

- The first EUR1,270 of taxable gains derived during the 2024 tax year
- Capital gains derived from the taxpayer's principal residence
- Assets transferred on death
- Wasting chattels if the consideration is EUR2,540 or less (that is, tangible movable property with a useful life of less than 50 years)

Retirement relief or entrepreneurial relief for capital gains may be available, subject to certain conditions.

Capital losses may be offset against capital gains derived in the same year or carried forward to offset against capital gains in future years.

### **Income tax deductions**

*Deductible expenses.* Few deductions are allowed for employees. To claim a deduction, an employee first must show that the expense was incurred wholly, exclusively and necessarily in the performance of the duties of the employment. Tax deductions for

expenses incurred by employees are granted only for exceptional items, including purchases of protective clothing.

*Personal credits and allowances.* The principal credits for the 2024 tax year are listed in the following table. Credits are deducted from the individual's income tax liability.

Credits	Amount (EUR)
Married persons/civil partners (jointly assessed)	3,750
Single person	1,875
Widowed person/surviving civil partner	2,415
Widowed person/surviving civil partner in year of bereavement	3,600
PAYE allowance (if salary is subject to tax at source)	1,875
Earned Income Credit	1,875
Rent Credit	750
Medical and dental insurance	20% of the gross premium*

\* The relief with respect to premiums is restricted to EUR1,000 per adult policy and EUR500 per child policy.

The principal allowances for the 2024 tax year are listed in the following table. Allowances reduce the amount of income of the individual that is taxable at the top income tax rate.

Allowance at top rate	Amount
Pension contributions to approved schemes (a)(b)	Varies from 15% to 40% of earnings, depending on age of individual
Employment and Investment Incentive	EUR250,000/EUR500,000 (c)
Startup relief for entrepreneurs	EUR100,000 (d)
Employee Approved Profit Sharing Scheme	EUR12,700

- (a) Effective from 1 January 2014, the maximum allowable pension fund for tax purposes is set at EUR2 million. Higher thresholds may apply if the value of the pension fund, as of 1 January 2014, exceeds EUR2 million, but does not exceed EUR2,300,000. Any excess is subject to a one-off charge of 40% on drawdown. This limit is set to increase from 2026.
- (b) Pension contributions are subject to an earnings cap of EUR115,000.
- (c) The allowance is EUR250,000 for a minimum four-year holding period and EUR500,000 for a minimum seven-year holding period.
- (d) The allowance can be used to reduce taxable income in one or more of the preceding six tax years.

In general, a nonresident is not entitled to tax credits or personal allowances, but exceptions may apply under Irish income tax law or the provisions of a double tax treaty.

*Business deductions and capital allowances.* Expenses incurred wholly and exclusively for the purposes of a trade or profession are generally deductible. Deductions for automobile expenses are restricted.

**Rates.** The following table presents the 2024 income tax rates for single or widowed individuals, or a surviving civil partner.

Taxable income		Tax on lower amount EUR	Rate on excess %
Exceeding EUR	Not exceeding EUR		
0	42,000	0	20
42,000	—	8,400	40

The following are the 2024 income tax rates for a married couple or civil partners (jointly assessed).

Taxable income		Tax on lower amount EUR	Rate on excess %
Exceeding EUR	Not exceeding EUR		
0	51,000*	0	20
51,000	—	10,200	40

\* If both spouses or civil partners have income, married couples or civil partners may have more of their income taxed at the 20% rate. The income bracket is increased by EUR1 for every EUR1 received by the other spouse or civil partner, up to a maximum additional EUR33,000. Consequently, for a married couple or civil partners, the maximum amount of taxable income potentially subject to the 20% rate is EUR84,000.

Nonresidents are taxed at the same rates as residents.

**Relief for losses.** A loss arising from a trade or profession, as calculated for income tax purposes, may be offset against all income for the tax year in which the loss is incurred, or may be carried forward indefinitely and offset against income from the same trade or profession in future years; however, the loss must be used as early as possible in the years when a profit arises. A loss incurred in the final 12 months of a trade or profession may be carried back and offset against profits from the same trade or profession for the three tax years prior to the year of cessation.

## B. Other taxes

**Universal Social Charge.** The Universal Social Charge (USC) is charged at the following rates and income thresholds.

Income		Rate %
Exceeding EUR	Not exceeding EUR	
0	12,012	0.5 (a)
12,012	25,760	2.0
25,760	70,044	4.0
70,044	—	8.0 (b)
100,000	—	11.0 (b)

(a) This income is exempt if income does not exceed EUR13,000.

(b) The 11% rate applies to "relevant income," excluding employment income that exceeds EUR100,000. Consequently, the 8% rate applies to employment income exceeding EUR100,000.

The USC applies to all income, including noncash benefits-in-kind and equity compensation under an unapproved scheme, subject to certain exceptions. It applies to all income before relief for pension contributions and deductions for capital allowances. Chargeable persons are required to pay the USC as part of preliminary tax (see Section D). Employers deduct the USC from payments to employees at the rates shown above.

**Inheritance and gift tax.** Capital Acquisitions Tax (CAT) includes both gift and inheritance tax and is primarily payable by the beneficiary of a gift or an inheritance.

CAT is payable if any of the following conditions are met:

- The donor is resident or ordinarily resident in Ireland. If the donor is not domiciled in Ireland, he or she is not regarded as resident or ordinarily resident for CAT purposes unless he or she has been resident in Ireland for five consecutive years immediately preceding the year of the gift or inheritance.
- The beneficiary is resident or ordinarily resident in Ireland. If the beneficiary is not domiciled in Ireland, he or she is not regarded as resident or ordinarily resident for CAT purposes unless he or she has been resident in Ireland for five consecutive years immediately preceding the year of the gift or inheritance.
- The gift or inheritance consists of Irish property.

CAT is imposed at a rate of 33% for gifts and inheritances received on or after 6 December 2012. It is payable on the amount exceeding the relevant tax-free threshold. Three tax-free thresholds exist. The thresholds vary depending on the relationship between the donor and the beneficiary. The following are the relevant thresholds.

Group	Threshold EUR	When applicable
A	335,000	If the beneficiary is a child (including certain foster children), or minor child of a deceased child of the donor; parents also fall within this threshold if they receive an inheritance from a child
B	32,500	If the beneficiary is a brother, sister, niece, nephew or lineal ancestor or lineal descendant of the donor
C	16,250	All other cases

Any benefit received since 5 December 1991 within the same group threshold is aggregated for the purposes of determining whether any CAT is payable on the current benefit.

An exemption from CAT applies to gifts or inheritances received by a spouse or civil partner. Gifts of EUR3,000 or less are also exempt. Relief from CAT is available on gifts or inheritances of agricultural property and business property.

Ireland has entered into inheritance tax treaties with the United Kingdom and the United States.

**Local Property Tax.** Effective from 1 July 2013, an annual Local Property Tax (LPT) is charged on all residential properties in the Republic of Ireland. The LPT is due with respect to residential properties on a specific ownership date in any given year. For 2013, the ownership date was 1 May 2013. Residential property valuations for 2014 to 2020 remain similar to the valuations used for 2013 (even if improvements are made to the property). The

most recent valuation date for LPT was 1 November 2021. The rate of LPT varies depending on the valuation band of the property, and the rates can be increased or decreased by 15% by the relevant local authorities.

### C. Social security

**Rates.** Ireland imposes payroll taxes for Pay Related Social Insurance (PRSI) on all employment income, including most benefits. The following are the new rates of social security contributions, which apply from 1 October 2024.

Social security taxes	Contribution rate (a)
PRSI; paid by	
Employee	4.1% on gross income (no maximum income)
Employer	11.15% on gross income (no maximum income) (b)
Self-employed	4.1% on gross income (no maximum income) (c)

(a) If weekly earnings are EUR352 or less, employee contributions are nil.

(b) If weekly earnings are EUR527 or less, employer PRSI is calculated at 8.8%.

(c) The minimum annual PRSI contribution is EUR500.

A PRSI credit, which reduces the amount of PRSI payable, is available for employees earning between EUR352.01 and EUR424 per week. The credit is calculated by subtracting one-sixth of the employment income over EUR352.01 from the maximum credit of EUR12.

**Social insurance.** Employed persons between the ages of 16 and pensionable age (currently 66) must pay PRSI. A contribution is also payable by employers. Self-employed persons between the ages of 16 and pensionable age (currently 66) with earnings of EUR5,000 or more per year must pay PRSI.

Self-employed persons pay PRSI on total income, including unearned income. Employed persons pay PRSI on income from employment, including benefits in kind. Employed persons also pay PRSI on unearned income if they are regarded as chargeable persons. An employed person is regarded as a chargeable person if they have non-employment income and if he or she meets either of the following conditions:

- His or her net assessable non-employment income is more than EUR5,000 on the year.
- His or her total gross non-employment income is EUR30,000 or more in the year.

The payment of PRSI contributions may secure the following benefits:

- Contributory old-age pension (for employees and self-employed persons)
- Unemployment benefits (now known as Jobseekers Benefits; for employees only)
- Sickness benefits (for employees only)
- Limited dental benefits (for employees only)
- Limited medical (optical and hearing) benefits (for employees only)



PRSI is payable by individuals employed in Ireland. However, non-European Economic Area (EEA) nationals, other than individuals from Australia, Canada, Japan, Korea (South), New Zealand, Quebec, Switzerland, the United Kingdom and the United States, are exempt for the first 52 weeks of their assignment in Ireland if the assignment is temporary and if the employer's principal place of business is outside Ireland, the Isle of Man and the United Kingdom. An application must be made to the Department of Social Protection to exempt such individuals from Irish PRSI.

Individuals from the EEA and nationals from Australia, Canada, Japan, Korea (South), New Zealand, Quebec, Switzerland, the United Kingdom and the United States may remain covered by their home-country social insurance systems for a specified time period. An application must be made to the relevant authorities to apply for an A1 Certificate/Certificate of Coverage in this regard.

Ireland also has an agreement with the Isle of Man and the Channel Islands (Alderney, Guernsey, Herm, Jersey and Jethou).

Some individuals leaving Ireland on short-term assignments may remain covered under the Irish PRSI system for a limited period, subject to approval from the Department of Social Protection.

## **D. Tax filing and payment procedures**

**Filing.** The tax year for individuals runs from 1 January to 31 December. Individuals who are subject to income tax for the tax year must file tax returns for earned and investment income and capital gains under the self-assessment rules. To avoid a surcharge penalty, taxpayers must file their returns by 31 October following the end of the tax year. If a taxpayer files his or her tax return and pays any related tax liability online through the Revenue's Online System (ROS), the deadline is extended until mid-November (the exact date is set by the Revenue at the beginning of each tax year). If a return is filed late but within two months after the filing deadline, the surcharge is 5% of the tax liability due. If a return is filed more than two months after the filing deadline, the surcharge is 10% of the tax liability due. Interest may also be applicable.

Capital gains are included in the tax return or in a separate form for individuals not subject to income tax. Individuals with capital gains in the tax year must declare such gains by the relevant filing date (see *Tax administration dates*).

Non-domiciled individuals are not required to provide details of worldwide investment income or capital gains. However, they must file tax returns and supply information concerning the following:

- Details of employment earnings subject to Irish income tax
- Remittances of investment income and capital gains to Ireland during the year
- SARP relief being claimed if relevant

Non-domiciled individuals are subject to the filing dates mentioned above.

Married persons are taxed jointly or separately, at the taxpayers' election.

**Payment.** Tax on salaries and benefits normally is collected through the PAYE system.

Income tax self-assessment applies to self-employed individuals. These individuals include persons receiving rental income and investment income. Ninety percent of the tax due, including the USC (see Section B), for the year or an amount equal to 100% of the final liability of the preceding year must be paid by 31 October in the tax year to avoid an interest charge. Alternatively, income tax may be paid in 12 equal monthly installments throughout the tax year if agreement has been sought from the Irish tax authorities. The aggregate of these installments must equal 105% of the second preceding year's liability, and must be paid by direct debit mandate (under this system, tax payments are deducted monthly from an individual's bank account) if the individual had income tax liability in the second preceding year. Any balance of tax due must be paid by 31 October following the end of the tax year. A limited number of cases are selected for subsequent in-depth examination by the Revenue Commissioners.

Capital gains tax on gains arising on disposals during the period from 1 January to 30 November must be paid by 15 December in that tax year, and the tax on gains arising on disposals during the period from 1 December to 31 December must be paid by the following 31 January.

**Tax administration dates.** The following table presents important tax administration dates for the year ending 31 December 2024.

	<b>Due date</b>
Pay balance of 2023 income tax liability	31 October 2024
File 2023 income tax return	31 October 2024/ 15 November 2024*
Pay 2024 preliminary tax equal to 90% of the actual income tax liability or 100% of the previous year's final income tax liability	31 October 2024
Capital gains tax due	
For period of 1 January 2024 through 30 November 2024	15 December 2024
For period of 1 December 2024 through 31 December 2024	31 January 2025
File 2024 return	31 October 2025
Balance of 2024 tax due	31 October 2025

\* If a taxpayer files his or her 2023 Irish tax return and pays any related tax liability online via the ROS, an extended deadline to 15 November 2024 is available.

## **E. Double tax relief and tax treaties**

Ireland has entered into double tax treaties to avoid double taxation and to establish a right of taxation between Ireland and those countries. In general, the treaties provide for a credit for foreign taxes paid against the individual's Irish income tax liabilities. Some treaties provide rules to determine the country where the individual is considered to be resident for tax purposes.

Ireland has entered into double tax treaties with the following jurisdictions.

Albania	Hong Kong	Poland
Armenia	Hungary	Portugal
Australia	Iceland	Qatar
Austria	India	Romania
Bahrain	Israel	Russian
Belarus	Italy	Federation
Belgium	Japan	Saudi Arabia
Bosnia and Herzegovina	Kazakhstan	Serbia
Botswana	Korea (South)	Singapore
Bulgaria	Kosovo	Slovak Republic
Canada	Kuwait	Slovenia
Chile	Latvia	South Africa
China Mainland	Lithuania	Spain
Croatia	Luxembourg	Sweden
Cyprus	Malaysia	Switzerland
Czech Republic	Malta	Thailand
Denmark	Mexico	Türkiye
Egypt	Moldova	Ukraine
Estonia	Montenegro	United Arab
Ethiopia	Morocco	Emirates
Finland	Netherlands	United Kingdom
France	New Zealand	United States
Georgia	North Macedonia	Uzbekistan
Germany	Norway	Vietnam
Greece	Pakistan	Zambia
	Panama	

Double tax treaties with Ghana, Kenya, Liechtenstein and Oman are not yet in effect.

If double tax treaty relief is not available, foreign income tax and foreign capital gains tax are deductible from the foreign-source income or capital gain for the purposes of computing Irish taxable income.

## **F. Entry visas**

European Union (EU) national passport holders are classified as “non-visa required nationals.” Consequently, they are not required to apply for an entry visa for Ireland. Nationals of the following jurisdictions do not require an entry visa for Ireland.

Andorra	Grenada	Poland
Antigua and Barbuda	Guatemala	Portugal
Argentina	Guyana	Romania
Australia	Honduras	St. Kitts and Nevis
Austria	Hong Kong	St. Lucia
Bahamas	Hungary	St. Vincent and the Grenadines
Barbados	Iceland	Samoa
Belgium	Israel	San Marino
Belize	Italy	Seychelles
Brazil	Japan	Singapore
Brunei	Kiribati	Slovak Republic
Darussalam	Korea (South)	Slovenia
Bulgaria	Latvia	Solomon Islands
Canada	Liechtenstein	Spain
Chile	Lithuania	Sweden
Costa Rica	Luxembourg	Switzerland
	Macau	

Croatia	Malaysia	Taiwan
Cyprus	Maldives	Tonga
Czech Republic	Malta	Trinidad and Tobago
Denmark	Mexico	Tuvalu
El Salvador	Monaco	Ukraine
Estonia	Netherlands	United Arab Emirates
Fiji	New Zealand	United Kingdom
Finland	Nicaragua	(and colonies)
France	Norway	United States
Germany	Panama	Uruguay
Greece	Paraguay	Vatican City

An individual holding a non-visa required passport is not automatically guaranteed entry to Ireland. An immigration officer at Immigration clearance has the authority to grant or deny permission to enter Ireland and has the authority to decide on the duration of a person's stay in Ireland. Consequently, an individual wishing to enter Ireland must satisfy the immigration officer at Immigration clearance that, after arrival in Ireland, the individual intends to act in accordance with their stated purpose of visit to Ireland (appropriate supporting documents at entry are important).

Non-EU national passport holders and nationals of countries not mentioned above must apply for an entry visa before their arrival in Ireland at any Irish consular office or embassy abroad, or to the Department of Justice and Equality (DJE) in Dublin.

In October 2014, the Irish authorities introduced a change for minors (under the age of 18) who are seeking a visa to enter Ireland. When a visa is issued to a minor, the visa (in his or her passport) identifies whether the minor who holds an Irish visa is traveling in the company of a parent(s), legal guardian(s) or other adult(s), or traveling unaccompanied. The visa with respect to an accompanied minor states the name(s) and passport number(s) of the accompanying adult(s), and the minor must travel into Ireland with the accompanying adult(s) named on the visa. Failure to do so can result in refusal of entry. In addition, the Irish authorities have issued further requirements regarding a minor traveling to Ireland. The immigration officer, at his or her discretion, can request proof of the relationship to a child.

Individuals over the age of five years who are applying for Irish visas in China Mainland, Hong Kong, India, Nigeria or Pakistan must provide biometric data as part of their visa application.

Although an Irish entry visa affixed to an individual's passport indicates that a person has permission to travel to Ireland during the dates stated on the visa, it does not automatically guarantee entry to Ireland. An immigration officer at Immigration clearance has the authority to grant or deny permission to enter Ireland and also has the authority to decide on the duration of a person's stay in Ireland. Consequently, an individual wishing to enter Ireland must satisfy the immigration officer at Immigration clearance that the individual intends to comply with the conditions of the visa held by them at the point of entry to Ireland (appropriate supporting documents at entry are important).

In the first instance, non-EEA nationals who are traveling to Ireland with a valid employment permit are typically granted

only a single-entry visa. In May 2019, the Irish immigration authorities abolished the re-entry visa requirement that required visa-required nationals to obtain a re-entry visa after they registered their residency in Ireland (see Section H), to travel in and out of Ireland. Going forward after they arrive in Ireland, they must apply for a residence card, which allows them to travel in and out of Ireland while they remain resident without a separate re-entry visa. Non-EU nationals may be required to have employment permits if they intend to take up employment in Ireland. If an employment permit is required, non-EU nationals must have employment permits in their possession at the point of entry to Ireland.

In June 2014, the Irish and British governments issued a joint scheme, the British Irish Visa Scheme (BIVS), which allows visitors from China Mainland and India to travel freely within Ireland and the United Kingdom on either an Irish or UK visa. As a result, tourists and business visitors may visit both Ireland and the United Kingdom, including Northern Ireland, on a BIVS visa. This scheme applies only to individuals holding a short-stay visa (travel for up to 90 days).

## G. Employment permits and self-employment

**Employment permits.** The Employment Permits Act 2024 legislates Irish employment permits. The following are the categories of employment permits:

- Critical Skills Employment Permit (CSEP)
- Intra-Company Transfer (ICT) Permit
- General Employment Permit (GEP)
- Contract for Services Employment Permit
- Dependent Employment Permit
- Internship Employment Permit
- Graduate Employment Permit
- Sports and Cultural Employment Permit
- Reactivation Employment Permit
- Seasonal Employment Permit

Each of the categories listed below has their own qualifying requirements and conditions. In general, EEA nationals, Swiss nationals and UK nationals (see Section H) do not require employment permits to live and work in Ireland. The Department of Enterprise, Trade and Employment (DETE) issues employment permits. Employers wishing to hire a non-EEA individual are required to apply for an employment permit on behalf of the applicant. An individual may also apply for an employment permit if he or she has received a job offer that is conditional on the holding of a valid employment permit. A signed copy of the individual's employment contract is required for the application process. In addition to employment permits, depending on their country of origin, non-EU nationals may also need an entry visa (see Section F).

The Employment Permits Act 2024 allows the Minister for Enterprise, Trade and Employment to conduct regular reviews of the minimum remuneration levels for employment permits. A review is currently taking place (as of December 2024) and based on the outcome, the remuneration rates below may change.

The categories of the most commonly used permits in Ireland are summarized below.

*Critical Skills Employment Permit.* To obtain a Critical Skills Employment Permit, an individual must be employed under an Irish employment contract and paid directly from an Irish payroll. The minimum remuneration requirement is EUR64,000. Remuneration can be made up of Basic Annual Salary (equal to at least the Irish National Minimum Wage) and Health Insurance Payments. Individuals in all occupations except those that are contrary to public interest may qualify for a Critical Skills Employment Permit.

A non-EEA national who has been offered an Irish employment contract and will be paid directly from an Irish payroll may be eligible for a Critical Skills Employment Permit if the salary is between EUR38,000 and EUR63,999. The individual must hold a third-level qualification (at least a degree qualification) and the role must be included in the Critical Skills Occupations List.

A Critical Skills Employment Permit applies only if the offer of employment is for a period of at least two years. An initial permit is available for a two-year period (EUR1,000 fee). No more than 50% of employees of an Irish employer may be from non-EEA countries.

An individual who is granted an employment permit for the first time in Ireland is expected to stay with the initial employer for a period of nine months.

*Extension of a Critical Skills Employment Permit.* Critical Skills Employment permit holders who have completed 21 months of residence on Stamp 1 permission (based on Critical Skills Permit) in Ireland must apply to the Garda National Immigration Bureau (GNIB) or ISD Unit for a Stamp 4 Irish Residence Permit (IRP) card, formerly known as the GNIB card (see Section H) with appropriate documentation. If this condition is not met, an individual will need to seek a new employment permit to continue working in Ireland.

*General Employment Permit.* To obtain a General Employment Permit, an individual must be employed in an eligible occupation under an Irish employment contract and paid directly from an Irish payroll. The role must not be an excluded job category contained in the Ineligible Categories of Employment for Employment Permits.

The minimum remuneration requirement is EUR34,000. Remuneration can be made up of Basic Annual Salary (equal to at least the Irish National Minimum Wage) and Health Insurance Payments. The remuneration threshold is EUR30,000 with respect to employment permit applications under the General Employment Permit category for the following individuals:

- Non-EEA nationals in a health care assistant role if the individual has previously been in employment in Ireland on an employment permit as a health care assistant for two years or more and if he or she submits a copy of his or her relevant Level 5 Quality and Qualifications Ireland (QQI) qualification.
- Non-EEA nationals in the horticulture and meat processing sectors.

In addition, the employer must advertise the vacancy with the Department of Social Protection's employment services website/EURES employment network as well as on another online platform (for a minimum of 28 days), to demonstrate that it was unable to fill the vacancy with an EEA national (there are limited exemptions to this requirement). Individuals engaged in eligible occupations, except those that are contrary to public interest, may qualify for a General Employment Permit. A General Employment Permit is available for an initial period of either six months (EUR500 fee) or up to two years (EUR1,000 fee). After five years, an indefinite extension may be available for no fee. No more than 50% of employees of an Irish employer may be from non-EEA countries.

An individual who is granted an employment permit for the first time in Ireland is expected to stay with the initial employer for a period of nine months.

*Intra-Company Transfer Permit.* To obtain an ICT Permit, an individual must be transferred to a company related to his or her employer in Ireland (that is, sister, parent or subsidiary) and must remain on a foreign employment contract and foreign payroll (full salary must be paid by the foreign employer outside Ireland). An ICT Permit is available only to senior management, key personnel and individuals who are assigned to Ireland for specific training purposes. The relevant transferee must have been working for a minimum period of six months with the overseas company before the transfer.

The minimum remuneration is EUR46,000. Remuneration must be made up of Basic Annual Salary (equal to at least the Irish National Minimum Wage), board and accommodation, and Health Insurance Payments. The full Basic Annual Salary must be paid by the individual's home country payroll, but payments with respect to board and accommodation and health insurance can be paid by either the Irish or foreign entity.

An ICT Permit is available for an initial period of six months (EUR500 fee) or two years (EUR1,000 fee). An extension for an additional three years is available (EUR1,500 fee). No further extensions are available. No more than 50% of employees of the Irish entity can be from non-EEA countries.

A Training ICT Permit is available for non-EEA personnel who are in a training program and require a transfer to the Irish entity. This permit is granted for a 12-month maximum period, and the individual must remain on a foreign contract and foreign payroll (the home country entity must pay the full Basic Annual Salary). The minimum annual remuneration is EUR34,000. A detailed training plan must be submitted as part of the application to the DETE.

The relevant transferee (trainee) must have been working for a minimum period of one month with the overseas company before the transfer.

An individual who is granted an employment permit for the first time in Ireland is expected to stay with the initial employer for a period of nine months.

**Change of employer.** The Employment Permits Act 2024 allows employees to apply to change their employer after they have completed nine months with the initial employer. Terms and conditions include the role must be similar to that held with the previous employer. An application must be submitted and approved by the DETE before a change can take place. No government fee applies.

**Atypical Working Scheme.** The DJE manages the Atypical Working Scheme, which covers a situation in which an employee would normally require an employment permit to work in Ireland but because of the short-term nature of the employment (15 to 90 calendar days inclusive), the employee is not eligible for a permit under the existing rules of the DETE.

The 90 days can be utilized over a six-month period with intermittent travel allowed. An individual can apply for a new Atypical Working Scheme permission following the end of the initial permission once they have observed a one-month cooling-off period.

Applications must be made to the DJE in advance of travel to Ireland. The fee is EUR250.

**Van der Elst ruling.** Non-EEA nationals whose normal place of work is in another EU country can seek entry to Ireland under the *Van der Elst* ruling, which was issued by the Court of Justice of the EU. This ruling allows a non-EEA national who is legally employed by a company in an EU country to perform services in another European country on a project for a short time. The Irish authorities recognize this ruling. As a result, a non-EEA national can seek permission to remain for up to a maximum of 12 months to work in Ireland on behalf of their European employer.

**Posted Worker Declaration.** A posted worker is an employee sent by his or her employer to carry out a service in another EU Member State on a temporary basis. This applies to all nationals residing in the EU.

EU Directive 2014/67 EU was adopted in May 2014 and further transposed into Irish law on 28 July 2016 as Statutory Instrument (SI) 412 of 2016 – European Union (posting of workers) Regulations 2016. EU Directive 2018/957, concerning the posting of workers in the framework of the provision of services, was adopted in June 2018. The new Directive was transposed into Irish law on 1 October 2020 as Statutory Instrument (SI) 374 of 2020 European Union (Posting of Workers) (Amendment) Regulations 2020.

This legislation requires EU foreign service providers to notify the Workplace Regulations Commission (WRC) when posting workers to Ireland. A prescribed form that requires certain information must be submitted to the WRC with respect to each posted worker prior to travel to Ireland. Failure to submit a declaration can result in a fine of up to EUR50,000.

**Other work permit exemptions.** The following individuals are not required to obtain employment permits in Ireland:

- A non-EEA national who has obtained explicit permission from the DJE to remain resident and employed in Ireland



- A non-EEA national who has been granted international protection (refugee status or subsidiary protection)
- A non-EEA national who holds appropriate permission under the Immigrant Investor/Start-up Entrepreneur Programme
- A non-EEA national who is a registered student working less than 20 hours a week
- Swiss nationals
- UK nationals (see Section H)

**Self-employment.** Arising from an ongoing review of the business-, entrepreneur- and investor-related migration schemes, the Irish immigration authorities decided to suspend the Business Permission Scheme, effective from the close of business on 16 March 2016 until further notice. This does not affect applications received before 16 March 2016 or the status of persons already holding permission under the scheme.

**Other immigration programs.** The DJE has also introduced the programs described below.

*Immigrant Investor Programme.* This program has been closed for new applications since February 2023.

*Start-up Entrepreneur Programme.* Under the Start-up Entrepreneur Programme, non-EEA nationals with an innovative business idea for a High Potential Start-up and funding of EUR50,000 for the first founder (and EUR30,000 for any subsequent founders) can acquire residency in Ireland for the purposes of developing their business.

No initial job creation targets are set because it is recognized that such a business can take some time to get off the ground. The intention of the program is to support High Potential Start-ups, which are defined as enterprises that satisfy the following conditions:

- They introduce a new or innovative product or service to international markets.
- They are capable of creating 10 jobs in Ireland and realizing EUR1 million in sales within three to four years of starting up.
- They are led by an experienced management team.
- They are headquartered and controlled in Ireland.
- They are less than six years old.

This scheme is not intended for retail, personal services, catering or other similar businesses.

Successful applicants can expect to receive an initial permission of two years. Following a review at this point to ensure that the entrepreneur is continuing to progress with the business proposal, a further three years will be granted. After the initial five-year period, successful entrepreneurs will be free to apply for long-term residence in five-year periods.

Applications for this scheme are made to the DJE.

## **H. Residence permits and naturalization**

**Residence permits.** EEA nationals, Swiss nationals and UK nationals are not required to apply for an Irish Residence Permit (IRP) card, formerly known as a GNIB card. Non-EEA and non-Swiss nationals who intend to remain longer than 90 days in

Ireland must register their residency by appointment and obtain an IRP card. For those living in Cork, Dublin, Kildare, Limerick, Meath and Wicklow, they must attend the centralized registration office in Dublin. In areas outside these counties, registration takes place at the local police station.

All individuals who are 16 years of age or older must register with the local registration office to obtain their IRP card. The fee is EUR300 per registration.

**Long-term residency.** To obtain Irish long-term residency, an individual must have been legally resident in Ireland continuously for over five years (60 months) on the basis of holding an employment permit (work permit, spousal permit or working authorization). The fee per application is EUR500.

Under the current policy, ICT Permit holders (those working under assignments and trainees) are not eligible to apply for long-term residency.

**Naturalization (citizenship).** In general, an individual applying for naturalization must fulfill several requirements, including the following:

- He or she had continuous reckonable residence (qualifying periods of lawful residence) in Ireland for the one year immediately before the date of application.
- During the eight years preceding the year described in the first bullet, he or she had a total of four years reckonable residence in Ireland.

The fee per application is EUR175. If the naturalization is approved, the fee for certification is EUR950.

**UK nationals in Ireland.** Under the provisions of the Common Travel Area (CTA) between Ireland and the United Kingdom (which has been effective since 1922), UK passport holders have free movement into and out of Ireland; that is, they do not require a visa or employment permit to enter, reside or work in Ireland. Similarly, Irish nationals have the same rights in the United Kingdom. Brexit has no impact on the rights of Irish and UK nationals to travel, work or reside in either jurisdiction. This has been reinforced in a Memorandum of Understanding signed between both governments in May 2019. However, family members of UK nationals who are not UK, Irish, EEA or EU nationals will be required to apply for permission to relocate to Ireland with their UK family member as sponsor prior to travel.

**EU Treaty Rights.** Non-EEA family members of EU nationals can seek permission to remain under EU Directive 2004/38/EC (Free Movement Directive) in Ireland. Based on qualifying criteria, family members can seek permission to reside and work in Ireland based on their relationship with an EU national. Non-visa-required nationals can seek permission to remain after their arrival in Ireland by applying to the EU Treaty Rights section at the DJE. Visa-required nationals are required to obtain an Irish entry visa prior to traveling to Ireland; after their arrival in Ireland, they must submit an application to remain in Ireland to the DJE. If their application is successful, the individual will be granted an “EUFam Stamp4” permission, which permits them to work and reside freely in Ireland based on their relationship with the EU national.

## I. Family and personal considerations

**Family members.** Spouses or recognized de facto partners of Critical Skills, General or Intra-Company Transfer Employment Permit holders are entitled to seek permission to work directly from the Immigration Service Delivery (ISD) unit. A preclearance application is required by certain qualifying de facto partners before they can travel to Ireland (this is not required for spouses). Once the de facto partner or spouse of a CSEP, GEP or ICT holder arrives in Ireland, they can seek a Stamp 1G residence card, which allows them to work in Ireland.

De facto partners or spouses who are eligible for this permission have greater ease of access to employment in Ireland and may apply for a role with a remuneration not less than the Irish National Minimum Wage. They do not require a full-time position and are not restricted in the type of role in which they can work (except those in a domestic setting).

If the spouse or dependents of individuals with other permissions to reside in Ireland intend to work, they may need to apply independently for employment permits.

**Driver's permits.** No time restriction applies to EEA nationals with respect to the use of their home-country driver's licenses in Ireland while the licenses are valid. Non-EEA foreign nationals may drive legally in Ireland using their home-country driver's licenses without restriction for 12 months. After the 12-month period expires, if the individual wishes to continue to drive in Ireland, he or she must apply for an Irish Learners Permit.

To obtain an Irish driver's license, an individual must take written, verbal, practical and vision tests.

# Isle of Man

[ey.com/globaltaxguides](https://www.ey.com/globaltaxguides)

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*This chapter reflects the tax rates that are effective from 6 April 2024.*

## A. Income tax

**Who is liable.** Residents are subject to tax on worldwide income. Nonresidents are subject to tax on income from Isle of Man sources only.

Individuals are considered resident in Isle of Man if any of the following conditions applies:

- They are present for six months or more during the tax year.
- They are present for an average of 90 or more days per tax year over a period of four or more consecutive years.
- The individual's specific circumstances indicate "a view or intent to establish residence." The Assessor of Income Tax considers several factors in determining the applicability of this condition.

Certificates of residence can be provided if the Assessor of Income Tax is satisfied that the conditions of residence are fulfilled.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* An employee is taxed on remuneration and benefits received during a tax year (ending on 5 April). Taxable benefits include company cars and accommodation.

Education allowances provided by the employer to its employees' children 18 years of age and under are taxable for income tax and social security purposes.

*Self-employment and business income.* Self-employment income includes income from a trade, profession or vocation.

A self-employed individual is assessed on business profits. In general, the assessment for a particular year is based on business profits earned during an accounting period ending in the current tax year. For tax purposes, profits are usually determined in accordance with normal accounting principles, subject to certain adjustments (see *Business deductions*).

*Investment income.* For tax purposes, investment income, including dividends, interest, royalties and rental income, is included in an individual's total income. Double tax relief is granted on income subject to withholding tax in another country (see Section E).

*Relocation of key employees.* If an individual is contractually obligated to take up residence in the Isle of Man to facilitate the process of starting up a new business or the diversification or expansion of an existing one and if the necessary approval is obtained, the individual and his or her jointly assessed spouse can be subject to income tax on Manx-source income only for the first three years of residence. For the company, financial assistance may be granted for any reasonable relocation package that needs to be incurred with respect to the new business.

**Personal service companies.** Deemed employment provisions apply if an individual provides services to a client and if the services are not performed under a contract between the worker and client, but under an arrangement involving a third-party company. If the services had been provided under a contract directly between the worker and client and if the worker would have been an employee of the client, deemed employment exists. As a result, the worker is treated as an employee of the client and not the third party.

**Taxation of employer-provided stock options.** The Isle of Man has no specific legislation addressing the taxation of employer-provided stock options. In practice, any benefit received is taxable on grant rather than exercise. A capital gain that arises at the exercise of the option is not taxable. Clearance can be obtained in advance with respect to the taxation of specific options in the Isle of Man.

## Deductions

*Deductible expenses.* Expenses are deductible if they are incurred wholly, exclusively and necessarily in the performance of employment duties. No allowance is available for travel between home and work or for office attire. Allowable expenses include membership fees of approved professional bodies and contributions by an employee to a personal pension scheme. The maximum deduction in a tax year for contributions to a personal pension scheme is GBP50,000, or 100% of relevant earnings, whichever is less. The Isle of Man does not provide for a lifetime allowance with respect to benefits from personal pension schemes.

Tax relief for the expenses listed below is granted through a 10% reduction of the individual's tax liability. The 10% tax reduction is granted on the lower of the amount paid or the maximum amount permitted. The following are the relevant expenses:

- Mortgage and loan interest payable to an Isle of Man lender, up to a maximum amount of GBP5,000 (GBP10,000 for married couples or civil partners who are jointly assessed).
- Private medical insurance premiums for residents 60 years of age and older, up to a maximum amount of GBP1,800 (GBP3,600 for jointly assessed couples, if both partners are insured and if at least one partner is over 60).
- Charitable donations, up to a maximum amount of GBP7,000.
- Payments made under Educational Deeds of Covenant, up to a maximum amount of GBP5,500. (An Educational Deed of

Covenant is an irrevocable covenant for the benefit of a person between 18 and 25 years of age who is undertaking a course of higher education. The covenant must be entered into before 5 April 2011 and made by a parent or grandparent of the donee, and the donee must be within the qualifying age band when the covenant is made and when the payment is made.)

- Nursing expenses incurred in caring for a dependent relative up to a maximum amount of GBP12,500.

General benefits in kind (excluding accommodation and associated expenses, bicycles, cars and fuel) are exempt up to a maximum of GBP600. Benefits in kind over GBP600 are subject to income tax.

From 6 April 2024, the cash equivalent for car benefits provided by employers to employees will be calculated based on CO2 emissions and the list price of the car. The benefit-in-kind charge in respect of fuel will also be aligned with the car's CO2 emissions. Prior to 6 April 2024, car and fuel benefits in kind were calculated based on car and fuel benefit tables, which established a flat rate cash equivalent, the values of which were last published on 6 April 2020.

A TT Homestay Allowance is applicable to an Isle of Man resident registered under the Homestay Scheme, up to a maximum of GBP2,350 per registration.

*Personal deductions and allowances.* The following personal allowances apply for the tax year ending 5 April 2025.

Type of allowance	Amount (GBP)
Single allowance	14,500*
Married couples' and civil partners' allowance	29,000*
Single parent additional allowance	6,400
Blind person (additional)	2,900
Disabled person (additional)	2,900
Nonresident	0

\* The personal allowance is reduced by GBP1 for every GBP2 that a person's income is in excess of GBP100,000 (or GBP200,000 for a jointly assessed couple). A person with a total income of GBP129,000 or above (GBP258,000 for jointly assessed couples) will not get a personal allowance.

*Business deductions.* Expenses incurred wholly and exclusively in producing self-employment or business income are deductible. The following expenses are not allowed for tax purposes:

- Depreciation
- Costs of a capital nature

Although costs of a capital nature are not deductible, capital allowances (tax depreciation) are deductible in computing taxable profits. Capital allowances include a 100% first-year allowance for plant and machinery and a 25% annual allowance on a reducing-balance basis for cars. The car allowance is limited to an annual maximum of GBP3,000.

A 100% first-year allowance is available for qualifying expenditure incurred to acquire, extend or alter qualifying industrial buildings and agricultural buildings.

**Rates.** The following are the income tax rates for resident individuals for the tax year ending 5 April 2025.

Taxable income		Tax GBP	Rate on excess %
Exceeding GBP	Not exceeding GBP		
0	6,500	650	10 (standard rate)
6,500	—	—	22 (higher rate)

The 10% rate applies to the first GBP6,500 of income for each individual above their personal allowance (see *Personal deductions and allowances*). Married couples and civil partners wishing to be taxed jointly must make an election. If an election is made, the 10% rate applies to the first GBP13,000 of joint income in excess of the married couples' and civil partners' allowance (GBP29,000 for the tax year ending 5 April 2025).

A cap on an individual's annual tax liability is available on application. The maximum amount of income tax payable by an Isle of Man resident taxed under the tax cap is GBP200,000 (GBP400,000 for married couples electing to be taxed jointly) for the year ending 5 April 2025, regardless of the amount of his or her worldwide taxable income.

A resident individual or jointly assessed married couple or civil partners must make an election in order for the tax cap to apply. If an election is approved by the Assessor of Income Tax, it will apply for five consecutive tax years at the amount applicable for the first year of election.

Nonresidents are taxed at a rate of 22% on all income arising in the Isle of Man. Nonresidents are not entitled to a personal allowance. The tax liability of nonresidents with respect to certain types of income is limited to the income tax deducted at source, if applicable.

**Relief for losses.** Business losses may be carried forward and offset against future profits from the same trade or, carried back to the immediately preceding year and offset against profits from the same trade. Business losses can also be offset against other personal income in the current or preceding year. Business losses incurred in the first four years of assessment may be carried back against other income. On the permanent discontinuance of a trade, a terminal loss may be carried back and offset against profits from the same trade in the three preceding years of assessment. Certain restrictions apply.

## B. Other taxes

No capital gains tax, inheritance or estate tax, wealth tax, stamp duty or stamp duty land tax is imposed in the Isle of Man.

## C. Social security

In general, National Insurance contributions are payable on the earnings of individuals who work in the Isle of Man.

The Isle of Man has a reciprocal agreement with the United Kingdom that permits National Insurance contributions to be paid in either jurisdiction to count toward total payments required.

For the year ending 5 April 2025, an employee's national insurance contribution is 11% of weekly earnings between GBP160 and GBP938. The annual ceiling on the amount of wages subject to an employee's national insurance contribution at a rate of 11% is GBP48,776. Any earnings above this amount are subject to a national insurance contribution at a rate of 1% for the year ending 5 April 2025. An employer must pay contributions of 12.8% of an employee's weekly earnings exceeding GBP160 (GBP8,320 a year) for the year ending 5 April 2025, with no ceiling.

A self-employed individual must pay a weekly flat-rate contribution of GBP6.20 per week if annual profits are expected to exceed GBP8,320 for the year ending 5 April 2025. In addition, a Class 4 contribution equal to 8% of profits between GBP8,320 and GBP48,776 is payable for the year ending 5 April 2025. This contribution is collected together with the individual's income tax. An additional Class 4 contribution equal to 1% of the profits or gains of self-employed individuals above the annual upper profits limit is payable.

Effective from 6 April 2019, the Treasury announced the introduction of a National Insurance Holiday Scheme. The scheme applies to anyone who takes up residence on the Isle of Man on or after 6 April 2019 and who has not been resident on the Isle of Man for tax purposes at any time in the five tax years immediately preceding the year in which they take up residence. The scheme also applies to any Isle of Man student who, on or after 6 April 2019, successfully completes a full-time course of education outside the Isle of Man for a university first degree or comparable course on returning to the Isle of Man to live and work.

To benefit from the scheme, a person needs to commence permanent employment within 12 months after arriving on the Isle of Man. A student needs to commence permanent employment within five years of successfully completing his or her course. Other employment requirements apply. A person who meets these requirements is able to apply for a refund of the Class 1 National Insurance contributions paid by him or her as an employee during the first 12 months of his or her permanent employment on the Isle of Man, up to a maximum of GBP4,400 (GBP4,000 with respect to applications made before 6 April 2023).

#### **D. Tax filing and payment procedures**

The tax year runs from 6 April to the following 5 April. Resident individuals must complete annual tax returns containing details of worldwide income arising or accruing during the tax year. The tax return must be submitted by 6 October following the end of the tax year. An initial GBP100 filing penalty is imposed for late submissions. A second penalty of GBP200 is charged if the return is still outstanding six months after the due date.

Married couples and civil partners may elect to be taxed jointly, enabling the sharing of allowances and lower rate thresholds.

Income tax and National Insurance contributions are deducted at source from employment income by the employer, in accordance with a tax code issued by the tax authorities, which takes into



account available allowances, deductions and thresholds. A payment on account may be due by 6 January in the tax year or 30 days after the notice of assessment if income from which tax is not deducted at source (for example, investment or self-employment income) is expected to arise in the tax year. This payment equals 105% of the tax liability for the preceding tax year if greater than GBP250. If less than GBP250, no payment on account is required.

If total income is assessed in accordance with the tax return at the end of the tax year, any tax liability in excess of tax deducted at source or paid on account becomes payable. Any tax payable is due on 6 January following the end of the tax year or within 30 days of the date of the assessment, whichever is later.

A separate assessment is issued for profit-related National Insurance contributions.

For late income tax payments, interest is charged at an annual rate of 5% on the amount of overdue tax, or 10% if the return is not submitted by 5 April following the year of assessment.

Nonresidents must submit a tax return if any Isle of Man-source income is received in the year, unless the income was subject to withholding tax. Withholding tax at a rate of 22% is imposed on rental payments to nonresident individuals, but no withholding tax is imposed on dividends and, in general, interest.

**E. Double tax relief and tax treaties**

Double tax relief is available for foreign tax paid if evidence of payment is produced. Relief is granted in an amount equal to the lesser of the following amounts:

- The amount of foreign tax paid on the income
- The marginal amount of Isle of Man income tax attributable to the foreign-source income

The Isle of Man has entered into double tax treaties with the following countries.

Bahrain	Luxembourg	Seychelles
Estonia	Malta	Singapore
Guernsey	Qatar	United Kingdom
Jersey		

It has also signed a double tax treaty with Belgium, but this treaty is not yet in force.

The Isle of Man has also entered into agreements with the following jurisdictions that allocate the taxing rights of certain income of individuals.

Australia	Greenland	Norway
Denmark	Iceland	Poland
Faroe Islands	Ireland*	Slovenia
Finland	New Zealand	Sweden

\* The protocol amending the 2008 agreement with Ireland became effective on 1 January 2023.

The Isle of Man has signed tax information exchange agreements (TIEAs) with 39 jurisdictions, including the United Kingdom

and the United States. The TIEAs relate to the exchange of tax information. Under the TIEAs, each jurisdiction may request information from the other, principally to assess and enforce collection of tax.

# Israel

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## A. Income tax

**Who is liable.** Resident individuals are subject to tax on their worldwide income. Nonresident individuals are subject to tax on income accrued or derived in Israel.

An Israeli resident is defined as an individual whose center of living is in Israel, taking into account the person's family, economic and social links, including the following considerations:

- Permanent home
- Place of residence of the individual and his or her family
- Habitual place of business or permanent place of employment
- Place where assets and investments are located
- Place of membership in organizations, associations and institutions

Under the law, a rebuttable presumption of Israeli residency will apply in either of the following circumstances:

- The individual is present in Israel at least 183 days in a tax year ending 31 December.
- The individual is present in Israel at least 30 days in the current tax year and a cumulative total of 425 days in the current and two preceding tax years.

If an individual is relocating from Israel for more than four years, he or she may sever residency under a "foreign resident" definition. This definition states that if during the first two years the individual is not present in Israel for more than 183 days and if the individual does not have a center of vital interest during the next two consecutive years, the individual is considered a non-resident during these four years (from date of departure).

New Immigrants (Oleh Hadash), First Time Residents or Senior Returning Residents (who were considered nonresident for a period of at least 10 consecutive years according to domestic law) are generally classified as residents for Israeli tax purposes since the earlier of the date of repatriation of the individual or the family, a stay over 183 days or the date of classification as a New Immigrant by the Israeli government. They may enjoy significant income tax, capital gains tax and import tax exemptions, tax exemption on foreign-source income and exemption from reporting this exempt income under certain circumstances. New Immigrants, first-time residents and Senior Returning Residents may be considered nonresident for tax purposes during the first 12 months of their stay in Israel if a special notice form is submitted to the Israel Tax Authority (ITA) within 90 days after arrival. It is possible to approach the ITA and obtain a certificate of New Immigrant or Senior Returning Resident through the filing an official application. Such certificate may provide the taxpayer with some assurance regarding his or her tax status and whether he or she is eligible for the associated tax benefits.

A distinctive beneficial tax regime is available for returning residents who spent more than six years outside Israel.

The ITA is aiming to revise the residency definition regulations. As a result, readers should obtain updated information before taking actions.

### **Income subject to tax**

*Employment income.* Taxable employment income broadly covers salary and virtually all cash and in-kind benefits and allowances provided directly or indirectly to employees or for their benefit. If benefits are provided on a net-of-tax basis, they must be grossed up for tax purposes.

Company vehicles at an employee's disposal are taxable to the employee based on their prescribed usage value. The usage value for vehicles registered on or after 1 January 2010 equals a certain percentage of the vehicle's cost as defined in detailed regulations. These values are set forth in tax tables published by the tax authorities.

The use of a cell phone provided by the employer is taxable (attributed income of a specific amount, which is ILS115 per month during 2024).

Educational allowances provided by employers to their employees are taxable for income tax and national insurance purposes.

For severance payments, a portion of the granted amount by employers to employees on termination of employment relationships is exempt from tax, regardless of whether the payments are required by law or are voluntary. The exempt portion is the lesser of one and one-half times one month's salary or ILS13,750 (as of 2024) per year of service.

Israeli employers are required to provide social benefits through externally approved provident funds. The social benefits for

employees typically include some or all of the benefits shown in the following table.

Benefit	Common contribution as a percentage of salary	
	Employee %	Employer %
Retirement policy		
Comprehensive pension plan	6 (a)	6.5 (a)
Long-term savings plan	6 (a)	6.5 (a)
Severance pay funding	0	6 to 8.33
Disability insurance	0	0 to 2.5
Educational funds (b)	2.5 (c)	7.5 (c)

- (a) Employers' contributions up to ILS1,978 per month are exempt from tax. Contributions exceeding this amount are taxable as employment income.
- (b) These funds may be used after three years for training in Israel or, after six years, for any reason. Different rules apply to 5% or greater shareholders and to self-employed individuals. These funds are not compulsory funds by law.
- (c) These are the maximum rates. Employers' contributions are exempt from tax if contributions are made on monthly salary not exceeding ILS15,712 (2024). Contributions exceeding this amount are taxable as employment income.

*Self-employment income.* Residents and nonresidents generally are subject to Israeli income tax on income derived from a business conducted in Israel and on income from one-time commercial transactions. Residents are also subject to tax on overseas income.

Self-employed individuals are subject to tax on business profits at the rates set forth in *Rates*.

*Directors' fees.* Directors' fees and related expenses for participating in board meetings are taxable as income from self-employment. A 17% value-added tax (VAT) liability also arises, but if the director derives primarily employment income, the payer company may account for the VAT under a reverse-charge mechanism. The company may recover the VAT as input VAT if it is a VAT dealer. Directors' remuneration for other managerial duties is taxable as employment income. As of 1 January 2025, the VAT rate equals 18%.

*Taxation of closely held companies.* For private, closely held companies (CHCs; controlled by five or fewer individuals or their relatives), additional rules apply to the deductibility of payments to employee-shareholders who directly or indirectly control 10% or more of such companies. As the result of two changes made under the Economic Efficiency Act, the Knesset approved in early January 2025, companies that fall within the definition of CHCs may be subject to tax on undistributed accumulated profits and on current earnings of these profits.

Section 76 of the Israeli Tax Ordinance (ITO) defines a CHC as a company that is controlled, directly or indirectly, by five persons or fewer (that is, individuals and/or corporations) is not a subsidiary, and is not a company in which the public has a significant interest. Under legislative changes to ITO Section 81, CHCs will be required, effective from 1 January 2025, to select either of the following alternatives to apply with respect to their accumulated profits:

- A 2% annual tax surcharge on undistributed profits classified as "bad surpluses" (which cannot be offset against other taxes)

- A dividend distribution totaling 6% of its accumulated profits (or 5% if distributed during 2025 only)

This section will not apply in the case of the following circumstances:

- The company has no surplus profits.
- The CHC's current (business/capital) losses exceed 10% of its accumulated profits
- A dividend distribution exceeding 50% of the surplus profits was made.

Effective from 1 January 2025, ITO Section 62A has been materially expanded to introduce stricter taxation rules for any CHC that is not specifically excluded by the law. These changes are designed to address cases in which CHC profits originate from services provided by individual shareholders sourced by personal exertion, ensuring such income is taxed as personal earned income at individual rates. Key updates include reducing the evaluation period for determining service-based revenue, raising the threshold for officeholder exemptions, and introducing stricter rules for taxing excess profitability and intercompany dividends. Section 62A excludes controlled foreign corporations (CFCs), foreign investment companies (FICs), and approved/preferred/industrial enterprises. In addition, the section also excludes CHCs with turnover exceeding ILS30 million per controlling shareholder (including through a relative) and CHCs with accumulated profits not exceeding ILS750,000 at the level of the group of companies held by a controller shareholder.

These provisions aim to prevent the misuse of CHCs as vehicles to shield individual shareholders from one level of taxation, thereby aligning corporate tax practices with individual tax obligations.

*Investment income.* The following tax rates apply to investment income and gains derived by individuals.

Income	Rate (%)
Real (inflation adjusted) capital gains derived from publicly traded and untraded securities	
General rate for individuals on gains accruing from 1 January 2012	25
Individuals who were 10%-or-greater shareholders (material shareholders) in the company concerned at any time within the 12 preceding months	30
General rate for individuals on linear portion of gains accruing during the period of 1 January 2003 through 31 December 2011	20
Gains accruing to material shareholders during the period of 1 January 2003 through 31 December 2011	25
Gains accruing before 1 January 2003; old rates that apply to the time-based linear portion of the gains	Up to 50
Capital gains from securities that are not linked to the consumer price index or	

<b>Income</b>	<b>Rate (%)</b>
foreign currency, such as bonds, short-term government bonds and commercial paper	
General rate	15
Material shareholders	20
Interest	
On “linked” (that is, linked to the consumer price index in Israel) or foreign instruments	25
On “unlinked” Israeli instruments	15
Material shareholders	Up to 50
Dividends	
General rate for individuals	25
Material shareholders	30
Paid from the profits of an approved or privileged enterprise or approved property under the Law for the Encouragement of Capital Investments, 1959	0/4/20
Others	
Real Estate Investment Trust (REIT), if conditions met	Up to 50
Residential rental income derived by an individual landlord from individual tenants, not exceeding ILS5,654 per month for 2024 (any excess reduces the exemption by the amount of the excess)	Exempt up to ceiling

A 3% surcharge for high earners is levied in addition to the rates listed above if total taxable income exceeds ILS721,560 for 2024. As of 1 January 2025, 2% in addition to the 3% is levied on income above the threshold of ILS721,560 (the 3% surcharge will be levied on income derived from passive/capital sources).

Double tax relief provisions may apply in certain cases (see Section E).

#### **Taxation of employee share option plans and share purchase plans.**

Detailed rules apply to employee share option plans and share purchase plans. Capital gains tax treatment is allowed for certain qualified plans called Qualified Section 102 Capital Gain Plans, which are administered by a trustee, if at least two years have elapsed since the options were granted and held with the trustee.

The tax authorities must approve the trustee and receive notice concerning a Section 102 beneficial plan at least 30 days before the implementation of the plan. Individuals who move to another country to work or reside may request tax rulings from the tax authorities to mitigate uncertainty or address double taxation or tax withholding.

Employers may choose between alternative rules for allocating gains between salary income (the employer deducts an option expense and the employee is subject to income tax at rates of up to 50% plus social security; see Section C) and capital gains (the employer receives no deduction and the employee is subject to capital gains tax at a rate of 25% plus a 3% surcharge if income exceeds ILS721,560 in 2024). As of 1 January 2025, 2% in addition to the 3% is levied on income above the threshold of

ILS721,560 (the 2% surcharge will be levied on income derived from passive/capital sources).

**Restricted Stock Units (RSU)** Israeli plans may be qualified in the same manner as Section 102 beneficial plans by filing an application with the ITA and depositing the stock units in the hands of a qualified trustee for a period of at least two years.

**Capital gains and losses.** Residents and nonresidents are generally subject to Israeli tax on their capital gains relating directly or indirectly to assets in Israel, including Israeli securities, and to rights related to such assets. In certain circumstances, nonresidents are exempt from tax on a sale of securities of an Israeli entity or a foreign entity if most of the entity's assets are rights (directly or indirectly) in assets located in Israel. Under a relevant tax treaty, a resident of the other tax treaty country may be exempt from Israeli tax on capital gains, except for gains derived from transfers of real estate interests or business assets in Israel and transfers by material shareholders. Special rules apply to publicly traded securities (see below). Resident individuals are also subject to capital gains tax on their capital gains derived abroad.

*Exit tax.* Persons who cease to be Israeli residents are liable for capital gains tax as if they sold their assets one day before they ceased to be residents. The tax is payable on departure or on sale of the assets concerned (including shares and options) based on the linear portion of the gain related to the portion of the holding period during which the person was considered an Israeli resident.

*Calculation of taxable amount.* Capital gains are divided into real and inflationary components. In general, real gains derived before 31 December 2002 are taxed at the regular personal tax rates (30% to 50%). However, real gains derived from foreign publicly traded securities before 31 December 2004 are generally taxed at a rate of 35%. Any capital gains derived after these dates until 2011 were taxed at a rate of 20%; after 2011, the rate was updated to 25% plus a 3% surcharge if income exceeds ILS721,560 in 2024 or 30%, if the person is a 10% or greater shareholder (material shareholder), plus a 3% surcharge if income exceeds ILS721,560 in 2024. In certain circumstances, the inflationary component is exempt from tax. As of 1 January 2025, 2% in addition to the 3% will be levied on income above the threshold of ILS721,560 (the 2% surcharge will be levied on income derived from passive/capital sources).

Capital losses may be used to offset capital gains derived in the same tax year or in subsequent tax years. In some cases, they may be offset against interest or dividends from securities if the losses are derived in the same tax year.

Detailed rules relate to deferrals of capital gains tax in certain cases, including mergers, divisions and shares-for-assets exchanges.

*Gains attributable to securities.* Israeli residents are taxed at a rate of 25% on the real (inflation adjusted) gains derived from sales of traded securities in Israel and abroad, or 15% on the nominal gain on the sale of certain bonds not linked to the consumer price index or a foreign currency (see above). A tax rate of 30% is applied if the individual claimed real interest deductions. A 3%



surcharge is added if income exceeds ILS721,560 in 2024. As of 1 January 2025, 2% in addition to the 3% is levied on income above the threshold of ILS721,560 (the 2% surcharge will be levied on income derived from passive/capital sources).

Gains derived from sales of bonds issued by a foreign country or foreign mutual funds are subject to tax at the rate of 25% (or 30% if a material shareholder). Nonresidents are exempt from Israeli tax on capital gains derived on the Tel-Aviv stock exchange or on Israeli securities on an overseas exchange. However, if an Israeli resident owns at least 25% of a nonresident investor company, such exemption does not apply. A 3% surcharge is added if income exceeds ILS721,560 in 2024. As of 1 January 2025, 2% in addition to the 3% is levied on income above the threshold of ILS721,560 (the 2% surcharge will be levied on income derived from passive/capital sources).

*Gains attributable to real estate.* Gains derived from sales of Israeli real estate or from sales of interests in real estate entities (entities whose primary assets relate to Israeli real estate) are subject to land appreciation tax at the regular rates of up to 50% for the portion of the gain that relates to the period before 7 November 2001. For the linear portion that relates to the period after that date, the applicable rate is 25% from 2007, with the exception of material shareholders who are taxed at a rate of 30%. Assets acquired in 2002 are eligible for a tax rebate of 20%. Assets acquired in 2003 are eligible for a 10% rebate. Various exemptions apply to residential homes. Also, see *Real estate tax* in Section B. A 3% surcharge is added if income exceeds ILS721,560 in 2024. As of 1 January 2025, 2% in addition to the 3% is levied on income above the threshold of ILS721,560 (the 2% surcharge will be levied on income derived from passive/capital sources).

In addition, the purchaser of real estate must pay transfer fees (acquisition tax) at various rates ranging from 0% to 10%. For an interest acquired in a real estate entity, acquisition tax is imposed on the underlying real estate asset value without offsetting liabilities or borrowings.

## **Deductions**

*Deductible expenses.* Business-related expenses incurred by employees are deductible only in limited circumstances. For example, expenses incurred to update existing professional knowledge are deductible. However, to claim these deductions, employees generally must file annual personal Israeli tax returns, even if they are otherwise exempt from filing.

To complement the tax deductions available to employees for education, only self-employed individuals may deduct payments made to approved education funds that are used for training or education in Israel (or for any purpose after six years). The amount of the payment that may be deducted is limited to up to 4.5% of the taxable income. The annual income limit for 2024 is ILS188,544 (ILS293,397 for self-employed individuals). This limit is adjusted annually.

*Personal deductions.* In general, tax relief for individuals is in the form of tax credits rather than tax deductions. Consequently, relatively few items are deductible for tax purposes.

As a result of major amendments to the law, the calculation of personal deductions has become complicated. Readers should seek professional advice before making decisions.

*Business deductions.* Expenses are generally deductible if they are incurred wholly and exclusively in the production of taxable income. Additional rules apply to certain items, including car expenses, travel, entertainment, and research and development. The cash basis is acceptable for certain small businesses, and special inflation-adjustment rules are prescribed for businesses. These adjustments include inflation relief relating to depreciation for certain small businesses.

**Special rules for expatriates.** If no treaty exemption applies, expatriate nonresidents working in Israel lawfully for an employer may enjoy certain benefits. For the first 12 months in Israel, a “foreign expert” is entitled to a deduction for accommodation expenses incurred and a living expense deduction of up to ILS360 (2024) per day. To be considered a “foreign expert” under the Israeli income tax regulations, the assignee needs to meet the following criteria:

- He or she is legally allowed to work in Israel.
- He or she is working in his or her field of expertise and was invited to work in Israel by a local entity.
- He or she earns a gross salary exceeding ILS14,800 (2024) per month.

Foreign journalists who are members of the Foreign Press Association in Israel and foreign athletes are entitled to a tax rate of 25% and the abovementioned expatriate deductions for the first 36 months of work in Israel for foreign journalists and the first 48 months of work for foreign athletes.

**Rates.** The Israeli tax year is the calendar year. In principle, Israeli personal tax liability is computed annually. However, tax is typically withheld from salaries and reported each month. Monthly tax brackets used during a year for payroll and other purposes are updated annually for inflation and are totaled to produce the annual tax brackets. The following table presents the annual taxable income brackets for 2024.

Taxable income ILS	Tax rate* %	Tax due ILS	Cumulative tax due ILS
First 84,120	10	8,412	8,412
Next 36,600	14	5,124	13,536
Next 73,080	20	14,616	28,152
Next 75,480	31	23,399	51,551
Next 291,000	35	101,850	153,401
Next 161,280	47	75,802	229,203
Above 721,560	50	—	—

\* These tax rates are restricted to income earned from employment and self-employment and to income derived by persons over 60 years of age. In other cases, a minimum tax rate of 31% applies to the first ILS269,280, a tax rate of 35% applies to income between ILS269,280 and ILS560,280, a tax rate of 47% applies to income between ILS560,280 and ILS721,560, and a tax rate of 50% applies to income above ILS721,560.

**Credits.** Israeli resident individuals are entitled to personal tax credits, which are known as credit points. These credit points are deducted from the computed income tax liability of individuals. Each credit point is currently worth ILS242 (for 2024) per month.

The number of credit points granted to an individual reflects family circumstances. For example, an unmarried male resident generally receives 2.25 credit points, and an unmarried female resident generally receives 2.75 credit points. If, for example, both spouses work and opt for separate tax computations, the male receives 2.25 credit points and the female/spouse receives 2.75 points; the female spouse also generally receives one credit point for each child under 18 years of age and one-half of a credit point for a child born or reaching 18 in the tax year. The male spouse is also eligible for certain credit points for infants up to the age of five years.

The following are other significant tax credits granted to individuals:

- Credits with respect to savings fund contributions (see *Income subject to tax*).
- Tax credit for 35% of charitable contributions to recognized institutions if a taxpayer's annual contributions exceed ILS207. However, no credit is given for annual contributions exceeding 30% of taxable income or ILS10,354,816, whichever is lower.
- Additional credits in various other cases, including new immigrants, returning residents, one-parent families, divorcées, graduates of a higher education institute and residents living and working in various priority areas.

**Relief for losses.** In general, business losses may be offset against income from any source derived in the same tax year, including salary income. Unrelieved business losses may be carried forward for an unlimited number of years to offset business income or capital gains derived from business activities (see *Capital gains and losses*).

## B. Other taxes

**Net worth tax.** Net worth tax is not levied in Israel.

**Estate and gift taxes.** Israel does not impose taxes on inheritances or bona fide gifts. For transfers by inheritance or by gift of assets that would normally be subject to capital gains tax or land appreciation tax, the recipient's tax cost base and date of purchase are generally deemed to be the same as those for the transferor of the property.

## C. Social security

**Contributions.** National insurance contributions are generally payable on taxable income as calculated for income tax purposes. The table below sets out the rates of national insurance contributions. For residents, these rates include a supplementary health levy. Foreign residents generally arrange comprehensive private health care.

Category	Contribution as percentage of income (2024)			
	Employer %	Employee %	Self- employed persons (a) %	Nonworking passive income recipients (a) %
Israeli residents (b)				
Monthly income up to ILS7,522	3.55	3.5	5.97	9.61
Monthly income from ILS7,522 to ILS49,030	7.60	12	17.83	12
Nonresidents				
Monthly income up to ILS7,522	0.59	0.04	—	—
Monthly income from ILS7,522 to ILS49,030	2.65	0.87	—	—
Nonresidents from a social security treaty country				
Monthly income up to ILS7,522	3.55	0.4	—	—
Monthly income from ILS7,522 to ILS49,030	7.6	7	—	—

(a) Fifty-two percent of social security contributions paid during a tax year on unemployment income is deductible for income tax purposes during the year of payment.

(b) Lower contributions may apply to Israeli residents who work abroad as self-employed persons for continuous periods exceeding six months or for non-resident employers, unless they were hired in Israel.

**Totalization agreements.** Israel has entered into social security totalization agreements with the following jurisdictions.

Austria	France	Russian
Belgium	Germany	Federation
Bulgaria	Italy	Slovak Republic
Canada	Netherlands	Sweden
Czech Republic	Norway	Switzerland
Denmark	Poland	United Kingdom
Finland	Romania	Uruguay

## D. Tax filing and payment procedures

In principle, Israeli and foreign employers with personnel in Israel must maintain an Israeli payroll withholding tax file. Income tax and national insurance contributions relating to monthly employment income and benefits must generally be reported and remitted by the 15th day of each following month. Various other monthly or bimonthly filings may also be required from the employer, including company tax advances determined by the tax authorities and supplementary company tax advances of 45% for nondeductible expenses incurred, including car maintenance and depreciation, travel and entertainment.

**Capital transactions.** Capital gains transactions generally are reportable within 30 days after the transaction date. Land appreciation tax transactions are generally reportable within 30 days. Tax must be settled or paid on account within 60 days.

**Annual tax returns.** A general obligation to file an annual tax return exists. Nevertheless, as a result of the withholding tax system, individuals may be exempt from filing annual personal tax returns in Israel. If income was not fully and correctly withheld at source, a return should be filed to reflect full salary, income and benefits in kind.

Resident individuals over 18 years of age at the beginning of the tax year are required to file a personal income tax return. However, an exemption from filing may apply if all of the following conditions are satisfied:

- The salary does not exceed the annual ceiling of ILS698,280 per individual.
- Interest in Israel does not exceed the annual ceiling of ILS717,000.
- The amount of each type of other income (rent and foreign income) earned by the individual is less than ILS375,000 for each type of income.

Notwithstanding the above, the following individuals must file annual income tax returns:

- 10% or greater shareholders
- Spouses who work together
- Individuals (or their spouses) who receive severance pay or a commuted pension allowed to be spread over several tax years
- Trust settlors for the year in which they settle the trust
- Recipients of a distribution or other transfer of assets from a trust
- Professional athletes and their spouses
- Individuals (or their spouses or children) who had either a lawful right in a non-publicly traded foreign company or other foreign assets worth more than ILS2,086,000 at any time during the tax year or a foreign bank account with a balance exceeding ILS2,086,000 at any time during the tax year
- Individuals required to file returns for the previous year, unless a specific exemption is granted
- Any other person or entity instructed to file a return by a tax assessor

Individuals must also pay half-year advances for capital gains, which must also be reported, if the full amount of the tax was not withheld at source. The payments and reports are due on 31 January and 31 July.

**Online filing.** Online filing is required for those who have to file a tax return. Failure to file an online tax return by the due date results in a penalty of ILS560 for each full month of delay.

Israeli individuals who do not meet the numerical presumptions mentioned above and would like to claim severance of Israeli residency are required to file a return and fill out a residency declaration as an appendix to the return.

**Due dates for tax returns.** For those who do not have to file an online tax return, the due date is 30 April following the year-end. Taxpayers who are required to file an online tax return must file

it by 31 May following the year-end. The tax authorities may grant filing extensions (especially for the 2023 tax filing due to the war taking place at this time). Individuals represented by an Israeli certified public accountant (CPA) may receive an automatic extension based on the number of tax returns that the CPA must file with the tax authorities. As a result of the current war, extensions for filing are available. A tax professional should be consulted regarding the changes.

**Assessment.** The Israeli tax system is based on the principle of self-assessment. An annual tax return must be accompanied by payment of any balance of tax due computed by the taxpayer for the relevant tax year.

**Married persons.** Married persons, or the tax assessor, may elect one spouse to be the registered spouse in whose name the couple is assessed. For the election to be binding, the registered spouse's income should be at least 25% of the other spouse's income in the year before the election and in the next five years. If the couple does not elect otherwise, the tax assessor nominates the spouse with the higher taxable income over the two years preceding the assessment as the registered taxpayer. Joint tax computations are allowed. However, if the spouses derive employment or self-employment income from unrelated sources, many couples may benefit by opting to compute tax separately on the second spouse's income.

## E. Double tax relief and tax treaties

**Unilateral relief.** If no double tax treaty applies, Israeli residents may claim relief from double taxation (foreign tax credit) on foreign-source income.

Under Israeli domestic law or applicable tax treaties, foreign capital gains tax on dispositions of foreign assets may be credited by Israeli residents against Israeli capital gains tax on such dispositions. Any excess foreign tax credit may be carried forward for up to five tax years.

Foreign residents who receive little or no relief for Israeli taxes in their home countries may be granted a reduced Israeli tax rate by the Minister of Finance. In practice, the reduced rate is usually at least 25% and applies to capital gains only.

**Tax treaties.** Israel has entered into double tax treaties with the following jurisdictions.

Albania	Hungary	Romania
Armenia	India	Russian
Australia	Ireland	Federation
Austria	Italy	Serbia
Azerbaijan	Jamaica	Singapore
Belarus	Japan	Slovak Republic
Belgium	Korea (South)	Slovenia
Brazil	Latvia	South Africa
Bulgaria	Lithuania	Spain
Canada	Luxembourg	Sweden
China Mainland	Malta	Switzerland
Croatia	Mexico	Taiwan
Czech Republic	Moldova	Thailand

Denmark	Netherlands	Türkiye
Estonia	North Macedonia	Ukraine
Ethiopia	Norway	United Arab Emirates
Finland	Panama	United Kingdom
France	Philippines	United States
Georgia	Poland	Uzbekistan
Germany	Portugal	Vietnam
Greece		

Israel is negotiating tax treaties with several jurisdictions.

## F. Visitor visas for tourism or business purposes

All foreign nationals, except those from waiver jurisdictions that do not require entry visas, must obtain valid entry visas to enter Israel. Citizens of waiver jurisdictions may obtain visas at the port of entry. Foreign nationals may enter Israel under visitor visas, temporary residence visas or permanent residence visas.

Visitor visas are divided into the following categories:

- B1: For foreign nationals who wish to work in Israel on a temporary basis.
- B2: For foreign nationals who wish to visit Israel, typically for tourism or business purposes.
- B3: For foreign nationals whose entry status is not clear. This visa is of limited duration (one month) until the entry status is clarified and the entry visa is reclassified. The duty of reclassifying the entry status rests on the foreign national granted the B3 visitor visa.
- B4: For foreign nationals who wish to volunteer (work without earnings) in Israel.

Israel has visa exemption agreements with many jurisdictions. Tourist/business visa exemptions apply to national and official passports only. Citizens of the jurisdictions listed below are currently exempt from obtaining the class B2 tourist/business visas prior to entry.

Starting from January 2025, foreign nationals from the visa-exempt jurisdictions listed below who wish to travel to Israel for tourism or business purposes are required to obtain an ETA-IL (Electronic Travel Authorization) to enter the state of Israel. An approved ETA-IL indicates that an individual can travel to Israel and stay for up to 90 days per visit.

The following is a list of the visa-exempt jurisdictions.

Albania	Greece	Papua New Guinea
Andorra	Grenada	Paraguay
Argentina	Guatemala	Peru
Australia	Haiti	Philippines
Austria	Honduras	Poland
Bahamas	Hong Kong	Portugal
Barbados	Hungary	Romania
Belarus	Iceland	Russian
Belgium	Ireland	Federation
Belize	Italy	St. Kitts and Nevis
Botswana	Jamaica	St. Lucia
Brazil	Japan	St. Vincent and
Bulgaria	Korea (South)	the Grenadines
Canada	Latvia	Samoa

Central African Republic	Lesotho	San Marino
Chile	Liechtenstein	Serbia
Colombia	Lithuania	Singapore
Cook Islands	Luxembourg	Slovak Republic
Costa Rica	Macau	Slovenia
Croatia	Malawi	Solomon Islands
Cyprus	Malta	South Africa
Czech Republic	Marshall Islands	Spain
Denmark	Mauritius	Suriname
Dominica	Mexico	Sweden
Dominican Republic	Micronesia	Switzerland
Ecuador	Moldova*	Taiwan
El Salvador	Monaco	Tonga
Estonia	Mongolia	Trinidad and Tobago
Eswatini	Montenegro	Tuvalu
Fiji	Nauru	Ukraine
Finland	Netherlands	United Arab Emirates
France	New Zealand	United Kingdom
Georgia	Niue	United States
Germany	North Macedonia	Uruguay
	Norway	Vanuatu
	Palau	
	Panama	

\* The exemption applies only to citizens of Moldova who hold biometric passports.

In general, all visitor visas, with the exception of B1 and B3 type visas, are valid between 30 and 90 days and may be renewed up to 180 days.

The application takes place at an Israeli consulate or at the local Ministry of Interior.

Each jurisdiction has a unique filing procedure for obtaining a visitor visa.

Both B1 and B4 class visas may be applied for by the employer. A B1 visa may be renewed annually for up to 63 months. A B1 visa may be extended beyond 63 months under very limited circumstances.

Indian and Chinese nationals, under certain circumstances, may be eligible for a B2 visitor visa for business purposes for five years or one year, respectively, if each visit will not exceed 90 days in Israel.

## G. Work permits

A foreign national may work in Israel only if he or she enters the country with a permanent residence visa or a temporary residence visa or holds a B1 or B4 visa.

An applicant and his or her employer can apply for a work permit valid for 1 year or 90 days. An applicant and his or her employer must file certain documents to obtain a work permit and a B1 work visa. The B1 work visa is always issued for a maximum period of one year and may be renewed annually, assuming that the employer and employee comply with the terms of the work permit.



The following are examples of the documents that must be filed (other forms or submissions may be required):

- Employee's certificate of valid medical insurance
- Salary letter with verification of the expert's salary threshold (twice the average monthly salary in the Israeli market, ILS24,758; amount is subject to annual changes)
- Evidence of expertise held by the employee, such as academic degree, diploma and training
- An employer's undertaking that assures the employee's departure on termination of the employment contract
- The employee's accurate personal data, including passport number, *curriculum vitae* (CV), diploma, certified police clearance and medical checks
- Invitation letter from an Israeli employer or other Israeli party, explaining the reasons why the employee's presence is needed
- Affidavit on a specified form concerning the above items

The following can apply for a B1 visa:

- An Israeli-based employer
- A foreign employer that has business ties or has entered into a service agreement with an Israeli-based entity

Detailed rules apply to employers and employees regarding, among other matters, pre-arrival medical examinations, as well as housing and medical care. As of January 2024, the amount of government registration fees for a work permit and B1 work visa application (per principal applicant for one year) is ILS12,410 (subject to periodic changes).

For the B1 work visa for non-academic experts, the regulations distinguish between experts whose work activities require academic certification and experts whose work activities do not require academic certification. Requirements for experts whose work activities do not require academic certification, include, among others, payment of the expert's salary to a bank account in Israel and providing proof of salary payments.

B1 visas for 90 days can be utilized continuously or intermittently in the same calendar year, provided that the total number of days in a calendar year does not exceed 90 days. Each visit to Israel will require a new work permit and visa application and a consular process for the applicant to follow in the overseas Israeli consulate. Multiple applications submitted under this visa type, to utilize remaining days, is at the sole discretion of the Israeli immigration authorities. The salary requirement for the B1 visa for 90 days is currently ILS5,882 (subject to annual adjustment), which represents the minimum wage in Israel.

In addition, an alternative option exists for employees who arrive in Israel for a work purpose for a time period not exceeding 90 days. Under this option, the foreign expert can stay and work in Israel for up to 90 days in a calendar year, continuously or intermittently. The counting of the days starts with the first day of arrival in Israel. The procedure is only available for citizens from visa-exempt jurisdictions (see Section F). It applies only to foreign experts who are needed in Israel to perform a temporary expertise assignment, such as advising, supervising, repairing equipment, or making presentations.

The B1 High Tech work visa allows Israeli companies, which are recognized as “High-Tech Companies” for immigration purposes, to employ foreign experts. This visa is valid for up to 12 months with a possibility for renewal, and offers a streamlined visa process. The expert’s salary threshold mentioned above applies. Spouses of the primary visa applicant are granted a B1 work visa and are able to work for an employer of their choice while the visa is valid.

## H. Residence visas

Temporary residence visas are divided into the following categories:

- A1: For Jewish foreign nationals only who wish to obtain Israeli citizenship and are eligible under the Law of Return. The A1 class visa is valid for one year and may be renewed twice, for a total of five years.
- A2: For foreign nationals who wish to study in Israel.
- A3: For members of the clergy who are invited to Israel by a religious institute. The institute must apply for the visa.
- A4: For the spouse or children (under 18 years of age) of an A2 or A3 class visa holder.
- A5: For foreign nationals wishing to stay in Israel for any reason other than those listed above.

Unless the individual is staying in Israel for the reasons mentioned in categories A1 to A4 above, a permanent residence visa is granted for an unlimited duration of stay. Applications are considered by the Ministry of the Interior on a case-by-case basis. An application may be filed after several years of temporary residence.

## I. Family and personal considerations

**Family members.** In certain circumstances, a B2 visa may be granted to the spouse and dependent children of a foreign national who receives a B1 visa. In these cases, the duration of the B2 visa corresponds to that of the B1 visa.

**Common law partners.** No official regulation specifies the requirements for spouse status. Each case needs to be examined separately. However, proof of the sincerity of the relationship must be supported by documents, including, among others, an affidavit from an attorney declaring that the couple is living together and joint bank account documents.

**Driver’s permits.** Foreign visitors who hold valid foreign or international driver’s licenses may drive a car legally in Israel for up to 12 months per visit to Israel. If a visit exceeds 12 months, the visitor must pass a short vehicle control test and receive an Israeli driver’s license. Different rules apply to commercial vehicles.

# Italy

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## A. Income tax

**Who is liable.** Tax residents of Italy are subject to tax on their worldwide income. Individuals who are not tax resident in Italy are subject to tax on their Italian-source income only.

An individual is considered resident for income tax purposes if, for the greater part of the tax year, considering also part of days, he or she satisfies any of the following conditions:

- His or her habitual abode is in Italy.
- His or her domicile is located in Italy. Domicile is the place where the individual's personal and family relationships mainly develop.
- He or she is physically present in Italy.

Moreover, unless it can be proved otherwise, individuals are also presumed to be resident if they are enrolled for most of the year in the Office of Records of the Resident Population in Italy (Anagrafe Popolazione Residente).

Italian citizens who move their residence for tax purposes to countries considered to be tax havens are deemed to be tax resident in Italy in all cases, unless they provide specific evidence of their nonresident status.

**Income subject to tax.** Taxable income for personal income tax purposes consists of income from the following categories:

- Income from employment
- Income from self-employment
- Business income
- Income from real estate
- Income from capital (primarily, dividends and interest)
- Miscellaneous income, including capital gains

Each category, including miscellaneous income, is defined by law. If income falls under a category not specifically mentioned in the law, further investigation is needed to determine the tax treatment. Uncategorized income may not be automatically aggregated with miscellaneous income.

*Employment income.* Employment income is income derived from work performed for an employer. It includes any compensation, either in cash or in kind, received during a tax period in connection with employment, including any payments received as shares, as acts of generosity or as reimbursement for expenses incurred in the production of the income. Benefits in kind are valued for tax purposes at the "normal value," as defined by the Italian tax code. For certain benefits in kind, the Italian tax code provides specific rules for determining the applicable tax value. All compensation received in connection with employment is considered employment income, even if the compensation is paid by a third party (for example, the legal employer's parent company).

Employment income also includes income known as "income deriving from a collaboration," unless the activity is performed by an individual who is registered for value-added tax (VAT) purposes, and income derived by directors, auditors and contractors.

An Italian employer, which qualifies as a withholding tax agent, must withhold income taxes monthly from payments of gross employment income, including benefits in kind. Employment income is also subject to social security contributions (see Section C). The same rules apply to the determination of the tax base for both income taxes and social security contributions.

The following items are not included in the taxable employment income:

- Mandatory contributions paid by an employer and by an employee for social security as provided by law
- Contributions, up to a ceiling of EUR3,615.20, paid by an employer or an employee to entities or funds for the sole purpose of medical assistance in accordance with collective labor contracts or company agreements and regulations
- Goods provided to and services rendered for the employee if the overall value of goods and benefits does not exceed EUR258.23 per year (only for the 2024 tax year, this limit is increased to EUR1,000 and, for taxpayers who have dependent children, to EUR2,000)
- Business trip daily indemnity, up to a maximum of EUR46.48 for trips within Italy and up to EUR77.47 for trips abroad if the employer reimburses only the travel expenses
- Certain benefits in kind, including meals in factory cafeterias and transportation services provided to a majority of employees, up to certain amounts and under specified conditions

Additional tax exemptions may be granted for some benefits in kind if the employer sets up welfare plans (so called flexible benefits plans) for all employees or categories of employees.

Nonresidents are subject to tax on income from employment derived from services performed in Italy and pensions paid by the state or by Italian residents.

A special tax regime might be applicable to outbound employees who meet all of the following conditions:

- The individual is resident for tax purposes in Italy.
- The employment activity is rendered in a continuous and exclusive manner outside Italy for more than 183 days in a 12-month period.
- The employee's assignment outside Italy is regulated by an employment contract or by another written agreement signed by the parties.

Considering recent clarifications provided by the Italian tax authorities, it is recommended to verify the applicability of this special tax regime on a case-by-case basis.

Under the special tax regime mentioned above, an individual is subject to tax in Italy on his or her non-Italian employment income on the basis of a notional employment remuneration, as determined each year by the Italian Ministry of Labor and Social Policies in accordance with the Ministry of Finance.

Effective from 2016, a special tax regime (impatriate tax regime) can be applied to inbound employees. The conditions and the benefits provided by this special tax regime vary depending on the period in which the individual transferred his or her residency to Italy.

For employees who transferred their residency to Italy up to 29 April 2019, the following conditions must be met:

- He or she becomes an Italian tax resident under Italian domestic law.

- He or she was a non-Italian tax resident for the five years before the change in residency status and qualifies as an executive or highly specialized employee, as defined by specific law provisions, or has graduated with at least a bachelor's degree and has been studying or working abroad at least 24 months before moving to Italy and was a non-Italian tax resident in the two tax years preceding the transfer.
- He or she qualifies as an Italian tax resident for the following two years.
- He or she works mainly in Italy under an employment contract with an Italian tax resident employer or with a company of the same group.

If all the conditions listed in the preceding paragraph are met, the Italian-source taxable employment income of the employee who qualifies for this special tax regime is reduced to 50% of the total amount for the tax year in which the employee changes residency and for the following four years.

The impatriate tax regime also applies to income that is considered as assimilated to employment income according to the Italian tax law and to self-employment income (*lavoro autonomo*).

The 2021 Budget Law introduced the possibility to extend after the fifth year the application of the above impatriate tax regime up to five additional years for Italian individuals who were enrolled with the (Register of Italian population residing abroad [AIRE]) or for EU citizens who transferred their residency to Italy before 30 April 2019 and were beneficiaries as of 31 December 2019 of the impatriate tax regime. The option for the extension can be exercised provided that some conditions are met and that payment is made by the deadline of an amount equal to 10% or 5% of the income on which the impatriate regime exemption was applied in the fifth tax year. The percentage of the amount due for the application of the extension and applicable percentage of exemption depends on the meeting of specific conditions (such as the number of minor children and ownership of a real estate in Italy). Employees also have to file a specific request to their Italian employer by the deadline to apply for the extension through the Italian payroll.

Employees who transferred their residency from 30 April 2019 to 31 December 2023 are eligible to benefit from the special tax regime, provided that they meet the following conditions:

- The taxpayers qualify as non-tax resident in Italy for at least two years (instead of the previous five years) prior to the transfer to Italy.
- The taxpayers commit to be Italian tax residents for the following two years and to work mainly in the Italian territory.

If all the abovementioned conditions are met, from the 2020 tax year, the Italian-source taxable employment income of the employee who qualifies for this special tax regime is reduced to 30% of the total amount for the tax year in which the employee becomes Italian tax resident and for the following four years. Under a different measure, a 90% reduction applies to taxpayers who transfer their residency to certain regions of southern Italy.

In addition, special extensions of the regime up to an additional five years, with an exemption of 50% of the Italian taxable employment income, are provided for the following:

- Taxpayers with at least one underage child or a dependent child
- Taxpayers who become owners of a housing unit in Italy after their transfer to Italy or in the 12 months preceding their transfer to Italy

Alternatively, a special extension of the regime up to an additional five years, with an exemption of 90% of the Italian taxable employment income, is provided if the taxpayers have more than three underage children or dependent children.

This impatriate tax regime also applies to income that is considered as assimilated to employment income according to the Italian tax law, to self-employment income (*lavoro autonomo*) and to business income (*reddito d'impresa*).

For individuals who transfer their residency in Italy after 31 December 2023, the conditions for being eligible for the impatriate regime are changed to the following:

- The taxpayers must qualify as nontax residents in Italy for at least three years (instead of the previous two years) prior to the transfer to Italy.
- The taxpayers commit to be Italian tax residents for the following four years (instead of the two years as previously provided) and to work mainly in the Italian territory.
- The taxpayers must hold a high-level qualification or specialization as defined by the law.

For employees transferring their residency to Italy to work for the same employer or with an entity of the same corporate group, the minimum period of nonresidency requirement prior to the relocation to Italy is increased to the following:

- Six years, if workers have not been previously employed in Italy by the same employer or by an entity of the same corporate group
- Seven years, if the workers, prior to their transfer abroad, have been employed in Italy by the same employer or by an entity of the same corporate group.

Entities are deemed to belong to the same corporate group if they are connected by a relationship of direct or indirect control as defined by the Italian Civil Code or are directly or indirectly controlled by the same third entity.

If the abovementioned conditions are satisfied, the Italian-source employment income of the employee who qualifies for this special tax regime is subject to tax in the limit of 50% of its total amount, within a cap of EUR600,000 per year. The exemption from taxation is increased to 60% if one of the following conditions is met.

- The employee relocates to Italy with a dependent child.
- There is the birth of a child or the adoption of a minor during the period of application of the impatriate regime. In such case, the increased reduction applies from the tax year in which the event occurred and for the remaining duration of the regime.

The impatriate regime is applicable starting from the first year in which the taxpayer becomes a tax resident of Italy and for the following four years.

This impatriate tax regime also applies to self-employment income derived from the exercise of arts and professions in Italy.

If taxpayers do not qualify as tax residents of Italy for four consecutive years from their transfer to Italy, they will lose the possibility to benefit from the impatriate regime and will be required to retroactively pay the additional taxes on the exempted portion of the income for all involved years, plus interest.

Starting from 2017, a resident regime for high net worth individuals allows taxpayers who have not qualified as Italian tax resident for at least nine of the past 10 years to opt for a flat tax of EUR100,000 on their foreign-source income, regardless of the actual amount of income and its remittance to Italy. The same favorable tax regime may also be applied to their family members if they also meet the required conditions; in this case, the flat tax equals EUR25,000 for each family member. For taxpayers who transferred their residency in Italy after 10 August 2024, the flat tax on foreign-source income is increased to EUR200,000.

To have certainty of this tax regime application, it is advisable to file for an advance ruling with the tax authority (not mandatory), supported by a specific checklist and documentation regarding the previous years' tax resident status.

The Italian tax authority has confirmed that the regime for resident high net worth individuals and the impatriate tax regime are not cumulative.

*Directors' fees.* For tax purposes, directors' fees are treated as employment income, subject to progressive income tax rates and withholding tax. This tax treatment does not apply if the services are performed by a professional individual who is registered for VAT purposes (see *Self-employment income*).

Nonresident directors are subject to a final withholding tax at a rate of 30% on directors' fees received.

*Self-employment income.* Self-employment income consists of income from a profession, including accounting, law and medicine. As mentioned in *Employment income*, income from a collaboration is treated as employment income, unless the activity is performed by an individual who is registered for VAT purposes.

Residents are subject to tax on worldwide self-employment income at the rates described in *Rates*; a 20% withholding tax applies to income derived from Italian sources. Nonresidents are subject to tax on income from self-employment derived from services performed in Italy. Nonresidents are subject to a final withholding tax of 30% on self-employment income.

For professionals, taxable self-employment income consists of the difference between compensation received during a tax period and related expenses incurred during the same period, subject to certain limits. Self-employment income is determined according



to the cash-basis principle. Effective from 2017, the impatriate tax regime mentioned above with respect to inbound employees applies to self-employed individuals who transfer their tax residency status to Italy provided that the required conditions are met.

Professional income is subject to VAT and to regional tax (IRAP) at a statutory rate of 3.9%. Such rate may vary depending on the region of Italy in which the activity is performed (see *Business income*) and may be exempted if certain conditions are met. Bookkeeping is required.

Professionals taxable as self-employed individuals who meet certain specific conditions and who have total gross earnings lower than EUR85,000 per year can benefit from a special tax regime, which provides for the application of a 15% substitutive tax (or 5% for a limited time period if some specific conditions are met) on taxable income, instead of ordinary progressive tax rates. The tax base is determined according to specific profitability rates approved by the Italian tax authorities, and these taxpayers are also subject to a special (simplified) VAT and bookkeeping regime.

*Real estate income.* Under certain circumstances, income from unrented real estate located in Italy may be subject to personal income tax. The related tax base equals 50% of a notional income called “cadastral value.” Rental income derived from real property is taxed as ordinary income (see *Rates*). Rental income derived from rented real estate located in Italy may be subject to a fixed tax rate (*cedolare secca*) of 10% or 21%, if specific conditions are met.

Effective from 1 June 2017, Italian legislation for short-term rentals gives landlords the option to apply a flat 21% tax to rentals no longer than 30 days, provided that some conditions are met. Starting from 2024, this fixed tax rate is increased to 26%. However, it remains possible to opt for the 21% tax, but only on one property at the taxpayer’s discretion.

Italian tax residents must report income from real estate located outside Italy in their Italian tax return, unless otherwise provided in an applicable double tax treaty.

Real estate is also subject to the tax on Italian real estate (IMU; see Section B).

*Business income.* Business income consists of income derived from the commercial or industrial activities (entrepreneurial activities) described in the Civil Code.

Taxable business income consists of profits disclosed in the financial statements, adjusted for exemptions, disallowed expenses, special deductions and losses carried forward. Business income is determined using the accrual method.

Taxable business income is subject to personal income tax at the ordinary rates described in *Rates*. In addition, business income is subject to IRAP, a regional tax on productive activities. IRAP is levied at an ordinary rate of 3.9%. Such rate may further vary depending on the region of Italy in which the activity is performed and on the kind of activity performed and the income

may be exempted if certain conditions are met. The tax base is the amount of net production income derived from activities carried out in Italy. Net production income is calculated by adding to taxable business income certain costs that are not deductible for IRAP purposes.

Effective from 2020, the impatriate tax regime mentioned above with respect to inbound employees applies to business income produced by self-employed individuals who transferred their tax residency status to Italy by 31 December 2023, provided that the required conditions are met.

Self-employed individuals who meet some specific conditions and who have total gross business income lower than EUR85,000 per year can benefit from a special tax regime, which provides for the application of a 15% substitutive tax (or 5% for a limited time period if some specific conditions are met) on the taxable income, instead of ordinary progressive tax rates. The tax base is determined according to specific profitability rates approved by the Italian tax authorities, and these taxpayers are also subject to a special (simplified) VAT and bookkeeping regime.

Nonresidents are subject to tax on business income from a permanent establishment in Italy.

*Investment income.* Starting from 2018, dividends derived from qualified and nonqualified participations that are paid to Italian tax residents by resident and nonresident entities are subject to a separate final withholding tax of 26%.

For listed companies, a nonqualified participation is a participation representing no more than 2% of the voting rights in the ordinary shareholders' meeting and representing no more than 5% of the issued capital. For unlisted companies, a nonqualified participation is a participation representing no more than 20% of the voting rights in the ordinary shareholders' meeting and representing no more than 25% of the issued capital.

Dividends received by an Italian tax resident individual deriving (directly or indirectly) from an unlisted company liable in the foreign country (other than EU and European Economic Area [EEA] countries) to a nominal tax rate lower than half of the Italian rate are generally taxed as ordinary income. Dividends received through Italian resident intermediaries by an Italian tax resident individual that are derived from a listed company resident in these countries are subject to a 26% substitute tax.

Dividends paid by Italian resident entities are subject to a 26% withholding tax. Tax treaties may provide for a lower tax rate for dividends paid to nonresidents.

Italian-source interest paid to residents is subject to a final withholding tax at a rate of 26%. Consequently, such interest is not aggregated with other taxable income. Foreign-source interest may be included with other income and taxed at the rates described in *Rates* or taxed separately at a rate of 26%.

Interest paid to nonresidents is subject to a final withholding tax of 26%; tax treaties may provide for a lower tax rate. Interest derived from bank and postal accounts that is paid to nonresidents is exempt from tax.

Residents are subject to tax on royalties derived from patents, trademarks and know-how at the rates set forth in *Rates*.

Nonresidents are subject to a final withholding tax on these royalties at a rate of 30%.

In some cases, this tax is imposed on 60% or 75% of the amount of royalties received.

### **Capital gains and losses**

*Securities—residents.* The taxation of capital gains from the sale of securities (including shares representing capital and other similar interests, convertible obligations, stock options and similar rights) not related to business activities are subject to Italian taxation in accordance with the rules described below.

Beginning from the 2023 tax year, the following rules apply:

- If the transaction involves a nonqualified percentage (see *Investment income*) of the company's shares, the related capital gain is subject to substitute taxation at a rate of 26%.
- If the transaction involves nonqualified shares of a listed company residing in a country (other than EU or EEA countries) with a nominal tax rate lower than half of the Italian rate, the related capital gain is taxed separately at a rate of a 26%.
- If the transaction involves nonqualified shares of an unlisted company residing in a country with a nominal tax rate that is lower than half of the Italian rate, ordinary rates are applied to 100% of the gain.
- If the transaction involves qualified shares, the related capital gain is subject to substitute taxation at a rate of 26%. However, ordinary rates apply to 100% of the gain if the shares sold relate to qualified shares residing in countries (other than EU or EEA countries) with a nominal tax rate lower than half of the Italian rate.

In general, the capital gain or loss equals the difference between the sales proceeds and the purchase cost, or the value that has already been subject to taxation. If the taxpayer's losses exceed gains, the difference may be carried forward up to a maximum of four years against future capital gains. The capital gains tax declared through the taxpayer's annual income tax return must be paid by the same date as the balance of ordinary tax due shown in the taxpayer's annual income tax return. If the security is held with an Italian resident intermediary (for example, an Italian bank) and if the transaction does not involve a qualified percentage of the company shares, an election may be made under which the tax due is withheld at source by the Italian resident intermediary and the transaction does not need to be reported in the individual's annual income tax return.

*Securities—nonresidents.* Capital gains derived by nonresidents from the sale of securities (including shares representing capital and other similar interests, convertible obligations, stock options and similar rights) not related to business activities are subject to the tax treatment applicable to residents (see above) if the securities are issued by an Italian entity. However, capital gains or losses arising from nonqualified shares issued by Italian companies listed on the stock exchange are not subject to Italian tax.

*Real estate.* Capital gains derived by individuals from the sale of real estate are taxable if the sale occurs within five years after the date on which the property was purchased or built and if the property had not been used as a principal abode for the major part of the period of ownership. The gain is subject to tax as ordinary income, unless, in the transfer deed, the vendor asks the Italian Public Notary to apply a separate final tax at a rate of 26%. Capital gains derived from sales of real estate after the five-year period of ownership are not subject to tax. However, for real estate that has not been the taxpayer's principal abode for most of the ownership period, has been subject to particular restructuring expenses, which gives right to a tax relief (so called "Superbonus") and is sold within 10 years from the end of these restructuring expenses, the related capital gain will be subject to ordinary taxation or separate final tax at a rate of 26%.

### **Deductions**

*Personal deductions, tax credits and allowances.* Tax deductions are allowed for various items, including the following:

- Mandatory social security contributions paid by an individual to the social security authorities
- Social security contributions made to qualified and individual complementary pension funds, within specified limits
- Social security and welfare contributions required by law that are paid on behalf of servants and babysitters
- Alimony payments to a spouse from whom the taxpayer is legally separated or divorced (children's maintenance is not deductible)
- Medical expenses paid to disabled individuals

A tax credit of up to 19% is granted for various items, including the following:

- Interest paid to European entities on mortgage loans for real estate located in Italy that is used as a principal abode, up to a maximum amount of EUR4,000
- Medical expenses, including specialized medical treatment, surgical expenses and prostheses, for the taxpayer or dependents if the expenses exceed EUR129.11
- Life and health insurance premiums, up to a maximum amount of EUR530, EUR750 or EUR1,291.14, depending on the type of insurance contract and the related risks covered
- School fees up to a maximum of EUR800 and university tuition expenses not exceeding fixed caps
- Funeral expenses, up to a maximum amount of EUR1,550

From the 2020 tax year, the available tax deduction for some of the deductible expenses varies according to the amount of total taxable income. If the total taxable income exceeds EUR240,000, many expenses are considered as nondeductible from income tax (for example, life and health insurance premiums, school fees and funeral expenses).

Foreign taxes paid by resident taxpayers on foreign-source income may be credited against personal income tax. The maximum amount of foreign tax that may be credited is the lower of the amount of foreign taxes and the full amount of Italian tax attributable to the foreign-source income, based on the proportion of the foreign-source income to the aggregate income.

However, the foreign tax credit cannot exceed the net income tax due from the taxpayer.

*Other deductions.* In addition to deductible expenses specifically allowed, other expenses may be deducted from aggregate income for personal tax, depending on the category of income.

**Rates.** The income tax rates applicable to individuals are described below.

*Personal income tax.* The following are the rates of the personal income tax (*imposta sul reddito delle persone fisiche*, or IRPEF).

Taxable income		Rate on excess %
Exceeding EUR	Not exceeding EUR	
0	28,000	23
28,000	50,000	35
50,000	—	43

*Additional regional tax.* For 2024, additional regional ordinary tax rates may range from 0.7% to 3.63% on taxable income as calculated for income tax purposes.

*Additional municipal tax.* An additional municipal tax applies at rates up to 1.2% on taxable income as calculated for income tax purposes.

*Additional income tax on variable remuneration earned by employees working in the financial sector.* Additional income tax of 10% is imposed on employees and collaborators (self-employed individuals who are not registered for VAT purposes) working in the financial sector on their variable remuneration (which may be represented by cash bonuses, stock options or shares) exceeding the yearly fixed remuneration.

*Nonresidents.* Nonresidents are taxed on Italian-source income at the rates described above.

## B. Other taxes

**Tax on real estate held abroad by Italian tax resident individuals.** A tax on real estate held abroad for Italian tax resident individuals (*imposta sul valore degli immobili situati all'estero*, or IVIE) took effect in 2012. The standard tax rate is 1.06% from the 2024 tax year onward. However, a 0.4% rate may apply if particular circumstances exist. The tax base is the purchase cost or, only for EU and EEA countries, the cadastral value (if applicable) used to calculate and pay the local wealth tax. The taxpayer may be entitled to a credit for wealth tax paid abroad on the properties. IVIE is calculated and paid through the Italian tax return filing process.

**Tax on financial assets held abroad.** A tax on financial assets held abroad by Italian tax resident individuals (*imposta sul valore delle attività finanziarie detenute all'estero*, or IVAFE) took effect in 2012. The tax rate is 0.20% from 2014 onward. The tax base is generally the market value of the financial asset at the end of the year. In the case of double taxation, it may be possible to deduct the wealth tax paid in the country where the financial asset is held.

IVAFE is calculated and paid through the Italian tax return filing process. Starting from the 2024 tax year, solely for financial assets held in a tax haven country, as defined by the Ministry of Economy and Finance, the tax rate of IVAFE is increased to 0.4%.

**Tax on Italian real estate.** Starting from 2020, Italian real estate is subject to two different taxes, which are Imposta Municipale Unica (IMU) and Tassa sui Rifiuti (TARI).

IMU is a tax on Italian real estate that is due to the municipality where the real estate is located. The tax base is calculated starting from the cadastral value attributable to the real estate. To calculate the tax base, the cadastral value is multiplied by a coefficient that varies depending on the nature and characteristics of the real estate. The standard tax rate is equal to 0.86%. Each municipality can decide whether to increase (within a cap of 1.14%) or decrease the standard rate.

TARI is a municipal tax for garbage. The tax rate depends on the Municipal Decree.

**Inheritance and gift taxes.** Inheritance and gift taxes apply to residents and nonresidents. The tax base is related to the value of the assets. The following are the applicable tax rates:

- 4% for recipients in a direct relationship (spouse and children) with the deceased or the donor, to the extent that the assets have a taxable value of greater than EUR1 million
- 6% for brothers, to the extent that the assets have a taxable value of greater than EUR100,000
- 6% for other relatives, with no assets exclusion
- 8% for recipients who are not related to the deceased or the donor, with no assets exclusion

For disabled recipients, the same rates apply to the extent that the assets have a taxable value of greater than EUR1,500,000.

Cadastral and mortgage taxes apply if immovable properties are inherited or given as a gift. The applicable tax rate is 3%. However, if the real estate inherited or gifted is classified as a primary home, the cadastral and mortgage taxes are imposed at a fixed amount of EUR200 each.

To prevent double taxation of estates, Italy has entered into estate tax treaties with Denmark, France, Greece, Israel, Sweden, the United Kingdom and the United States. In the absence of a treaty, a tax credit may be available for foreign taxes paid on assets located abroad.

### C. Social security

**Coverage.** Italian law provides for a comprehensive system of social insurance covering the following:

- Disability, old age and survivorship
- Illness and maternity
- Unemployment and “mobility”
- Family allowances
- Health care
- Labor injuries
- Professional diseases

The system is controlled by the government, with various sections administered by separate public institutions, most notably, the National Institute for Social Security (Istituto Nazionale Previdenza Sociale, or INPS).

Collective labor agreements provide for compulsory additional coverage through pension and health funds. Both employers and employees usually make contributions to these funds.

**Contributions**

*Employees.* In general, social security contributions are payable at varying percentages of gross remuneration, depending on the employee's qualification level and the employer's activity sector.

In general, employees' social security contributions range from approximately 9% to 10% of their gross remuneration.

Employees must make an additional 1% contribution on the part of gross remuneration exceeding the threshold of EUR55,008 for 2024.

The employers' part of the contributions ranges from approximately 27% to 32%.

Employees with no record of social security contributions before 1 January 1996, are subject to pension contributions on gross income up to a maximum of EUR119,650 for 2024.

*Self-employed individuals.* Self-employed individuals, directors and consultants must enroll with the so-called Gestione Separata (INPS), unless other specific rules apply (for example, certain professionals, such as lawyers, engineers and accountants, are required by law to enroll in specified pension plans). The contributions to the INPS are calculated at a flat rate of 26.07% for self-employed persons or consultants and at a flat rate of 35.03% for directors. If the individual already contributes to another mandatory social security system or if he or she is retired, the applicable flat rate is 24%. In all of the above-mentioned cases, the flat rates apply on annual income up to a maximum of EUR119,650 for 2024.

In addition, foreign citizens, such as nonresident directors, must enroll with the INPS.

Under certain circumstances, a totalization agreement may provide an exemption from the abovementioned contributions.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Italy has concluded totalization agreements with various jurisdictions. In addition, an EU regulation on social security applies to all of the EU countries, including all of the new Member States (plus Switzerland).

Italy has entered into totalization agreements with the following jurisdictions.

Argentina	Croatia	Türkiye
Australia	Israel	United States
Bosnia and Herzegovina	Japan (b)	Uruguay
Brazil	Korea (South)	Vatican City
	Monaco	Venezuela

Canada and Quebec	North Macedonia	Yugoslavia
Cape Verde	San Marino	(former) (c)
Channel Islands (a)	Tunisia	

(a) The Channel Islands consist of Alderney, Guernsey, Herm, Jersey and Jethou.

(b) This agreement entered into force starting from 1 April 2024.

(c) This treaty applies to Montenegro and Serbia.

Most of Italy's totalization agreements allow an employee temporarily seconded abroad to remain covered under the social security scheme in the employee's home country for a two-year period that may be extended to five years or more. The agreement with the United States does not provide a time limit. Italy's totalization agreements with the United States and a few other countries do not cover all the mandatory social security contributions payable in Italy. As a result, US and other foreign companies must pay minor contributions in Italy.

**Countries without a totalization agreement with Italy.** Under Italian Law Decree No. 398/1987, if an Italian citizen is hired in a non-EU country without a totalization agreement with Italy, the legal employer and the employee are obliged to pay social security contributions based on a notional remuneration established on annual basis by the Italian government, according to the role of the employee and the business sector of the company. A specific contribution rate applies in this specific case. The application of these provisions is also extended to European workers and non-European workers who hold a residency permit and an employment contract in Italy.

If an employee is assigned to Italy from a country without a totalization agreement with Italy, the legal employer and the employee are obliged to pay social security contributions in Italy through the registration of the employer with the authorities (the INPS and the National Institute for Insurance against Accidents at Work [Istituto Nazionale per l'Assicurazione contro gli Infortuni sul Lavoro, or INAIL]) for social security purposes.

#### D. Tax filing and payment procedures

In Italy, the tax year is the calendar year. Income tax returns for the preceding year must be filed by 30 September (ordinary deadline). Married persons may be required to file their own tax returns separately (not jointly).

A failure to make a filing is subject to a penalty ranging from EUR250 to EUR1,000 (if no income tax is due) or of 120% of the tax due with a minimum of EUR 250, plus interest (if a tax liability arises).

If the tax return is filed within up to 90 days after the due date, under a special procedure to reduce penalties called *ravvedimento operoso*, the ordinary penalties mentioned above may be reduced to EUR25.

If the omitted tax return is filed after 90 days from the due date but within the statute of limitations for tax assessment and, in any case, prior to the taxpayer's formal knowledge of any access, inspections, verifications or the commencement of any tax audit activity, a penalty of 75% is applied to the amount of taxes due. If no taxes are due, a penalty ranging from EUR250 to EUR1,000 is imposed.



Income tax must be paid by 30 June for income earned in the preceding calendar year. Advance tax payments equal to 100% of the preceding year's tax liability are due. Advance tax payments may be reduced if the individual has a lower estimated tax liability in the current year. Forty percent of the advance tax payments must be paid by 30 June, and the remaining 60% must be paid by 30 November (for self-employed individuals who apply Tax Compliance Indicators [ISAs] and those who come under the flat-rate scheme, the advance payments are equal to 50% by the end of June and 50% by the end of November). Individuals who make tax payments during the period of 1 July to 30 July must pay 0.4% additional interest calculated on the tax amount due. If a late payment is made on or after the deadline, ordinary penalties and interest apply. However, under the special procedure to reduce penalties called *ravvedimento operoso*, it is possible to avoid the application of the ordinary penalty (25%) by paying a reduced penalty, which ranges from 0.1% to 4.17%, depending on the length of the delay.

*Monitoring of foreign investments.* Italian tax resident individuals must declare in Italy their investments held outside Italy during the tax year for monitoring purposes. Persons with a proxy (in this context, a person with a proxy is a person who is not the owner of the assets but has the right to dispose of them) are subject to the same filing obligations. This declaration is made through the filing of the foreign investment return (RW Form).

The purpose of the RW form is to report the following:

- All foreign investments
- All foreign bank accounts held outside Italy if they exceed EUR15,000 during the tax year

The RW form is filed jointly with the Italian income tax return.

Penalties ranging from 3% to 15% apply in the case of omitted or incorrect filings of the RW Form. The penalties may increase to rates ranging from 6% to 30% in the case of assets held in a non-cooperative country as indicated in the list published by the Italian tax authorities.

## E. Double tax relief and tax treaties

A tax credit for taxes paid abroad on foreign-source income is available; however, it is limited to the portion of Italian tax due based on the ratio of foreign-source income to total income.

Italy has entered into double tax treaties with the following jurisdictions.

Albania	Hungary	Qatar
Algeria	Iceland	Romania
Argentina	India	Russian Federation
Armenia	Indonesia	San Marino
Australia	Ireland	Saudi Arabia
Austria	Israel	Senegal
Azerbaijan	Jamaica	Singapore
Bangladesh	Japan	Slovak Republic
Barbados	Jordan	Slovenia
Belarus	Kazakhstan	South Africa
Belgium	Kenya (a)	Spain

Brazil	Korea (South)	Sri Lanka
Bulgaria	Kuwait	Sweden
Canada	Latvia	Switzerland
Chile	Lebanon	Syria
China Mainland	Lithuania	Tanzania
Colombia	Luxembourg	Thailand
Congo	Malaysia	Trinidad and
(Republic of)	Malta	Tobago
Côte d'Ivoire	Mauritius	Tunisia
Croatia	Mexico	Türkiye
Cyprus	Moldova	Uganda
Czech Republic	Mongolia	Ukraine
Denmark	Morocco	United Arab
Ecuador	Mozambique	Emirates
Egypt	Netherlands	United Kingdom
Estonia	New Zealand	United States
Ethiopia	North Macedonia	USSR (b)
Finland	Norway	Uruguay
France	Oman	Uzbekistan
Georgia	Pakistan	Venezuela
Germany	Panama	Vietnam
Ghana	Philippines	Yugoslavia (former) (c)
Greece	Poland	Zambia
Hong Kong SAR	Portugal	

(a) The treaty has been ratified, but it is not yet in force.

(b) Italy honors the USSR treaty with respect to Kirghistan and Tajikistan.

(c) This treaty applies to Bosnia and Herzegovina, Montenegro, and Serbia.

The above treaties generally follow the Organisation for Economic Co-operation and Development (OECD) model treaty. In general, the treaties provide that employment income is taxable only in the employee's country of residence, unless it is derived from work performed in the other state (Italy). Income derived from work performed in Italy, however, is not taxed if all of the following conditions apply:

- The recipient is present in Italy for a period not exceeding 183 days in the relevant fiscal year (a different time frame applies under certain treaties).
- The remuneration is not paid by, or on behalf of, an employer in Italy.
- The remuneration is not borne by an employer's permanent establishment or fixed base in Italy.

Self-employment income is generally taxable only in the country of residence of the recipient, with the following exceptions:

- Professional income produced in Italy by a fixed base
- Directors' fees paid by an Italian company (see Section A)

## F. Temporary visas

Visas for temporary stays in Italy include transit visas, Schengen Type C Visas, tourist visas and business visas. They entitle non-EU citizens to spend up to 90 days in Italy and the other Schengen countries.

Foreign nationals must apply for temporary visas at the Italian consulates or embassies in their country of residence.

International travelers, who are nationals of Visa Waiver Program countries, do not require a visa to enter Italy for short-term visits.

However, their stay in the whole Schengen area cannot exceed 90 days within any 180-day period.

### **G. Visas for employment**

EU, EEA and Swiss nationals do not need permits to work in Italy. An EU, EEA or Swiss national who intends to reside and work in Italy must enroll with the Office of Records of the Resident Population in Italy if his or her stay exceeds 90 days.

Non-EU nationals must enter Italy with a National Type D Visa if they intend to carry out professional activities. In this context, a professional activity is intended as “work” and differs from travel to Italy under a “business” status. In particular, if a foreign worker comes to Italy to perform work activities, he or she needs a National Type D Visa even if the duration of the stay does not exceed 90 days. Determining whether an activity falls within the “professional/work” category or “business” category typically requires a case-by-case assessment.

The type of permit and visa required, as well as the procedures to obtain the immigration clearances, differ depending on the nature of the work to be performed (for example, as a self-employed worker or a subordinate worker).

The procedure for obtaining an employment visa for a foreign national is initiated by the prospective Italian employer (or the Italian entity for which the employee is assigned to work), which must first submit an application to the Italian Immigration Office (Sportello Unico per l’Immigrazione) for a Work Permit (Nulla Osta al Lavoro). The approval and issuance of such authorization usually takes up to three months (90 days) from filing the request. Italian Work Permits are typically issued subject to the availability of the quotas, which are released on a yearly basis by the Ministry of Internal Affairs. However, some immigration permits are exempted from this numerical limitation.

Workers who can be exempted from the entry-quota limit and for whom a Work Permit can be requested any time during the year are primarily the following:

- Highly specialized employees to be hired by Italian companies (Blue Card Permit)
- Executives, highly skilled workers or trainees in the framework of an Intra-Company Transfer (ICT) (for example, ICT Permit)
- Highly skilled workers assigned to an Italian company in accordance with a Service Agreement in place between the foreign employer and the Italian host (for example, Service Agreement Permit or Van der Elst procedure)

Other categories of workers, such as translators and interpreters, university lecturers, trainees and health care assistants, can apply for a Work Permit out of the quota limit. Each situation needs to be assessed on a case-by-case basis.

As soon as the Immigration Office issues the Work Permit, the document is automatically sent to the competent Italian consulate abroad. The employee is then allowed to request the employment visa at the Italian consulate in his or her last country of residence.

After the employment visa is obtained, the individual and employer or host company must sign the Residence Contract within eight days after his or her arrival in Italy; the signature of the Residence Contract allows the individual to start the work activity. Subsequently, a Permit of Stay (Resident Permit; *Permesso di Soggiorno*) for employment reasons must be requested.

## H. Permits of Stay (Resident Permits)

Within eight days after arrival in Italy with the proper visa, a non-EU foreign employee must request a Permit of Stay (Resident Permit; *Permesso di Soggiorno*).

A simplified registration process applies to non-EU citizens entering Italy for short-term reasons (business or tourism). These individuals are not required to apply for a Permit of Stay but only have to report their presence in Italy at the local police station.

## I. Family and personal considerations

**Family members.** Family members who accompany a non-EU foreign national to Italy or wish to join a foreign national in Italy must request special visas from the Italian consulate in their last country of residence. These visas (*Visto per Familiare al Seguito* or *Visto per Ricongiungimento Familiare*) allow family members to work in Italy after the relative residence permit for family purpose is obtained (see below).

After the competent consulate abroad issues the visa, within eight days after their arrival in Italy, family members accompanying a foreign national must report to the police in the area where they will live to request their Permits of Stay (*Permesso di Soggiorno per Motivi Familiari*).

A special rejoining procedure (*coesione familiare*) can be favorable for family members who legally entered Italy and hold valid residence permits or visas (even for tourism).

Family Permit applications can be filed by the following categories of relatives:

- Spouses (same-sex marriages registered abroad are recognized in Italy)
- Children younger than 18
- Parents, provided that they are older than 65 and are not able to financially support themselves in their home country

Permits of stay for study reasons are convertible into permits for employment reasons without being subject to the quota system. Permits of stay for study reasons allow the holder to work part time, up to 20 hours per week. For full-time employment, the conversion into a residence permit for employment reasons is mandatory.

**Driver's permits.** Foreign nationals may drive legally in Italy using their home country driver's licenses if they also possess international driver's licenses. If the individual resides in Italy, he or she should carefully investigate if he or she may continue to drive legally without any action (specific rules apply depending

on the country that issued the driver's license). Italy has driver's license reciprocity with all EU Member States and certain non-EU countries, but not, for example, with the United States.

To obtain an Italian driver's license, foreign nationals must take a driver education course, undergo written, physical and medical examinations, and register with the Office of Records of the Resident Population in Italy.

# Jamaica

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Jamaica

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## A. Income tax

**Who is liable.** Individuals who are resident and domiciled in Jamaica are taxed on worldwide income. Individuals who are resident but not domiciled in Jamaica are generally taxed on their Jamaican-source income and on foreign-source income that is remitted to Jamaica. However, if the individual is present in Jamaica in a tax year for a total of three months or more, any foreign employment income that relates to work done in Jamaica or elsewhere in relation to Jamaica, is subject to tax in Jamaica regardless of where it is received. Nonresidents are taxed only on Jamaican-source income and on remittances of foreign income to Jamaica.

In general, individuals are considered resident if they stay in Jamaica for six months or longer. Other factors that may be considered include whether they (or their spouses) have a place of abode available for their use in Jamaica, and if they habitually visit Jamaica for substantial periods. The tax authorities are likely to regard periods totaling three months as substantial and visits as habitual if the individual is present in Jamaica for approximately three months annually for four consecutive years.

For an individual who is in Jamaica for a temporary purpose only and not with an intent to establish residence, and who has not actually resided in Jamaica in any tax year for a period of six months (or periods aggregating to six months), income arising outside Jamaica is not subject to income tax in Jamaica.

All resident employees with annual income exceeding JMD1,650,090 for the 2024 tax year are subject to tax. Nonresidents are generally not eligible for the JMD1,650,090 exemption available to Jamaican residents. To benefit from the income tax threshold of JMD1,650,090, a person must be in Jamaica for 183 days or more in the tax year.

Nonresidents are subject to tax on all Jamaican-source employment income (unless specifically exempted under applicable double tax treaty provisions). A nonresident employed by a resident employer is treated as resident from the first day of employment.

A nonresident employed in Jamaica by a foreign employer for less than three months is taxed on remittances to Jamaica only. However, if the employee performs the work over a period of three months or longer in the tax year he or she is taxable in Jamaica, regardless of whether the payment is received in Jamaica.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* All compensation arising in Jamaica or accruing to any person from an office or employment in Jamaica is subject to tax. This includes salaries, wages and bonuses. Benefits in kind and allowances are taxable, but the Tax Commissioner may allow a portion to be exempt.

Accommodation supplied by an employer to an employee is a benefit that is fully taxable to the employee.

The taxable value of the personal-use portion of a company car is determined in accordance with the following table.

Cost of motor vehicle		Value of car benefit			
Exceeding JMD	Not exceeding JMD	Up to five years old		Over five years old	
		(a) JMD	(b) JMD	(a) JMD	(b) JMD
0	300,000	40,000	48,000	30,000	36,000
300,000	700,000	50,000	60,000	40,000	48,000
700,000	1,000,000	75,000	80,000	60,000	65,000
1,000,000	1,500,000	90,000	100,000	72,000	80,000
1,500,000	—	120,000	140,000	98,000	100,000

(a) Up to 50% private use during the year.

(b) More than 50% private use during the year.

*Self-employment and business income.* Residents are subject to tax on profits from self-employment and business activities as ordinary income at the rates described in *Rates*.

*Investment income.* Interest paid by specified entities (called “prescribed persons”) to individuals is subject to withholding tax at a rate of 25%. Prescribed persons include financial institutions, licensed securities dealers, life insurance companies, building societies, issuers of commercial paper, unit trust management companies, certain industrial and provident societies, the Ministry of Finance and certain other entities specified under the Income Tax Act.

Income tax of 15% is imposed on ordinary dividends paid by Jamaican resident companies to Jamaican resident shareholders, effective from 1 April 2013. Preference dividends paid to Jamaican residents that qualify for income tax deduction are subject to tax in the hands of the recipients. Ordinary dividends or preference dividends paid by Jamaican resident companies to

nonresident individuals are subject to tax at a rate of 25% or at a lower rate prescribed by an applicable double tax treaty.

*Directors' fees.* Directors' fees are treated as taxable income for the tax year to which they relate and are subject to tax with other income at the rates described in *Rates*. Payments made to directors as directors' fees by an employer fall in the category of emoluments (because these individuals are holders of office) and are consequently subject to deduction of income tax at the current rate of 25%. If these directors are employed by the companies (organizations) for which they serve as board members, they are also subject to other statutory deductions.

*Concessionary loans.* Directors and employees who, by reason of their employment in a specified financial institution, receive concessionary loans (loans at a rate of interest lower than the prescribed rate), are subject to certain conditions, generally taxable on the cash equivalent of the benefit of the loan, that is, the difference between the interest at the prescribed rate and the interest actually paid at the concessionary rate.

*Exempt income.* If received from a superannuation or pension scheme approved by the Commissioner of Tax Administration Jamaica, lump-sum payments up to the prescribed limit specified by the Income Tax Act may be exempt from income tax. Lump sums paid from the government's Consolidated Fund are not subject to income tax.

Individuals receiving a pension from an approved superannuation fund or from a pension or retirement scheme approved by the Tax Commissioner are exempt from tax on up to JMD250,040 of the income, effective from 1 April 2024 (JMD207,530 for the 2024 tax year). The exemption is restricted to the lower of the pension income or JMD250,040 if the pensioner is under 55 years of age. Individuals 65 years of age and older enjoy an additional age exemption of JMD250,040, effective from 1 April 2024 (JMD207,530 for the 2024 tax year).

Individuals classified as handicapped under the Income Tax Act are exempt from tax on all salary and pension income.

The above exemptions are available to both residents and non-residents who are liable to tax in Jamaica.

Resident self-employed individuals are entitled to an effective income tax exemption for the first JMD1,650,090 of their income for 2024. This exemption does not apply to nonresidents.

**Capital gains.** Jamaica does not impose tax on capital gains.

**Taxation of employer-provided stock options.** In practice, employer-provided stock options are taxable only at grant on the difference between the actual grant price and the market price at the grant date.

## **Deductions**

*Personal deductions and allowances.* Pension contributions of up to 10% of an employee's annual remuneration to approved pension schemes and contributions to the national insurance scheme are deductible for the employee. However, if an employer contributes less than 10% of the employee's annual remuneration, the



employee may contribute the difference between the employer's actual contribution and the maximum contribution payable by the employer (that is, 10%). The difference contributed by the employee is also deductible for income tax purposes.

*Business deductions.* All expenses incurred wholly and exclusively in producing self-employment or business income are deductible. In addition, individuals who are self-employed and who make charitable donations to approved charities may deduct these expenses, up to a maximum of 5% of taxable income.

**Rates.** A flat income tax rate of 25% applies to the annual statutory income of individuals earning up to JMD6 million for the year. Individuals who are Jamaican residents and who earn annual statutory income over JMD6 million must pay an additional 5% tax on the statutory income in excess of JMD6 million. As a result, their statutory income in excess of JMD6 million is subject to a 30% income tax rate instead of the 25% rate.

Withholding tax is levied on overseas payments that include, but are not limited to, management and technical service fees, dividends, interest, royalties, directors' fees and insurance premiums.

**Relief for losses.** Tax losses from trading may be carried forward for offset against trading profits generated in subsequent years, but the tax losses that are deductible in any tax year may not exceed 50% of the aggregate amount of income of the taxpayer from all sources for that year, after allowing the appropriate deductions and exemptions available under the Income Tax Act. However, this limitation does not apply for the first five years of trade. It also does not apply if the taxpayer's gross revenue from all sources for the relevant tax year is less than JMD10 million. No carryback is permitted.

## B. Other taxes

**General Consumption Tax.** General Consumption Tax (GCT) is imposed on certain goods and services at a standard rate of 15%. Any person who carries on a taxable activity and whose annual turnover exceeds JMD10 million must be registered as a "registered taxpayer" for GCT purposes.

Some goods and services that are zero-rated for GCT purposes, and others are exempt for GCT purposes.

*GCT on imported services.* Effective from June 2014, the reverse-charge mechanism applies to services that are supplied by nonresidents to persons resident in Jamaica (referred to as imported services).

The GCT applies to imported services if all of the following conditions are satisfied:

- The service is supplied by a nonresident to a resident of Jamaica.
- The service is intended to be or is used, consumed or enjoyed in Jamaica.
- The supply of the service would have been a taxable supply if it was made in Jamaica by a registered taxpayer in the course or furtherance of the taxpayer's taxable activity.

If the above conditions are satisfied, the law requires the Jamaican recipient of the service to account for and report the 15% on top of the agreed invoice price for the services. If the recipient is a registered taxpayer that has taxable supplies for GCT purposes, the recipient may claim a GCT credit (for the applicable GCT) subject to any restrictions that are contained in the GCT Act.

The reverse-charge mechanism does not apply if the recipient of the service is an individual who uses the service for his or her private use.

**Transfer tax.** Although Jamaica has no estate tax, transfer tax is payable on the transfer or other disposal of Jamaican property and interests in or rights in or over property. For purposes of the transfer tax, property includes land, leases of land and securities, which include shares in Jamaican companies. The following are the rates of transfer tax.

	Rate (%)
Transfer by an individual while alive	2*
Transfer on death	
On the first JMD10 million	0*
On the balance	1.5

\* Effective from 1 April 2019, the transfer tax rate applicable to property transfers (land and shares) was reduced from 5% to 2%. Also, the transfer tax threshold applicable to the estate of deceased persons increased from JMD100,000 to JMD10 million.

Wills are probated in accordance with the laws of the country of domicile of the deceased, and real property is transferred according to the laws of the country where the property is located.

**Stamp duty.** If a mortgage is refinanced for an equal or lesser amount, stamp duty is payable at a rate of JMD100. If the refinancing is for a greater amount than the original amount, a stamp duty rate of 1.25 cents per JMD200 or part thereof applies to the additional amount secured (the difference between the refinanced amount and the original amount secured). Effective from 1 April 2019, the ad valorem stamp duty applicable to certain transactions was removed, and a flat rate of stamp duty was introduced. In particular, the ad valorem stamp duty that was imposed on documents and documented transactions was replaced by a flat rate of JMD100 per document or parcel relating to transactions valued below JMD500,000 and JMD5,000 per document or parcel relating to transactions valued at JMD500,000 or more. The flat rate applies to the transfer or other disposal of shares and real estate.

**Withholding tax on specified services.** Effective from 1 September 2015, recipients of specified services (as defined in the legislation) are required to withhold a 3% tax from payments made to suppliers of these services. The tax must be withheld in either of the following circumstances:

- The gross payment relates to a single transaction with an invoice value of JMD50,000 or more (before application of GCT).

- A series of gross payments of less than JMD50,000 (before GCT) aggregating to JMD100,000 or more are made to the same service provider in a 30-day period.

For the tax year in which the tax is withheld, the service provider from whom the tax is withheld may claim a tax credit for the withholding tax against any quarterly income tax obligation or tax due in the annual income tax return, subject to certain conditions. Any excess credit for that tax year may be claimed as a refund or carried forward to be used in a future tax year.

Tax compliant service providers can apply for an Exemption Certificate from Tax Administration Jamaica that allows them to benefit from an exemption from the 3% withholding tax. This would exempt persons who make payments to them in relation to the specified services from withholding the tax.

### C. Social security

**Contributions.** The applicable social security contributions and other payroll taxes are described in the following paragraphs.

For the 2024 tax year, the National Insurance Scheme (NIS) rate is 6% for employed and self-employed workers, other than domestic workers, on annual earnings of up to JMD5,000,000 (maximum insurable wage ceiling). For employees, the 6% is payable one-half by the employee and one-half by the employer. For domestic workers, the employer and the employee each pay JMD200 a week. These contributions are mandatory.

National Housing Trust contributions are made at a rate of 5% of salary, borne 2% by the employee and 3% by the employer. Self-employed persons contribute at a rate of 3% of gross taxable income. Contributions by employees and self-employed persons, together with a bonus, are refundable to the contributor on an annual basis after seven years of contribution or in full after retirement at 65 years of age.

An Education Tax is payable at a rate of 5.75% of salary, borne 2.25% by the employee and 3.5% by the employer. Self-employed persons are subject to Education Tax at a rate of 2.25% of net taxable income (after deduction of pension and NIS contributions).

**Totalization agreements.** To prevent double social security taxes and to assure benefit coverage, Jamaica has entered into totalization agreements with Antigua and Barbuda, Bahamas, Barbados, Belize, Canada, Dominica, Grenada, Guyana, Montserrat, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Trinidad and Tobago, and the United Kingdom.

For purposes of the UK totalization agreement, the United Kingdom is defined to include Alderney, the Channel Islands of Guernsey, Herm, Jersey and Jethou, England, the Isle of Man, Northern Ireland, Scotland and Wales.

### D. Tax filing and payment procedures

The income tax year in Jamaica is the calendar year. The relevant payroll taxes (income tax, national insurance contributions, education tax and national housing trust contributions) are required to be withheld by employers from the emoluments paid to employees

monthly under the Pay-As-You-Earn (PAYE) system. Taxes withheld must be paid to the Collector of Taxes by the 14th day of the following month or the last working day before the 14th of the month if the 14th falls on a weekend. At present, employees are not required to file income tax returns, unless they are in a specific group of persons that are required to do so, or if they are required to file for a specific reason, such as to claim an income tax refund. If required, annual income tax returns must be filed, and the final income tax paid, by 15 March following the tax year.

Nonresident employees must file tax returns if requested by the Tax Commissioner or if tax is overpaid and a refund is requested. Nonresident self-employed persons who engage in business in Jamaica must file tax returns.

To prevent double taxation of income, an individual may obtain a tax credit in Jamaica if tax is deducted at source from investment income that is also included as part of the individual's taxable income.

### **E. Double tax relief and tax treaties**

Jamaica has entered into double tax treaties with Canada, China Mainland, Denmark, France, Germany, Israel, Italy, Japan, Mexico, Norway, Spain, Sweden, Switzerland, the United Kingdom, the United States and CARICOM Member States (Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, and Trinidad and Tobago are signatories to this treaty). These treaties generally provide for reduced rates of withholding tax on dividends, interest, royalties, and technical or management fees.

### **F. Temporary visas**

Foreign nationals from certain specified countries may visit Jamaica without a visa depending on the landing options available to them. The specified countries are the CARICOM Member States and British Commonwealth countries except for the British Virgin Islands, the Cayman Islands, Nigeria, Pakistan and Sri Lanka. A visa is required for all foreign nationals coming to Jamaica to work except for CARICOM Member States and British Commonwealth countries specified above.

### **G. Work permits and self-employment**

The right to work in Jamaica is relatively restricted. The Ministry of Labour and Social Security and the Ministry of National Security are responsible for ensuring that employment opportunities are made available to Jamaican citizens and permanent residents before being offered to foreign nationals.

Foreign nationals coming to Jamaica to work are required to have both valid work permits and visas if they are not citizens from specified CARICOM Member States and British Commonwealth countries. Work permit exemptions may be available to citizens from CARICOM Member States who have obtained CARICOM Skills Certificates. Foreign nationals married to Jamaican citizens may also obtain Marriage Exemption Certificates from the Ministry of Labour and Social Security to obtain exemption from work permit requirements. If a work permit exemption is

obtained, a visa is then required for foreign nationals who are not British Commonwealth or CARICOM citizens.

No legal restriction is imposed on the employment of foreign nationals in Jamaica. However, the Work Permit Review Board must be satisfied that the category of employment for which application is made is not available locally.

The duration of the work permit period can be based on the employment contract and may be granted for a maximum of three years. Work permits are renewable but are not transferable. The Ministry of Labour and Social Security requires eight to 12 weeks to process a work permit application. The Ministry of National Security requires five working days to process a resident permit and a visa.

The work permit process requires the Jamaican employer to submit the work permit application on behalf of the foreign national to the Ministry of Labour and Social Security prior to the national commencing an assignment in Jamaica. If approval is granted, the foreign national, depending on his or her nationality, must apply to a Jamaican consulate abroad to obtain a visa before arriving in Jamaica. An application to the Immigration Department of the Ministry of National Security must be completed to register the foreign national for employment in Jamaica, on arrival.

A self-employed person must apply to the Ministry of Labour and Social Security for a work permit and then apply to the immigration department of the Ministry of National Security for a visa and registration.

## **H. Residence permits**

Spouses and children are dependents of a work permit holder, and an application for temporary residence must be submitted to the Immigration Services, Ministry of National Security for spouses and children under 16 years old. Children who are 16 or older and who are students must obtain students' visas.

An alien registration is also required for foreign nationals (non-British Commonwealth and CARICOM citizens) over 16 years old whose stay in Jamaica exceeds six months.

## **I. Family and personal considerations**

**Family members.** A foreign national married to a Jamaican citizen or person born in Jamaica may be exempt from the requirement for a work permit. All other family members, however, must obtain work permits.

**Marital property regime.** The Family Property (Rights of Spouses) Act recognizes the union of a single man and single woman who have lived together continuously for a five-year period. The act grants the same property rights to common law unions as those granted to married couples.

**Driver's permits.** Foreign nationals may drive legally in Jamaica using their home-country driver's licenses for up to one year. Jamaica has driver's license reciprocity with the United States and most British Commonwealth countries. To obtain a local

Jamaican driver's license, an applicant is required to take a written examination and a road test.

# Japan

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## A. Income tax

**Who is liable.** In Japan, the tax liability of individuals is determined by their residence status. Individual taxpayers are classified into the following three categories:

- A permanent resident is an individual who is a Japanese national or a non-Japanese national who has been present in Japan for at least five years within the past 10 years.
- A nonpermanent resident is an individual of non-Japanese nationality who has not resided or maintained his or her domicile in Japan for five years or more within the past 10 years.
- A nonresident is an individual who does not meet the requirements for qualification as a permanent resident or a nonpermanent resident.

Foreign nationals arriving in Japan are considered to have established residence in Japan, unless employment contracts or other

documents clearly indicate that they will stay in Japan for less than one year.

Permanent residents are subject to income tax on their worldwide income, regardless of source. Nonpermanent residents are subject to tax on income earned in Japan (for example, employment income from services performed in Japan, regardless of payroll location) plus any non-Japan source income that is paid in or remitted to Japan. Also, for securities acquired on or after 1 April 2017 and within the period in which the individual was a nonpermanent resident in the past 10 years, the capital gains derived from such securities are included in the scope of taxable income for the nonpermanent resident, even if the transaction is made via a foreign stock exchange. Nonresidents are subject to tax on their Japanese-source income only.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income and deductions.* Individuals with employment income are subject to income tax. Employment income includes salaries, wages, directors' fees, bonuses and other compensation of a similar nature. Benefits in kind provided by the employer, including the private use of an employer-provided automobile, tuition for dependent children, private medical insurance premiums and private pension contributions, are included in employment income. However, certain employer-paid benefits, including moving expenses and home-leave expenses, are excluded from taxable income. In terms of the home-leave expenses, the cost of one trip per year for the employee and family is not taxable and excluded from taxable income if the destination is the expatriate's or spouse's country of citizenship or domicile.

Favorable tax treatment is available for employer-provided housing if the following conditions are satisfied:

- The lease is in the employer's name.
- The employer pays the rent directly to the landlord.
- The individual pays to the employer an amount equal to the "legal rent" for the premises from after-tax monies.

For purposes of the last condition above, the legal rent is computed using different formulas for directors and employees. For directors, the legal rent is the greater of one-half (35% if also used for business purposes) of the monthly rent paid by the employer or an amount computed by a formula involving the area and assessed value of the rented property. The favorable tax treatment does not apply and the director's housing is taxed at full value if the private living space exceeds 240 square meters and if either of the following two conditions are met:

- The amenities located on the premises are those such as a swimming pool, tennis courts or other similar facilities.
- If luxury amenities are provided, they cater to the director's personal tastes.

For other employees, the legal rent equals one-half of an amount computed by a formula involving the area and assessed value of the rented property. Experience indicates that this amount is approximately 5% to 15% of the rent actually paid by the employer.



Taxable employment income equals gross receipts minus an employment income deduction, which is progressive. The maximum amount of such deduction is JPY1,950,000 for income exceeding JPY8.5 million.

*Directors' fees.* Directors' fees paid by a Japanese corporation to nonresidents are considered Japanese-source income and are subject to tax in Japan, even if the services are performed outside Japan.

*Self-employment and business income.* Individuals who derive income from business and professional activities are subject to income taxes at the rates set forth in *Rates*. Taxable income consists of gross receipts, minus reasonable and necessary expenses incurred in connection with the business. Certain advantages are available to individual taxpayers filing a "blue form" tax return if they meet the necessary bookkeeping requirements.

*Investment income.* Dividends from unlisted shares and dividends received by shareholders who own 3% or more of listed shares are included in taxable income and taxed at progressive rates (see *Rates*). Dividends from listed shares are taxed at a flat rate of 20% (15% national tax plus 5% local inhabitant tax). For dividends from listed shares that are received through a Japanese paying agent (securities company or trust company in Japan), a withholding tax is deducted by the Japanese paying agent. A taxpayer does not need to report the dividends as income on the tax return if the dividends are from listed shares and are received through a Japanese paying agent.

Interest income includes interest on public bonds, corporate debentures, deposits and postal savings, as well as interest on distributions of earnings of joint operation trusts, public bonds and debenture investment trusts. No deductions are allowed for expenses. Interest on public bonds, corporate debentures and deposits paid in Japan is generally taxed separately from other income and is subject to a 15% withholding tax (plus a 5% local withholding tax) at source. Interest from "specified bonds" is taxed separately from other income through a tax return if received through a paying agent outside Japan. "Specified bonds" include, but are not limited to, Japan government bonds, local government bonds, foreign government bonds, listed or publicly offered corporate bonds, and bonds issued on or before 31 December 2015. Interest from deposits and "general bonds" is taxed at progressive rates through a tax return if received through a paying agent outside Japan. "General bonds" are bonds that are not specified bonds, such as privately placed bonds.

**Capital gains.** Capital gains derived from the sale of shares are generally taxed at 20% (15% national tax plus 5% local inhabitant tax).

Capital gains derived from the sale of land and buildings are taxed separately from other income and at different rates. Gains from the sale of land and buildings held for no longer than five years are considered short-term, and gains from the sale of similar assets held for longer than five years are treated as long-term gains. Long-term gains are defined as income from the transfer of land and buildings that have been owned for more than five years as of 1 January of the year of transfer.

Short-term gains are taxed at a rate of 30%, plus a 9% inhabitant tax on taxable gains. Long-term gains are taxed at a rate of 15%, plus a 5% inhabitant tax on taxable gains.

Losses from the sale of listed shares and specified bonds (see *Investment income*) can offset gains from the sale of listed shares and specified bonds. In addition, losses from the sale of listed shares and specified bonds through a securities company or bank in Japan may offset dividends from listed shares and interest from specified bonds. The net loss remaining after using all available losses to reduce dividends from listed shares and interest from specified bonds may be carried forward for three years by a taxpayer filing a tax return.

Losses from the sale of unlisted shares and general bonds (see *Investment income*) can only offset gains from the sale of unlisted shares and general bonds.

*Deductible expenses.* Typically allowable deductible expenses include the expenses listed in the following table.

<b>Expenses</b>	<b>Deductible amount</b>
Casualty losses	The greater of (amount of loss, including expenditure incurred in relation to the casualty) – (insurance reimbursement) – (10% of adjusted total income), or (expenditure incurred in relation to the casualty – JPY50,000)
Medical expenses	(Medical expenses) – (insurance reimbursement) – (the lesser of 5% of adjusted total income or JPY100,000); maximum deduction is JPY2 million

*Insurance premiums.* Social insurance premiums are fully deductible. Life insurance premiums are deductible, up to a maximum JPY40,000. Individual pension premiums are deductible, up to JPY40,000. Nursing care insurance premiums are deductible, up to JPY40,000. For earthquake insurance premiums, the maximum deductible amount is JPY50,000.

*Contributions.* Contributions to the government or local authorities, to institutions for educational, scientific or other public purposes designated by the Ministry of Finance, and to institutions for scientific study or research specifically provided for in the tax law are deductible. The deductible amount is the lower of total contributions, or 40% of adjusted total income reduced by JPY2,000.

*Personal exemptions.* The following personal exemptions are available for national income tax purposes.

	<b>JPY</b>
Spouse	380,000 (a)
Senior spouse (70 years of age or older)	480,000 (a)
Dependent (16 years of age or older)	380,000 (b)
Basic exemption	480,000 (c)

(a) This is the maximum amount. The amount of the spousal exemption varies in accordance with the taxpayer's income and the spouse's income.

- (b) For eligible dependents who are at least 19 years of age but less than 23 years of age, an additional exemption of JPY250,000 is allowed.
- (c) This is the maximum amount for the basic exemption. If the total income exceeds JPY24,000,000, the basic exemption is reduced gradually and individuals with total income exceeding JPY25 million are not allowed to utilize the basic exemption.

Other personal exemptions are available if some conditions are met.

Personal deductions for inhabitant tax purposes are lower than those for national income tax purposes.

**Rates.** Individual income taxes consist of national income tax and local inhabitant tax.

Normally, a 20% withholding tax is levied on nonresidents, with no deductions available; however, depending on the type of income, tax may be levied at progressive rates through self-assessment. Dividends and salaries paid by Japanese companies, interest income, annuities and prizes are subject to a 20% withholding tax if paid to nonresidents.

*National individual income tax rates.* National income tax rates are progressive. The rates range from 5% (on taxable income of up to JPY1,950,000) to 45% (on taxable income exceeding JPY40 million), as shown in the following table.

Taxable income		Tax on lower amount JPY	Rate on excess %
Exceeding JPY	Not exceeding JPY		
0	1,950,000	0	5
1,950,000	3,300,000	97,500	10
3,300,000	6,950,000	232,500	20
6,950,000	9,000,000	962,500	23
9,000,000	18,000,000	1,434,000	33
18,000,000	40,000,000	4,404,000	40
40,000,000	—	13,204,000	45

*Special surtax for reconstruction assistance.* A special surtax for reconstruction assistance with respect to the Tohoku earthquake disaster is imposed from 2013 to 2037. The surtax at a rate of 2.1% is applied to the amount of national income tax. As a result, the effective tax rate for the highest bracket is 45.945%.

*Local inhabitant tax rates (prefectural and municipal).* Local inhabitant tax consists of prefectural tax (a flat rate of 4% plus JPY1,000 of per capita levy) and municipal tax (a flat rate of 6% plus JPY3,000 of per capita levy). In addition, a forest environmental tax of JPY1,000 is imposed as a per capita levy. Local inhabitant tax is imposed on individuals who are registered at a municipality as of 1 January.

## B. Other taxes

**Inheritance tax.** Inheritance tax is levied on heirs and legatees who acquire properties by inheritance or bequest. Because the determination of taxability is a complicated issue, professional advice should be sought.

Gifts made within three years before death are treated as inherited property and are included in taxable property for purposes of inheritance tax. Certain exemptions and allowances are permitted

in the computation of total net taxable property. A basic exemption of JPY30 million, plus JPY6 million multiplied by the number of statutory heirs, is deductible from taxable properties. The inheritance tax is calculated separately for each statutory heir. The aggregate of the calculated tax is then prorated to those who actually receive the property.

Inheritance tax rates range from 10% to 55%, with a 20% surtax on transfers to heirs, other than the spouse, parents and children of the decedent, as shown in the following table.

Taxable amount		Tax on lower amount JPY (millions)	Rate on excess %
Exceeding JPY (millions)	Not exceeding JPY (millions)		
0	10	0	10
10	30	1	15
30	50	4	20
50	100	8	30
100	200	23	40
200	300	63	45
300	600	108	50
600	—	258	55

Japan has entered into an estate tax treaty with the United States.

**Gift tax.** Gift tax is levied on individuals receiving gifts from other individuals. Because the determination of taxability is a complicated issue, professional advice should be sought.

The following table presents the tax rates on gifts from lineal ascendants to their descendants who are 18 years old and over.

Taxable amount		Tax on lower amount JPY	Rate on excess %
Exceeding JPY	Not exceeding JPY		
0	2,000,000	0	10
2,000,000	4,000,000	200,000	15
4,000,000	6,000,000	500,000	20
6,000,000	10,000,000	900,000	30
10,000,000	15,000,000	2,100,000	40
15,000,000	30,000,000	4,100,000	45
30,000,000	45,000,000	10,850,000	50
45,000,000	—	18,350,000	55

The following table presents the tax rates on gifts not covered under the above table.

Taxable amount		Tax on lower amount JPY	Rate on excess %
Exceeding JPY	Not exceeding JPY		
0	2,000,000	0	10
2,000,000	3,000,000	200,000	15
3,000,000	4,000,000	350,000	20
4,000,000	6,000,000	550,000	30
6,000,000	10,000,000	1,150,000	40
10,000,000	15,000,000	2,750,000	45
15,000,000	30,000,000	5,000,000	50
30,000,000	—	12,500,000	55

### **C. Social security**

Social security programs in Japan include health insurance, nursing care insurance (for employees who are 40 to 64 years of age), welfare pension insurance, unemployment insurance and workers' accident compensation insurance. The rates described below are the applicable rates as of 1 May 2024.

The premium for health insurance is 9.98% of the monthly remuneration and bonus, up to a maximum premium of JPY138,722 (bonus ceiling of JPY571,854 per year). The premium for nursing care insurance is 1.6% of the monthly remuneration and bonus, up to a maximum premium of JPY22,240 (bonus ceiling of JPY91,680 per year). For welfare pensions, the premium is 18.3% of the monthly remuneration and bonus, up to a maximum premium of JPY118,950 (bonus ceiling of JPY274,500 per month). Costs are borne equally by employers and employees for the types of insurance mentioned in this paragraph.

The premium for unemployment insurance is 1.55%, of which 0.95% is borne by the employer and 0.6% by the employee. The premium for workers' accident compensation insurance is borne entirely by the employer at a rate of 0.3% of total compensation paid to employees (for general office workers).

### **D. Tax filing and payment procedures**

Individual income taxation in Japan is based on the principle of self-assessment. In general, taxpayers must file tax returns to declare income and deductions and to pay the tax due. However, national income tax liability of individuals compensated in yen at gross annual amounts not exceeding JPY20 million is settled through employer withholding if income other than employment income does not exceed JPY200,000. If tax is withheld from payments to nonresidents and if the amount withheld satisfies the Japanese tax liability, the nonresidents need not file income tax returns.

Married persons are taxed separately, not jointly, on all types of income.

Income tax returns must be filed, and the final tax paid, between 16 February and 15 March for income accrued during the previous calendar year. For those taxpayers who filed tax returns for the preceding year and who reported tax liabilities of JPY150,000 or more after the deduction of withholding tax, prepayments of income tax for the current year are due on 31 July and 30 November. Each prepayment normally equals one-third of the previous year's total tax liability, less amounts withheld at source. To the extent that prepaid and withheld payments exceed the total tax due, they are refundable if a return is filed.

### **E. Double tax relief and tax treaties**

A foreign tax credit is allowed, with limitations, for foreign income taxes paid by a resident taxpayer if the income is taxed by both Japan and another country. The credit is generally limited to the lesser of foreign income tax paid or the Japanese tax payable on the foreign-source income. If the foreign tax paid exceeds the limit, the excess may be carried forward for three years. A

taxpayer may elect to deduct foreign tax from taxable income under certain conditions.

If a nonresident is resident in a country with which Japan has entered into a tax treaty, income may be either exempt from tax or subject to a lower tax rate. Japan has entered into double tax treaties with the following jurisdictions.

Algeria	Iceland	Qatar
Armenia	India	Romania
Australia	Indonesia	Russian Federation
Austria	Ireland	Saudi Arabia
Azerbaijan	Israel	Serbia
Bangladesh	Italy	Singapore
Belarus	Jamaica	Slovak Republic
Belgium	Kazakhstan	Slovenia
Brazil	Korea (South)	South Africa
Brunei Darussalam	Kuwait	Spain
Bulgaria	Kyrgyzstan	Sri Lanka
Canada	Latvia	Sweden
Chile	Lithuania	Switzerland
China Mainland	Luxembourg	Taiwan
Colombia	Malaysia	Tajikistan
Croatia	Mexico	Thailand
Czech Republic	Moldova	Türkiye
Denmark	Morocco	Turkmenistan
Ecuador	Netherlands	Ukraine
Egypt	New Zealand	United Arab Emirates
Estonia	Norway	United Kingdom
Fiji	Oman	United States
Finland	Pakistan	Uruguay
France	Peru	Uzbekistan
Georgia	Philippines	Vietnam
Germany	Poland	Zambia
Hong Kong	Portugal	
Hungary		

The Convention on Mutual Administrative Assistance in Tax Matters and Information exchange agreement is not included.

Most of the above treaties reduce the tax rates on Japanese-source interest, dividends, royalties and similar income, and also provide relief from double taxation through tax credits.

## F. Entry into Japan

If the foreign national is not intending to work in Japan, he or she may enter Japan for the purposes listed in Section G.

For foreign nationals who intend to engage in activities that are for a duration of 90 days or less and that do not directly involve remuneration, see Section G for temporary visitor visa status.

If the activities are longer than 90 days or have remuneration involved, see Section H for mid- to long-term resident visa status.

## G. Visitor visas

“Temporary visitor” status allows foreign nationals to stay in Japan for a short period without a residence card. The following activities that do not directly involve remuneration are allowable under “temporary visitor” status:

- Sightseeing
- Recreation
- Sports
- Visiting relatives
- Participating in observation tours
- Participating in lectures or meetings
- Liaison activities
- Any activities similar to the above

If the foreign national is listed as an executive in the Japanese company registration certificate while receiving remuneration, he or she needs to obtain a work visa status regardless of the period of stay.

To obtain a “temporary visitor” visa, the foreign national must apply at a Japanese embassy or consulate overseas before entering Japan if he or she is not from one of the 70 jurisdictions with a visa exemption agreement, as listed in the Ministry of Foreign Affairs of Japan web site ([www.mofa.go.jp/j\\_info/visit/visa/short/novisa.html](http://www.mofa.go.jp/j_info/visit/visa/short/novisa.html)) as of 8 April 2024.

## **H. Work visas and self-employment**

Residence status, as defined by the Immigration Control and Refugee Recognition Act, refers to the status of the foreign national under which he or she is permitted to conduct certain activities while residing in Japan. The following are the three steps to obtain a work-type, mid- to long-term residence visa status for foreign nationals who intend to work in Japan:

- Step 1 (Apply for a Certificate of Eligibility [CoE]): The foreign national applies for a CoE from the Japanese Immigration Services Agency in Japan that meets the criteria of a certain type of residence status. The standard processing time of the Immigration Services Agency is four to 12 weeks. However, this processing time can be longer or shorter due to various reasons.
- Step 2 (Apply for a Visa): Once the CoE is obtained, the foreign national needs to apply for a visa at the Japanese embassy or consulate with a copy of the CoE, a copy of the electronically issued CoE or the original CoE. The processing time of the Japanese embassy or consulate is usually three to five business days. However, the processing time differs for each location, and some may take much longer.
- Step 3 (Landing Permission): Once the visa is issued, the foreign national must enter Japan with the visa and the CoE within three months from the issuance of CoE. The applicant will be given landing permission at the border of entry, and the residence card corresponding to the approved residence status on the CoE will be issued.

Obtaining a work visa status under self-employment is also possible with additional considerations.

## **I. Residence permits**

No separate process is required for the residence permits in Japan if the foreign national obtained residence by following the steps outlined in Section H. However, the foreign national will be required to register his or her permanent address at his or her

local municipality within 14 days from the date such address is obtained.

**Categories of residence.** The categories of the typical statuses of residence and the activities in which the individuals in each category are authorized to engage in are summarized below.

*Engineer/Specialist in Humanities/International Services.* Individuals in this category are authorized to engage in activities that require skills or knowledge in the field of physical science, engineering or other natural science fields, or in the field of jurisprudence, economics, sociology or other humanities fields, or in duties that require ways of thinking or sensitivity founded on foreign culture, based on a contract entered into with a public or private organization in Japan.

*Intra-Company Transferee.* Staff members transferred to a business office in Japan for a limited period of time from a business office established in a foreign country of a public or private organization that has a head office, branch office or other business offices in Japan are authorized to engage in activities listed in the *Engineer/Specialist in Humanities/International Services* section.

*Business Manager.* Individuals in this category may engage in activities to operate a business of international trade or other businesses, or to engage in the management of those businesses, in Japan.

*Highly Skilled Professional.* The Highly Skilled Professional (HSP) category is an upgraded version of the other categories of residence, including the status mentioned above. The following are the three types of HSP:

- “Advanced academic research activities” for researchers and professors
- “Advanced specialized/technical activities” for general foreign workers
- “Advanced business and management activities” for business managers.

Depending on the nature of the activities, points are allocated according to academic background, employment background and annual income. Because the ways of calculations are different, an individual may pick the type that best fits his or her ability to earn points according to his or her background. To promote the acceptance of highly skilled foreign professionals to Japan, preferential immigration treatment is granted if a person scores 70 points or higher.

*J-FIND.* J-FIND is granted to foreign nationals who are searching for work or conducting entrepreneurial activities. The following are the main conditions:

- Degree from a top 100 university
- Application submitted within five years of graduation
- Bank deposits of JPY200,000 or more

Individuals may have accompanying family members (who will not be granted permission to work).

*J-SKIP.* If the eligible status of residence is a researcher, Intra-Company Transferee or Engineer/Specialist in Humanities/



International Services with the following conditions, the individual will be granted Special Highly Skilled Professional (J-SKIP).

- Annual income of JPY20 million or more
- Holder of a doctorate, master's or professional degree (such as a Master of Business Administration [MBA]) or having a minimum of 10 years of practical experience

If the eligible status of residence is a Business Manager with the following conditions, the individual will be granted J-SKIP.

- Annual income of JPY40 million or more
- Minimum five years of practical experience

Once individuals are granted J-SKIP, they will have the same benefits as an HSP. In addition, they can hire two domestic workers instead of one and can use the priority lane at some port of entries.

*Dependent.* Individuals in this category may engage in daily activities of a spouse or child supported by the foreign national staying in Japan with the status of residence. De facto/same-sex spouses, adopted children/stepchildren and parents might fall into a different residence depending on the specific cases.

**Other rules.** Foreign nationals with a valid passport and residence card may leave and return to Japan without holding a re-entry permit if the period of absence from Japan is less than one year.

The period of stay granted for those with a residential status is a maximum of five years.

## Extension

*Process.* If a foreign national wants to remain in Japan beyond the authorized period of stay, he or she must apply for the extension to their local immigration office within three months prior to the expiration date. A maximum grace period of two months will be given automatically once the application is submitted. The decision will be made within this period.

*Eligibility.* The Immigration Services Agency grants permission only under reasonable grounds based on the strength of documents submitted by the applicant. Applications are not approved if the applicants have already attained the purposes of their visit or if the applicants' continuous stay in Japan is found to be detrimental to the interest of Japan.

*Other.* Anyone who stays in Japan beyond his or her authorized period of stay may be subject to punishment and/or deportation.

**Permanent residence.** The Minister of Justice may grant permanent residence if a foreign national fulfills all of the following conditions:

- The applicant is of good conduct.
- The applicant has sufficient assets or ability to make an independent living.
- The applicant's permanent residence is regarded to be in accord with the interests of Japan. This is established by the following:
  - In principle, the applicant has stayed in Japan for more than 10 years consecutively. It is also required that during his or her stay in Japan, the person has had a work permit or the

status of residence for more than five years consecutively.

- The applicant has never been sentenced to a fine or imprisonment and adequately fulfills public duties (duties such as the payment of taxes, the public pension contribution and the public health insurance contribution, as well as notification to the Immigration Services Agency).
- The applicant has held a stay of three years or longer with his or her current status of residence.
- There is no possibility that the applicant could do harm from the viewpoint of protection of public health.

The first and second above requirements do not apply to spouses and children of Japanese nationals, special permanent residents or permanent residents.

Special requirements for 10-year residence are, in principle, the following:

- The applicant is a spouse of a Japanese national, special permanent resident or permanent resident and has been in a real marital relationship for more than three years consecutively and has stayed in Japan more than one year consecutively.
- The applicant is a true child of a Japanese national, special permanent resident or permanent resident and has stayed in Japan more than one year consecutively.
- The applicant has stayed in Japan for more than five years consecutively with the status of long-term resident.
- The applicant has been recognized to have made a contribution to Japan in diplomatic, social, economic, cultural or other fields and has stayed in Japan for more than five years.
- With respect to the points calculation system for the HSP visa status, the applicant could certify a minimum total score of 70 points or more within three years of the application, or the applicant could certify a minimum total score of 80 points or more within one year of the application.
- The applicant has stayed in Japan for more than one year consecutively with the status of J-SKIP.
- The applicant, having stayed in Japan for more than one year consecutively, could certify that they meet the criteria for a J-SKIP based on the status one year prior to the date of application for permanent residency.

## J. Family and personal considerations

**Family members.** Residence card holders may sponsor a dependent visa status that allows their legal spouse and unmarried minor children to live together with them in Japan. The period of stay would be similar to that of the sponsor, and they may not engage in work activities without a part-time work permit issued from the Immigration Services Agency.

The following family members may not be eligible for dependent visa status (however, they may be eligible for another visa status depending on the situation):

- De facto/same-sex spouses
- Adopted children/stepchildren
- Parents

**Driver's permits.** To legally drive in Japan, an individual needs either a valid Japanese license or needs to adhere to the first two requirements below. Individuals who fulfill the third and fourth

requirements may convert their current license to a Japanese license without starting the process from scratch. The following are the requirements:

- If the individual has an international driver's license issued by a signatory jurisdiction of the Geneva Treaty, driving is allowed for one year from the date the individual obtained landing permission in Japan or for one year from the issuance date of the international driver's license, whichever is earlier.
- If the individual has a driver's license issued from Belgium, France, Germany, Monaco, Switzerland or Taiwan, driving is allowed for one year from the date the individual obtained landing permission in Japan or until the expiration of the driver's license, whichever is earlier. He or she must also carry a valid translation issued by a designated organization, such as the Japan Automobile Federation (JAF).
- For the conversion process, the individual is exempted from tests and only documentation is required if the individual has a driver's license issued from Australia, Austria, Belgium, Canada, the Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Korea (South), Luxembourg, Monaco, the Netherlands, New Zealand, Norway, Poland, Portugal, Slovenia, Spain, Sweden, Switzerland, Taiwan, the United Kingdom or the United States (Hawaii, Indiana [an Indiana driver's license holder is exempt only from the driving test, not the written test], Maryland, Ohio, Virginia and Washington).
- If an individual has a driver's license issued from a jurisdiction not listed above, a simplified written test and a driving test is required for the conversion process.
- If an individual does not have a driver's license, he or she must complete the full procedure and complete the same requirements as any other resident in Japan, including the written and driving tests. The written test may be available in English or in the simple hiragana script (the simplest writing method in Japanese, which does not contain Chinese characters), depending on location.
- If an individual is an evacuee from Ukraine and has a driver's license issued by Ukraine, the individual is exempted from tests, and only documentation is required for the Japanese driver's license conversion process.

A driver's license is valid for a maximum of five years. Renewal is possible within one month of the expiration date.

# Jersey, Channel Islands

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## A. Income tax

**Who is liable.** Individual income taxation in Jersey is based on residence. Taxpayers are categorized as resident and ordinarily resident, resident and not ordinarily resident, or nonresident.

Individuals are considered resident in Jersey in any year of assessment if they meet either of the following qualifications:

- They are present in Jersey for more than six months.
- They have accommodation available in Jersey and stay there for a minimum of one night during the year.

Individuals are considered ordinarily resident in Jersey in any year of assessment if they meet any of the following qualifications:

- They normally spend all of their time in Jersey other than periods spent away on holiday or business.
- They are physically present in Jersey for an average of more than 90 days each year over a consecutive four-year period.
- They are expecting to permanently reside in Jersey for a period of five years or more.

Persons moving to Jersey who are on employment contracts may be considered ordinarily resident in Jersey if their employment contract exceeds four years. This may be affected by several factors, such as whether they have available accommodation and the intended length of their stay.

Resident and ordinarily resident individuals are subject to Jersey income tax on their worldwide income.

Resident but not ordinarily resident individuals are subject to Jersey income tax on their Jersey-source income and their non-Jersey-source income remitted to Jersey.

Nonresident individuals are subject to tax on Jersey-source income only. Nonresidents are exempt from tax in Jersey on the following types of income:

- Interest on Jersey bank deposits

- Cash and stock dividends issued by a company resident in Jersey that is taxable at a rate of 0%
- Income from a purchased life annuity
- Interest received from a company resident in Jersey
- Earnings from serving as director of a Jersey company (provided they are not caught by the short-term business visitor rules (see *Short-term business visitors* below))
- Royalties or other amounts paid with respect to the use of patents
- Jersey state pensions

Jersey residents receiving pension income from a country that has entered into a double tax agreement with Jersey may be exempt from tax in that country, depending on the terms of the double tax agreement. Nonresidents receiving income from a Jersey pension may be exempt from income tax in Jersey on such pension income. Professional advice should be obtained if necessary.

*Short-term business visitors.* From 2024, a newly introduced income tax exemption applies to short-term business visitors traveling to Jersey. An individual qualifies as a short-term business visitor if he or she not resident in Jersey for income tax purposes and spend 60 days or less in Jersey in the year. The 60 days (not limited to workdays) is calculated cumulatively.

The exemption applies to employees, directors and officers on salaries and associated remuneration. There are also simplified tax rules for employers of short-term business visitors. It is the employer's responsibility to operate payroll and withhold income tax, long-term care contributions and social security (as appropriate) if an employee is expected to exceed the 60-day threshold.

Professional advice should be sought on the tax treatment and interaction of the exemption with social security contributions.

### **Income subject to tax**

*Employment income.* Taxable income includes salaries, wages, directors' fees, bonuses, gratuities, pensions and benefits in kind. The first GBP250 of taxable benefits in kind from all sources is exempt from tax, and several specific exemptions exist, including but not limited to, health insurance.

Education allowances provided by employers to their employees' children aged 18 years and under are taxable for income tax purposes. Housing benefits are also subject to tax. Shareholder benefits (for example, loans) may also be subject to tax.

Termination payments paid by, or on behalf of, an employer to an employee are chargeable to Jersey income tax. The first GBP50,000 of a termination payment is exempt from income tax. However, if a termination payment is made as a result of injury, death or disability, it is completely exempt from tax.

*Self-employment and business income.* All self-employed individuals carrying on a trade, business or profession are subject to tax on business profits.

Tax on self-employment and business income is imposed on the accounting profits, adjusted for tax purposes, of non-corporations at a rate of up to 20%. Adjusted profits are assessed on a current year basis.

The general corporate income tax rate is 0%. A 10% rate applies to certain regulated financial services companies, certain insurance businesses and to companies providing credit facilities. In addition, the 20% rate applies to income derived from the rental of Jersey land and property, development profits derived from Jersey land, and income from extraction trades relating to Jersey land. Jersey-based retailers with profits exceeding GBP500,000 are also subject to tax at a rate of up to 20%.

*Investment income.* Dividends, interest, royalties and income from property are taxed on an actual-year basis at a rate of 20%. Property rental expenses are fully deductible.

Additional shareholder taxation rules exist for Jersey-resident individuals who are shareholders of Jersey tax-resident companies. The rules are complex, and professional advice should be obtained. Broadly, the rules impose income tax on a Jersey-resident shareholder with respect to any extraction of value from a Jersey company. This can include income tax on share redemption proceeds and the advancement or repayment of loan capital.

**Taxation of employer-provided stock options.** Revenue Jersey issued a practice note regarding the taxation of share award schemes in January 2023.

A benefit in kind can arise from schemes that award shares or options to buy shares at less than their market value. The taxation of a share award depends on the particular scheme rules, and professional advice should be sought regarding the tax treatment of share award plans.

Scrip dividends are exempt from income tax in Jersey by concession.

**Capital gains.** Jersey does not impose tax on capital gains.

## **Deductions**

*Deductible expenses.* Deductible expenses must be incurred wholly and exclusively for the purpose of employment. These include amounts incurred on subscriptions to approved professional bodies.

**Personal deductions and allowances.** All taxpayers may deduct payments made to an approved superannuation fund or pension scheme and premiums paid under a retirement annuity contract, with certain restrictions. The total amount of pension scheme contributions that are deductible is limited to the lower of GBP50,000 and the related earnings of individuals during the year of assessment. The relief available to individuals whose income is GBP150,000 or more is restricted by a phasing-out process. Under this process, GBP1 of relief is withdrawn for each GBP1 of income over GBP150,000.

Life insurance premium payments are not deductible for income tax purposes.

In addition to the personal deductions discussed above, marginal-rate taxpayers (see *Exemptions limits and marginal relief*) may claim a deduction of GBP3,700 for each child of the taxpayer who is under 16, or over 16 and in full-time education. Child

allowances are reduced if the child's own income exceeds GBP3,700.

Interest paid on personal loans and debts is not a deductible expense unless the loan was obtained for an allowable purpose, such as for buying into a business. Qualifying interest payments are deductible for all taxpayers.

Medical insurance premium payments are not deductible for income tax purposes.

If an individual is not taxed on the basis of being fully resident in Jersey throughout the year of assessment, allowances, deductions and exemption limits to which he or she is entitled may be reduced to reflect the proportion of the year the individual is present in Jersey.

*Exemption limits and marginal relief.* The following are the income tax exemption thresholds for 2024:

- Single person: GBP20,000
- Married or civil partnership: GBP32,050

For taxpayers earning less than the applicable exemption threshold, no tax liability arises.

For taxpayers whose total income exceeds their exemption threshold (including the additional allowances described below plus some of the allowances described above), two tax calculations are required. The amount of income that exceeds the exemption threshold is subject to tax at a rate of 26%. This is compared with the tax position if no exemption is applied and total income is taxed at 20%. The calculation method producing the lower liability is then applied. This allows low- and middle-income earners to benefit from an additional deduction, namely "marginal relief," which is the difference between the two calculations when the calculation using the exemption limits is lower than the standard calculation.

In addition to the exemption thresholds, a marginal-rate taxpayer can add certain additional allowances to the allowances and reliefs discussed above. The following are the allowances that may be added to the exemption thresholds:

- Childcare tax allowance (maximum of GBP7,600, which can be increased to GBP19,700 for children below school age).
- Second earner's allowance (100% of wife or civil partner's earnings, up to a capped amount of GBP7,950).
- Additional allowance for children of GBP5,550. This is available for single parents or couples if one parent is wholly incapacitated through illness or injury.
- Qualifying interest payments (including interest payments on a loan taken out to purchase a taxpayer's main residence), restricted to interest on capital of GBP300,000 and maximum relief of GBP3,000.

*Business deductions.* Disbursements or expenses incurred wholly and exclusively for the purpose of trade are allowable. Capital allowances are granted for machinery and equipment at an annual reducing-balance rate of 25% and for greenhouses at an annual rate of 10%.

**Rates.** Income tax is imposed on taxable income either at a rate of 20% or on the marginal-rate basis explained in *Exemption limits and marginal relief*.

Tenants paying rent to nonresident landlords are required to withhold Jersey income tax at a rate of 20%. Landlords can apply to the Revenue Jersey for permission for the rent to be paid gross.

**Relief for losses.** Noncorporate business losses may be carried forward indefinitely if the business continues to operate. In some cases, current year losses can be utilized against other income arising in the year or can be carried back and utilized against profits derived from the same trade in the preceding year.

Different rules for the use of business losses apply to companies.

## B. Other taxes

**Wealth tax and estate tax.** No wealth tax or estate tax is levied in Jersey. For probate to be granted on death, stamp duty may be payable. The amount payable depends on the domicile of the deceased, the situs of property and whether the property is immovable or movable.

**Land transaction tax.** Land transaction tax applies to the sale of shares in a company that give the owner of the shares the right to occupy a dwelling. The rates range from 0% to 11%. Land transaction tax is equal to the stamp duty levied on the sale of freehold property.

## C. Social security

**Contributions.** Jersey has a compulsory social security scheme. Everyone between school-leaving age and pension age is insurable in either Class 1 (employed persons) or Class 2 (self-employed or unemployed individuals).

*Class 1.* Employers and employees must make contributions based on salaries at rates of 6.5% (secondary contributions) and 6% (primary contributions), respectively, with a standard earnings limit (SEL) of GBP5,450 per month. These limits are updated on 1 January of each year.

In addition, an upper earnings limit (UEL) of GBP24,850 per month exists.

A 2.5% rate also applies only to employer (secondary) contributions on earnings above the SEL (GBP5,450 per month) and up to the UEL (GBP24,850 per month).

*Class 2.* Self-employed individuals are required to pay Class 2 contributions at a rate of 12.5% on earnings up to the SEL (GBP5,450 per month). This rate equals the combined total of the employer's and employee's Class 1 maximum contribution amounts. A 2.5% rate also applies to earnings above the SEL and up to the UEL (GBP24,850 per month).

A Class 2 individual can make an application to pay reduced rate contributions during 2024, based on the 2022 and 2023 income tax assessments and business accounts if income for 2022 and 2023 was between the lower earnings limit (GBP1,164 per month) and the UEL (GBP24,850 per month). Individuals who



recently established businesses may be eligible to pay a deferred rate of contribution on application to the Social Security Department. For 2024, the rate is GBP227.08 per month between January to December 2024.

**Long-term care charge.** The Taxes Office collects contributions to the long-term care fund on behalf of the Social Security Department. The fund provides financial support to Jersey residents who are likely to need long-term care for the rest of their lives, either in their own home or in a care home. Contributions are payable at a maximum rate of 1.5% on taxable income, subject to a cap based on the social security UEL. The cap for 2024 is GBP4,473.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Jersey has entered into totalization agreements, which usually apply for a maximum of 12 months. However, it may be possible to obtain an extension if agreed to by the Social Security Department. Totalization agreements are currently in effect with the following jurisdictions.

Alderney	Guernsey	New Zealand
Australia	Iceland	Norway
Austria	Ireland	Portugal
Barbados	Isle of Man	Spain
Bermuda	Italy	Sweden
Canada	Jamaica	Switzerland
Chile	Japan	United Kingdom
Cyprus	Korea (South)	United States
France	Netherlands	

Several of these agreements are limited in scope.

**D. Tax filing and payment procedures**

Income tax is assessed on a calendar-year basis (termed the year of assessment). Married persons and persons in a civil partnership are assessed jointly, not separately, on all types of income, unless they elect otherwise. Separate assessment does not provide a financial advantage. Returns are required to be filed by midnight on 31 May if filed on paper and by midnight on 31 July if the return is filed online or if an agent has been appointed. Tax returns are due in the year following the year of assessment. A penalty of GBP300 is imposed for returns not submitted by the deadline. A further penalty of GBP50 per month (up to GBP450) applies if the return remains outstanding three months after the relevant filing deadline.

Employers in Jersey are required to operate a pay-as-you-earn system for employees called the Income Tax Instalment System (ITIS).

Under the ITIS, income tax and long-term care payments for persons registered for income tax on or after 1 January 2006 are deducted from an employee’s salary and applied toward settlement of the current year’s tax liability. Persons registered for income tax in Jersey prior to 1 January 2006 are taxed on a prior year basis; that is, income tax payments under ITIS are applied against the preceding year’s tax liability.

From 2020, prior-year basis taxpayers were transitioned to a current-year basis with their 2019 tax payments allocated to their 2020 tax liability. From 2021, they became current-year basis taxpayers with their 2019 tax liability being frozen. Their frozen 2019 tax liability will be required to be paid in the future with the following options available:

- Lump-sum payment by 30 September 2026
- Payment plan with payment commencing 2027 (registration is required by 30 September 2026)
- Commit to pay on retirement with the full amount to be paid within 12 months of reaching State Pension Age (registration is required by 30 September 2026)

Taxpayers are normally notified of tax assessments in the year following the year of assessment. Any shortfall in tax for employees is collected through a change in the employee's ITIS rate. For individuals generating 75% or more of their income from non-employment income, tax is payable in two installments, with 50% of the prior year tax liability due by 30 November in the year of assessment and a further 50% due by the following 31 May. A balancing payment for any shortfall is due by 30 November following the relevant year of assessment. A 10% surcharge is levied on any tax unpaid by 30 November following the year of assessment.

## **E. Double tax relief and tax treaties**

Foreign tax paid is allowed as a deduction from taxable income.

Jersey has entered into double tax treaties with Australia, Cyprus, Denmark, Estonia, the Faroe Islands, Finland, France, Germany, Greenland, Guernsey, the Hong Kong Special Administrative Region (SAR), Iceland, Isle of Man, Liechtenstein, Luxembourg, Malta, Mauritius, New Zealand, Norway, Poland, Qatar, Rwanda, Seychelles, Singapore, Sweden, the United Arab Emirates and the United Kingdom.

The majority of these treaties are limited in scope. The treaty with France addresses only the exemption of air transport and shipping profits. The treaties with Australia, Germany, Liechtenstein, Mauritius and New Zealand address only the avoidance of double taxation on individuals. The treaties with Denmark, the Faroe Islands, Finland, Greenland, Iceland, Norway, Poland and Sweden address the avoidance of double taxation on individuals and the exemption of air transport and shipping profits. The treaties with Estonia, Guernsey, the Hong Kong SAR, Malta, Qatar and the United Kingdom provide a credit for tax levied on all sources of income, excluding dividends and debenture interest in the UK treaty.

Jersey has entered into tax information exchange agreements (TIEAs) with the following jurisdictions.

Argentina	Germany	New Zealand
Australia	Greenland	Norway
Austria	Hungary	Poland
Belgium	Iceland	Portugal
Brazil	India	Romania
Canada	Indonesia	Slovenia
Chile	Ireland	South Africa

China Mainland	Italy	Sweden
Czech Republic	Japan	Switzerland
Denmark	Korea (South)	Türkiye
Faroe Islands	Latvia	United Kingdom
Finland	Mexico	United States
France	Netherlands	

Several double tax treaties and TIEAs are currently under negotiation.

**New unilateral relief.** From 2024, Jersey residents who are taxed on their employment income from working in another jurisdiction can receive relief against their Jersey income tax. The tax relief is available with respect to jurisdictions with which Jersey does not have a double tax agreement. The maximum value of the relief is the lower of the foreign tax paid or the tax charged at the standard rate in Jersey.

## F. Work permits and self-employment

Non-European Economic Area (EEA) nationals wishing to work in Jersey must obtain work permits through their intended employers. The Jersey Customs and Immigration Department issues permits to employers who demonstrate that they are unable to fill a vacancy locally, or to foreign persons who are free of permit restrictions. A visa or entry certificate is also required and is available from the British high commission, embassy or consulate in the country where the person lives.

Work permits may also be issued to people with specialist skills if their appointment is of particular benefit to the island or to foreign nationals who are free of work permit restrictions in the United Kingdom.

In addition, under the Control of Housing and Work (Jersey) Law 2012, an employer must apply for a license to engage any person who has not worked in Jersey for at least five years to fill a vacancy within an existing undertaking.

British subjects and nationals of the Member States of the EEA, which includes the EU, do not require work permits (although employers on the island are required to obtain licenses to employ them) and, in the majority of cases, may enter and exit Jersey freely.

Self-employed individuals are subject to the same visa, work permit and residential permit guidelines outlined in this chapter. Additional restraints may also apply.

## G. Residence permits

**Economic grounds.** The Housing Minister may grant individual permission to a high-value resident to reside in Jersey if the permission can be justified on social or economic grounds. Consent is not granted unless the Housing Minister is satisfied that the applicant would make a major contribution to the island's tax revenues while residing in Jersey. Each application is considered on its individual merits.

High-value residents are subject to a different tax regime than other residents in Jersey. Tax is charged at 20% on the first

GBP1,250,000 of worldwide income, generating GBP250,000 of tax, and a further 1% tax is charged on all income in excess of the GBP1,250,000 limit. High-value residents are expected to make a minimum tax payment of GBP250,000, which can be offset against the person's tax liability, thereby ensuring all such residents pay a minimum amount of GBP250,000. The GBP1,250,000 threshold may increase every five years from 2024, in line with inflation.

As a guideline, residents admitted on economic grounds are expected to purchase freehold property with a value in excess of GBP3,500,000 (or GBP1,750,000 for an apartment).

After a high-value resident admitted on economic grounds emigrates from Jersey, he or she loses his or her residence status.

**Employment grounds.** The Regulation of Undertakings and housing laws were combined into a new Control of Housing and Work (Jersey) Law 2012. This law, which took effect on 1 July 2013, introduced registration cards. An individual moving to Jersey must obtain a registration card before he or she can begin to work or lease a property. This allows employers and landlords to confirm an individual's work and housing status before the individual relocates or begins employment.

It is possible to take up residence in Jersey as an essentially employed individual. This status was commonly known as a "J cat," but is now referred to as a "licensed" employee.

Employers are granted licenses for a certain number of employees if the Housing Minister deems that this is in the best interests of the community. Employers can then issue these licenses to suitable employees or recruits.

Licensed employees are granted permanent residential status after completing a continuous period of 10 years of essential employment in Jersey.

Other possibilities to take up residence in Jersey exist for individuals who are in neither of the above categories, including living in a guest house or hotel, lodging in a private dwelling, or occupying certain unqualified residences. After 10 years of continuous residence in Jersey, such persons gain permanent residential status.

## H. Family and personal considerations

**Family members.** If a non-EEA national wishes to enter Jersey as the fiancé or spouse of either a person settled in Jersey or a person free from immigration controls who is coming to settle on the same occasion, he or she must first obtain an entry clearance, which is in the form of either a visa or an entry certificate. Application for an entry clearance should be made to the British high commission, embassy or consulate in the country where the person lives. If the fiancé or spouse is in Jersey, he or she should contact the Jersey Customs and Immigration Department for further advice and to arrange an interview.

The child of a person granted residential status under either economic grounds or Licensed status is granted residential status in

his or her own right after he or she has completed a continuous period of 10 years' residence, provided the residence commenced when the child was a minor.

**Driver's permits.** A non-Jersey driver's license must be exchanged for a Jersey license within seven days if the holder's intention is to stay in Jersey longer than 12 months.

Jersey accepts driver's licenses from the following jurisdictions for exchange.

Alderney	France	New Zealand
Andorra	Germany	North Macedonia
Australia	Gibraltar	Norway
Austria	Greece	Poland
Barbados	Guernsey	Portugal
Belgium	Hong Kong	Romania
British Columbia	Hungary	Singapore
British Virgin Islands	Iceland	Slovak Republic
Bulgaria	Ireland	Slovenia
Canada	Isle of Man	South Africa
Cayman Islands	Italy	Spain
Croatia	Japan	Sweden
Cyprus	Korea (South)	Switzerland
Czech Republic	Latvia	Taiwan
Denmark	Liechtenstein	Ukraine
Estonia	Lithuania	United Arab Emirates
Falkland Islands	Luxembourg	United Kingdom
Faroe Islands	Malta	Zimbabwe
Finland	Monaco	
	Netherlands	

To obtain a driver's license in Jersey, an individual should take driving lessons from a qualified instructor on the island. The driving test includes a vision test, a short drive and a touch screen PC theory test.

## Jordan

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## A. Income tax

**Who is liable.** Jordanian nationals and foreign individuals working in Jordan are subject to tax in Jordan on their income earned in, or derived from, Jordan, regardless of their residency status.

An individual is considered a resident of Jordan for tax purposes if he or she resides in Jordan for a period of at least 183 consecutive or non-consecutive days per calendar year.

### Income subject to tax

*Ordinary income.* Income tax is assessed on all income earned by residents and nonresidents of Jordan from taxable activities performed in Jordan, including employment income and rental income. The income tax is levied at the graduated rates set forth in *Rates*.

*Interest income.* For natural persons, interest income is subject to withholding tax at a rate of 5%. Banks are required to withhold at source the tax from the interest.

*Other income.* Net income realized by a resident of Jordan from foreign sources is taxable in Jordan at a rate of 10% if such income is generated from Jordanian monies or deposits.

For the types of income subject to tax described above, a national contribution tax of 1% is levied on the annual taxable income of natural persons exceeding JOD200,000.

**Capital gains.** Capital gains resulting from the sale of shares in Jordan are taxable at different rates.

For the sale of shares on the Amman Stock Exchange by natural persons, general partnerships, limited partnerships and nonresidents in Jordan, the buyer and seller are subject to income tax at a rate of 0.08% of the shares' sales price for each sales transaction. For other direct sales of shares by natural persons in Jordan, capital gains tax is calculated based on either of the following:

- Graduated tax rates ranging from 0.5% to 5% applied to the gross sale consideration
- The domestic personal income tax rates, set forth in *Rates*, applied to the capital gains

For other direct sales of shares transactions by nonresident natural persons in Jordan, the Jordanian Income and Sales Tax Department (ISTD) may apply a withholding tax at a rate of 10% on the capital gains derived by the nonresident natural person from the transaction.

A tax rate of 10% applies to the capital gains from the sale of shares outside Jordan, provided that such gain is generated from Jordanian monies or deposits.

A national contribution tax of 1% may also be applicable if the capital gains exceed JOD200,000 annually.

For residents, the capital gains tax should be due as part of the normal annual tax return filing process for the period in which the transaction occurs for residents.

For nonresidents, prior to the closing date of the transaction, a tax clearance certificate must be obtained from the ISTD, and the capital gains tax must be paid.

**Deductions**

*Personal and family allowances.* The following annual allowances are granted from 2020 onward.

	JOD
Personal allowance	9,000
Dependents allowance	9,000
Additional allowances for payments of medical expenses, educational expenses, rent, home loan interest or Murabaha (interest paid by banks applying Islamic banking principles), technical services, engineering services and legal services	1,000 for individuals, 1,000 for spouses, and 1,000 for each child up to 3,000

*Business deductions.* In general, business expenses incurred in generating income are deductible. However, certain limitations apply.

**Rates.** Ordinary income earned by individuals in Jordan is subject to tax at the following graduated tax rates.

Annual taxable income		Rate %
Exceeding JOD	Not exceeding JOD	
0	5,000	5
5,000	10,000	10
10,000	15,000	15
15,000	20,000	20
20,000	1,000,000	25
1,000,000	—	30

For payments made by resident taxpayers to nonresidents for taxable services in Jordan, taxpayers must withhold 10% of gross payments. In addition, for payments made to corporate nonresidents, taxpayers must withhold a national contribution tax at the rate applicable to the sector of the service provider ranging between 1% and 7%. For payments made to individual nonresidents that are in excess of JOD200,000, taxpayers must withhold a 1% national contribution tax. The withholding tax and national contribution tax must be remitted to the tax authorities within 30 days after the due date or payment date, whichever is earlier, and are final taxes.

For payments made by resident taxpayers to certain resident individual and corporate service providers, such as engineers, auditors or lawyers, taxpayers must withhold 5% of gross payments and remit this withholding tax to the tax authorities within 30 days after the due date or payment date, whichever is earlier.

**Relief for losses.** Taxpayers may carry forward losses up to five years to offset profits if the losses are supported by proper accounting records, are acknowledged by the tax assessor and relate to taxable sources of income.

## B. Other taxes

Jordan does not levy net worth tax, inheritance tax or gift tax.

## C. Social security

Social security contributions are levied at a rate of 21.75% on basic salary. The employer's share is 14.25%, and the employee's share is 7.5%. Regulation No. 45/2024, published in the *Official Gazette* on 1 August 2024 and effective from that date, introduced the option for small and medium entities, as defined therein, to reduce the employer rate to 9.85% and 12.05%, respectively, while giving the employee the option to settle the difference from the reduction, subject to the applicable limitations.

The social security base for new hires is the employee's basic salary as of the date of hire. For existing employees, the social security base is the employee's January basic salary. Regulation No. 56/2024, published in the *Official Gazette* on 1 September 2024 and effective from that date, stipulate that the social security base must be modified at any time throughout the year if an increase or decrease to the basic salary occurs. No executive instructions have yet been published to clarify the method of application of this rule.



The social security base is capped at a maximum salary base adjusted for inflation each year (for 2024, the maximum salary base is JOD3,612).

The social security system provides retirement and death benefits as well as certain benefits for work-related injuries.

Social security contributions made by non-Jordanian employees may be partially refunded on exit from the country. However, the refund process with the Social Security Corporation may take some time and the outcome is determined on a case-by-case basis.

#### **D. Tax filing and payment procedures**

The tax year is the calendar year. Tax returns must be filed in Arabic using a prescribed form within four months after the end of each fiscal year. The total amount of tax due must be paid at the time of filing.

Married individuals are taxed jointly or separately, at the taxpayers' election, on all types of taxable income.

#### **E. Tax relief**

Under the law, foreign income tax is considered a deductible expense for income tax purposes. However, if a double tax treaty exists between the foreign country and Jordan, the provisions of the treaty may apply.

#### **F. Temporary visas**

All visitors must obtain entry visas to visit Jordan.

The following temporary visas are available to foreign nationals who want to enter Jordan:

- Transit visa, which is valid for a maximum of 48 hours.
- Business visit visa, which is granted to foreign nationals who intend to attend meetings and training courses in Jordan. The visa is valid for one to three months and may be renewed once.
- Student visa, which is valid for the period that the foreign national is attending an educational institution in Jordan.
- Medical visa, which is valid for the time required to complete the medical treatment.
- Tourist visa, which is valid for three months.

Nationals of Australia, Canada, the European Union, the United Kingdom and the United States may obtain a business visit visa and a tourist visa on entry. Other nationalities are required to obtain the approval of the Ministry of Interior before entry.

In general, these visas may be applied for either in the foreign national's home country or in Jordan. Temporary visas are valid for 30 days and may be renewed once for three additional months. If the individual's assignment is longer, the individuals are required to apply for residency and work permits, which requires them to be governed under a local employment contract with a Jordanian sponsor.

#### **G. Work and residency permits**

Individuals of all nationalities must apply for work and residency permits if they want to work in Jordan, with a priority given to Arab nationals. Work and residency permits are issued with the approval of the Ministry of Labor and the Ministry of Interior.

An applicant may not begin working in Jordan before obtaining work and residency permits. Work and residency permits may not be transferred from one employer to another; therefore, if an employee changes his or her employer, the previous work and residency permits must be canceled, and the employee must apply for new work and residency permits.

The work and residency permits are valid for one year and may be renewed on an annual basis.

As a prerequisite to obtain work and residency permits, the Ministry of Labor requires the employer to submit a bank letter of guarantee to the order of the Ministry of Labor for each expatriate employee seeking work and residency permits in Jordan.

Under the Jordanian Labor Law, certain occupations are exclusively reserved to Jordanians and may not be filled by non-Jordanians, such as those in the following fields

- Hairdressing
- Upholstery and furniture renovation
- Dessert, pastry or ice cream production for direct sale to consumers
- Carpentry
- Blacksmithing
- Aluminum fabrication
- Metal processing

Non-Jordanians are also prohibited from working in settings such as workshops, including those for embroidery, traditional sewing, goldsmithing and jewelry crafting, as well as pure-water bottling facilities, the manufacturing of ceramic and pottery items, dry cleaning and ironing services, and facilities for nut roasting and direct sale packaging.

Foreign investors may engage in almost any type of economic activity. In general, Jordan does not impose limitations on foreign investments. Except for certain sectors, including construction and trade, in which foreign ownership is limited by a certain percentage, non-Jordanians may have full ownership in any economic project in Jordan. Full ownership by a foreign investor is permitted in the following sectors:

- Agriculture
- Hotels
- Health care
- Mining
- Industrial
- Telecommunications

In addition, full ownership by a foreign investor is permitted for investments in Jordanian free zones and development zones, regardless of the sector.

## **H. Family members**

The spouse of a foreign national who has a work permit in Jordan does not automatically receive the same type of work permit as the spouse holding the work permit. He or she must file independently of the primary work-permit holder if he or she also wants to work in Jordan.

# Kazakhstan

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*Because the legislative system of Kazakhstan is in a state of development and is subject to frequent and not always predictable changes, readers should obtain updated information before engaging in transactions.*

*The average exchange rate for the first half of the 2024 calendar year was KZT450 = USD1.*

## A. Income tax

**Who is liable.** Residents are taxed on their worldwide income. Nonresidents are taxed on Kazakhstan-source income only, regardless of where it is paid. Income is deemed to be from a Kazakhstan source if it is derived from work performed in Kazakhstan. Kazakhstan-source income also includes, but is not limited to, interest income from residents and nonresidents having a permanent establishment in Kazakhstan and dividends from resident legal entities.

For tax purposes, individuals are considered residents if they are present in the country not less than 183 days in any consecutive 12-month period ending in the current tax year or have their center of vital interests in Kazakhstan (see below).

There is a separate investment residency program offered by the Astana International Financial Centre (AIFC; a hub for foreign and local investors and various financial, market and ancillary service providers that establishes a common law as the governing law within the AIFC as well as a legal framework similar to those of well-known international financial centers, such as the Dubai International Financial Centre) whereby individuals may qualify as AIFC investment residents if they meet the program requirements and if they are present in Kazakhstan for not less than 90

calendar days (including the days of arrival and departure) in any consecutive 12-month period ending in the current tax period.

In practice, Kazakhstan citizens or residence permit holders are always considered residents of Kazakhstan if their center of vital interests is located in Kazakhstan. The center of vital interests is deemed to be located in Kazakhstan if all of the following conditions are fulfilled simultaneously:

- The individual is a Kazakhstan citizen or has permission to live in Kazakhstan on a permanent basis (that is, the individual has a residence permit).
- The spouse and/or close relatives of the individual reside in Kazakhstan.
- The individual and/or his or her spouse and/or his or her close relatives own, or otherwise have at their disposal, immovable property in Kazakhstan permanently available for residence.

Double tax treaties may provide different rules to determine tax residency.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Income from employment consists of various compensations received from an employer, regardless of whether the compensations are received in cash or in kind (including shares), subject to minor exceptions, regardless of the place of payment of such income.

*Self-employment and business income.* The income of Kazakhstan citizens engaged in self-employment activities (individual entrepreneurs) is subject to income tax.

Tax is levied on an individual's annual business income, which consists of gross income (less adjustments and deductions) less expenses incurred in earning such income. However, to deduct expenses, individual entrepreneurs must be specially registered with the tax authorities and provide supporting documentation for such expenses. The tax rates for self-employment income are the same as those applicable to employment income as outlined in *Rates*, except for individual entrepreneurs using a special taxation regime.

*Investment income.* In general, investment income is included in taxable income. The tax rates are outlined in *Rates*.

Certain investment income is exempt from tax (see *Exempt income*).

*Exempt income.* Certain items are exempt from tax, including but not limited to, the following:

- Business trip per diems within established norms and reimbursement of certain business trip expenses.
- Accommodation and meal expenses within established norms for rotators while they are at the work site.
- Transportation expenses incurred by the employer connected with the delivery of employees from their residing place (place of stay) in Kazakhstan to their workplace.
- Employee-related expenses (including reimbursement of employees' expenses) aimed at laboratory examination, provision of personal protective equipment, medical

examinations, preventive vaccinations, medical supervision, treatment, isolation and hospitalization as a result of the introduction of restrictive measures and recognition of the disease as a pandemic by the decision of the Emergency Committee of the World Health Organization.

- The excess of the market value of the underlying shares covered by a stock option at the time of exercise over the exercise price of the option.
- Alimony.
- Medical expenses within established norms.
- Dividends and interest on securities received by both Kazakhstan tax residents and nonresidents if, at the time of the accrual of such dividends and interest, the securities are on the official list of a stock exchange operating in Kazakhstan (that is, the Kazakhstan Stock Exchange [KASE] and the Astana International Exchange [AIX]), provided that such securities were traded during the reporting year.
- Dividends received by a Kazakhstan tax resident from a resident legal entity for a calendar year in the amount of 30,000 Monthly Calculation Index (MCI; as of 1 January 2024, 1 MCI = KZT3,692 or approximately USD8) or KZT110,760,000 for 2024, which is approximately USD246,000, distributed from the following:
  - Net income or part thereof payable on shares, including shares that are basic assets depository receipts
  - Net income or part thereof distributed by a resident legal entity among its founders and participants
  - Income from the distribution of property in the event of liquidation of a resident legal entity or a decrease in the authorized capital, in the event of a part or all of a participation interest in a legal entity being redeemed from its founder or participant or in the event of an issuing legal entity redeeming shares from a shareholder
- Capital gains derived through the open-bidding method from the sale of securities or participating interests in resident legal entities or consortiums if all of the following conditions are met simultaneously:
  - At the date of disposal, the shares or participating interests have been held for more than three years.
  - The legal entity or consortium that is the issuer of the shares or participating interests sold is not a subsurface user.
  - At the date of disposal, no more than 50% of the value of assets of the legal entity or consortium that is the issuer of the shares or participating interests sold is attributable to the assets of a subsurface user entity (entities).
- Capital gains derived from the securities that are listed on a stock exchange operating in Kazakhstan (the KASE or the AIX) at the date of realization.
- Interest income on deposits paid to tax resident individuals by licensed organizations in Kazakhstan.
- Income from Kazakhstan state securities.
- Ninety percent of the taxable income of the employee if the income is less than 25 MCI (KZT92,300 or approximately USD205) per month.

**Taxation of stock options.** In general, income received in connection with employment (including stock received for free or at a

discount) is taxable. However, there is a general tax code provision stating that the positive difference between the fair market value of share and option cost at the date of stock option execution is not considered taxable income (see *Exempt income*). Therefore, employer stock option plans require detailed analysis.

**Capital gains.** According to the Kazakhstan Tax Code, a capital gain is the difference between the sale price (disposal value) and the acquisition price (base cost) supported by documents.

Income derived from the disposal of shares acquired through the exercise of a stock option equals the positive difference between the sale price and the acquisition price. The acquisition price includes the exercise price of the option and the option premium.

In the case of sales of property located in a prohibited list low-tax jurisdictions, the taxable amount is determined to be the full sale price (that is, the acquisition cost is nondeductible).

Capital gains are subject to tax at the rates set forth in *Rates*.

Capital transactions of individuals are not currently sufficiently addressed by Kazakhstan tax legislation. Consequently, it is not possible to deduct capital losses from capital gains for tax purposes, and capital losses may not be carried backward or forward to other tax periods. Further, no expenses are allowed for calculating taxable income even for basic financial instruments as shares or bonds. Therefore, income for tax purposes may significantly exceed income shown in financial statements prepared by a financial institution.

**Controlled foreign companies.** Individual tax residents who directly, indirectly or constructively control nonresident legal entities and/or other types of organizations subject to certain conditions have a 10% personal income tax obligation regarding the controlled foreign companies' retained earnings and separate tax reporting obligations.

**Tax deductions.** For 2024, 14 MCI, which equals KZT51,688 (approximately USD115), per month, is deductible from a tax resident employee's taxable income. If an employee's taxable income for a particular month is below the minimum monthly wage, the unused part of the deduction may be carried over to later months within the year. This does not apply when an individual changes his or her workplace during a tax period; that is, the individual may not offset an excess arising at the previous workplace against income earned at the new workplace except in cases of reorganizations.

The total amount of the standard deduction of 14 MCI for a calendar year may not exceed 168 MCI (KZT620,256 or approximately USD1,378).

Other tax deductions include, but are not limited to, the following:

- Obligatory pension fund contributions
- Obligatory employee social medical insurance contributions
- Voluntary pension fund contributions made by the individual for his or her own benefit or by a tax agent under the Kazakhstan legislation on pension coverage

- Medical expenses supported by documents within the set limits
- Premiums on mortgage loans in specified banks

**Rates.** The following withholding tax rates apply to resident and nonresident individuals for various types of income.

Type of income	Rate (%)
Employment income of residents and nonresidents taxed by the local employer or host company	10
Income of residents who receive income under a service agreement	10
Income of advocates and private notaries	10
Capital gains, dividends, interest and winnings of residents	10
Capital gains, dividends, interest and royalties paid to nonresidents by Kazakhstan legal entities	15
Certain dividends for nonresidents	10*
Any other Kazakhstan-source income paid to nonresidents	20

\* The rate is subject to certain conditions. See *Investment income*.

Income received in foreign currency is converted into tenge at the market exchange rate determined on the last business day preceding the date of payment.

## B. Other taxes

**Property tax.** Individuals are subject to property tax at rates ranging from 0.05% to 2% of the residual value of the property owned by them.

**Vehicle tax.** Individuals are subject to vehicle tax on vehicles owned by them, either up to a maximum annual tax of 200 MCI (KZT738,400 or approximately USD1,640), or 1% to 4% of MCI for each kilowatt of power for specific types of vehicles (aircraft and railway vehicles).

## C. Social security

**Social tax.** A social tax is payable by employers. This tax is an additional direct tax imposed on employers that is not reserved for the payment of social benefits to employees.

The tax base for social tax equals the employer's expenses related to employees' income.

Exemptions from social tax include, but are not limited to, the following:

- Payments made through grants
- Obligatory employee contributions to the Social Medical Insurance Fund
- Obligatory pension fund contributions

Employers must pay social tax at a flat rate of 9.5% of gross income, less allowed exemptions. The minimum tax base for social tax per employee is 14 MCI.

Monthly social tax liability is reduced by the monthly amount of obligatory social insurance contributions (see *Obligatory social insurance contributions*).

Social tax must be remitted to the state budget on a monthly basis by the 25th of the month following the reporting period.

**Obligatory pension fund contributions.** Obligatory pension fund contributions of 10% of the gross salaries of employees (Kazakhstan citizens, citizens of the Eurasian Economic Union and foreign citizens holding a Kazakhstan residence permit) must be withheld and remitted to the Unified Accumulative Pension Fund (UAPF) by the employer on a monthly basis. For 2024, income received in excess of 50 Minimum Monthly Salary (MMS) (KZT4,250,000 or approximately USD9,440) per month is not subject to obligatory pension fund contributions. Obligatory pension fund contributions are deductible for personal income tax and social tax purposes.

Under the Kazakhstan Law on Pension Coverage, employers must also make at their own expense professional pension fund contributions at a rate of 5% of the gross salaries of employees of certain professions in 17 industry sectors, including, but not limited to, mining, oil and gas, pharmacy, and consumer good manufacturing. In addition, starting from January 2025, employers must contribute 2% of the gross income of employees to the UAPF at their own expense. The categories of employees for whom employers must make these contributions include Kazakhstan citizens, citizens of the Eurasian Economic Union, and foreign citizens holding a Kazakhstan residence permit.

Tax agents who pay income to individuals under civil contracts must, in addition to 10% personal income tax, withhold and pay 10% pension fund contributions on the gross amount of that income.

**Obligatory social insurance contributions.** Employers must make social insurance contributions, which is a part of the social tax, at a rate of 3.5% on income paid to employees (Kazakhstan citizens, repatriated ethnic Kazakhs (kandases), citizens of the Eurasian Economic Union and foreign citizens holding a Kazakhstan residence permit).

For 2024, social insurance contributions are not charged on monthly income in excess of 7 MMS (KZT595,000 or approximately USD1,320). The minimum monthly tax base for social insurance contributions per employee is the MMS. Social insurance contributions are expected to be charged at a flat rate of 5% starting from 2025.

### **Obligatory social medical insurance contributions**

*Employers.* Employers must make, at their own expense, employer contributions to the Fund of Social Medical Insurance on a monthly basis (applicable to Kazakhstan citizens, repatriated Kazakhs (kandases), citizens of the Eurasian Economic Union and foreign citizens holding a residence permit) in the amount of 3% of the income paid by the employer to its employees

*Employees.* Employers must withhold employee contributions to the Fund of Social Medical Insurance from income paid to employees (Kazakhstan citizens, repatriated ethnic Kazakhs (kandases), citizens of the Eurasian Economic Union and foreign citizens holding a Kazakhstan residence permit) and individuals



receiving income under civil contracts at the rate of 2% of the employee's income.

These employee contributions are deductible for personal income tax and social tax purposes.

For 2024, income subject to employer and employee contributions to the Fund of Social Medical Insurance is capped at 10 MMS (KZT850,000 or approximately USD1,888) per month.

"Independent payers," including Kazakhstan citizens who left Kazakhstan, are also liable to pay contributions in the amount of 5% of 1 MMS. According to the legislation, "independent payers" are individuals who pay obligatory social medical insurance contributions by themselves (that is, in cases in which the contributions are not administered by an employer), including Kazakhstan citizens who left Kazakhstan.

## **D. Tax filing and payment procedures**

The tax year in Kazakhstan is the calendar year.

**Tax filing by a tax agent.** A tax agent is responsible for withholding and remitting income tax from payments made to resident and nonresident individuals.

If employment-related, Kazakhstan-source income is paid outside Kazakhstan, the local tax agent is generally still required to run a shadow payroll. Income is generally considered to be from a Kazakhstan source if it is paid for work performed in Kazakhstan and, accordingly, regardless of where it is paid, it is subject to tax in Kazakhstan.

Under the withholding mechanism, a tax agent withholds actual personal income tax on a monthly basis no later than the date on which the income is paid and remits the tax to the Kazakhstan state budget not later than 25 calendar days after the end of the month in which income was paid. The tax agent must file a personal income tax and social tax report, which includes pension fund contributions, professional pension fund contributions and social and medical insurance contributions, on a quarterly basis by the 15th of the second month following the reporting quarter.

There is also a special set of rules regulating the taxation of foreign travelers when the foreign service provider sends its employee to a Kazakhstan customer for a short period of time. The local legislation states that, for up to 183 calendar days, each foreign individual must report the salary attributed to the working days in Kazakhstan, even for several days. For this purpose, the individual is required to get an Individual Identification Number in Kazakhstan and file a personal income tax return with the possibility of treaty exemption (if a double tax treaty with Kazakhstan is available). If that threshold is not met (that is, the foreign individual spent 183 or more calendar days in Kazakhstan), the local customer would become liable for taxation of the foreign employee's salary and run shadow payroll (that is, the local company takes the salary payment outside Kazakhstan and processes it via local payroll for Kazakhstan tax purposes). In this case, the local customer would need to get all the supporting documents. If the local customer fails to get these documents, the

local customer would be required to apply personal income tax to 80% of the service fee charged by the foreign service provider whose employees are coming to Kazakhstan.

**Tax filing by individuals.** If there is no tax agent in Kazakhstan, or if specifically provided by law, resident and nonresident individuals are responsible for the calculation of personal income tax liabilities and filing a Kazakhstan tax return. The filing deadline for a Kazakhstan tax return is 31 March of the year following the reporting year, and the income tax liability, if any, must be settled within 10 calendar days after the filing deadline.

Kazakhstan tax returns must be filed by tax resident individuals, including but not limited to, the following:

- Individual entrepreneurs
- Individuals engaged in private practice, such as notaries, lawyers and enforcement officers
- Individuals who receive property income
- Individuals who receive income not taxed at the source of payment in Kazakhstan, including income outside Kazakhstan
- Kazakhstan citizens, repatriated Kazakhs (kandases) and individuals with a residence permit having the following types of property:
  - Real estate, which is subject (or the rights to which are subject) to the transaction of which is subject) to state or other registration (reporting) with the competent authority of a foreign state in accordance with the laws of that foreign state
  - Securities or digital assets whose issuers are registered outside Kazakhstan
  - Shares in the authorized capital of legal entities registered outside Kazakhstan

Individuals who are tax nonresidents of Kazakhstan are not required to file a Kazakhstan tax return if their Kazakhstan-source income is subject to withholding in Kazakhstan.

The law provides for late payment interest for the late payment or nonpayment of tax due on taxable income.

In addition to the requirement to file the personal income tax return, starting from 2024, individuals who are Kazakhstan tax residents and who, as of 1 January 2024, hold positions as general directors or similar executives, or founders (participants) of legal entities registered in Kazakhstan, as well as individual entrepreneurs and their spouses, are required to submit the Declaration on Assets and Liabilities (Form 250.00) with data available as of 31 December 2023. This declaration is part of the universal declaration campaign in Kazakhstan. The “entry” declaration is submitted solely for informational purposes (no tax is payable) and must be submitted only once. Kazakhstan tax residents must report assets and liabilities registered both in Kazakhstan and abroad, as well as cash holdings and funds in foreign bank accounts.

**Administrative sanctions for individuals.** Administrative sanctions for individuals are discussed below.

The following are the sanctions for a failure to submit personal income tax returns by the deadline:

- First time: warning

- Repeated violation within a year: a fine of 15 MCI (KZT55,380 or approximately USD123)

The following are the sanctions for the concealment of taxable items:

- First time: a fine of 200% of tax payable for each concealed taxable item
- Repeated violation within a year: a fine of 300% of the tax payable for each concealed item

The following are the sanctions for the concealment of information about property outside Kazakhstan:

- First time: a fine of 100 MCI (KZT369,200 or approximately USD820)
- Repeated violation within a year: a fine of 200 MCI (KZT738,400 or approximately USD1,640)

Administrative responsibility for the abovementioned violations is imposed separately for each item of property. Failure to submit the personal income tax return in accordance with the Tax Code equals the concealment of the information about property outside Kazakhstan.

Depending on the amount of tax underpayment, certain violations may lead to criminal liability.

**Administrative sanctions for payroll violations.** The sanction for the understatement of taxes in tax returns is up to 80% of the understated amount of personal income tax and social tax.

The sanction for the non-withholding or underwithholding of taxes is up to 50% of the personal income tax that was not withheld.

The sanction for the non-remittance or underremittance of withheld taxes is up to 20 MCI (KZT73,840 or approximately USD164).

The following are the sanctions for a failure to submit personal income tax returns by the deadline:

- First time: warning
- Repeated violation within a year: fine of up to 70 MCI (KZT258,440 or approximately USD574)

The following are the sanctions for a failure to remit, untimely calculation and/or undercalculation, underwithholding and/or underpayment (underremittance) of obligatory pension contributions and obligatory professional pension contributions to the Unified Accumulative Pension Fund:

- First time: warning
- Repeated violation: up to 50% of the amount of non-remitted, untimely calculated and/or undercalculated, underwithheld and/or underpaid (underremitted) obligatory pension contributions and obligatory professional pension contributions

The following are the sanctions for the nonpayment (non-remittance) and untimely and/or underpayment (underremittance) of social contributions:

- First time: warning
- Repeated violation: up to 50% of the unpaid (non-remitted) and untimely and/or underpaid (underremitted) social contributions

The following are the sanctions for concealing taxable items:

- First time: a fine of 200% of tax payable for each concealed taxable item
- Repeated violation within a year: a fine of 300% of tax payable for each concealed item

**Tax registration of foreign nationals in Kazakhstan.** The following are the most common cases in which a foreign national must be registered as a taxpayer in Kazakhstan:

- When opening accounts with local banks
- On receiving Kazakh-source income not taxed at source in Kazakhstan
- On acquiring Kazakh tax resident status
- When appointed as the head of a resident legal entity in Kazakhstan or the head of a branch of a nonresident legal entity

Tax registration must take place at the foreigner's location of residence. By law, tax registration should take five business days. Currently, the process of tax registration online has been suspended for foreign individuals.

**Universal declaring.** Starting from 2021, Kazakhstan is gradually introducing universal declaring (UD) for certain categories offered to all Kazakhstan citizens, gradually adding different groups of people, starting with public officials. A major part of the population will participate in the UD starting in 2025. Declaration on assets and liabilities should be submitted only once (with few exceptions) by all obliged individuals by the established deadline indicating, among other items, the following information:

- Immovable property (land, house and apartment)
- Vehicles (car, air transport and sea transport)
- Participation interest in the authorized capital of a legal entity
- Money on foreign bank accounts registered outside of Kazakhstan exceeding approximately 1,000 MCI in total
- Participation in agreement on equity participation in the construction of real estate (mostly applicable within Kazakhstan)
- Investment gold
- Securities or derivative financial instruments
- Shares in open-end funds
- Objects of intellectual property and copyrights
- Accounts receivable or accounts payable (amounts due to the individual and/or financial institution specified in the respective document and that have not been paid yet)
- Property transferred to trust management
- Cash up to approximately 10,000 MCI
- Other property

On submission of declaration of assets and liabilities, declaration on income and property will have to be filed on an annual basis justifying changes in net wealth of the declarant.

Declaration on income and property should be submitted in the following years by all obliged individuals by the established deadline. The declaration should include, among other information, the following items:

- Income received during the calendar year, including outside Kazakhstan

- Tax deductions
- Acquisition, alienation and/or receipt free of charge of property subject to state or other registration, as well as property for which rights and/or transactions are subject to state or other registration, including outside Kazakhstan
- Securities whose issuers are registered outside Kazakhstan
- The share of participation in the authorized capital of a legal entity registered outside Kazakhstan

## E. Double tax relief and tax treaties

Under the Tax Code, income tax paid outside Kazakhstan by tax residents may be credited against the income tax payable in Kazakhstan on the same income, but may not exceed the amount of Kazakhstan tax accrued. To apply for a foreign tax credit, a document confirming income received and income tax paid or withheld must be enclosed with the Kazakhstan tax return. The document must be issued and/or verified by the foreign tax authorities.

An individual receiving Kazakhstan-source income who meets the conditions of a double tax treaty may apply a treaty exemption if the individual provides one of the following types of documents confirming the residency status of an individual in a double tax treaty jurisdiction issued by the competent tax authority:

- Original of the document verified by the competent state authority and legalized as per Kazakhstan legislation.
- Duly notarized copy of the document mentioned in the first bullet above. The notary signature and stamp should be legalized as per Kazakhstan legislation.
- Paper copy of the electronic document confirming the residency status published on the internet resource of the competent state authority.

Kazakhstan has entered into double tax treaties with the following jurisdictions.

Armenia	Ireland	Saudi Arabia
Austria	Italy	Serbia
Azerbaijan	Japan	Singapore
Belarus	Korea (South)	Slovak
Belgium	Kyrgyzstan	Republic
Bulgaria	Latvia	Slovenia
Canada	Lithuania	Spain
China Mainland	Luxembourg	Sweden
Croatia	Malaysia	Switzerland
Cyprus	Moldova	Tajikistan
Czech Republic	Mongolia	Türkiye
Estonia	Netherlands	Turkmenistan
Finland	North Macedonia	Ukraine
France	Norway	United Arab
Georgia	Pakistan	Emirates
Germany	Poland	United Kingdom
Hungary	Qatar	United States
India	Romania	Uzbekistan
Iran	Russian Federation	Vietnam

## F. Visas

Kazakhstan authorities issue the following categories of visas:

- Category A: diplomatic, official and investor
- Category B (for short-term stay): visa for business trips; visa for international road trips; visa for crew members of air, sea, and river vessels, and for train crews; visa for religious activities; visa for practical training or internships; visa for permanent residence in Kazakhstan; visa for private trips; visa for adoption of Kazakhstan citizens; tourist visa; transit visa and exit visa to leave Kazakhstan
- Category C (for long-term stay): visa for permanent residence in Kazakhstan of ethnic Kazakhs, visa for reuniting family, work visa, visa for missionary activity, visa for humanitarian reasons, education visa, visa for private trips (ethnic Kazakhs), visa for minors and visa for treatment

The visas under the categories listed above may be issued for a single or multiple entry, depending on the category and the type of visa. Exit visas may be issued only as a single visa.

Work visas (Category C) are issued to foreign individuals entering or located in Kazakhstan to perform work duties, as well as members of their families. Family members receive this visa solely for accompanying the primary applicant, without the right to work. In general, a work visa is issued based on a work permit. See Section G.

Business visas (Category B) are issued to foreign individuals arriving in Kazakhstan for business purposes (for example, negotiations, concluding contracts, provision of consultancy or audit services, provision of installation, repair or maintenance services and attending conferences, symposiums, forums, exhibitions and concerts).

In Kazakhstan, visas are issued by the Ministry of Internal Affairs (MIA) in Kazakhstan and, abroad, by Kazakhstan consulates (for example, the Consular Department of the Embassy of Kazakhstan). Business and work visas are issued based on a letter of invitation issued by a local host entity. The state duty for the execution of invitations is 0.5 of the MCI (KZT1,846 for 2024). The fee for issuing a visa ranges between USD20 to USD1,000, depending on the jurisdiction of residence of the invited party and the type of visa sought. A visa should be issued within five business days.

An individual may obtain certain types of official business and private trip visas allowing single entry without a letter of invitation by submitting a written application to the Kazakhstan consular establishment in the respective jurisdiction if he or she is a citizen of one of the following jurisdictions.

Albania	Iceland	Norway
Andorra	Ireland	Oman
Australia	Israel	Poland
Austria	Italy	Portugal
Belgium	Japan	Qatar

Brazil	Jordan	Romania
Bulgaria	Korea (South)	Saudi Arabia
Canada	Latvia	Singapore
Croatia	Liechtenstein	Slovak Republic
Cyprus	Lithuania	Slovenia
Czech Republic	Luxembourg	Spain
Denmark	Malaysia	Sweden
Estonia	Maldives	Switzerland
Finland	Malta	United Arab
France	Monaco	Emirates
Germany	Netherlands	United Kingdom
Greece	New Zealand	United States
Hungary		

Kazakhstan has a visa-free regime with certain jurisdictions based on international treaties. Under the Kazakhstan migration legislation, citizens of the following jurisdictions can enter and stay in Kazakhstan without visas.

Australia	Hungary	Philippines
Austria	Iceland	Poland
Argentina	India	Portugal
Armenia	Indonesia	Qatar
Azerbaijan	Iran	Romania
Bahrain	Ireland	Russian Federation
Belarus	Israel	Saudi Arabia
Belgium	Italy	Serbia
Brazil	Japan	Singapore
Bulgaria	Korea (South)	Slovak Republic
Canada	Kuwait	Slovenia
China Mainland	Kyrgyzstan	Spain
Chile	Latvia	Sweden
Colombia	Liechtenstein	Switzerland
Croatia	Lithuania	Tajikistan
Cyprus	Luxembourg	Thailand
Czech Republic	Malaysia	Türkiye
Denmark	Malta	Ukraine
Ecuador	Mexico	United Arab
Estonia	Moldova	Emirates
Finland	Mongolia	United Kingdom
France	Monaco	United States
Georgia	Netherlands	Uzbekistan
Germany	New Zealand	Vatican City
Greece	Norway	Vietnam
Hong Kong SAR	Oman	

Generally, for the above jurisdictions' citizens, it is possible to stay without a visa for up to 30 days. However, the following are exceptions:

- Citizens of Eurasian Economic Union members, Azerbaijan and Tajikistan can stay without a visa for up to 90 days during a single visit (if staying for more days, they must obtain a temporary residence permit).
- Citizens of Andorra, Georgia, Mongolia and Moldova can stay without a visa for up to 90 days during a single visit (if staying for more days, they must obtain a visa).
- Citizens of Ukraine and Uzbekistan can stay without a visa for up to 30 days within a 180-day period (if staying for more days, they must obtain a temporary residence permit or visa).

- Citizens of Albania can stay without a visa for up to 90 days within a 365-day period (if staying for more days, they must obtain a visa).
- Citizens of China Mainland, India and Iran can stay without visa for up to 14 days (in total no more than 42 days within a 180-day period).
- Hong Kong SAR citizens can stay up to 14 days (if staying for more days, they must obtain a visa).
- Korea (South) citizens can stay without a visa for up to 30 days, but not more than 60 days within 180-day period (if staying for more days, they must obtain a visa).

In practice, Kazakhstan migration authorities consider the visa-free regime to be applicable only in cases in which individuals arrive for tourist or private purposes. Otherwise, depending on the purpose of arrival, they will be required to obtain a visa (for instance, visa B-2 for business purposes).

Starting from 2020, temporary stay of foreign individuals arriving in Kazakhstan under the visa-free regime (including the above jurisdictions) should not exceed 30 calendar days from the day of crossing the border of Kazakhstan and in total not more than 90 calendar days in each 180-calendar day period if other rules are not envisaged by the agreement concluded by Kazakhstan with the foreign jurisdiction.

**Post-arrival registration.** The inviting party must notify the MIA within three working days of arrival of the foreign individual in Kazakhstan and notify the MIA if the foreigner changes his or her temporary place of residence in Kazakhstan or travels to another city.

The records of immigrants are currently kept by the MIA based on the information provided by the inviting parties and the National Security Committee of Kazakhstan, and information from the border control of Kazakhstan.

A permit for temporary stay will allow the foreign individuals to stay for the certain period (for example, the length of the labor agreement), and it should be obtained by the inviting party. The permit for temporary stay is formalized based on the applications from the following:

- Individuals inviting foreign individuals for family reunion
- Individuals or legal entities having concluded labor agreements with the foreign individuals
- Education organizations
- Medical organizations
- Religious organizations
- Local authorities inviting individuals (business immigrants) for the performance of entrepreneurship activities

As a general rule, the period of stay in Kazakhstan ends on the expiration of the visa, after 30 calendar days under the visa-free regime or on the end of the period indicated in the permit for temporary stay in Kazakhstan. Kazakhstan legislation provides for several sanctions for noncompliance with the immigration requirements. For further details, see Section H.



## G. Work permits

**Types of work permits.** The following are the two types of permits allowing foreign individuals to work for a company in Kazakhstan (this does not include labor migrants engaged as household employees):

- A work permit for hiring a foreign labor force obtained by the employer.
- A permit issued to a foreign individual who independently arrived in Kazakhstan to work in a particular specialty (Permit for Employment). The government approves the list of such specialties. The permit allows the individual to eventually get hired by the company in Kazakhstan.

The employer obtains the work permit through the submission of the documents to the local authorities under two main procedures, which are the general regime and intra-corporate transfer.

### General regime

*Work permit quota.* Work permits are issued by the local authorities within the quota allocated by the Ministry of Labor and Social Protection on an annual basis. The quota is the maximum number of foreign individuals who can be hired to work in Kazakhstan for different regions. The quota is mainly formed based on the annual applications of employers due by 1 October.

*Ratio requirement.* For the purpose of obtaining a work permit under the general regime, all foreign individuals are classified into the following categories:

- Category 1: Chief-executive officers (CEOs) and deputy CEOs of companies
- Category 2: Leaders of business divisions/departments
- Category 3: Professionals
- Category 4: Qualified workers

There is a restriction on the number of foreign employees that can be hired by a Kazakhstan employer/local host entity, which is the so-called “ratio requirement.” Currently, the total number of foreign employees of a Kazakhstan employer/local host entity should not exceed the following:

- 30% of the total number of the Category 1 and Category 2 employees.
- 10% of the total number of Category 3 and Category 4 employees.

An exemption from the ratio requirement applies to small business enterprises, government enterprises and agencies, self-employed foreign individuals, work permits issued within the limits of a quota by jurisdictions of origin if international agreements on cooperation in labor migration and social protection of working migrants ratified by Kazakhstan are in place, and representative offices and branches of foreign legal entities with at most 10 employees.

*State duty.* When obtaining or extending work permits, an employer is charged a state duty for the issuance or extension of the work permit. The amount of the duty is established by the government of Kazakhstan and depends on the type of business of the employer and the category of the foreign employee. The amount of state duty ranges from approximately USD950 to

USD3,600, depending on the sector of the economy, category of the employee and validity period of the work permit

*Other conditions.* To obtain a work permit, each foreign individual must meet the qualification requirements set by the rules.

A work permit under the general regime is issued for the following durations:

- Category 1: for one, two and three years with an annual extension for one, two or three years
- Category 2: for 12 months, with an annual extension for 12 months, but no more than three times
- Category 3: for 12 months, with an annual extension for 12 months, but no more than three times
- Category 4: for up to 90, 180, 270, 365 calendar days, without the right of extension

**Obtaining of a work permit based on secondment agreement.** If a foreign legal entity, conducting its activities in Kazakhstan without establishing a branch or representative office, sends its employees to Kazakhstan under a contract for the execution of works or the provision of services, or if a foreign legal entity sends its employees to Kazakhstan to perform works or provide services to a subsidiary, representation, or branch of a foreign legal entity in which such foreign legal entity directly or indirectly holds shares or ownership stakes, the host party submits an application with the required documents to the local executive body at the place of labor activity of the foreign workforce, as specified in the list of requirements for the provision of a public service.

During the period of work or service provision, labor relations are regulated by a document (letter or secondment agreement) agreed upon between the foreign worker and the foreign legal entity employer for which the temporary transfer of the foreign worker is carried out.

**Intra-corporate transfer.** An intra-corporate transfer (ICT) is a temporary transfer of a foreign individual from a legal entity established in the territory of a Member State of the World Trade Organization (WTO) other than Kazakhstan to its Kazakhstan branches, subsidiaries or representative offices.

A foreign individual engaged under an ICT remains employed by the home company, but should comply with the requirements of the host employer in terms of work schedule and health and safety requirements. The foreign individual should meet the respective qualification requirements and should have at least one year of work history in the entity established in a Member State of the WTO sending him or her through the ICT.

Work Permits under ICT are issued free of state duties and separately from the quota for foreign labor.

*Ratio requirement.* For the purpose of obtaining a work permit under ICT, all foreign individuals are classified into the following:

- Specialists
- Managers
- Executives

Under the ratio requirement for ICT, the number of foreign employees should not exceed 50% of the total number of managers and specialists. No ratio requirement applies with respect to executives.

*Other conditions.* The local authorities issue the work permit under ICT for the transfer period, but for no more than three years (36 months) with a right of a one-time extension for one year (12 months).

However, before hiring a foreign specialist to Kazakhstan under ICT, the local host entity should complete a search for suitable candidates on the Kazakhstan labor market and obtain a work permit only if no candidates are found.

For each work permit for a manager or specialist received under ICT, the employer should fulfill one of the relevant special conditions (for example, creation of a new job for Kazakhstan citizens and retraining of Kazakhstan citizens). When hiring executives, no special conditions are imposed on the host company.

**Work permit exemptions.** Certain categories of individuals are not required to obtain work permits. These include, among others, the following:

- Nationals of member countries of the Eurasian Economic Union, regardless of their position or the duration of their employment in Kazakhstan
- Individuals arriving in Kazakhstan on a business trip for a cumulative period not exceeding 120 calendar days per calendar year
- Business immigrants arriving in Kazakhstan to do business
- CEOs of local branch offices or representative offices of foreign companies as well as CEOs and deputy CEOs of local wholly foreign-owned companies
- CEOs of companies that have entered into agreements with the government of Kazakhstan to invest more than USD50 million in the country and CEOs of local companies running investment projects in key industries under agreements with the local state authority on investment
- Crew members of sea and river vessels, aircraft and railroads, and automobile transport
- Artists, film directors, conductors, choir masters, choreographers, sportspersons and coaches
- Foreign nationals engaged by participants or bodies of the International Finance Center of Astana
- Individuals working in the Astana Hub International technology park or hired by its participants in the positions of managers and specialists with higher education
- Managers and professionals with higher education working with either local companies that have entered into contracts to implement investment projects in priority areas or companies in the architecture, city planning and construction industry contracted by such investors, for a period until the end of the first year after the commissioning date of the project's facility, or as qualified workers in accordance with the list of occupations and employee numbers approved as part of investment contracts
- Individuals working for a national managing holding (state-owned company) in positions not lower than the heads of structural units, having completed higher education and with

supporting documents as required by legislation of Kazakhstan, and individuals hired by a national managing holding in the capacity of members of the board of directors

- Holders of an investor visa, excluding family members and dependents

## **H. Sanctions for noncompliance with the immigration legislation**

Kazakhstan legislation provides severe sanctions for inviting parties and foreign citizens for noncompliance with the migration legislation. The upper end of administrative sanctions applied to a company can reach USD7,500 (per foreign individual per violation). The worst-case scenario can include administrative custody for up to 15 days or administrative deportation of the individual from the country and a company being banned from engaging any foreigners for up to one year (that is, no issuance of a work permit and no acceptance of a letter of invitation from the company for a visa application). Foreign individuals are not allowed to enter Kazakhstan for five years after the administrative deportation from Kazakhstan.

## **I. Residence permits**

Kazakhstan issues residence permits. No quota system is in effect for immigration into Kazakhstan under residency permits.

## **J. Family and personal considerations**

**Family members.** The spouse of a holder of a Kazakhstan work permit does not automatically receive the same type of work permit. If he or she wishes to undertake employment, a work permit application must be filed independently.

**Driver's permits.** Foreign nationals may drive legally in Kazakhstan with their international driver's licenses. Foreign jurisdiction driver's licenses are valid in Kazakhstan if they comply with 1968 Vienna Convention on road traffic. However, an official Russian or Kazakh translation of the foreign driver's license by a confirmed translator is required; therefore, it is advisable to have an international driver's license.

Kazakhstan has driver's license reciprocity with some of the Commonwealth of Independent States (CIS) countries, including, but not limited to, Belarus, Kyrgyzstan, the Russian Federation, Ukraine and Uzbekistan.

A foreign individual may obtain a Kazakhstan driver's license after passing written, practical and medical examinations.

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*This chapter refers to changes brought about by the enactment of the 2023 Finance Act, which was assented on 26 June 2023. On 31 July 2024, the 2023 Finance Act was declared unconstitutional by the Court of Appeal in Kenya. An appeal was filed against this judgment at the Supreme Court of Kenya. Currently, the 2023 Finance Act is still in force because stay orders were granted by the Supreme Court. Because the outcome of the appeal will have an implication on the applicability of the 2023 Finance Act, readers should obtain updated information before taking any actions.*

*The 2024 Finance Bill was not assented into law and accordingly Kenya does not have a 2024 Finance Act.*

## A. Income tax

**Who is liable.** Individuals are subject to income tax on employment earnings if they meet either of the following conditions:

- They are resident during the time of employment, regardless of whether their duties are performed within or outside Kenya.
- For nonresidents, their employer is resident or has a permanent establishment in Kenya.

An individual is considered resident in Kenya if he or she has no “permanent home” in Kenya and is present in Kenya for 183 days or more during a fiscal year or for an average of more than 122 days in that year and in the two preceding years. If an individual has a “permanent home” in Kenya and spends any time in Kenya, he or she is considered resident. “Permanent home” is defined as a place where an individual resides or which is available to that individual for residential purposes in Kenya or where, in the opinion of the Commissioner of Domestic Taxes, the individual’s personal or economic interests are closest.

It is irrelevant for tax purposes where an employment contract is signed or remuneration is paid.

## Income subject to tax

*Employment income.* Employment income includes directors’ fees, all cash remuneration and allowances, and almost all non-cash benefits arising from employment. Taxable benefits arising from employment include the following:

- Housing. The taxable benefit from employer-provided housing equals the higher of rent paid by the employer or 15% of employment income excluding the value of housing premises. If the

premises are provided under an agreement with a third party that is not at arm's length, the benefit is valued at the higher of the fair market rental value of the premises or the rent paid by the employer. If the employer owns the premises, the benefit is taxed at the fair market rental value of the premises.

- Education. Education fees paid by employers for their local or expatriate employees' relatives are taxable to the employee if the employer has claimed the fees as a tax deduction.
- Motor vehicles. The value of the benefit of an employer-provided motor vehicle is the higher of 2% per month of the initial capital expenditure by the employer on the car or prescribed rates provided by the Commissioner General, depending on the engine capacity. If an employee is provided with a leased or hired car, the taxable benefit is the cost of lease or hire of the vehicle. For employees who have restricted use of motor vehicles, the Commissioner General determines a lower rate of the benefit depending on the usage of the motor vehicle if the Commissioner General is satisfied based on proof provided by the employer that use of the motor vehicle is restricted.
- Furniture. The taxable value of a furniture benefit provided by an employer equals 1% of the cost to the employer.
- Loans. The benefit from employer loans is taxable to the employer as fringe benefit tax for loans granted after 11 June 1998 and for loans granted before that date if the terms or conditions of the loan have been changed since 11 June 1998. The tax is imposed on the benefit at the resident corporate tax rate of 25% (from 25 April 2020) and 30% (for subsequent years) and is payable by the 10th day of the month following the imposition of the tax by the employer. For loans granted on or before 11 June 1998, the benefit is taxable to the employee as a low interest rate benefit. The benefit is valued at the difference between the interest rate on the employer's loan and the rate prescribed by the Commissioner General. The Commissioner General provides the rate on a quarterly basis.
- Employer-provided stock options. The value of the benefit from employer-provided stock options, whether registered or not registered, is the difference between the market value per share at exercise and the offer price per share on the date on which the option is granted by the employer. The benefit is deemed to accrue to the employee at exercise. Market value is the price at the time the employee exercises the option if the shares are listed on any Kenyan securities exchange or the price the shares are anticipated to receive at the time of exercising the option if the shares are not listed.
- Club fees. Club entrance and subscription fees paid by the employer on behalf of the employee if the employer deducts those fees in calculating taxable income (effective from 1 July 2023).

Specific exemptions include the following:

- The cost of medical services or medical insurance borne by the employer on behalf of full-time employees or their beneficiaries. Medical insurance should be provided through an insurance company that is approved by the Commissioner of Insurance in Kenya.
- Employer contributions to accredited pension or provident fund schemes if the employer is subject to tax in Kenya.

- Withdrawal benefits from a pension or provident fund. The limit is KES60,000 for each year worked, up to a maximum of KES600,000.
- The first KES300,000 of annual pension income.
- Refunds from National Social Security Fund contributions plus interest. The limit is KES60,000 for each year worked, up to a maximum of KES600,000.
- For non-citizens recruited outside Kenya and their families, the cost of passage on joining the company, for annual leave and for departure.
- The first KES2,000 paid to an employee per day as an allowance while on official duty outside his or her workplace. This amount is deemed to be a reimbursement and, consequently, not taxable.
- Noncash benefits, up to a maximum of KES36,000 per year.
- Meals served in canteens and cafeterias operated by an employer or provided by a third party that is a registered taxpayer (regardless of whether the meals are in the employer's or the third party's premises) if the value of the meals does not exceed KES48,000 per employee per year.
- Travel costs and mileage claims paid to an employee performing official duties, based on the standard rates approved by the Automobile Association of Kenya (effective from 1 July 2023).

Income earned by an individual who is registered under the Ajira Digital Program for three years, beginning 1 January 2020, is exempt from tax on payment by such individual of a registration fee of KES10,000 per year. The three-year period lapsed on 31 December 2023.

The first KES150,000 per month for persons with disabilities is not taxable. In addition, up to KES50,000 per month of costs relating to health care services and facilities for persons with disabilities are allowable deductions for tax purposes.

*Self-employment and business income.* All income accrued in or derived from Kenya is subject to income tax. For a resident, this includes profits from a business carried on in Kenya.

Business income includes income derived from any trade, profession or vocation, as well as from manufacturing or other related operations. A partnership is transparent for tax purposes, with the individual partners taxed on their shares of partnership profits.

Business profits and losses are determined using normal commercial methods, matching expenses with income from similar activities and using the accrual method of accounting.

Initially, a business may select any accounting period, but generally must continue using the same accounting date thereafter. The Domestic Taxes Department must be notified of a change in the accounting date. All individuals and unincorporated businesses must have a 31 December year-end.

Effective from 1 January 2021, digital service tax (DST) is applicable on income accruing from business carried on over the internet or an electronic network, including through a digital marketplace, at a rate of 1.5% of the gross transactional value. Tax agents for the collection of DST will be appointed by the Commissioner General. Effective from 1 July 2021, income from

business carried out over the internet by a resident is excluded from DST because this is taxed as business income. A person subject to DST is required to submit a return and pay the tax due to the Commissioner General on or before the 20th day of the month following the end of the month in which the digital service is offered.

*Investment income.* Dividends and interest income from investments in Kenya are subject to a withholding tax in the year received. For residents, the tax rates are 5% on dividends and 15% on interest.

The Tax Laws (Amendment) Act, 2020 expands the definition of interest to include all interest received by a resident individual.

The principal sources of exempt investment income are the following:

- Interest derived from savings accounts held with the Post Office Savings Bank
- For each resident individual, up to KES300,000 of gross interest derived from investments in housing bonds, except for a 10% withholding tax deducted at source
- Interest and dividend income accruing to a resident from investments outside Kenya
- Interest income from Infrastructure Bonds with a maturity of at least three years

**Residential rental income tax.** Effective from January 2016, landlords earning annual gross residential rental income not exceeding KES10 million per year (KES833,333 per month) must pay residential rental income tax at a rate of 10% of gross receipts. (Also, see below.) However, a person may make an application in writing to the Commissioner of Domestic Taxes to be excluded from this tax, at least three months before the end of the year of income. If the exclusion is granted, the net rental income is taxable at the graduated tax rates (see *Rates*). The exclusion from residential rental income tax takes effect in the subsequent year of income. Effective from 1 January 2021, the thresholds for income qualifying for residential rental income tax increase to between KES288,000 (KES24,000 per month) and KES15 million per year (KES1,250,000 per month). Effective from 1 January 2024, the residential rental income tax is 7.5% of gross rental receipts.

**Turnover Tax.** Effective from 1 July 2023, Turnover Tax applies to businesses with turnover of KES1 million but does not exceed or is not expected to exceed KES25 million. The Turnover Tax rate was increased from 1% to 3% by the 2023 Finance Act with effect from 1 July 2023. In March 2024, the Turnover Tax rate was decreased to 1.5% by the Affordable Housing Act.

**Digital Asset Tax.** Starting 1 September 2023, a 3% Digital Asset Tax is imposed on income derived from the transfer of digital assets, including cryptocurrencies and non-fungible tokens. The platform owner responsible for facilitating transfer transactions must withhold Digital Asset Tax and remit it to the Commissioner General within five working days. A platform owner or facilitator must file a return detailing the amount of payment, tax deducted and any other details required by the Commissioner General. When digital assets are transferred or exchanged, a nonresident



owner of a digital platform must register under the simplified tax regime. Under the simplified tax regime, taxpayers are not required to keep records of expenditures and purchases because tax is based on the turnover. They are only required to keep sales records.

**Capital gains.** Effective from 1 January 2015, Capital Gains Tax (CGT) applies to gains derived by companies and individuals from the transfer of property located in Kenya regardless of whether the property was acquired before 1 January 2015. CGT is also applicable to gains derived from the alienation of shares or comparable interests, including interests in a partnership or trust, if, at any time during the 365 days preceding the alienation, the shares or the comparable interest derived more than 20% of their value directly or indirectly from immovable property located in Kenya. CGT also applies to gains derived from the alienation of shares of a company resident in Kenya if the alienator, at any time during the 365 days preceding such alienation, held directly or indirectly at least 20% of the capital of that company. The person alienating shares should notify the Commissioner General in writing when there is a change of at least 20% in the underlying ownership of the property. Effective from 1 January 2023, the rate is 15%. The gain equals the amount by which the transfer value exceeds the adjusted cost of the property. The adjusted cost equals the sum of the acquisition cost of the property and other costs incurred subsequently to enhance or preserve the property if such costs had not been previously allowed for tax purposes. Effective from 1 January 2016, gains on transfers of securities traded on a securities exchange are not taxable.

Also, see *Stamp duties* in Section B.

**Deductions and reliefs.** An individual not resident in Kenya for tax purposes is not entitled to any tax relief. Expatriate employees of accredited regional offices of foreign corporations who spend at least 120 days during the fiscal year working outside Kenya may deduct one-third of their total income.

*Deductible expenses.* Individuals may deduct the following expenses in computing taxable income:

- Contributions to a registered pension or provident fund, up to a maximum of KES240,000 per year
- Interest, up to a maximum of KES300,000 per year, on borrowings to finance the purchase of owner-occupied residential property

*Reliefs.* Resident taxpayers are granted the following reliefs against tax payable:

- Personal relief in the amount of KES28,800 per year.
- Insurance relief (including education and health insurance) in the amount of 15% of premiums paid, up to a maximum relief of KES60,000 per year. Effective from 1 January 2022, National Hospital Insurance Fund (NHIF) contributions will also qualify for insurance relief.
- Affordable housing relief of 15% of an employee's contribution, up to a maximum relief of KES108,000 per year.
- Postretirement medical fund relief of 15% of an employee's contribution to a postretirement medical fund, up to a maximum relief of KES60,000 per year, effective from 1 January 2024.

*Business deductions.* In general, expenses are not deductible unless incurred wholly and exclusively to produce taxable income.

Beginning 1 January 2024, expenses that are not supported by invoices generated from the Electronic Tax Invoice Management System (eTIMS) will not be deductible, except when an exemption has been granted under the Tax Procedures Act.

Accounting depreciation is not deductible, but capital allowances are tax deductible. A first-year investment deduction of 50% of qualifying expenditure on the following is allowed:

- Manufacturing premises
- Plant
- Electric power generating projects with capacity to transform and distribute electricity
- Hotel buildings
- Farm works

The 2021 Finance Act revised the investment deduction to 100%, effective from 1 January 2022. The following are the conditions for the revised deduction:

- The cumulative investment in the preceding three years for investment outside Nairobi and Mombasa Counties is worth at least KES2 billion. If the cumulative value of the investment for the preceding three years of income was KES2 billion on or before 25 April 2020 and the applicable rate of investment deduction was 150%, that rate shall continue to apply for the investment made on or before the 25 April 2020.
- The investment value outside Nairobi City County and Mombasa County in the year of income is at least KES250 million.
- The person has made an investment in a special-economic zone (SEZ).

An accelerated investment deduction of 150% also applies on capital expenditure of at least KES5 billion incurred on the construction of bulk storage and handling facilities for supporting Standard Gauge Railway operations. This deduction is extended to individuals who incur the expenditure on or before 31 December 2023. Effective from 1 July 2022, the accelerated investment deduction of 150% also applies to cumulative investment value for the preceding four years from 1 July 2022 or the cumulative investment for the succeeding three years outside Nairobi City County or Mombasa County, if the cumulative investment is at least KES2 billion.

Capital allowances are available under the straight-line method for other industrial buildings and hotels on the amount remaining after subtracting the investment deductions, at the following rates:

- 25% for manufacturing
- 10% for commercial buildings, which include buildings used as an office, shop, showroom, godown (warehouse), storehouse or warehouse used for storage of raw materials for the manufacturing of finished or semi-finished goods
- 25% for hotel buildings
- 10% for hostels and buildings used for educational and training purposes

A first-year deduction of 50% applies to capital expenditure on farm works and machinery used for manufacturing and the residual value is to be claimed at 25% in equal installments in the subsequent years, effective from 1 January 2022. The rates for plant and machinery are 10% or 25%, according to the type, using the straight-line method, effective from 1 January 2022. The rate for software is 25%, and the rate for telecommunication equipment is 10%, both using the straight-line method. The rate for the irrevocable right to use fiber optic cable is increased from 5% to 10%. A deduction may be claimed with respect to concessionary arrangements using the straight-line method over the period of the concession.

The rate for motor vehicles and heavy, earth-moving equipment is 25% claimable using the straight-line method. The claimable value is restricted to KES3 million except for commercial vehicles, which have no restrictions. The rate for computers and peripherals, computer hardware and software, calculators, copiers and duplicating machines is 25% using the straight-line method. The rate for furniture and fittings is 10% using the straight-line method. The rate is 10% for other machinery using the straight-line method.

Other deductible capital expenditure includes expenses incurred for scientific research and development, the prevention of soil erosion by a farmer, the development of agricultural land and structural alterations to rental premises. Realized foreign-exchange losses on capital borrowings are also deductible.

Deductions are allowed for employer and employee contributions to registered pension and provident funds, with certain restrictions.

**Rates.** The following tax rates apply for employment, self-employment and business income (sole proprietors and partnerships), effective from 1 July 2023.

Taxable income KES	Tax rate %	Tax due KES	Cumulative tax due KES
First 288,000	10	28,800	28,800
Next 100,000	25	25,000	53,800
Next 5,612,000	30	1,683,600	1,737,400
Next 3,600,000	32.5	1,170,000	2,907,400
Above 9,600,000	35	—	—

Tax is withheld from payments to individuals at the following rates.

Income category	Rate
Management fees, professional fees, or training fees above KES24,000 per month	5
Sales promotion, marketing and advertising services	5
Consultancy fees paid to citizens of Eastern African Community (EAC) Member States	
Member States	5
Contractual fees	3
Royalty or natural resource income	5
Insurance commission	5
Dividends	15
Qualifying dividends	5

Income category	Rate
Dividends paid by SEZ enterprises, developers and operators licensed under the SEZ Act	Exempt
Interest, discount, or original issue discount arising from	
Bearer instruments other than government bonds of at least two-years duration	25
Government bonds of at least two-years duration and other sources	15
Bonds with a maturity of 10 years and above	10
Qualifying interest on housing bonds	10
Qualifying interest on other bearer instruments	20
Qualifying interest from other sources	15
Surplus funds withdrawn by or refunded to employers with respect to registered pension or registered provident funds	30
Winnings	20
Pension/retirement annuities	Graduated scale
Rent or leasing of immovable property	10
Digital content monetization	5

**Relief for losses.** Tax-adjusted profits and losses from the following specified sources must be categorized separately:

- Agricultural activities
- Rental or other use of immovable property
- Services rendered (including employment)
- Surplus funds withdrawn or refunded to an employer from a registered pension or provident fund
- Other business activities

Profits are aggregated. Losses may be carried forward to offset future profits from the same specified source without monetary limits. The 2021 Finance Act removed the 10-year limit for the tax-losses carryforward for losses incurred from the 2021 year of income.

## B. Other taxes

**Property tax.** Kenya does not levy property tax.

**Stamp duties.** Property transfers are subject to stamp duties at a rate of 4% on property located in an urban area and a rate of 2% on rural property.

**Preferential tax on intellectual property income.** Effective from 1 January 2024, a preferential tax will be imposed on qualifying intellectual property income, including royalties, capital gains and any other income from the sale of an intellectual property asset. Intellectual property losses will be deducted against intellectual property income. The tax rate has not yet been prescribed.

## C. Social security

The only social security tax levied in Kenya is the National Social Security Fund (NSSF). The NSSF is a statutory savings scheme to provide for retirement. Before 3 February 2023, the rate of contribution was 5% of an employee's salary, with employers and employees each required to pay up to a maximum monthly amount of KES200.

New NSSF legislation (the NSSF Act 2013) was enacted on 24 December 2013 to replace the NSSF Act Cap 258. The new legislation was scheduled to take effect on 31 May 2014, but the effective date for the legislation was delayed due to legal suits in courts. The Court of Appeal on 3 February 2023 delivered a judgment upholding the legality of the act. The employer and the employee are each required to contribute 6% of the employee's monthly pensionable earnings, subject to maximum contribution of KES2,160 for employees earning more than KES18,000 per month. Contributions into the scheme are divided into Tier I and Tier II categories. All Tier I contributions are remitted to NSSF while Tier II contributions are made to either the NSSF or a registered private pension scheme of which the employee is a valid member. The rates may change year from year to year.

Before 1 April 2015, individuals earning more than KES1,000 per month were required to contribute to the National Hospital Insurance Fund (NHIF). The monthly contributions depended on the level of income and ranged from KES30 per month to KES320. Effective from 1 April 2015, individuals are required to contribute NHIF at rates on a graduated scale with the lowest contribution being KES150 and the highest contribution being KES1,700. The Social Health Insurance Fund (SHIF) is expected to come into operation with effect from 1 October 2024 as a replacement for the NHIF. The contributions to SHIF are set at 2.75% of the employee's earnings. At the time of writing, there was a court case challenging the validity of the SHIF Act.

Effective from 1 July 2023, the employer and employee must each make a monthly contribution to the Affordable Housing Levy at a rate of 1.5% of the employee's gross salary. Through a public notice, the Kenya Revenue Authority clarified that gross monthly salary constitutes basic salary and regular cash allowances. The regular allowances include housing, travel or commuter and car allowances as well as any regular cash payments but excludes noncash payments as well as income not paid regularly, such as leave allowance, bonus, gratuity, pension, severance pay or any other terminal dues and benefits. The levy should be remitted to the Commissioner General by the ninth day of the following month. The Affordable Housing Levy is provided for under The Affordable Housing Act, which was assented into law on 19 March 2024. This act provides for monthly contributions at a rate of 1.5% of the employee's gross salary with matching contributions from the employer.

## **D. Tax filing and payment procedures**

**Employee withholding.** For employees, tax is withheld at source under the Pay-As-You-Earn (PAYE) system. PAYE should be remitted to the Commissioner General on or before the ninth day of the following month.

**Withholding tax.** Starting 1 July 2023, withholding tax from eligible payments must be remitted to the Commissioner General within five working days after withholding, a change from the previous due date of the 20th day of the following month.

**Installment tax.** Individuals who have income other than employment income must pay estimated tax in four equal installments

during the financial year. The payments are due on the 20th day of the fourth, sixth, ninth and twelfth months.

Individuals with no income other than employment income that is taxed at source are not required to pay installment tax. Individuals whose total annual tax payable does not exceed KES40,000 are also exempt from paying installment tax, but are required to pay the tax balance.

**Final returns.** Individuals in Kenya are required to file a self-assessment return by 30 June of the subsequent year.

**Assessment.** A taxpayer may be assessed further after a self-assessment return is filed. However, for most taxpayers, the self-assessment is final.

**Married couples.** Starting 1 July 2023, married women will no longer be able to aggregate their income with their husbands' income as they did in the past; instead, they must file their own self-assessment returns.

## E. Double tax relief and tax treaties

Foreign taxes paid on similar income may be claimed as a tax credit if the double tax treaty provisions are satisfied. Kenyan citizens working outside Kenya are allowed a tax credit for foreign tax paid on the following types of income earned outside Kenya:

- Income from employment
- Income earned by artists and sportsmen

Kenya has entered into double tax treaties with the following countries.

Canada	Korea (South)	Sweden
Denmark	Norway	United Arab
France	Qatar	Emirates
Germany	Seychelles	United Kingdom
India	South Africa	Zambia
Iran		

In general, the treaties above provide that foreign income taxes may be offset against equivalent Kenyan taxes payable on the same income.

## F. Electronic Travel Authorisation and passes

**Electronic Travel Authorisation.** All visitors, including infants and children, who intend to travel to Kenya must have an approved Electronic Travel Authorisation (eTA) before the start of their journey.

Individuals who are exempt from obtaining the eTA include the following:

- Holders of valid Kenya passports or one-way Emergency Certificates issued by Kenya missions abroad.
- Holders of Kenya permanent residence.
- Holders of valid work permits and passes.
- Holders of a valid United Nations (UN) Convention Travel Document issued by the government of Kenya.
- Members of the diplomatic missions and international organizations accredited to Kenya (exempt from payment only).

- Citizens of the East African Community states. These states include Burundi, Congo (Democratic Republic of), Rwanda, South Sudan, Tanzania and Uganda. (exempted for six months).
- All passengers in transit through Kenya arriving and leaving by the same aircraft or transferring to another aircraft and who do not leave the precincts of airports in Kenya.
- All passengers arriving and leaving by the same ship and who do not leave the ship.
- Members of the crew of any ship, aircraft, train, vehicle or carrier whose name and particulars are included in the crew manifest of the ship, aircraft, train, vehicle or carrier and who is proceeding in such ship, aircraft, train, vehicle or carrier to a destination outside Kenya.
- Owners of private aircraft stopping over for refueling in Kenya and who do not leave the precincts of the airport.

Each eligible traveler is required to apply for an eTA before starting their travel to Kenya. It is mandatory to use the government's official website to submit the application. For children under the age of 18, the legal guardian, parent or accompanying adult is responsible for filing the application.

**Types of visas.** There are new eTA categories. However, they are yet to be fully operationalized, and the fees are yet to be determined. The following are the categories:

- Transit eTA
- 1-Year multiple entry eTA
- Diplomatic on Official Duty
- East Africa Tourist eTA
- Student eTA
- Bilateral Country Agreement (eTA free countries)
- East Africa Community citizens
- Expedited eTA services

**Passes.** The following types of passes are issued:

- Visitors' pass, which is issued to foreign nationals who wish to enter Kenya for the purpose of holiday, visit or other temporary purpose as may be approved by the immigration officer.
- Dependents' pass, which is issued to accompanying family members of foreign nationals with work/entry permits.
- Students' pass, which is issued to foreign students who wish to study in Kenya.
- Internship or research pass, which is issued to individuals seeking to enter or remain in Kenya for the purposes of internship or academic research.
- Prohibited immigrants' pass, which is issued to foreign nationals who do not have valid entry documents or to foreign nationals who have contravened certain immigration rules. These individuals must make an application before arriving at the point of entry.
- Transit pass, which is issued to individuals in transit to a destination outside Kenya.
- Re-entry pass, which is issued to dependent pass holders to allow them multiple entries into the country.
- Special pass, which is issued to foreign nationals wishing to work in Kenya on a short-term assignment. A special pass is valid for three months and may be extended once for a similar duration within a 12-month period or year.

## G. Work permits and self-employment

Certain classes of entry permits allow foreign nationals to work in Kenya and are generally referred to as work permits. An entry permit that allows a foreign national to work in Kenya is obtained by an employer on behalf of a foreign national. Employers are required to justify employment of a foreign national instead of a Kenyan. If the foreign national changes employment, his or her new employer is responsible for obtaining a new work permit.

Individuals requiring entry permits will enter Kenya on visas or visitors' passes while their applications for the permits are being processed, but they cannot engage in any work-related or income-generating activities. Foreign nationals who are over 18 years of age and stay in the country for more than 90 days are required to register as foreigners.

Different classes of entry permits are issued in Kenya, including permits for the following categories of expatriates:

- Class A, which is issued to a person who intends to engage in prospecting for minerals and mining in Kenya.
- Class B, which is issued to a person who intends to engage, alone or in partnership, in the business of agriculture or animal husbandry in Kenya.
- Class C, which is issued to a member of a prescribed profession who intends to practice that profession in Kenya, alone or in partnership.
- Class D, which is issued to a person who is offered specific employment by a specific employer.
- Class F, which is issued to a person who intends to engage, alone or in partnership, in specific manufacturing in Kenya.
- Class G, which is issued to a person who intends to engage, alone or in partnership, in a specific trade, business or profession (other than a prescribed profession) in Kenya.
- Class I, which is issued to a person who intends to engage, alone or in partnership, in approved religious and charitable activities.
- Class K, which is issued to a person who is not less than 35 years of age; and has in his or her own right and at his or her full and free disposition an assured annual income of not less than USD24,000.
- Class M, which is issued to a refugee recognized by the government of Kenya. The permit is issued gratis, and a recognition letter from the UN High Commissioner for Refugees (UNHCR) and the Department of Refugee Affairs is required.
- Class N (Digital Nomads), which is issued to a person who works remotely within Kenya for a company registered outside the country.
- Class P, which is issued to staff of the UN, diplomatic missions, intergovernmental organizations or international non-governmental organizations, accredited to neighboring hardship countries and staff of such organizations based in neighboring hardship countries.
- Class Q, which is issued to a person who is a member of prescribed profession and is working for religious or charitable organizations, who is not involved in preaching or the conduct of religious worship and rituals and whose presence will be of benefit to Kenya.



- Class R, which is issued to a person who is a citizen of a Member State of the East African Community, who is not a prohibited immigrant and who intends to reside, engage in employment, an activity, business or trade or engage in any prescribed profession and whose presence will be of benefit to Kenya.

The permits are issued only to persons whose employment, business or presence will benefit the country.

A foreign national wishing to carry out business in Kenya must obtain the necessary licenses and registrations required and must have sufficient capital or resources for investment.

The government is gradually putting into operation the additional classes of permits.

## **H. Residence permits**

Foreign nationals wishing to reside permanently in Kenya must apply for permanent residence. To obtain permanent residence, foreign nationals must satisfy the requirements contained in the Kenya Citizenship and Immigration Act.

The Permanent Residence section of the Kenya Department of Immigration issues permanent residence certificates to qualified applicants.

## **I. Family and personal considerations**

**Vaccinations.** Individuals entering Kenya must have International Immunization Certificates.

**Family members.** Family members of entry permit holders are entitled to dependents' passes. Dependents' passes are issued to spouses and children below 21 years of age. Any dependent wishing to take up employment must obtain a separate work or entry permit.

**Marital property regime.** Kenyan law does not provide for a community property or a similar marital property regime.

**Driver's permits.** Foreign nationals with international driver's licenses or driver's licenses issued in a British Commonwealth country may drive in Kenya for a maximum period of 90 days. Foreign nationals living in Kenya for longer than 90 days must obtain Kenyan driver's licenses.

Holders of international driver's licenses or licenses issued in British Commonwealth countries may obtain Kenyan driver's licenses on application.

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## A. Income tax

**Who is liable.** Residents are subject to income tax on worldwide income. Nonresidents are subject to income tax on Korean-source income only. A resident is a person who maintains a domicile or residence in Korea for 183 days or longer.

A foreign national who is a tax resident in Korea and who has resided in Korea for five years or less during the preceding 10 years as of the end of the tax year is regarded as a nonpermanent resident and only taxed on Korean-source income unless any of the foreign-source income is paid in Korea or remitted into Korea.

**Income subject to tax.** Personal income is divided into the following categories:

- Composite Income, which includes employment income (wages, salaries and similar income), interest income, dividends, business income (including rental income), pension income and other income
- Severance income
- Capital gains

*Employment income.* Employment income includes the following payments in addition to basic monthly payroll:

- Reimbursement for personal expenses, entertainment expenses and other allowances provided to the employee that are not considered legitimate business expenses of the employer
- Various allowances for family, position, housing, health, overtime and other similar payments made to the employee
- Insurance premiums paid by the company on behalf of the employee

The following are nontaxable items:

- Automobile allowances up to KRW200,000 a month, paid to employees for business use of their own cars, instead of reimbursements of actual automobile operating expenses
- Meal allowances up to KRW200,000 a month, paid to employees who are not provided meals or other food through internal meal services or similar methods
- Salary paid for providing labor abroad up to KRW1 million a month (or KRW3 million a month for providing labor on a

pelagic fishing vessel or a vessel serving overseas routes, in an overseas construction site or in certain other circumstances)

- Premiums for insurance for an employee if the insurance proceeds are paid as a result of a claim for damages caused by business activities of employees that are not willfully (grossly) negligent
- Premiums for group term life insurance up to KRW700,000 per year if the insurance proceeds are paid as a result of an employee's death, injury or disease, the employee is both the insured party and beneficiary of the insurance contract and the paid-in premiums are not refundable at the maturity of the policy or the amounts that are refundable do not exceed the amount of the paid-in premiums at the maturity
- Qualified housing benefits paid to employees who are not executives or executives who are not shareholders if all of the following conditions are satisfied:
  - The company made a contract directly with the landlord.
  - The company made a housing payment directly to the landlord.
  - All of the rents are paid by the employer, and no portion is borne by the assignee.
  - The housing provided is not a serviced residence or a hotel.

Employment income is classified into two different types; the reporting method differs for each type.

The first type of employment income is the earned income that is paid and deducted by a Korean entity for corporate tax purposes. Salaries paid by a foreign entity but charged back (or to be charged back under a prior agreement) to the Korean entity fall under this category. A Korean entity has monthly income and social tax withholding and reporting obligations with respect to such income.

The second type of income is the earned income that is paid by a foreign entity but not claimed as a corporate deduction in Korea by any Korean entities. The individual recipient, not the payer, is responsible for declaring the income on a Composite Income tax return annually or through a registered taxpayers' association on a monthly basis. For income declared through a registered taxpayers' association in a timely manner before 31 December 2024, the individual taxpayer is entitled to a tax credit of 5% of the adjusted tax liability up to KRW1 million annually (see Section D).

Previously, the above types of income were known as Class A income and Class B income, respectively, under the Korea tax law. However, this terminology has been abolished. Other than the terminology change, the reporting method remains the same.

Foreign employees' employment income earned under the following conditions is exempt from personal income taxes:

- Foreigners assigned to Korea under bilateral agreements between governments are exempt from taxes on employment income received from either government without limitation.
- Certain foreign technicians who render services to domestic companies or persons are exempt from 50% of taxes on the relevant employment income for 10 years, from the date on which they began to render employment services in Korea up to

the month in which 10 years have passed. The 50% exemption applies to foreign technicians who render employment services in Korea for the first time on or before 31 December 2026. The following are the technicians who qualify for the 50% exemption:

- A person who provides technology in Korea under engineering technology license agreements prescribed by the Ministerial Decree of the Tax Incentives Limitation Law (TILL).
- A person who works as a researcher at a specified research institution subject to the requirements prescribed by the Ministerial Decree of the TILL.
- A person who specializes in materials, parts and equipment sectors designated by Presidential Decree is exempt from 70% of taxes for the first three years from the date on which he or she began to render employment services in Korea up to the month in which three years have passed and is exempt from 50% of taxes for the remaining two years. This exemption applies to a foreign technician who renders employment services in Korea for the first time on or before 31 December 2022.

To enjoy the tax exemption mentioned above, foreign engineers must submit an application for the tax exemption to the tax authorities by the 10th day of the month following the month in which the services are first rendered.

*Self-employment and business income.* Self-employment and business income is income derived from the continuous operation of a business by an individual and includes all income derived from businesses and personal services, including services provided by the following individuals:

- Entertainers
- Athletes
- Lawyers, accountants, architects and other professionals
- Persons with expert knowledge or skills in science and technology, business management or other fields

Business income is combined with the taxpayer's other Composite Income and taxed at the progressive tax rates (see *Rates*).

*Financial income.* Interest income and dividends are generally categorized as Composite Income and are taxed at the rates set forth in *Rates*. However, dividends paid by domestic companies to minority shareholders and interest income are subject to a 15.4% (including local income tax) withholding tax, and no additional tax reporting is required if the total annual amount of the dividends and interest income is KRW20 million or less.

Korean-source interest income and dividends of nonresidents that are neither substantially related to any domestic place of business nor attributable to such domestic place of business are subject to a 22% (including local income tax) withholding tax, and no additional tax reporting is required regardless of the income amount. However, a reduced rate under a tax treaty between the taxpayer's tax residency country and Korea may apply if the taxpayer prepares an application form for entitlement to the reduced tax rate and submits the form to the withholding agent.

**Capital gains and losses.** Capital gains are taxed separately from Composite Income and Severance Income.

Preliminary capital gains tax returns must be filed within two months after the end of the month of the sale transaction (or within two months after the end of the half calendar year in which the transaction took place if the transaction involves sale of shares). Penalties are assessed for a failure to file a preliminary return by the due date. In addition to the preliminary returns, taxpayers must file final annual capital gains tax returns based on the preliminary returns filed and pay any additional taxes by 31 May of the year following the tax year during which the capital gains are earned. However, if only a single sales transaction occurs during the tax year, the reporting obligation with respect to the capital gain can be satisfied through the filing of a preliminary return. Capital gains arising from the sale of foreign shares and designated derivatives are not subject to the capital gains preliminary tax return obligation.

In general, capital gains derived from the transfers of the following are taxable in Korea:

- Land
- Buildings
- Rights related to real estate
- Goodwill transferred with fixed assets for business
- Rights or membership for the exclusive or preferential use of installations (for example, facilities)
- Transactions or activities involving derivatives prescribed by the Presidential Decree of the Individual Income Tax Law (IITL)
- Shares of unlisted companies

Although capital gains derived from the transfer of shares in a company listed on the Korean stock market are not taxable, the shareholder of a listed company is subject to capital gains tax on gains derived from the transfer of the shares if the shareholder, together with related parties, owned at least 1% (2% for Korean Securities Dealers Automated Quotations [KOSDAQ]-listed companies and 4% for Korea New Exchange [KONEX]-listed companies) of the total outstanding shares or at least KRW5 billion worth of the shares based on the market value at the end of the preceding year for shares transferred from 1 January 2024. The transfer of unlisted shares is subject to capital gains tax, regardless of the quantity or value of the shares.

Capital gains derived from specified assets are taxed at the rates set forth in the table below. If a property is subject to two or more of the tax rates listed in the table, the highest rate among them is applied.

Capital asset	Rate (%)*
Land, buildings and rights related to real estate	
Held by the seller for at least one year, but less than two years (excluding houses and association occupation rights)	40

<b>Capital asset</b>	<b>Rate (%)*</b>
Held by the seller for less than one year (excluding houses and association occupation rights)	50
House occupation rights held by the seller at least one year	60
Association occupation rights held by the seller at least one year but less than two years	60
Houses and association occupation rights held by the seller for less than one year	70
Land not used for business or securities of a corporation of which more than 50% of the value of the total assets of the corporation is attributable to land that is not used for business activities	16 to 55 (depending on the tax base)
Securities or shares	
Securities transferred by a majority shareholder	
Securities of companies that are not small or medium-sized and held for less than one year	30
Securities or shares not covered in the above category	20 or 25
Securities that are transferred by a non-majority shareholder	
Securities of small and medium-sized corporations	10
Securities or shares not covered in the above category	20
Derivatives prescribed by the Presidential Decree	10 or 20
Assets not registered with the court in the seller's name	70
Others including business rights transferred with fixed assets for business and rights or memberships for the exclusive or preferential use of installations	Progressive rates listed in <i>Income tax rates</i>

\* In addition, local income taxes are imposed as surtaxes at a rate of 10% of the income tax.

Special deductions are generally available to reduce the amount of capital gains. These deductions are designed to eliminate the effects of inflation and to encourage long-term possession.

Capital losses may be offset against capital gains derived from transferring assets within the same categories, which are the following:

- Domestic and foreign securities and shares (applied to those who transfer shares from 1 January 2020)

- Land, buildings, rights related to real estate and other assets specified in the IITL
- Derivatives prescribed by the Presidential Decree of the IITL

Capital losses may not be carried forward.

Gains derived from the disposal of foreign assets are taxable if the transferor has been a Korean tax resident for five consecutive years or more at the time of sale. Foreign nationals or Korean nationals residing abroad who are transferring ownership of domestic property must submit a Certificate of Real Estate Transfer Reporting issued by the Chief Tax Officer to the Chief Local District Officer.

**Deductions**

*Earned income deduction.* The following table sets forth the amounts of the earned income deduction.

Gross employment income		Amount of earned income deduction
Exceeding KRW	Not exceeding KRW	
0	5,000,000	70% of gross employment income
5,000,000	15,000,000	KRW3,500,000 plus 40% of the amount exceeding KRW5,000,000
15,000,000	45,000,000	KRW7,500,000 plus 15% of the amount exceeding KRW15,000,000
45,000,000	100,000,000	KRW12,000,000 plus 5% of the amount exceeding KRW45,000,000
100,000,000	—	KRW14,750,000 plus 2% of the amount exceeding KRW100,000,000

The earned income deduction is capped at KRW20 million.

*Personal deductions.* The personal deductions described below are available in determining the tax base.

Taxpayers receive a basic deduction of KRW1,500,000 each for themselves, their spouses and each eligible dependent who are financially supported by the taxpayer and do not have a certain level of income in the relevant tax year. For purposes of this basic deduction, the following are qualified dependents:

- Parents and grandparents (aged 60 or older and including the remarried parent’s spouse after the death of the parent).
- Children including adopted children (aged 20 or less).
- Siblings (aged 20 or less or aged 60 or older).
- Children aged 20 or less who were “raised” for six months or more during the tax year (including the immediately preceding year if a basic deduction was not claimed for the children concerned in that preceding year) by the authorized taxpayer and who have been financially supported by the taxpayer and have had income less than a certain amount (depending on income type) for the relevant tax year. For this purpose, “raised” means bringing up a child who is not a person’s own child (for example, a foster child).

*Additional deductions.* An additional deduction of KRW1 million each is available for persons aged 70 or older. An additional deduction of KRW2 million for disabled persons is available. An additional deduction of KRW500,000 is available for a working woman who has KRW30 million or less of adjusted Composite Income, who is the head of a household with dependents or who has a spouse. For a taxpayer who does not have a spouse but has dependent children, including adopted children, a deduction of KRW1 million is allowed (that is, a single-parent deduction). However, if the taxpayer is simultaneously eligible for both the additional deduction of KRW500,000 available for a working woman with dependents or a spouse and the single-parent deduction of KRW1 million, only the single-parent deduction of KRW1 million can be claimed.

*Itemized deductions.* A taxpayer who has employment income in the tax year is eligible for the following itemized deductions:

- Insurance premiums paid according to the National Health Insurance law, Unemployment Law, or Long-Term Care Law are fully deductible from the employment income of the relevant tax year.
- Forty percent of the deposits made to certain housing fund savings by 31 December 2025 by a taxpayer who is the head of household, has taxable employment income of KRW70 million or less and does not own a house is deductible up to KRW2,400,000 per year (housing fund savings deduction).
- Principal and interest payments made by a taxpayer who obtained a loan to lease a house that is limited to the size defined by the Presidential Decree of the IITL are deductible up to 40% of the amount of the principal and interest payments (house lease deduction). The sum of the housing fund savings deduction and the house lease deduction are deductible up to KRW4 million per year.
- Interest payments on a long-term (that is, 15 years or longer) housing mortgage to purchase a house that has a standard value announced by the Korean authorities at the time of purchase of no more than KRW600 million are fully deductible if the taxpayer owns no more than one house at the time of purchase and owns one house at the end of the applicable tax year (long-term housing mortgage loan deduction). The sum of the housing fund savings deduction, the house lease deduction and the long-term housing mortgage loan deduction are deductible up to KRW8 million (up to KRW20 million if the interest on the long-term mortgage loan is paid at a fixed interest rate stipulated by the Presidential Decree of the IITL and if the principal or principal and interest are repaid in installments without any grace period stipulated by the Presidential Decree of the IITL, or up to KRW18 million if the interest on the long-term mortgage loan is paid at a fixed interest rate or if the principal or principal and interest are repaid in installments without any grace period). A deduction for a 10-year or longer long-term housing mortgage loan is available up to KRW6 million if the interest is paid at a fixed interest rate or the principal or principal and interest are repaid in installments without any grace period. For the purposes of the above, the grace period is the period during the life cycle of the loan when repayment of the principal amount is not required (that is, only interest is payable during the grace period).



The sum of certain deductions cannot exceed KRW25 million. Those deductions include, but are not limited to, itemized deductions (excluding the social security contribution deductions), investments in venture investment associations deductions, housing fund savings deduction and credit card usage deductions.

*Business deductions.* Most legitimate business-related expenses are deductible, including depreciation and bad debts, provided that they are booked in a manner stipulated in the law.

In addition to deductions for business expenses, taxpayers engaged in small and medium-sized businesses are allowed an exemption equal to the tax amount computed by applying the following exemption ratios to income tax on income accruing from the relevant business for the tax year to the extent of KRW100 million (less KRW5 million multiplied by the number of reduced full-time employees compared to the previous tax year, if any):

- 10% for small enterprises prescribed by the Presidential Decree of the Tax Incentives Limitation Law (TILL) that are engaged in wholesale business, retail business or medical service business
- 20% for small enterprises located in the Seoul metropolitan area that are engaged in a qualified business stipulated under the TILL, except for businesses listed in the first bullet above
- 30% for small enterprises located outside of the Seoul metropolitan area that are engaged in a qualified business stipulated under the TILL, except for businesses listed in the first bullet above
- 5% for medium-sized enterprises located outside the Seoul metropolitan area that are engaged in a business listed in the first bullet above
- 15% for medium-sized enterprises located outside of the Seoul metropolitan area that are engaged in a qualified business stipulated under the TILL, except for businesses listed in the first bullet above

Taxpayers engaged in small and medium-sized businesses meeting the criteria outlined in the TILL may be able to claim additional exemption for the items listed above. Such income tax exemption benefits are granted for the income generated at the relevant business site until the tax year ending on or before 31 December 2025.

**Rates**

*Income tax rates.* Tax rates applied to Composite Income in 2024 are set forth in the following table.

Tax base	Tax rate	Tax due	Cumulative tax due
KRW	%	KRW	KRW
First 14,000,000	6	840,000	840,000
Next 36,000,000	15	5,400,000	6,240,000
Next 38,000,000	24	9,120,000	15,360,000
Next 62,000,000	35	21,700,000	37,060,000
Next 150,000,000	38	57,000,000	94,060,000
Next 200,000,000	40	80,000,000	174,060,000
Next 500,000,000	42	210,000,000	384,060,000
Above 1,000,000,000	45	—	—

*Local income tax rates.* In addition, local income tax (replacing the previous resident surtax) is imposed as a surtax to income tax at the following progressive rates.

<b>Tax base</b> <b>KRW</b>	<b>Tax rate</b> <b>%</b>	<b>Tax due</b> <b>KRW</b>	<b>Cumulative tax due</b> <b>KRW</b>
First 14,000,000	0.6	84,000	84,000
Next 36,000,000	1.5	540,000	624,000
Next 38,000,000	2.4	912,000	1,536,000
Next 62,000,000	3.5	2,170,000	3,706,000
Next 150,000,000	3.8	5,700,000	9,406,000
Next 200,000,000	4.0	8,000,000	17,406,000
Next 500,000,000	4.2	21,000,000	38,406,000
Next 1,000,000,000	4.5	—	—

*Flat tax rate.* Foreign employees and executive officers who do not have a special relation with the company as per the Presidential Decree of the TILL (excluding the case of a tax-exempt foreign-invested company) and who begin working in Korea between 1 January 2014 and 31 December 2026 may elect to apply a 20.9% flat tax rate (including local income tax) without any exemptions, deductions or credits with respect to their employment income received for their services in Korea until the end of the tax year within the 20th year of their first day of working in Korea if this provides a more favorable result than the progressive tax rate system (see *Rates*). However, for foreign employees and executive officers who began working in Korea before 1 January 2014 and were working in Korea as of 1 January 2014, the flat tax rate election will be subject to the 20-year limitation from 1 January 2014. Foreigners who work for a qualified regional headquarters in Korea can apply the flat tax rate until the end of the tax year within the 20th year since the start of assignment or employment in Korea regardless of the sunset expiration date.

To elect the flat tax rate system, a foreign employee must file an application to apply the flat tax rate. This application must be filed at the time of the year-end true-up settlement of the tax on employment income with the withholding agent by the date on which salaries for the month of February in the following year are paid. Alternatively, he or she can file such application with the competent tax office, together with the Composite Income tax return, in May following the close of the calendar tax year.

The flat tax rate can also be elected for the monthly withholding tax calculation. To elect the flat tax rate system for monthly withholding tax reporting, an application must be submitted to the tax office by the 10th day of the month following the month of services rendered.

*Severance income tax rates.* The income tax on the severance income of resident taxpayer is calculated in accordance with the following steps:

- Step 1: Apply the progressive income tax rates for Composite Income to the severance income tax base of the relevant tax year.
- Step 2: Divide the result of Step 1 by 12.
- Step 3: Multiply the result of Step 2 by the number of years of service.

**Credits**

*Earned income tax credits.* The tentative tax calculated on employment income may be reduced by an earned income tax credit of 55% up to the tentative tax of KRW1,300,000 and by 30% on any excess. The tax credit is capped at the following amounts:

- KRW740,000 if taxable employment income is KRW33 million or less
- The greater of KRW740,000 less 0.8% of the amount of taxable employment income over KRW33 million, and KRW660,000 if taxable employment income is more than KRW33 million but not more than KRW70 million
- The greater of KRW660,000 less 50% of the amount of taxable employment income over KRW70 million, and KRW500,000 if taxable employment income is more than KRW70 million but not more than KRW120 million
- The greater of KRW500,000 less 50% of the amount of taxable employment income over KRW120 million, and KRW200,000 if taxable employment income is more than KRW120 million

*Child tax credits.* The following are the child tax credits:

- KRW150,000 for one child
- KRW350,000 for two children
- KRW350,000 plus KRW300,000 per each child exceeding two children

The above child tax credits apply only for a child aged eight or older.

For each child born or adopted in the tax year, the following child tax credits also apply:

- KRW300,000 for a first child
- KRW500,000 for a second child
- KRW700,000 for each additional child

*Pension fund tax credits.* Twelve percent of pension premiums paid by residents to the pension fund (excluding the income for which taxation was deferred, such as severance income from which tax was not withheld or a payment made as a result of a transfer between pension funds) are creditable up to KRW720,000 (12% of the premium threshold of KRW6 million). Taxpayers who have taxable employment income of KRW55 million or less or have adjusted Composite Income of KRW45 million or less are allowed to claim up to 15% of the contributions as tax credits, capped at KRW900,000. If the payment for the pension savings account exceeds KRW6 million per year or if the sum of the payments to the personal pension savings account (up to KRW6 million) and the company-enrolled retirement pension account exceeds KRW9 million per year, the excess is not eligible for the tax credits.

*Special tax credits.* A taxpayer who has employment income in the tax year can claim the following special tax credits against the tentative income tax:

- Tax credit for insurance premiums paid: a tax credit is available for 12% of insurance premiums paid if the refunds of the premiums at the maturity of the insurance policy do not exceed the amount of the paid-in premiums. The tax credit for premiums paid for the taxpayer and dependents apply up to KRW120,000

(12% of the premium threshold of KRW1 million). A tax credit for 15% of insurance premiums paid is available to disabled individuals, which applies up to KRW150,000 (15% of the premium threshold of KRW1 million).

- Tax credit for medical expenses: a tax credit is available for 15% of medical expenses (30% for medical expenses related to infertility treatments) paid by the taxpayer for himself or herself or on behalf of qualified dependents (not subject to the limitation of age and income level) in accordance with the following rules:
  - Medical expenses paid by the taxpayer on behalf of qualified dependents, other than disabled persons, children aged six or younger, and elderly persons aged 65 or older, are eligible for a tax credit. The tax credit is granted to the extent that the expenses exceed 3% of total taxable employment income of the taxpayer and is available up to KRW1,050,000 (15% of the KRW7 million threshold exceeding the 3% of total taxable employment income).
  - Medical expenses paid for the taxpayer and on behalf of disabled persons, children aged six or younger, elderly persons aged 65 or older, designated intensive-care patients and certain other individuals are eligible for a tax credit. If the medical expenses described in the item above are less than 3% of the taxpayer's taxable employment income, the difference between the two amounts would decrease the total amount of medical expenses eligible for a tax credit.
  - Medical expenses for infertility treatment are eligible for a tax credit. If the sum of medical expenses described in the two items above is less than 3% of the taxpayer's taxable employment income, the difference between the two amounts would decrease the total amount of medical expenses eligible for a tax credit.
  - Medical expenses paid by a taxpayer to a maternity care center for the cost of postpartum care and treatment less than KRW2 million per child are eligible for a tax credit.
- Tax credit for education expenses: a credit is available for 15% of education expenses (primarily tuition, including tuition for graduate school for taxpayers, related registration fees, costs for school meals and textbooks, fees for extracurricular activities and school uniforms [up to KRW500,000 per middle school and high school student]) are available for credit. However, other fees, such as bus fees, do not qualify for the credit. Education expenses (excluding expenses for graduate school) for each qualifying student, which includes the spouse, dependent children and siblings, are available for the following credits:
  - University or college: KRW1,350,000 (15% of the expense threshold of KRW9 million)
  - Kindergarten, and elementary, middle and high school: KRW450,000 (15% of the expense threshold of KRW3 million)
- Tax credit for donations: A credit is available for 15% of donations (30% of the excess donations over KRW10 million) made to the government and designated schools and organizations (Legal Donations) by the taxpayer, spouse or dependents who meet the income level criteria for personal deductions to the extent of the amount of adjusted composite income. Other

specified donations are eligible for tax credit to the extent of 30% of the amount of adjusted Composite Income less Legal Donations. However, if the taxpayer makes donations to religious organizations, the donations are eligible for tax credit to the extent of the sum of the following:

- 10% of the amount of adjusted Composite Income less Legal Donations
- The lesser of non-religious donations and 20% of the amount of adjusted Composite Income less Legal Donations

A taxpayer with employment income who does not claim any special tax credits can apply a standard tax credit of KRW130,000 (KRW120,000 for a good-faith, self-employed taxpayer designated in the tax law) against the tentative income tax for the year, while a taxpayer without employment income can apply a standard tax credit of KRW70,000 against the tentative income tax for the year.

**Nonresident taxation.** A nonresident with a place of business in, or employment income derived from, Korea is generally taxed at the same rates that apply to a resident. Nonresidents satisfying certain conditions may use a flat tax rate (see *Flat tax rate*). However, nonresidents are not eligible for personal deductions for the spouse and dependents, itemized deductions, child tax credits and special tax credits.

The Korean-source income of a nonresident without a place of business in Korea is subject to withholding tax at the rates indicated in the following table.

Income category	Rate
Business income and income from leasing ships, airplanes, registered vehicles, machines, and similar items	2%
Income from professional services, technical services or services of athletes or entertainers performed in Korea	20%
Interest, dividends, royalties and other income (excluding income generated from bonds issued by governments and domestic companies)	20%
Income from professional services or technical services performed overseas, but deemed to be sourced in Korea as prescribed in any relevant tax treaties	3%
Income generated from bonds issued by governments and domestic companies	14%
Capital gains	Lower of 10% of sales price or 20% of capital gains
Other income listed as taxable for nonresidents	15% or 20%

In addition, local income tax is imposed as surtax at a rate of 10% of the above income withholding taxes.

Reduced rates may apply, depending on tax treaty provisions (see Section E).

**Relief for losses.** Business losses of a self-employed person (including losses arising from a business of renting residential properties) can be used to offset other business income, as well as other sources of Composite Income, such as employment income, pension income, interest income, dividends and other income. However, business losses from rental activities (other than rental losses from residential properties) can be used only to offset other rental income. Business losses can be carried forward for 15 years.

## B. Inheritance and gift taxes

Heirs and donees who are Korean tax residents are subject to inheritance and gift taxes on assets received worldwide. Nonresident inheritors and donees are subject to inheritance and gift taxes on assets located in Korea only.

The following rates apply after the deduction of exempt amounts (see below) for the purposes of both inheritance and gift taxes.

Tax base KRW	Tax rate %	Tax due KRW	Cumulative tax due KRW
First 100,000,000	10	10,000,000	10,000,000
Next 400,000,000	20	80,000,000	90,000,000
Next 500,000,000	30	150,000,000	240,000,000
Next 2,000,000,000	40	800,000,000	1,040,000,000
Above 3,000,000,000	50	—	—

The following amounts are exempt in determining the taxable amount of property for the purposes of inheritance tax.

Type of allowance	Exempt amount
Basic deduction	KRW200 million
Family business deduction	Asset value of family business inherited, subject to different ceilings, depending on the number of years of operation
Personal deductions	
Spouse allowance	Minimum KRW500 million, maximum KRW3 billion
Lineal descendant allowance	KRW50 million per person
Allowance for a minor (younger than 19 years of age)	KRW10 million x number of years remaining until 19 years of age
Old age allowance (65 years of age or older)	KRW50 million per person
Allowance for the disabled	KRW10 million x number of years up to the expected remaining years of life announced by Statistics Korea, considering the gender and age
Financial asset deduction	
Net value of financial asset is KRW20 million or less	Total net value of the asset
Net value of asset of more than KRW 20 million	Greater of KRW20 million and net value of asset x 20%, up to a maximum of KRW200 million

Heirs (except for a spouse who is the sole heir) may deduct the greater of the sum of the above deductions or KRW500 million. The amount of the deduction is KRW500 million if no report is filed.

Donees who receive property must pay gift tax at the same rates that apply for inheritance tax after deducting the following exempt amounts.

Type of donation	Exempt amount KRW (millions)
Donation from spouse	600
Donation from lineal ascendant	50
Donation from lineal ascendant (if the donee is a minor)	20
Donation from descendant	50
Donation from other relatives	10

C. Social security

**National pension.** Under the National Pension Law, an ordinary workplace with at least one employee must join the national pension program. The contribution to the national pension fund is 9% of an employee’s salary. The 9% contribution is shared equally at 4.5% between the employee and the employer. The maximum amount for both the employer’s and employee’s share of the monthly premium for the national pension is KRW277,650 per employee from 1 July 2024. This amount is computed based on an average monthly salary of KRW6,170,000. The premium must be paid by the 10th day of the month after the month in which the salary is paid.

**National health insurance.** Under the National Health Insurance Law, an ordinary workplace with at least one employee must join the national health insurance plan. The rate for the National Health Insurance is 3.545% each by employer and employee (7.09% in total) with a monthly contribution capped at KRW8,481,420. The long-term care insurance is additionally charged at 12.95% on the National Health Insurance.

The premium must be paid by the 10th day of the month after the month in which the salary is paid. If an employee who is participating in the National Health Insurance scheme through his or her workplace also has additional employment income not subject to payroll withholding and/or has personal income of KRW20 million or more, the employee is subject to an additional contribution for the additional employment income not subject to payroll withholding and pension income at a rate of 4.0041% (50% of 8.0082%, including long-term care insurance), while an additional contribution at a rate of 8.0082% to the National Health Insurance must be made for additional income that is neither employment income nor pension income (for example, investment income). However, the sum of the additional contribution per month is capped at KRW4,789,900, including the long-term care insurance contribution per employee.

Foreigners may be exempt from the mandatory National Health Insurance requirement on application and approval if they are covered by their home country’s statutory insurance or by a company-provided foreign medical insurance program that provides a level of medical coverage equivalent to the coverage provided under the

Korean National Health Insurance or if their employer guarantees to pay all medical expenses incurred in Korea. Documents required for the exemption differ according to the types of existing insurance plans.

*Unemployment insurance.* A company with at least one employee must pay unemployment insurance premiums and employee ability development premiums. Annual unemployment insurance premiums are payable at a rate of 1.8% of an employee's salary. These premiums are shared equally at a 0.9% rate by the employer and employee. Employee ability development premiums are payable by employers only at a rate ranging from 0.25% to 0.85%, depending on the number of full-time employees.

Unemployment insurance does not apply to chief executive officers (CEOs) or representatives (in Korean companies, equivalent to CEOs or presidents) of Korean entities. It is optional for foreign nationals, but foreigners with certain visa types, such as D-7, D-8 or D-9, may be exempt on a reciprocity principle, while F-2 or F-5 visa holders must pay for unemployment insurance.

*Accident insurance.* Under the Industrial Accident Compensation Insurance Law, an ordinary workplace with at least one employee must join the workmen's accident compensation insurance program and pay the premium annually. The premium, which is paid by the employer only, is normally calculated at a rate ranging from 0.6% to 18.5%, depending on the industry.

*Social security agreements.* Korea has entered into social security agreements with the following 41 jurisdictions as of September 2024.

Australia	Hungary	Quebec
Austria	India	Romania
Belgium	Iran	Slovak Republic
Brazil	Ireland	Slovenia
Bulgaria	Italy	Spain
Canada	Japan	Sweden
Chile	Luxembourg	Switzerland
China Mainland	Mongolia	Türkiye
Croatia	Netherlands	United Kingdom
Czech Republic	New Zealand	United States
Denmark	Norway	Uruguay
Finland	Peru	Uzbekistan
France	Philippines	Vietnam
Germany	Poland	

Most of the social security agreements listed above apply to national pensions only.

## **D. Tax filing and payment procedures**

The income tax year in Korea is the calendar year.

For employment income (salary payments to the employees) eventually borne and deducted by a Korean entity (including salaries paid by a foreign entity but charged back to the Korean entity), taxes on such employment income should be withheld by the Korean entity. Taxpayers who receive other types of income, such as interest, dividends or business income (including rental income), must file a Composite Income tax return between 1 May



and 31 May of the year following the tax year. Taxes due must be paid when the return is filed. No extensions of time are granted for the filing of Composite Income tax returns.

Taxpayers reporting employment income eventually borne by a foreign entity have the following options:

- They may file a Composite Income tax return and pay relevant taxes in the month of May of the year following the income tax year.
- They may join an authorized taxpayers' association through which monthly tax payments are made to the tax authorities. In return for timely payments made through a registered taxpayers' association, taxpayers receive a 5% credit on the adjusted income tax liability up to KRW1 million annually (the adjusted income tax liability is computed based on a complicated formula provided in the law).

A representative office established in Korea has payroll withholding and reporting obligations if the salaries are paid to employees through a bank account of the representative office.

Married persons are taxed separately, and no joint tax returns are allowed.

In principle, a resident who has a Composite Income tax return filing obligation should make the filing at least one day before departing from Korea.

Self-employed persons operating certain types of businesses must make interim tax payments during the tax year.

**Foreign financial account reporting.** Residents, including foreigners who have resided in Korea for five years or more during the past 10 years as of the year-end, must report their financial assets held in foreign countries (such as bank accounts, stock brokerage accounts including, but not limited to, unvested restricted stock units, derivatives accounts and other accounts) to the Korean tax authorities. This rule applies only if the aggregate value of the foreign financial accounts exceeds KRW500 million at the end of any month during the calendar year. The report for the preceding calendar year must be filed with the relevant tax office during the period of 1 June to 30 June of the year following the calendar year. Failure to file the reporting in a timely or truthful manner or to comply with tax authorities' requests to submit or supplement the reporting triggers penalties.

**Foreign real estate reporting.** Residents who have acquired, leased or sold real estate located outside Korea or have a right to such real estate of which the acquisition price or sale price was KRW200 million or more must report their foreign real estate acquisition and operation to the competent tax authorities by the statutory deadline of the Composite Income Tax return, which is 30 June in the year following the year of the acquisition. Failure to file the reporting in a timely or truthful manner or to comply with tax authorities' requests to submit or supplement the reporting triggers penalties. However, a foreign-national who is a tax resident in Korea satisfying certain conditions (whose total period of stay in Korea is less than five years during the preceding 10 years at the end of the tax year) is regarded as a nonpermanent

tax resident and is exempted from the foreign real estate reporting obligation.

**Proxy withholding.** Korean entities that meet certain revenue- and industry-type conditions must withhold payroll taxes of 20.9% (including local income tax) on the fees paid to foreign entities that hire inbound expatriates to provide services in Korea and pay the taxes withheld to the tax office. Like employment income subject to payroll withholding, the withheld fees must be settled on an annual basis through the year-end payroll true-up settlement under which the obligation to file falls on the foreign entity that hired the inbound expatriates. A Korean entity can also assume this obligation.

## E. Double tax relief and tax treaties

A credit for foreign income taxes paid is available, up to the ratio of foreign-source adjusted taxable income, to worldwide adjusted taxable income.

Korea has entered into double tax treaties with the following 95 jurisdictions as of September 2024.

Albania	Hungary	Peru
Algeria	Iceland	Philippines
Australia	India	Poland
Austria	Indonesia	Portugal
Azerbaijan	Iran	Qatar
Bahrain	Ireland	Romania
Bangladesh	Israel	Russian
Belarus	Italy	Federation
Belgium	Japan	Saudi Arabia
Brazil	Jordan	Serbia
Brunei	Kazakhstan	Singapore
Darussalam	Kenya	Slovak Republic
Bulgaria	Kuwait	Slovenia
Cambodia	Kyrgyzstan	South Africa
Canada	Laos	Spain
Chile	Latvia	Sri Lanka
China Mainland	Lithuania	Sweden
Colombia	Luxembourg	Switzerland
Croatia	Malaysia	Taiwan
Czech Republic	Malta	Tajikistan
Denmark	Mexico	Thailand
Ecuador	Mongolia	Tunisia
Egypt	Morocco	Türkiye
Estonia	Myanmar	Turkmenistan
Ethiopia	Nepal	Ukraine
Fiji	Netherlands	United Arab
Finland	New Zealand	Emirates
France	Norway	United Kingdom
Gabon	Oman	United States
Georgia	Pakistan	Uruguay
Germany	Panama	Uzbekistan
Greece	Papua New	Venezuela
Hong Kong	Guinea	Vietnam

## F. Temporary visas

To enter Korea, a foreign national must have a valid passport and a visa. A foreign national can obtain a temporary visa at the Korean embassy or consulate in his or her home jurisdiction, which will allow him or her to enter Korea and remain in Korea for up to 90 days. A foreign national can extend his or her sojourn by converting a temporary visa to a long-term visa once he or she is in the country.

*Visa waiver agreement.* As of September 2024, qualified nationals of the 108 jurisdictions listed below, which have a reciprocal visa exemption agreement with Korea, may enter Korea with Electronic Travel Authorization (K-ETA) in place of visas for, in general, a period of up to 90 days. See Section I. For some jurisdictions, this agreement applies to diplomatic and official passport holders only. The following are the relevant jurisdictions.

Algeria	Georgia	Oman
Angola	Germany	Pakistan
Antigua	Greece	Panama
and Barbuda	Grenada	Paraguay
Argentina	Guatemala	Peru
Armenia	Haiti	Philippines
Austria	Hungary	Poland
Azerbaijan	Iceland	Portugal
Bahamas	India	Romania
Bangladesh	Iran	Russian
Barbados	Ireland	Federation
Belarus	Israel	St. Kitts and
Belgium	Italy	Nevis
Belize	Jamaica	St. Lucia
Benin	Japan	St. Vincent
Bolivia	Jordan	and the
Brazil	Kazakhstan	Grenadines
Bulgaria	Kuwait	Singapore
Cambodia	Kyrgyzstan	Slovak Republic
Cape Verde	Laos	Spain
Chile	Latvia	Suriname
China Mainland	Lesotho	Sweden
Colombia	Liberia	Switzerland
Costa Rica	Liechtenstein	Tajikistan
Croatia	Lithuania	Tanzania
Cyprus	Luxembourg	Thailand
Czech Republic	Malaysia	Trinidad and Tobago
Denmark	Malta	Tunisia
Dominica	Mexico	Türkiye
Dominican	Moldova	Turkmenistan
Republic	Mongolia	Ukraine
Ecuador	Morocco	United Arab Emirates
Egypt	Mozambique	United Kingdom
El Salvador	Myanmar	Uruguay
Estonia	Netherlands	Uzbekistan
Finland	New Zealand	Vanuatu
France	Nicaragua	Venezuela
Gabon	Norway	Vietnam

The above list of jurisdictions may change at any time as a result of an agreement between the respective jurisdictions.

*No visa entry.* A foreigner who wishes to visit Korea for a short-term tour or are in transit may enter Korea with K-ETA in place of a visa in accordance with the principles of reciprocity or priority of nationals' interests with a tourist/transit visa status (B-2: a stay of 30 days to 6 months is allowed). See Section I. Nationals from the 48 jurisdictions listed below may enter Korea with K-ETA as of September 2024. For some nationals or citizens, this rule applies to diplomatic and official passport holders only. The following are the relevant jurisdictions.

Albania	Honduras	Palau
Andorra	Hong Kong	Paraguay
Argentina	Indonesia	Qatar
Australia	Japan	Samoa
Bahrain	Kiribati	San Marino
Bosnia and Herzegovina	Kuwait	Saudi Arabia
Botswana	Lebanon	Serbia
Brunei	Macau	Seychelles
Darussalam	Marshall Islands	Slovenia
Canada	Mauritius	Solomon Islands
Croatia	Micronesia	South Africa
Cyprus	Monaco	Taiwan
Ecuador	Montenegro	Tonga
Eswatini	Nauru	Tuvalu
Fiji	New Caledonia	United States
Guam	Oman	Vatican City
Guyana		

The above list of jurisdictions may change at any time as a result of an agreement between the respective jurisdictions.

### **G. Work permits and self-employment**

Korean authorities are relatively restrictive in granting working rights to foreign nationals. As a result of the degree of difficulty in obtaining permits, readers should obtain appropriate professional assistance.

A foreign national may engage only in the activities related to the working status of his or her sojourn. A foreign national in Korea who intends to engage in activities other than those relating to his or her status of sojourn must obtain a permit from the Ministry of Justice. A foreign national who does not hold a working status of sojourn may not be employed in Korea.

**Categories of working status of sojourn.** The maximum sojourn periods for the various categories of working status of sojourn range from 90 days to five years. However, depending on individual circumstances and the discretion of relevant immigration offices, the duration of the period is often one to two years per application for initial sojourn or extension.

As a result of the amendment of the Korean Immigration Act on 10 October 2013, the sojourn period is extended up to five years for various jobs and visa types.

*Five years.* The following categories of individuals have a maximum five-year period of sojourn:

- E1 – Professor: foreigners qualified by the Higher Education Act who are seeking to give lectures or conduct studies in

educational facilities, and individuals who have expertise in science and high technology

- E3 – Research: individuals engaged in the fields of natural science or high technology, scientists that are engaged in a study at an institute that is operated by the Special Treatment Law as to Defense Industry Company, and individuals who have expertise in science and high technology
- E4 – Technological Guidance: individuals who offer special technology or expertise at a public or private organization and individuals who offer special technology or expertise not available in Korea
- E5 – Professional Employment: aircraft pilots, medical doctors, interns or residents at hospitals, individuals invited by businesses approved for the Geumgang Mountain tourism development business and individuals seeking work as essential staff of shipping services hired by Korean transportation corporations
- D8 – Corporate Investment: indispensable professional workers seeking to engage in the administration and/or management of foreign investment companies prescribed by the foreign investor promotion law (excluding workers hired domestically)

*Three years.* The following categories of individuals have a maximum three-year period of sojourn:

- E7 – Specially Designated Activities
- E9 – Non-professional Employment
- F4 – Overseas Koreans
- F6 – Spouse of a Korean national
- H2 – Working Visit

*Two years.* The following categories of individuals have a maximum two-year period of sojourn:

- D1 – Cultural Arts: individuals who perform not-for-profit artistic or academic activities.
- D3 – Industrial Training: individuals fulfilling conditions set by the Minister of Justice and individuals seeking industrial training.
- D4 – General Training: individuals who obtain education or training as an intern or engage in research at a foreign-investment company or at a company that made an investment abroad.
- D5 – Journalism: journalists.
- D6 – Religious Affairs: individuals who are dispatched to a chapter registered in Korea by a foreign religious body or social welfare organization, individuals who are engaged in missionary work or social welfare and are invited by medical or educational facilities operated by their organization, individuals who practice asceticism or train or study at a Korean religious body on the recommendation of that body and individuals who are invited by a Korean religious body or social welfare organizations that are engaged only in social welfare.
- D7 – Intra-Company Transfer: individuals who have worked for foreign public institutions or the main office, branch office or other establishments of a company for more than a year, and individuals who are dispatched as indispensable professional workers to the branch office, subsidiary, supervising office or an interrelated company established in Korea that is approved and processed by the Minister of Justice.

- D8 – Corporate Investment: individuals who wish to invest. They must report in advance to the head of the Korean trade and investment promotion agency or the head of the foreign-exchange bank.
- D9 – Treaty Trade: individuals who are engaged in company management, trading, or profit-making business, individuals who are engaged in the installation, operation or repair of equipment (machines) to be exported and individuals engaged in the supervision of shipbuilding and the manufacturing of equipment.
- E2 – Foreign Language Teaching: individuals seeking positions as foreign language instructors at foreign language institutions or educational facilities.
- E6 – Arts/Entertainment: individuals seeking to profit from performances related to music, fine arts, literature, or similar fields and individuals seeking to profit through performing arts, such as entertainment, music, play, sports, advertisement, fashion modeling and similar activities.
- F1 – Family Visitation: sojourn for the purpose of visiting relatives, family or dependents, organizing household and other similar activities.
- F1-D – Digital Nomad: individuals who are employed and receive salaries and benefits in one jurisdiction (that is, the home jurisdiction) but work remotely from Korea.

*Six months.* Individuals in Category D10 – Job Seeking have a maximum six-month period of sojourn. This category consists of individuals seeking jobs or vocational training programs for employment in the relevant field as a professional.

*Ninety days.* The following categories of individuals have a maximum 90-day period of sojourn:

- C1 – Temporary Journalism: sojourn of journalists or representatives of foreign media seeking to cover news.
- C3 – Short Term General: sojourn for the purpose of business meetings, business communication, tourism, transit or visiting relatives.
- C4 – Short Term Employment: sojourn for the purpose of short-term employment activities or provision of services. Effective from March 2017, in accordance with Korean immigration law, individuals who wish to travel to Korea to conduct installation, repair, operation of machinery or supervision of shipbuilding and industrial facilities are required to obtain the C-4 visa. Effective from July 2018, C-4 visa approval is required for a short-term assignment performed under any type of contract that provides for compensation, such as the cost of staying.

**Procedure.** In general, Korean immigration law requires a foreign national who wants to obtain a work permit to submit an application together with a résumé, a copy of his or her passport, an employment agreement or assignment letter, a diploma, and corporate documents of the visa-sponsoring company to the Korean immigration office. However, the supporting documents to obtain a work permit may differ by type of visa. The work permit includes the applicant's visa type and period of sojourn.

Foreign nationals may be self-employed in Korea if they obtain the appropriate trade licenses or registration.

## H. Residence permits

A foreign national who wishes to enter Korea must obtain a permit, which specifies the status and period of sojourn, from the Ministry of Justice. A foreign national who plans to stay in Korea for longer than 90 days must apply for an Alien Registration Card at the district immigration office within 90 days after the date of entry. Under the Immigration Control Law, individuals who are aged 17 or older must register their biometric details (fingerprinting) to apply for an Alien Registration Card.

Foreign nationals who intend to change their status of sojourn or diplomatic status must obtain permits to change the status of sojourn from the Ministry of Justice prior to commencing new activities.

A foreign national who intends to extend the sojourn period must obtain a permit of extension or a renewal of sojourn from the Ministry of Justice before expiration of the Alien Registration Card.

## I. Korean Electronic Travel Authorization

Effective from September 2022, the new electronic travel authorization (ETA) policy is in force. ETA is a travel permission granted to foreign nationals who wish to enter Korea without a visa. Compared to a visa application, the ETA application is very simple and processed very quickly. Also, it is valid for two years from the issuance date so that eligible foreign nationals will not be required to file an ETA application for each travel to Korea within this period. All visa-free entry and visa-waived foreign nationals with the following travel purposes are subject to ETA application:

- Individuals who do not have a valid Korean visa at the time of filing
- Individuals who plan to visit Korea for a short-term visit (less than 90 days) for the purposes of tourism, family visits, meetings, seminars or events (that is, not related to work) under visa waiver or visa-free agreements

See Section F for lists of visa waiver agreement and no-visa-entry jurisdictions.

ETA does not grant a foreign national the right to work. Therefore, if a foreign national wishes to work in Korea, he or she must obtain a work permit, not an ETA.

## J. Changes resulting from COVID-19

Effective from April 2022, the government has enacted a Q-code registration program to expedite the entry process and to reduce contacts. Entrants who register on Q-code can obtain a QR code, which replaces the screening process during the entry when it is presented at the airport.

## K. Family and personal considerations

**Family members.** Family members need separate permits and visas to accompany expatriates. These permits may be applied for jointly with an expatriate's permits.

A family member of a working expatriate must obtain a separate work permit to be employed legally in Korea. This permit may be applied for independently with the working expatriate.

Minor children of working expatriates do not need student visas to attend schools in Korea.

**Driver's permits.** Foreign nationals may not drive legally in Korea with their home country driver's licenses. However, an expatriate may drive for up to one year in Korea with an international driver's license. After one year, the expatriate must apply to have the license converted to a Korean license.

If an individual wishes to obtain a Korean driver's license, he or she must take a written exam and a standard physical exam.



# Kosovo

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*Kosovo declared its independence from Serbia on 17 February 2008. This chapter provides information on taxation in the Republic of Kosovo only. Because of the rapidly evolving economic situation in Kosovo, readers should obtain updated information before engaging in transactions.*

## A. Income tax

**Who is liable.** Individuals who are resident in Kosovo are subject to tax on their worldwide income. Nonresidents are subject to tax on income derived from Kosovo sources only.

The following are considered resident for tax purposes in Kosovo:

- An individual who has a principal residence in Kosovo
- An individual who is physically present in Kosovo for at least 183 consecutive or non-consecutive days in any 12-month period
- A personal business enterprise, partnership or association of persons that is established in Kosovo or has its place of effective management in Kosovo

**Income subject to tax.** Individuals are subject to tax on the following types of income:

- Employment income
- Rental income
- Income from the use of intangible property
- Income from interest
- Capital gains derived from sales of capital assets including movable and immovable property and securities
- Income derived from lottery gains
- Pensions paid according to the Law on Pensions in Kosovo
- Income from economic activity
- Other income, including other capital gains

*Employment income.* Employed persons are subject to income tax on remuneration and all benefits received from employment. Employment income includes the following:

- Salaries, bonuses, per diems and other forms of compensation; income from temporary work performed by an employee; and

income from prospective employment, such as a transition bonus

- Health and life insurance premiums paid by an employer for the employee
- Forgiveness of an employee's debt or obligation to the employer
- Payment of an employee's personal expenses by an employer
- Benefits in kind granted by an employer to an employee that exceed the amount of EUR65

Gross income from employment does not include the following:

- Reimbursement of travel expenses in accordance with the Instruction of the Personal Income Tax Law
- Indemnity for accidents at work
- Benefits in kind in the form of meal and transport

*Self-employment and business income.* Self-employment income consists of income generated, in cash or in goods, by a natural person who works for personal gain and who is not covered by the definition of an employee under the personal income tax law, including a personal business enterprise and a partner engaged in an economic activity.

Business income consists of income generated from economic activities, which include the following:

- Activities of producers, traders or other persons supplying goods or services, including mining and agricultural activities
- Activities of the professions
- Exploitation of tangible or intangible property for the purposes of obtaining income on a continuing basis

Taxpayers with gross income from business activities must make quarterly payments no later than 15 days after the close of each calendar quarter. The amounts of the quarterly payments are described below.

Taxpayers with annual gross income from business activities of up to EUR30,000 who are not required and do not opt to keep books and records must make the following quarterly payments:

- 3% of each quarter's gross income from trade, transport, agriculture and similar economic activities, but not less than EUR37.50 per quarter
- 9% of each quarter's gross income from professional, vocational and entertainment services and similar activities, but not less than EUR37.50 per quarter

Taxpayers with annual gross income in excess of EUR30,000 and taxpayers who are required or opt to keep books and records (including partnerships and groupings of persons) must make the following advance payments for each calendar year:

- For the first quarter, 25% of the total tax liability for the current tax period based on estimated taxable income, reduced by any amount of tax withheld
- For the second and subsequent tax quarters, one-fourth of 110% of the total tax liability for the tax period immediately preceding the current tax period, reduced by any amount of tax withheld

*Rental income.* Rental income includes any periodic compensation realized from the rental of real estate and other kinds of movable property.

*Income from the use of intangible property.* Income from the use of intangible property includes income from the following:

- Patents, inventions, formulas, processes, designs, patterns, trade secrets and know-how
- Copyrights including rights relating to literary, musical or artistic compositions
- Trademarks, trade names or brand names
- Franchises, licenses or contracts
- Methods, programs, systems, procedures, campaigns, surveys, studies, forecasts and estimates
- Customer lists
- Technical data
- Computer software
- Other similar rights

Taxpayers who receive income from intangible property must make quarterly payments of 10% of the taxable income received from intangible property in the calendar quarter.

*Income from interest.* Income from interest includes interest from loans, bonds or other securities and from bank deposits or saving accounts in other financial institutions except for interest from the assets of the Kosovo Pension Savings Trust or any other pension fund defined under the legislation on pension savings in Kosovo.

*Capital gains.* Capital gains income is discussed in *Capital gains and losses*.

*Income derived from lottery gains.* The organizer of a lottery must withhold a 10% tax from each payment to the winner and remit it to the tax authorities by the 15th day of the month following the month of payment.

*Other income.* Other income consists of all other types of income not identified in the categories mentioned above, including but not limited to gifts received by residents, if the value of such gifts exceeds EUR5,000 in a tax period (see Section B), and income from debt forgiveness.

**Exempt income.** The following types of income are exempt from personal income tax:

- Wages of foreign diplomatic and consular representatives and foreign personnel of embassies and foreign liaison offices in Kosovo and of specified representatives of the United Nations (UN) and certain other international governmental organizations
- Compensation for the damage or destruction of property
- Proceeds of life insurance policies payable as the result of the death of the insured person
- Replacement income, such as reimbursement or compensation for medical treatment and expenses, including hospitalization and medication, other than wages paid during periods of absence from work as a result of sickness or injury
- Wages of persons with disabilities as provided by the relevant laws for these categories
- Interest paid to resident or nonresident taxpayers on financial instruments that are issued or guaranteed by a public authority of Kosovo

- Income of a prime contractor or subcontractor, other than a resident, generated from contracts for the supply of goods and services to the UN and certain other international organizations in support of programs and projects for Kosovo
- Dividends received by resident and nonresident taxpayers
- Pensions and social welfare payments paid by the government
- Value of assets received as a result of inheritance if the heir is a spouse, biological or adopted child or parent of the deceased, if the inheritance value does not exceed EUR5,000
- Educational expenses paid by an employer on behalf of an employee provided that such expenses are paid directly to an educational institution that is legally recognized and that the employee remains employed by the employer for at least 24 months after the completion of the education
- Scholarships received by an individual to attend an institution of higher learning, trade school or vocational school, provided that the scholarship is paid directly to the institution and is not refundable to the student
- Training expenses paid by an employer for an employee to attend formal job-related training
- Subsistence expenses while attending a formal training program, up to a maximum specified in the relevant act
- Other training expenses, not including amounts equivalent to wages and salaries that are paid to beginners or apprentices
- Income received, including income in cash or in kind for non-business natural persons, for expropriations made by the state for public interest
- Mandatory contributions paid by employers for health insurance for employees
- Compensation received through final decisions by courts and certain compensation for court costs
- Income in the form of remuneration from state institutions for achievements in science, sports and culture
- Income in the form of financial compensation to former political prisoners and other compensation for similar categories
- Income in the form of grants, subsidies and donations in accordance with the terms and conditions of the benefits
- Income subject to tax holidays and other special facilities for new businesses

**Taxation of employer-provided stock options.** No specific rules in Kosovo govern the tax treatment of employer-provided stock options. Stock options are subject to personal income tax at the moment of exercise.

**Capital gains and losses.** Income is realized through the sale or disposition of capital assets including real estate and securities. The tax base equals the amount by which the sale price exceeds the acquisition cost. The sales price of the capital asset is the sum of money received, plus any other compensation received for the sale, and is adjusted to the open market value if the parties are related persons and if the sale price is lower than the open market price. The cost of the capital asset is the amount that the taxpayer paid for the acquisition of the asset, increased for the cost of improvements and reduced by depreciation and other allowable expenditures.

Capital gains are recognized as business income and capital losses as business losses.

A capital gain is not recognized on the involuntary alienation of property to the extent that the consideration received for the alienation consists of either property of the same character or nature or that money is invested in property of the same character or nature within a replacement period of two years.

Gross income from capital gains does not include capital gains realized from the sale of assets of the Kosovo Pension Savings Trust or any other pension fund defined under the legislation on pensions in Kosovo.

If the price of a capital asset is to be paid in installments and if ownership is retained until the settlement of the price, the capital gain must be amortized on a straight-line basis over the life of the installment agreement. The amount of the gain attributable to a tax year must be reported on the tax declaration as income in that tax year.

## Deductions

*Personal deductions and allowances.* Individuals may deduct pension contributions.

*Business deductions.* The following are considered to be business deductions:

- Expenses paid or incurred during the tax period that are wholly, exclusively and directly related to the generation of gross income from intangible property, rents or business activities, including premiums for health insurance paid on behalf of an employee and those dependents eligible to be included on the insurance policy of the employee
- Pension contributions paid by an employer provided they do not exceed the amount of pension contributions allowed by the applicable law
- Bad debts provided that certain criteria provided in the law are met
- For businesses with annual gross income of EUR50,000 or more and businesses that have opted to maintain books and records, expenses that are allowed and paid or accrued during the tax period
- Expenses, including the expenses of depreciation, related to operations and financial leasing
- Representation costs, limited to 1% of annual gross income
- Costs of advertising and promotion made through different forms of media
- Expenses for travel, meals, lodging and transportation limited to the amounts specified in a normative act by the Minister of Finance
- Compensation or emoluments paid to a related person, limited to the lesser of the actual salary or the open market value
- Interest, rent and other expenses paid to a related person, limited to the lesser of the actual amount and the open market value
- Depreciation expenditures, other than expenditures for land, works of art and certain other assets, owned by the taxpayer and used for the taxpayer's economic activity

- Depreciation of livestock, only if such animals are used in the course of economic activity
- Repair or improvement expense of EUR1,000 or less for any asset (may be deducted as an expense in the year that it is paid or incurred)
- Amortization of expenditures on intangible assets that have a limited useful life, including but not limited to patents, copyrights, licenses for drawings and models, contracts, and franchises (if the term of use is not defined by an agreement, amortization expenses are allowed up to 20 years)
- Amortization of research and development costs with respect to natural reserves of minerals and other natural resources and interest on amounts borrowed to finance such research and development, if they are added to a capital account

*Deduction for charitable contributions.* Contributions that are made for humanitarian, cultural, health, religious, scientific, sport and environmental purposes are allowed as deductions up to a maximum of 10% of taxable income computed before the charitable contributions are deducted.

**Rates.** Taxable income is subject to tax at the following rates.

Annual taxable income EUR	Tax rate %	Tax due EUR	Cumulative tax due EUR
First 960	0	0	0
Next 2,040	4	81.6	81.6
Next 2,400	8	192	273.6
Above 5,400	10	—	—

Under a new draft law presented to parliament, Kosovo personal income tax rates are expected to change with the tax-free bracket to be extended to the first EUR3,000, the next EUR2,400 to be taxed at 10%, the next EUR2,400 to be taxed at 12% and income above EUR7,800 to be taxed at 15%.

**Credits.** Resident taxpayers may credit the foreign income tax paid in other countries on the income realized in such countries. The amount of the foreign tax credit may not exceed the amount of Kosovo tax calculated on the foreign income.

**Relief for losses.** Business losses may be carried forward for up to six successive years and claimed as a deduction against any income in those years. If the business has an ownership change of more than 50% or if a personal business enterprise is changed to any other form of business (for example, legal entity or partnership), the tax loss is forfeited.

## B. Other taxes

**Property tax.** Annual property tax is imposed on land and construction. The property tax is assessed every year and is determined by multiplying the taxable value of the property by the applicable tax rate. The tax rate ranges from 0.05% to 0.1% of the taxable value of the property. The taxable value is the appraised value of property after the principal residence deduction. The appraised value is determined every three to five years through a survey and is affected by the building area in square meters, value category, value zone and quality. An individual may deduct

EUR10,000 from the appraised value if the property is established as the principal residence. The annual property tax rates for principal residences in Pristina and Peja are 0.11% and 0.09%, respectively.

**Taxation of gifts.** Kosovo does not impose estate, specific inheritance or gift taxes. However, as described below, gifts may be included in income.

The amount of monetary gifts or gifts in kind that exceed a value of EUR5,000 in a tax period is included in income and is subject to income tax. Gifts between spouses, from a parent to a child, or from a child to a parent are exempt from income tax, regardless of the amount or value of the gift. In addition, gifts given for educational purposes are exempt from tax if the gift is in the form of tuition paid directly to an educational institution recognized by the law, regardless of the relationship between the donor and recipient.

### C. Social security

Employers and employees must each make pension contributions at a rate of 5% of the gross monthly salary, which cannot be lower than the minimum salary. The minimum base for the calculation of the pension contribution is the minimum national wage set by the Social Council of Kosovo. The minimum wage is EUR264. Employers must pay the total amount of the contribution by the 15th day of the month following the month of the salary payment.

Employers and employees may each make voluntary contributions up to a total of 10% of monthly salary, resulting in a total maximum contribution of 15% of salary.

If wages are paid substantially in kind, employers and employees must each pay 5% of the market value of the payments in kind.

Self-employed individuals must make a contribution of 10% to 30% of the net amount of income (gross income less allowable deductions). Self-employed individuals must file quarterly statements of individual pension contributions and make quarterly payments of contributions within 15 days after the end of each calendar quarter.

### D. Tax filing and payment procedures

The tax year in Kosovo is the calendar year.

Employers must submit a statement of tax withholding to the tax authorities by the 15th day of the month following the month of withholding. Each employer must provide to each employee a certificate of tax withholding in the form specified in a normative act issued by the Minister of Finance by 1 March of the tax year following the year of the withholding.

All taxpayers, including partnerships and groupings of persons, must submit an annual tax declaration on or before 31 March of the following tax year. Taxpayers who receive or accrue income from only the following sources are not required but may opt to submit an annual tax declaration:

- Wages
- Interest

- Rent if full payment of quarterly tax on rent has been made
- Lottery gains
- Income from intangible property
- Economic activities for which tax is paid quarterly
- Income for special categories (farmers, collectors of recycling materials, berries, herbs and similar categories)

## E. Double tax relief and tax treaties

Kosovo has entered into double tax treaties with the following jurisdictions.

Albania	Hungary	Saudi Arabia
Austria	Ireland	Slovenia
Belgium*	Latvia	Switzerland
Croatia	Lithuania	Türkiye
Czech Republic	Luxembourg	United Arab
Finland*	Malta	Emirates
France*	Netherlands	United
Germany*	North Macedonia	Kingdom

\* Kosovo is applying these treaties, which were entered into by the former Republic of Yugoslavia.

Kosovo has signed a double tax treaty with Italy, but this treaty has not yet entered into force.

The Kosovo government has introduced temporary international measures. Under these measures, if the existing laws relating to the international taxation of income and capital of persons in Kosovo do not address such taxation, they must be supplemented by application of the principles the Organisation for Economic Co-operation and Development Model Tax Convention of Income and Capital to avoid double taxation. However, after Kosovo enters into a mutual tax convention with another state, such temporary measures no longer apply.

## F. Entry visas

In general, foreigners must obtain a visa before entering Kosovo. The government has provided a list of jurisdictions that are exempt from the visa requirements for entry into and travel and stay in Kosovo for up to 90 days for every six months. Citizens of European Union (EU) Member States, the Schengen area, Albania, Andorra, Monaco, Montenegro, San Marino, Serbia and Vatican City may enter into and travel and stay in Kosovo by presenting a valid biometric identification card.

Citizens who hold diplomatic and service passports issued by China Mainland, Egypt, Indonesia, the Russian Federation and Ukraine may enter Kosovo and stay for up to 15 days.

Citizens of jurisdictions subject to the Kosovo visa regime who hold a valid residence permit or multi-entry visa issued by jurisdictions of the EU, the Schengen area, Australia, Canada, Japan, New Zealand and the United States can enter into or travel or stay in Kosovo for up to 15 days.

Holders of travel documents issued by Taiwan are exempt from the visa obligation if they preliminarily notify the Diplomatic or



Consular Mission of the Republic of Kosovo at least two weeks in advance.

Holders of valid travel documents issued by Hong Kong and Macau are exempt from the obligation to obtain a visa to enter Kosovo.

Holders of travel documents issued by EU Member States, Schengen zone states, Australia, Canada, Japan and the United States, based on the 1951 Convention on Refugee Status or the 1954 Convention on the Status of Stateless Persons, as well as holders of valid travel documents for foreigners, may enter, pass through the territory and stay in Kosovo for up to 15 days without a visa.

Holders of travel permits issued by the Council of Europe, the EU, the North American Treaty Organization, the Organization for Security and Co-operation in Europe or UN organizations are exempt from the visa requirement, regardless of nationality.

### **G. Work permits**

Foreigners can work in Kosovo on the basis of a short-term work permit if the work period does not exceed 90 days within a one-year period. Foreigners who intend to stay for work purposes for a longer period also need a residence permit. The competent authority responsible for the issuance of short-term work permits is the Department of Labor and Employment within the Ministry of Labor and Social Welfare.

### **H. Residence permits**

Foreigners may stay in Kosovo for up to three months in a six-month period without a residence permit. If the individual intends to stay for more than three months in Kosovo, an application for a residence permit must be made at the Department of Citizenship, Asylum and Migration under the Ministry for Internal Affairs of Kosovo. Temporary residence permits are issued for a period of up to one year. Foreigners who have been residents of Kosovo for an uninterrupted five-year period may obtain a permanent residence permit. The applicant's presence is required at the moment of application, registration and obtaining the residence permit.

Notification of the approval or rejection of a temporary or permanent residence permit request is given 30 days or 60 days, respectively, from the application date.

### **I. Family and personal considerations**

**Work visas for family members.** A foreigner resident in Kosovo on the basis of a temporary residence permit for the purpose of family reunification may apply for a work permit.

**Marital property regime.** The marital property regime in Kosovo is based on the principle of the joint ownership of subsequently acquired property. In accordance with this principle, property acquired after the marriage is deemed to be jointly owned by the spouses in equal parts, unless otherwise stated in a written agreement complying with the formal requirements of the property law. The law distinguishes separate properties from the joint property of spouses even after a civil marriage.

The following are considered to be the separate property of spouses:

- Property that belonged to the spouse before entering into marriage and that remains his or her property
- Property acquired during marriage through inheritance, donation or other forms of legal acquisition
- Product of art, intellectual work or intellectual property, which is the separate property of the spouse who created the product
- Property belonging to the spouse based on the proportion of common property

Each spouse independently administers and possesses his or her separate property during the course of the marriage.

The following are considered to be the joint property of the spouses:

- Property acquired through work during the course of the marriage and income derived from the property
- Intangible and obligatory rights of the spouses
- Property acquired jointly through gambling games

The apportioning of joint property can be carried out when spouses determine or request a determination of their shares in their joint property. In the absence of an agreement between the spouses, the share of each spouse is decided by the court. The decision is based on an evaluation of all circumstances, including the personal income and other revenues of each spouse and assistance provided by one spouse to the other spouse, such as children's care, conduct of housework, care and maintenance of property and other forms of work and cooperation pertaining to the administration, maintenance and increase of the joint property.

**Forced heirship.** Kosovo succession law provides for forced heirship with respect to compulsory heirs. The following are compulsory heirs:

- Decedent's spouse, parents, descendants and adopted children
- Descendants of decedent's descendants and adopted children
- Decedent's grandparents and siblings, but only if they suffer from permanent and total disability that prevents them from working and if they lack means for living

The compulsory heirs have the right to the part of the hereditary property that the decedent cannot dispose of. This is called the compulsory share. The compulsory share of the descendants and of the spouse is one-half, and the compulsory share of other compulsory heirs is one-third of the share that the compulsory heir would have obtained as heir at law, according to the provisions on inheritance by rank.

**Driver's licenses.** Foreign citizens may drive legally in Kosovo with their valid home-country driver's licenses for a term of one year from their date of entry into Kosovo.

# Kuwait

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## A. Income tax

No income taxes are currently imposed on individuals in Kuwait.

**Tax residency.** All Kuwaiti nationals are considered as tax resident in Kuwait.

It is possible to apply for a Tax Residency Certificate in Kuwait confirming the tax residency of the individual for the purposes of a double tax treaty signed with Kuwait.

## B. Other taxes

Net worth, estate and gift taxes are not imposed on individuals in Kuwait.

## C. Social security

For Kuwaiti employees, contributions are payable monthly by both the employer and employee under the Social Security Law. The employer’s social security contribution is 11.5%, up to a salary ceiling of KWD2,750 per month. Consequently, the maximum employer contribution is KWD316.25 per month. The employee social security contribution rate is 10.5%. For calculation purposes, the cap amounts vary. For 2.5%, the cap amount is KWD1,500 and for 8%, the cap amount is KWD2,750. Consequently, the maximum employee’s contribution is KWD257.50.

Benefits provided, which are generous, include pensions on retirement and allowances for disability, sickness and death.

For employees who are nationals of other Gulf Cooperation Council (GCC) member countries, contributions are payable monthly by both the employer and the employee at varying rates, which are applied to the employee’s monthly salary.

**End-of-service benefits.** End-of-service benefits for expatriate employees are described below.

Employees who are paid on a daily, weekly, hourly or piecework basis are entitled to 10 days' remuneration for the first five years of service and 15 days' remuneration for each year thereafter.

Employees who are paid on a monthly basis are entitled to 15 days' remuneration for each of the first five years of service and one month remuneration for every year thereafter. However, for employees whose work contract has an indefinite term, in case of resignation, they are entitled to half of the end-of-service benefits for a period of service not less than three years and not more than five years. If the period of service is more than five years but not more than 10 years, the employee is entitled to two-thirds of the benefit. For a period of service above 10 years, the employee is entitled to the entire end-of-service benefit. In case of a termination, the employee receives the end-of-service benefits even if the service period is less than three years.

Some employers choose not to follow the above rule of providing half or two-thirds of the entitlement and instead pay in full.

**Health insurance scheme.** A health insurance scheme applies for all expatriate residents of Kuwait. The annual premium is payable at the time of initial application or renewal of the expatriate's residence permit. The premium is KWD50 for expatriates working in Kuwait, from KWD30 for their children, KWD40 for the spouse and KWD50 for children who are more than 18 years old. No social security obligations apply to expatriates. However, expatriate employees are entitled to end-of-service benefits, which are described above.

## D. Double tax treaties

Kuwait has concluded tax treaties with the following jurisdictions.

Albania	Indonesia	Serbia
Algeria	Iran	Serbia and
Armenia	Ireland	Montenegro
Austria	Italy	Slovak Republic
Azerbaijan	Japan	Slovenia
Belarus	Jordan	South Africa
Belgium	Korea (South)	Spain
Brunei Darussalam	Kyrgyzstan	Sri Lanka
Bulgaria	Latvia	Sudan
Canada	Lebanon	Switzerland
China Mainland	Lithuania	Syria
Croatia	Mexico	Thailand
Cyprus	Moldova	Tunisia
Czech Republic	Morocco	Türkiye
Denmark	Netherlands	Ukraine
Ethiopia	North Macedonia	United Kingdom
France	Pakistan	Uzbekistan
Georgia	Philippines	Venezuela
Germany	Poland	Vietnam
Hong Kong SAR	Portugal	Yemen
Hungary	Romania	Zimbabwe
India	Russian Federation	

Kuwait's double tax treaties with the following jurisdictions are in various stages of negotiation, signature and ratification.

Bangladesh	Kenya	Saudi Arabia
Benin	Laos	Senegal
Bosnia and Herzegovina	Luxembourg	Seychelles
Djibouti	Mauritania	Tajikistan
Guyana	Nigeria	United Arab Emirates
Iraq	San Marino	

## E. Entry visas

Visas in Kuwait are time-bound, with short visit visas typically valid for one month, applicable to business visitors (commercial visa; see details below) and 90 days for selected family members of residents (family visit visa; see Section H for details). Visas on arrival allow for a stay of up to 90 days for selected nationalities.

Gulf Cooperation Council (GCC) nationals are visa-exempt for Kuwait.

Nationals from Canada, the United States, several European countries and selected Far East countries receive a visa on arrival in Kuwait airport.

All other nationals must secure a commercial visit visa (valid for 30 days) if they travel for business or a tourist visa (valid for 90 days).

Overstaying incurs a fine and may lead to imprisonment.

**Commercial visit visa in Kuwait.** Commercial visit visas are designated for individuals visiting Kuwait for business-related purposes. These visas must be arranged by a sponsor in Kuwait (a local registered company) through the General Department of Residency Affairs prior to travel.

*Required documents.* The following are the required documents for a commercial visit visa:

- Passport photocopies with personal details (passport must be valid for at least six months)
- University degree certificate of the applicant (apprenticeship certificates and marksheets are not accepted)
- Copy of GCC residence ID, if applicable
- Commercial visa application form, duly signed by the sponsoring company

*Application process.* The following is the application process for a commercial visit visa:

- The sponsor files the application at the Ministry of Interior (MOI).
- The application is then forwarded to National Security for final approval or rejection.

Certain nationalities may face increased scrutiny and a higher risk of rejection by immigration authorities. These applicants require additional special approval from National Security for any type of visa application. The following are the nationalities:

- Males: Afghanistan, Bangladesh, Iran, Iraq, Israel, Lebanon, Libya, Pakistan, Palestine, Sudan, Syria and Yemen
- Females: Ethiopia, Lebanon and Morocco

The commercial visit visa is initially valid for 30 days from the date of issuance. An extension for an additional 30 days may be granted at the discretion of the immigration authorities.

**Multiple entry commercial visa.** A multiple entry commercial visa (MEV) can be applied for only if the applicant is currently in Kuwait. It must be requested before the expiration of the existing commercial visa. The necessary documents to apply for an MEV include the following:

- The original commercial visa
- The original passport
- An application form signed by the sponsoring company

The MEV is subject to approval by National Security and is typically issued within one to two working days. The MOI has the discretion to set the visa's validity for one month, three months, six months or one year.

## **F. Work permits and self-employment:**

Employers are required to obtain work permits from the Public Authority of Manpower (PAM) for Kuwaitis, GCC nationals and other foreign nationals. Foreign nationals, except GCC nationals, receive residency in Kuwait based on the duration of the work permit for employment purposes. All expatriates must have a Kuwaiti sponsor to secure work permits.

Work permits are granted by the PAM after considering factors such as the employer's labor needs and labor availability in the country. Employers must activate work permits upon the employees' arrival in Kuwait for one, two or three years.

**Salary payment regulations.** Salaries must be paid through local bank accounts in Kuwait by the 10th day of the following month. The PAM enforces strict penalties for noncompliance. Companies that do not comply may face difficulties obtaining or renewing work permits for their employees.

**Procedures for obtaining a work permit.** For first-time applicants from abroad, the local sponsor applies for an electronic work visa on the MOI website, with National Security's approval taking five to seven working days.

The employer must provide the job title and salary of the applicant.

The PAM issues a pre-work permit, shared with the candidate together with the electronic work visa.

The employee must have copies of the candidate's university degree and police clearance certificate (PCC), attested by the Kuwait embassy in the country of issuance.

Pre-arrival medical examination and biometrics are required and must be presented upon entry into Kuwait.

Before travel, the candidate should visit the Kuwaiti embassy in his or her home jurisdiction to obtain a visa sticker.

The actual work permit is issued once the employee is in Kuwait and has completed all required residency procedures.

**Post-arrival steps for work permit in Kuwait.** The following are the post-arrival steps for work permit in Kuwait:

- Present original passport, attested degree certificate and PCC, e-visa, medical test results and biometrics upon entry at Kuwaiti airport
- Complete the biometric fingerprint scan at the airport or an MOI office
- Undergo a medical test in Kuwait
- Submit application to the PAM, including attested degree, lease agreement and two original photographs of the applicant
- After the work permit is issued, pay the applicant's governmental health insurance on the Ministry of Health website

## G. Residence permits

Upon arrival in Kuwait, employees who have obtained their work permits must apply for a residence permit through the General Department of Residency Affairs. The process is typically completed within one month, following the biometrics and medical examination.

**Duration and renewal.** Residence permits can be issued for up to three years at a time. Employers can request renewals for additional periods of up to three years.

Government medical insurance is mandatory for all private sector employees and workers.

**Civil ID requirement.** All residents, including Kuwaiti citizens, must obtain and carry a Civil ID.

The Civil ID is issued by the Public Authority for Civil Information (PACI) once a residence permit is granted.

The "My Kuwait Mobile ID" app allows residents to access their Civil ID information via mobile devices.

**Travel and resident status.** Foreign nationals with resident status can travel freely in and out of Kuwait, provided they do not stay outside the country for more than six consecutive months. Resident status is revoked if the individual stays outside Kuwait for longer than six months.

## H. Family and personal considerations

Expatriates holding residence permits in Kuwait can sponsor visit or dependent visas for their spouse and dependent children, as well as visit visas for certain other family members.

**Restrictions.** Women generally cannot sponsor their husband and children, with exceptions for specific professions such as teachers and doctors.

**Family visit visa.** The family visit visa is issued for a one-month period and after arrival can be extended for a stay of up to three months for the spouse and children.

For parents, the visa is also valid for one month, with the condition that the parent is under 60 years of age. Special approval is required for parents over 60 years of age.

Required documents for a family visit visa application include the following:

- Marriage certificate

- Father or husband Civil ID and Kuwait work permit copy
- Family member passport copy
- Birth certificates for children
- MOI family visit visa application

To secure a family visit visa in Kuwait, the father should submit the application together with the necessary documents at the MOI. The visa is generally issued within two to three working days.

**Dependent visa.** The dependent visa can be issued for up to one year or more, based on the husband's residence permit, and is renewable. It is only available for a spouse and children.

The employee must have a minimum monthly salary of KWD800 (may vary) for private-sector employees.

*Required documents for a dependent visa.* The following are the required documents for a dependent visa:

- An attested marriage certificate from the Ministry of Foreign Affairs (MOFA) and the Kuwait embassy in the country of origin or residency
- A copy of the father's/husband's Civil ID and work permit
- A copy of the passport for each family member
- Birth certificates for children, attested by the MOFA and the Kuwait embassy
- A completed family visa (residency) application from the MOI
- The vaccination booklet/card for dependents

*Application process.* The following is the application process:

- The visa application should be submitted at the MOI with two to three working days for processing.
- The spouse must complete medical tests and obtain a PCC. These documents need to be attested at the Kuwaiti embassy.
- Once medical test results, the PCC and pre-approved visa are ready, the family visits the Kuwait embassy to have the visas and passports stamped.
- Upon arrival in Kuwait, the spouse must complete biometrics at MOI and undergo a medical test. Children will only need medical tests.
- After receiving the medical results (10 to 12 working days), the sponsoring applicant can pay for health insurance and apply for the residency permit at MOI, which is issued on the same day.
- The last step is to apply for the Civil ID, which takes about seven to 10 working days to be processed.

*Civil ID requirements.* The following are the Civil ID requirements:

- Results of a blood type test
- Copies of the passport
- Personal photos with a blue background, size 4x6 cm
- A copy of the father's Civil ID
- A copy of the residence permit

Individuals on a dependent visa are not permitted to seek employment until they have been under family sponsorship for one year or after six months with special considerations.

The duration of the family accompany visa (residency) is either one or two years, depending on the validity of the sponsor's



(father's) passport and the company license of the sponsoring entity.

**Education.** Education is compulsory for children six to 14 years of age. The free government schools are for Kuwaiti nationals, nationals of Somalia and Yemen, and the children of the foreign nationals' teachers who are working in the Ministry of Education; however, a wide range of private schools is available. These come under the inspection program of the Ministry of Education, but are otherwise self-governing. Private education is relatively expensive, with normal fees ranging from KWD700 per year at the kindergarten level to KWD5,000 per year for high school. British, American, French and other curricula are available.

Children on dependent visas may study in any of the private schools. Admission to Kuwait University is restricted to Kuwaitis, dependent children of Kuwait University professors and members of diplomatic missions in Kuwait. For other expatriate residents, special permission is required from the Minister of Education for admission to Kuwait University. Such permission is given in rare cases. A quota of 10 to 15 students is being given to each embassy in Kuwait.

**Driver's permits.** Holders of foreign driver's licenses, except for driver's licenses issued by GCC countries and the other countries mentioned below, may not drive in Kuwait. Holders of visitors' visas may drive with international driver's licenses, which should be endorsed at the Traffic Department after local third-party liability insurance is obtained.

Kuwait has driver's license reciprocity with the other GCC countries. However, visitors from most European Union (EU) countries, Australia, Canada, Japan, Korea (South) and the United States require an international driver's license to drive in Kuwait.

Holders of resident visas must obtain Kuwait driver's licenses if they plan to drive in the country. Unless specific criteria are met, most applicants must apply for learner's permits and then take driving tests. In these instances, unless a person has a driver's work visa, driver's licenses are restricted to certain categories of professionals, including medical professionals, engineers and accountants.

To obtain a learner's permit, an applicant must have his or her eyesight tested at one of the government hospitals. Copies of the person's home country driver's license and a certificate of salary and qualification are required. These documents must be translated into Arabic and, only if the visa designation identification is DRIVER, must be attested to by the embassy in the expatriate's home country and by the MOI in Kuwait.

After a learner's permit is obtained, a computer examination is administered at the Traffic Department. A practical driving test is then given. Private driving schools are available to help prepare for these tests. The whole process of obtaining a driver's license usually takes one to two months.

To obtain a driver's license, the conditions mentioned below need to be fulfilled. Exceptions to these conditions exist in some cases

and vary on a case-by-case basis. The following are the conditions:

- The gross monthly salary of the applicant must be a minimum of KWD600, which must be stated in the official work permit issued by the PAM.
- The designation mentioned on the residence permit should be in the qualifying list for a driver's license (for example, engineers, accountants and medical professionals).

# Laos

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## A. Income tax

**Who is liable.** Under Income Tax Law No. 67/NA, dated 18 June 2019, income tax is imposed on the income of individuals and organizations that generate income in Laos. The following persons, among others, must pay income tax in Laos:

- Persons who generate income in Laos
- Individuals resident in Laos who work and generate income in a foreign country, unless an applicable double tax treaty provides otherwise
- Lao employees who work in embassies, consular offices or international organizations in foreign countries and earn income in Laos
- Foreigners who work in Laos and receive salary in Laos
- Foreigners who work in Laos and receive salary in foreign countries, if they live in Laos for 183 consecutive days, or non-consecutive days but over 183 days within the year, unless an applicable double tax treaty provides otherwise

### Income subject to tax

**Employment income.** Employment income includes salaries, wages, bonuses, overtime payments, salary advances, honoraria, allowances for members of boards of management and other benefits in cash or in kind.

**Business income.** Under Income Tax Law No. 67/NA, dated 18 June 2019, profit tax is a direct tax imposed on the profits of enterprises, including individuals who engage in business activities. For the rates of profit tax, see *Rates*.

**Other income.** The following types of income are also subject to tax:

- Dividends and profits or other benefits paid to shareholders or partners and profits from the sale of shares

- Interest income from loans, commissions from brokerage or agency, and earnings from secured transactions or other binding obligations
- Income from lotteries in cash or in kind
- Income from prizes (gifts) in cash or in kind over LAK1,300,000
- Income from leases such as leases of land, houses, vehicles, constructions, machines or other property
- Income from intellectual property such as patents, copyrights, trademarks or other rights
- Income from the sale or transfer of land, constructed items or land with construction

*Exempt income.* The following are significant types of exempt income:

- Salary of up to LAK1,300,000
- Profit from the sale of shares on the Lao Securities Exchange
- Allowance for spouse or child of up to 18 years old, maternity, sickness, occupational accident, one-time allowances, pensions, per diems for students, and additional work and overtime work of people earning basic income not more than LAK2 million
- Dividends paid to partners or shareholders of companies listed on the Lao Securities Exchange
- Income from the provision of public services, such as artistic activities, sports and other activities approved by relevant agencies
- Interest on deposits and on government bonds or debentures
- Individual or corporate life and property insurance payments

**Personal deductions and allowances.** Amounts withheld for pension funds and certain other welfare funds are deductible.

### Rates

*Employment income.* The following progressive tax rates are imposed on employment income.

Taxable income LAK	Tax rate %	Tax due LAK	Cumulative tax due LAK
First 1,300,000	0	0	0
Next 3,700,000	5	185,000	185,000
Next 10,000,000	10	1,000,000	1,185,000
Next 10,000,000	15	1,500,000	2,685,000
Next 40,000,000	20	8,000,000	10,685,000
Above 65,000,000	25	—	—

*Business income.* The following are the progressive rates of profit tax, imposed on micro enterprises, including freelancers who engage in business activities.

Annual turnover LAK	Tax rate %
Up to 50,000,000	Exemption
Above 50,000,000 to 400,000,000	
Agriculture and industries	1
Trade businesses	2
Service businesses	3

*Other income.* The following are the flat tax rates applicable to other types of income.

Type of income	Rate (%)
Income from the purchase or sale of agricultural land and the transfer of a land-use use right for an agricultural purpose	1
Dividends or other benefits received by shareholders or partners	10
Profits from the sale of shares (tax rate applied to gross sales price)	2
Interest and income from guarantees according to contracts or other binding obligations	10
Broker fees, consulting fees and fees for other services	5
Income from winnings from lotteries in cash or in kind	5
Income from prizes or gifts in cash or in kind over LAK1,300,000	5
Income from the leasing of land, houses, vehicles, machines or other properties	10
Income from intellectual property such as patents, copyrights, trademarks and other rights	5
Income from the sale or transfer of land-use rights, constructions or land with construction (tax rate applied to gross sales price)	2

## B. Social security

**Contributions.** Under the Law on Social Security System No. 54/NA, dated 27 June 2018, the rates for social security contributions in Laos are 5.5% for employees and 6% for employers. These rates are applied to salaries up to LAK4,500,000, effective from 1 January 2017. Consequently, the maximum monthly contributions are LAK247,500 for employees and LAK270,000 for employers.

**Coverage.** Social security applies to the following:

- State organizations
- Public and social organizations
- Enterprises and other business entities that employ labor and pay salary
- Individual freelancers and volunteers

Foreign employees who work for a labor unit in Laos and have salary or wages are subject to Lao social security contributions.

## C. Tax filing and payment procedures

Payroll taxes are deducted at source and payable by the 20th day of the following month to the tax authorities. The employer is responsible for the filing of the return and payment of the taxes with the authorities.

Tax on rental income must be declared within 15 working days after receipt of the income. The income payer or recipient of the income can file a tax declaration with the authorities.

Entities or individuals who make certain payments must withhold tax and file a declaration within 15 working days after making such payments. The following are the payments:

- Dividends
- Interest on loans
- Payments for intellectual property
- Payments for the transfer of shares
- Payments for the transfer of land and constructions
- Payments for lottery wins

## D. Tax treaties

Laos has entered into double tax treaties with several jurisdictions, including Belarus, Brunei Darussalam, China Mainland, Indonesia, Korea (North), Korea (South), Luxembourg, Malaysia, Myanmar, Singapore, Thailand and Vietnam.

## E. Entry visas

**Types of visas.** The various categories of visas for foreign nationals entering Laos are described below.

*Diplomatic and Official (D-A1 and S-A2).* Diplomatic (D-A1) visas are issued to diplomats from United Nations' agencies and other international organizations and their dependents (spouse and children) holding diplomatic passports. Official (S-A2) visas are issued to staff members of diplomatic missions, consulates, United Nations' agencies, and other international agencies and their dependents (spouse and children) holding official passports.

*Courtesy (C-B1).* Courtesy (C-B1) visas are issued to foreign experts holding diplomatic, official and ordinary passports and performing assignments under bilateral cooperation or grant assistance projects for the government of Laos. They are also issued to the dependents of such persons.

*Business (NI-B2 or I-B2).* Business (NI-B2 or I-B2) visas are issued to foreign businesspersons and their family members who invest in or collect information about business in Laos.

*Expert (E-B2).* Expert (E-B2) visas are issued to the following:

- Experts and staffs of nongovernmental organizations (NGOs) who are authorized to operate in Laos
- Experts and scholars, including their family members, who enter into hire contracts or business contracts with the government, private companies or other international organizations

*Student (ST-B2).* Student (ST-B2) visas are issued to students who come to Laos to study, research, collect information or technically train.

*Media (M-B2).* Media (M-B2) visas are issued to foreign journalists and media operators who convey news in Laos.

*Labor (LA-B2).* Labor (LA-B2) visas are issued to foreigners who become employees in Laos, including their family members.

*Spouse (SP-B3).* Spouse (SP-B3) visas are issued to foreigners who marry Lao citizens in accordance with the government's regulations and procedures.

*Tourist (T-B3).* Tourist (T-B3) visas are issued to foreign visitors for the purpose of holiday and tourism in Laos.

*Short-term (NI-B3).* Short-term (NI-B3) visas are issued to the following:

- Foreigners who are authorized to join a meeting, training or temporary study tour in Laos
- Foreigners who want to visit parents, cousins and friends or collect information for investment, trading and other purposes that are legal and follow the regulations of Laos

*Long-term (I-B3).* Long-term (I-B3) visas are issued to the following:

- Foreigners having a mission to protect and build the nation, including people who are beneficial to Laos and intend to have long stay in Laos
- Foreigners who intend to have long stay in Laos and deposit at least USD20,000 in a bank account of a bank in Laos if they intend to stay in Laos for six months or at least USD40,000 if they intend to stay in Laos for a year

*Permanent (P-B3).* Permanent (P-B3) visas are issued to foreigners who are authorized to have permanent stay in Laos.

*Transit (TR-B3).* Transit (TR-B3) visas are issued to foreign visitors who travel through Laos to a third country.

**Visa application procedures.** Embassies or general consulates of Laos in foreign countries can approve tourist visas, short-term visas and transit visas for foreigners who want to enter and leave Laos not more than two times. Other types of visas must be first approved by the Ministry of Foreign Affairs.

The immigration authority at the International Checkpoint Unit in the country can approve tourist visas, short-term visas and transit visas for foreigners who want to enter and leave Laos only one time. Other types of visas must be first approved by Ministry of Foreign and Affairs.

*Documentary requirements.* An applicant must submit the following documents to obtain a visa:

- An application form completed and signed by the applicant
- Two recent 4 cm x 6 cm photographs

In addition, the individual must have a passport with a remaining validity of at least six months.

## F. Work permits

To work in Laos, a foreign national must obtain a labor visa and apply for a work permit and foreign identity card.

Labor units that receive authorization to import foreign labor must register and apply for a work permit within one month from the date of receiving authorization.

A work permit is issued at the same time as a labor visa and expires in accordance with the employment contract.

The duration of temporary work permits may not exceed three months for labor imported for a probationary period, for monitoring and evaluation of projects or for the installation and reparation of machinery in accordance with an equipment sales contract.

Work permits are issued for a period of not more than 12 months and an extension may be requested for a period of not more than 12 months. The total working period may not exceed five years.

The employer must submit an application dossier to the Labor and Social Welfare Department. The application dossier must contain the following items:

- Letter requesting the issuance of a work permit for the employee
- Application form for an identification card
- Invitation letter to the foreign employee
- Copy of passport
- Copy of labor visa

Any document certified in a foreign country must be translated into Lao and legally notarized.

## **G. Stay permits**

At the same time of a labor visa application, the company will need to submit documents to apply for a stay permit.

Stay permits are issued for a period of not more than 12 months, and an extension may be requested for a period of not more than 12 months. The total working period may not exceed five years.

The employer must submit to the Foreigner Administration Police Department, Ministry of Public Security, an application dossier, which contains the same documents as those for the work permit application.

## **H. Family and personal considerations**

**Family members.** The spouse of a multiple-entry visa and work permit holder does not automatically receive the same type of authorization. A separate application must be filed jointly with the expatriate's application.

**Driver's permits.** A foreign national with a home country driver's license can apply for an equivalent driver's license in Laos.



# Latvia

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## A. Income tax

**Who is liable.** Residents are subject to Latvian personal income tax on their worldwide income. Nonresidents are subject to tax on their Latvia-source income.

Under the Latvian law, an individual is considered to be a resident of Latvia if any of the following conditions are satisfied:

- The individual's registered (declared) place of residence is located in Latvia.
- The individual stays in Latvia for 183 days or longer in a 12-month period beginning or ending during the tax year.
- The person is a citizen of Latvia and is employed abroad by the government of Latvia.

If a convention for the avoidance of double taxation and the prevention of fiscal evasion with respect to taxes on income and on capital is concluded between Latvia and another jurisdiction, its provisions prevail over the local regulations when defining residency status.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Progressive personal income tax is imposed on employment income earned by individuals at the following rates.

- Up to EUR20,004 per year (EUR1,667 per month): 20%
- From EUR20,004.01 to EUR78,100 per year (from EUR1,667.01 to EUR6,508.33 per month): 23%
- More than EUR78,100 per year (more than EUR6,508.33 per month): 31%

For employees who are subject to the Latvian social security system, the employer withholds tax at 20% and 23% rates from total employment income. The 20% tax rate can be applied only by an employer to which the employee submitted a salary tax book (an electronic set of data summarizing information that affects the application of personal income tax). For employees who are subject to a foreign social security system (in possession of a valid A1 Certificate or Certificate of Coverage), the employer is responsible for withholding and payment of personal income tax at rates of 20%, 23% and 31%.

In general, employment income subject to tax consists of salary, premiums, single and regular remuneration, and any other payments or benefits received directly or indirectly in cash or in kind by the employee from the employer based on existing or previous employment relationships. Fringe benefits, including employer-provided lodging and car usage, are also taxable.

*Employment income for a foreigner who has a Digital Nomad visa.* A foreigner has the right to apply a personal income tax rate of 15% to income received in connection with performing remote work for an employer registered in an Organisation for Economic Cooperation and Development (OECD) Member State or an economic activity registered in this Member State. This tax rate is applied within 365 days from the day on which the foreigner became a resident of Latvia.

*Self-employment and business income.* The income of individuals engaged in self-employment activities is subject to personal income tax at the following progressive rates:

- Up to EUR20,004 per year: 20%
- From EUR20,004.01 to EUR78,100 per year: 23%
- More than EUR78,100 per year: 31%

For purposes of determining income tax on self-employment income, taxable income equals gross income minus eligible expenses.

A specific group of individuals (generally pensioners or people with a disability) performing business activities in certain specified areas (for example, florists and those engaging in manufacturing or repair of clothing and footwear) may choose to pay the fixed reduced patent fee instead of paying personal income tax and social security contributions based on the amount of income. The amount of the reduced patent fee is EUR17 per year or EUR9 per half year.

*Investment income.* For residents and nonresidents, the following investment income is taxed at a rate of 20% as income from capital other than capital gains:

- Dividends and income related to dividends, if exemption criteria are not met
- Interest income and income related to interest
- Income from contributions in private pension funds
- Income from concluded life insurance contracts with the accumulation of funds
- Income from individual management of financial instruments according to the investor's mandate
- Income from investment account

Dividends are exempt from taxation if one of the following criteria is met:

- Dividends are distributed from profit earned after 1 January 2018 that is subject to corporate income tax according to Corporate Income Tax Law.
- Dividends are distributed from profit subject to corporate income tax abroad or a tax equivalent to corporate income tax or personal income tax, or a tax equivalent to personal income tax is withheld from dividends abroad.

*Directors' fees.* Board members of resident and nonresident companies are subject to personal income tax at progressive rates, regardless of whether the fees are paid by Latvian-registered companies or foreign companies. The personal income tax rates are the same as those for employment income.

*Rental income.* Income from rent of own property is subject to personal income tax at a rate of 10% if the individual registers the rent agreement with the tax authorities within five business days from the day on which the rent agreement is concluded and does not incur a substantial amount of business-related expenses.

*Lotteries and gambling.* Lotteries and gambling wins are subject to personal income tax at progressive rates if the amount (value) of the prizes during the tax year exceeds EUR3,000. The personal income tax rates are the same as those for employment income.

**Taxation of employer-provided stock options.** Under Latvian laws, employee income from employer-provided stock options is exempt from tax if the following conditions are met:

- The minimum period for the holding of the stock options (period from day when the stock options are granted until the day when the employee is entitled to exercise the stock options) is not less than 12 months.
- During the period for the holding of the stock options, the employee is in an employment relationship with a capital company that granted the share acquisition rights to the employee (or related group company).
- The employer (Latvian local entity) has provided to the Latvian tax authorities information (informative report) regarding the stock option plan and its participants.
- The stock options are exercised not later than within six months from the date of termination of the employment relationship between the employee and the employer that has granted the stock options (or related group company).
- The capital company (or related group company) that granted stock options to the employee did not issue a loan to the employee that was not repaid until the exercise of the stock options.

If the abovementioned conditions are not met, income derived from the exercise of employer-provided stock options is subject to personal income tax at progressive rates (social security contributions also need to be paid). The personal income tax rates are the same as those for employment income. Income derived from the exercise of employer-provided stock options is calculated as the difference between the market value at the time of exercise and the acquisition value.

**Income from a substantial participation in a foreign entity.** Income from a substantial participation in a foreign entity that is registered in a low-tax country is subject to income tax, regardless of whether the profit is distributed to the individual.

**Benefit from use of company's car.** The use of an employer's car for private purposes is considered to be a benefit to the employee that is subject to personal income tax, unless the employer has paid tax on the use of its vehicles. The amount of tax for the use of vehicles registered after 2009 ranges from EUR33 to EUR140 per month, depending on the vehicle's engine capacity.

**Capital gains.** Capital gains are taxed at a rate of 20% in Latvia.

Capital gains equal the difference between the disposal price of a capital asset and the acquisition price of that capital asset. In the event of the liquidation of a company, the capital gains on investments in share capital equal the difference between the liquidation quota and the investment value.

The following are considered to be capital assets:

- Shares, investments in partnerships and other financial instruments
- Investment fund certificates and other transferable securities
- Debt securities (promissory notes, certificates of deposit and short-term debt instruments issued by companies) and other money instruments
- Real estate (with certain exceptions)
- Investment in cryptocurrency
- A company within the meaning of the commercial law
- Intellectual property
- Investment gold and other precious metals, and transaction objects in currency trading exchanges or goods' exchanges

Capital gains derived from the sale of real estate are not taxable if any of the following circumstances exist:

- The individual has owned the real estate for more than 60 months, and the address of the real estate had been the person's declared place of residence for at least 12 months before the sale.
- The individual has owned the real estate since it was registered in the Land Register for more than 60 months, and the real estate had been the only real estate possessed by the individual.
- The individual had owned only the real estate declared in the Land Register and the income from the property sale is invested in functionally similar property within 12 months before or after the sale of the real estate.

Sales of other types of personal property in one-off transactions that are not part of a commercial activity are not subject to personal income tax.

Income, including sales income, from government promissory notes is not subject to personal income tax.

## **Deductions**

*Deductible expenses.* Individuals may deduct the employees' portion of social security contributions from the income reported on their tax returns. They also may deduct the employees' portion of payments in other European Union (EU)/European Economic Area (EEA) Member States that are essentially similar to social

security contributions and that are determined by legislative acts of such states if the respective payments have not been deducted in the other state.

*Personal deductions and allowances.* Individuals may deduct the following expenses from the income reported on their tax returns:

- Contributions to private pension funds and to life insurance schemes with the accumulation of contributions. However, the deduction for the sum of both types of contributions is limited to 10% of annual taxable income, but not more than EUR4,000 per year.
- Contributions to life insurance schemes without the accumulation of contributions and to health or accident schemes. However, both types of contributions are limited to 10% of annual taxable income but not more than EUR750 per year.
- Medical expenses, expenses for professional education and donations to acceptable charitable organizations and governmental institutions. However, such expenses are limited to 50% of annual taxable income, but not more than EUR600 per year.

The current differentiated nontaxable minimum (used to reduce the amount of taxable income) ranges from EUR0 to EUR500 per month, depending on an individual's income. For an individual whose monthly income does not exceed EUR500, the full amount of the nontaxable minimum applies. However, for income between EUR500 and EUR1,800 per month, the nontaxable minimum decreases, and if the income exceeds EUR1,800 per month, the nontaxable income minimum equals EUR0.

A parent may deduct EUR250 per child per month.

The above tax allowance in the amount of EUR250 cannot be applied for parents, grandparents and other family members, unless these persons have a disability status and do not receive a state pension. Effective from 1 July 2018, the allowance in the amount of EUR250 applies to an unemployed spouse if any of the following conditions are satisfied:

- He or she has a dependent child under the age of three.
- He or she has three or more children under the age of 18 or 24 and at least one child is under seven years old, until the children pursue basic, professional, higher or special education.
- He or she has five children under the age of 18 or 24, until the children pursue professional, higher or special education.

Income tax paid abroad may be credited against tax payable in Latvia. The amount of the credit is limited to the amount of the tax paid on the income in Latvia.

If a Latvian resident earns employment income for work in the EU, EEA or in a country with which Latvia has entered into a double tax treaty, and if the respective income is subject to income tax in the work country, the income is non-taxable in Latvia. As a result of the automatic exchange of information between tax authorities, Latvian tax residents who work in EU countries are exempt from the submission of an annual personal income tax return in Latvia. However, Latvian tax residents who work in other countries must declare the foreign employment

income in their annual personal income tax returns in Latvia and must attach a document issued by the foreign tax administration stating the type, amount of income received and amount of tax paid.

Personal deductions for medical and educational expenses may not be claimed by nonresidents, except for nonresidents who are residents of another EU/EEA Member State and have derived more than 75% of their total income from Latvia in the tax year.

*Business deductions.* Costs for materials, goods, fuel and energy, salaries, rent and leases, repairs and depreciation on fixed assets, and other costs may be deducted from the taxable income of a self-employed individual.

Expenses incurred to obtain intellectual property rights are deductible, subject to limits set forth in rules of the Cabinet of Ministers.

**Rates.** The following progressive personal income tax rates are imposed on taxable income earned by individuals at the following rates:

- Up to EUR20,004 per year: 20%
- From EUR20,004.01 to EUR78,100 per year: 23%
- More than EUR78,100 per year: 31%

**Relief for losses.** Self-employed individuals may carry losses forward for three years.

## B. Other taxes

**Property tax.** Property tax is imposed on individuals, legal entities and nonresidents that possess or hold Latvian land, buildings and engineering constructions. The property tax rate, which is set by the municipalities, ranges from 0.2% to 3% of the cadastral value of land, buildings and constructions (however, see below the rates for houses and flats not used for commercial purposes). A municipality can apply a rate exceeding 1.5% of the cadastral value only if the property is not maintained in accordance with the required standards. Agricultural land that is not cultivated (except for land that has an area not exceeding one hectare and land subject to limitations on its use for agricultural activities), collapsed buildings that are environment-degrading and buildings hazardous to personal safety are subject to 3% real estate tax. Engineering constructions that are owned by natural persons and that are not used for commercial activities and ancillary buildings (if certain conditions are met) are exempt from property tax.

The following are the property tax rates for houses and flats not used for commercial purposes:

- 0.2% of the cadastral value below EUR56,915
- 0.4% of the cadastral value exceeding EUR56,915 but below EUR106,715
- 0.6% of the cadastral value exceeding EUR106,715

For immovable property located in Riga, the owner of the property must pay property tax at a rate of 1.5% to the municipality if no person is registered (declared) for the immovable property.

**Estate and gift taxes.** Estate and inheritance taxes are not imposed in Latvia. Gifts above EUR1,425 received from non-relatives are

taxed as personal income. Royalties received by legal successors of deceased persons are taxable as personal income. State authorities may impose duties on the value of inheritances at rates ranging from 0.125% to 7.5%.

**Microenterprise tax.** On meeting certain requirements, an individual performing business activities in specific areas determined by law may apply for the microenterprise tax payment procedure. Under this procedure, the company pays microenterprise tax at a rate of 25%. The microenterprise tax payment includes state social insurance contributions and personal income tax. The microenterprise tax regime applies only to the income of an individual performing business activities. If such an individual employs employees, employment income of the employees is taxable as standard employment income.

### C. Social security

The base for mandatory social security contributions is employment income, which is subject to personal income tax in Latvia. In general, employers (or in certain cases, employees) make social security contributions on a monthly basis. As of 1 July 2021, the minimum base for social security contributions equals the minimum monthly salary (EUR700 for 2024). If an employee's monthly base for social security contributions is lower than the minimum monthly salary, the employer covers the difference between minimum social security contributions and the employee's calculated social security contributions. The legislative acts provide some specific exemptions from the application of the minimum base for social security contributions.

Employers and employees make social security contributions on monthly salaries at general rates of 23.59% and 10.5%, respectively.

Foreign employees, who do not have a permanent place of residence in Latvia, but who remain in Latvia for more than 183 days in any 12-month period and who are employed by a non-EU company, pay quarterly social security contributions at a rate of 31.83%.

The income cap for social security contributions is EUR78,100. However, solidarity tax is imposed on income that exceeds the cap at the same rates as the social security contributions. Part of solidarity tax covers the highest rate of personal income tax (that is, used as credit against personal income tax imposed at a 31% rate).

The annual rate of solidarity tax equals 25%, which consists of the following:

- 1% health insurance contributions (0.5% employee part; 0.5% employer part)
- 10% transferred to personal income tax to cover highest rate of 31% (payable by employee)
- 14% state pension insurance (payable by employer)

The employee's part of solidarity tax goes to the personal income tax budget, state pension special budget and financing of health care services, but the employer receives a refund of overpaid solidarity tax (difference between 23.59% and 14.5%) by 1 September of the year following the tax year.

If a company from an EU/EEA Member State employs citizens of Latvia, it must register with the State Revenue Service in Latvia for the purpose of social security contributions or the employee can register as a social security contribution payer. Regulation (EC) No. 883/2004 of the European Parliament and of the Council of 29 April 2004 on the coordination of social security systems applies to nationals of a Member State stateless persons and refugees residing in an EU Member State who are or have been subject to the legislation of one or more of the EU Member States, as well as to the members of their families and to their survivors.

#### **D. Tax filing and payment procedures**

The tax year in Latvia is the calendar year.

Employers must withhold taxes and social security contributions on personal salary and then remit the withheld amounts to the fiscal authorities monthly on the same day the salary is paid.

Every taxpayer receives a tax code number from the fiscal authorities. Individual taxpayers must submit an annual tax return, but they may authorize a certified auditor to submit the return on their behalf. In general, the tax return must be filed during the period of 1 March to 1 June of the year following the tax year. However, if income for the tax year exceeds EUR78,100, the tax return must be filed during the period of 1 April to 1 July of the year following the tax year.

A nonresident who permanently leaves Latvia before year-end must file an annual tax declaration within 30 days after he or she stops receiving income.

If the tax payable exceeds EUR640, the tax may be paid in three equal installments. These installments are due on 23 June, 23 July and 23 August of the year following the tax year if the filing deadline is 1 June. If the filing deadline is 1 July, the installments must be paid by 23 July, 23 August and 23 September.

The following are the rules for the filing of a capital gains tax return:

- If capital gains do not exceed EUR1,000 per quarter, a capital gains tax return must be filed by 15 January of the year following the tax year.
- If capital gains exceed EUR1,000 per quarter, a capital gains tax return must be filed for the quarter by the 15th day of the month following the respective quarter.

If an individual realized capital gains and incurred capital losses during the tax year, he or she can submit an annual capital gains tax return by 1 March of the year following the tax year to calculate tax on capital gains based on a summary procedure.

#### **E. Double tax relief and tax treaties**

Foreign taxes paid may be credited against Latvian tax liability on the same income. The exemption method applies to income derived in Lithuania.

Latvia has entered into double tax treaties with the following jurisdictions.



Albania	Iceland	Portugal
Armenia	India	Qatar
Austria	Ireland	Romania
Azerbaijan	Israel	Saudi Arabia
Belarus	Italy	Serbia
Belgium	Japan	Singapore
Bulgaria	Kazakhstan	Slovak Republic
Canada	Korea (South)	Slovenia
China Mainland	Kosovo	Spain
Croatia	Kuwait	Sweden
Cyprus	Kyrgyzstan	Switzerland
Czech Republic	Lithuania	Tajikistan
Denmark	Luxembourg	Türkiye
Estonia	Malta	Turkmenistan
Finland	Mexico	Ukraine
France	Moldova	United Arab
Georgia	Montenegro	Emirates
Germany	Morocco	United Kingdom
Greece	Netherlands	United States
Hong Kong	North Macedonia	Uzbekistan
SAR	Norway	Vietnam
Hungary	Poland	

Latvia and Pakistan have signed a tax treaty, but it has not yet entered into force.

Latvia has initialed but not yet signed tax treaties with Andorra, Bosnia and Herzegovina, Egypt, Liechtenstein, Mongolia, and Tunisia.

Latvia is currently negotiating double tax treaties with Australia, Jordan, Lebanon and Sri Lanka.

Starting from 1 January 2024, the convention between the government of Latvia and the government of the Russian Federation lost its validity based on Article 31 of the convention.

## F. Entry visas

All Member States of the Schengen Agreement have unified procedures and conditions for issuing Schengen visas. The Schengen visa is a visa that provides to a foreigner the right to stay in Latvia and in other Schengen Member States for a period indicated in the visa sticker.

**Types of visas.** The types of Schengen visas are described below.

*Airport transit visa (Category A).* An airport transit visa (Category A) may be issued for a stay in an international transit zone at the airport of a Schengen Member State. An airport transit visa is required for nationals of certain countries who need to change an airplane at the airport of a Schengen Member State or whose airplane lands in the airport of a Schengen Member State on the way from one non-Schengen Member State to another non-Schengen Member State.

*Short-term visa (Category C).* A short-term visa (Category C) is issued for a short-term visit to Schengen Member States or for transit through such states. Depending on the purpose of the visit, it may be issued for one, two or multiple entries. An entry means crossing the border between a Schengen Member State and a

non-Schengen Member State. A foreigner holding a C visa may stay in Schengen Member States for up to 90 days in a half-year period after the first crossing of the border between a Schengen Member State and a non-Schengen Member State.

*Long-term visa (Category D).* Depending on the circumstances, a foreigner who needs to stay in Latvia more than 90 days in a half-year period can apply for a long-stay visa (or a residence permit).

*Long-term visa for remote work (Digital Nomad visa).* A long-term visa for one year can be requested by citizens of third countries who are employed by an employer registered in a Member State of the OECD or are self-employed persons registered in one of these countries and who can perform their duties remotely while staying in Latvia.

**Visa with a limited territorial validity.** If a third-country national needs to enter a Schengen Member State but circumstances forbid such person from having a uniform visa that is valid in all Schengen Member States, he or she may be granted a visa with a limited territorial validity. This means that visa is valid for entering only those Schengen Member States that are indicated on the visa. If a visa states that it is valid only for Latvia, a foreigner is barred from entering other Schengen Member States.

Visas with limited territorial validity may be issued for transit or a short-term visit in a Schengen Member State that does not exceed 90 days in a half-year period.

**Rules applicable to citizens of various jurisdictions.** Citizens of EU/EEA Member States and Switzerland must obtain a residence card if their stay in Latvia exceeds 90 days in a half-year period, counting from the date of entry. The following is a list of these countries.

Austria	Greece	Norway
Belgium	Hungary	Poland
Bulgaria	Iceland	Portugal
Croatia	Ireland	Romania
Cyprus	Italy	Slovak
Czech Republic	Liechtenstein	Republic
Denmark	Lithuania	Slovenia
Estonia	Luxemburg	Spain
Finland	Malta	Sweden
France	Netherlands	Switzerland
Germany		

Citizens of the following jurisdictions may enter and stay in Latvia for 90 days within a 180-day period without visas.

Albania (a)	Kiribati	St. Vincent
Andorra	Korea (South)	and the
Antigua and	Liechtenstein	Grenadines
Barbuda	Macau	Samoa
Argentina	Malaysia	San Marino
Australia	Marshall Islands	Serbia (a)
Bahamas	Mauritius	Seychelles
Barbados	Mexico	Singapore
Bosnia and	Micronesia	Solomon
Herzegovina (a)	Moldova (a)	Islands

Brazil	Monaco	Taiwan (b)
Brunei Darussalam	Montenegro (a)	Timor-Leste
Canada	New Zealand	Tonga
Chile	Nicaragua	Trinidad
Colombia	North Macedonia (a)	and Tobago
Costa Rica	Northern	Tuvalu
Dominica	Mariana	Ukraine (a)
El Salvador	Islands	United Arab
Georgia (a)	Palau	Emirates
Grenada	Panama	United Kingdom
Guatemala	Paraguay	United States
Honduras	Peru	Uruguay
Hong Kong	St. Kitts and	Vanuatu
Israel	Nevis	Vatican City
Japan	St. Lucia	Venezuela

(a) Only for holders of biometric passports.

(b) Only for holders of passports with personal identification number.

## G. Work and residence permits

A residence permit is required if a foreigner wants to reside in Latvia for a time period exceeding 90 days within a half year, beginning from the date of first entry. EU citizens are not required to obtain a residence permit. However, they must register and obtain a residence card or permanent residence card (with the exception of an EU citizen who works in Latvia but travels back to his or her residence country on a weekly basis).

*Residence permit for non-EU citizens.* Non-EU citizens can obtain five-year residency permits in Latvia, which allow unrestricted travel within the territory of Schengen Member States. An individual can apply for a residency permit if he or she makes the following investments in Latvia and complies with certain criteria provided by law:

- Investment in a company
- Purchase of real estate
- Investing in a bank's subordinate capital (deposit)

The issuance of first-time and repeated temporary residence permits to citizens of the Russian Federation is suspended. The amendments, which took effect on 24 September 2022, do not affect the registration process of temporary residence permits. Permits are still being registered.

The above-mentioned restrictions for the issuance of first-time and repeated temporary residence permits do not apply to the following citizens of the Russian Federation:

- EU Blue Card applicants and specialists, managers and interns transferred within a company
- Persons who have applied for family reunification
- Researchers and students (including researchers and students for nine months after the end of the research project or master's or doctoral study program)
- Persons granted temporary protection or alternative status in Latvia
- Persons granted the status of permanent resident of the EU in Latvia or granted such status in another EU Member State
- Any person, regardless of the reason for the temporary residence permit issued to them (including, among others, startup,

employment or commercial activity and investments), who was employed in Latvia in the last three months before requesting a repeated temporary residence permit and for whom personal income tax payments were made and who continues to exercise the granted right to employment

For citizens of Belarus, a more favorable procedure for issuing residence permits entered into force, a ban on issuing repeated temporary residence permits was established, and the circle of persons to whom this ban does not apply was expanded. These amendments took effect on 24 September 2022.

First-time and repeated temporary residence permits can be requested for the following:

- A private visit (once a calendar year for six months to a Latvian citizen, a non-citizen, a foreigner who has received a permanent residence permit or a relative
- An individual merchant, self-employed person, official registered in the commercial register, representative of a representative of a foreign merchant or founder of a startup company
- An employed person (for any type of employment)
- A pupil, student, researcher or intern
- A person placed in an inpatient treatment facility
- Family reunification
- A person granted stateless, temporary protection or alternative status in Latvia
- A person performing a religious activity
- A person who has been granted the status of a permanent resident of the EU in Latvia or has been granted such status in another EU Member State
- Any person, regardless of the reason for the temporary residence permit issued to him (including, but not limited to, startup, employment or commercial activity and investments), who was employed in Latvia in the last three months before requesting a repeated temporary residence permit and for whom personal income tax payments were made and continues to exercise the granted right to employment

Citizens of the Russian Federation and Belarus can request temporary residence for one year.

The amendments to the Immigration Law also provide for broader possibilities to refuse or revoke residence permits if either of the following apply:

- The foreigner has publicly glorified, denied or justified genocide, crimes against humanity, crimes against peace or war crimes.
- The foreigner has provided substantial financial, material or propaganda support or other forms of support to persons or states that undermine or threaten the territorial integrity, sovereignty and independence or constitutional order of democratic states or the foreigner has committed such acts or has otherwise acted contrary to the interests of national security or public order and safety.

## **H. Family and personal considerations**

**Family members.** Spouses and dependents of expatriates may apply jointly with the expatriate for residence permits as well as

work permits. They must provide legalized copies of marriage and birth certificates to obtain Latvian visas or residence permits.

**Marital property regime.** The default marital property regime in Latvia is one of community property. Spouses may establish, alter or terminate their property rights by marital contract before or during the marriage. Under the community property regime, property owned by a spouse prior to marriage and property acquired during the marriage is community property, unless specifically reserved as separate property by contract.

**Forced heirship.** Forced heirs in Latvia include a surviving spouse and any descendants, or the most closely related ascendants. The amount of their legal portion varies, according to the number of forced heirs surviving.

**Driver's permits.** Latvia recognizes foreign driver's licenses in accordance with the European Convention on Road Transport, including international driver's licenses. In other cases, if a foreign national resides in Latvia longer than 12 months, he or she must exchange the foreign driver's license for a Latvian driver's license. To obtain a Latvian license, the foreign national must take a driving test. Licenses issued by EU-member countries are valid in Latvia.

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## A. Income tax

**Who is liable.** All resident and nonresident individuals are subject to income tax on their income derived in Lebanon. However, certain individuals, such as agricultural workers, nurses and clergymen, are exempt from tax.

**Income subject to tax.** The following are the three categories of taxable income:

- Profits of sole traders from industrial, commercial and non-commercial professions
- Salaries, wages and pensions
- Income from movable capital (dividends, interest and other types of investment income)

*Self-employment income.* Sole traders are taxed on the basis of lump-sum profits, which are equal to a specified percentage of gross income.

Sole traders must submit to the Ministry of Finance before 1 February of each year a statement showing their total gross income and sales during the preceding year. They are taxed at progressive rates ranging from 4% to 25% (for a table of rates applicable to self-employment income, see *Rates*).

Gross income is defined as the total gross proceeds from all operations concluded by the taxpayer during the year preceding the year of assessment. It includes the value of commodities, goods, instruments or materials sold or hired, commissions, brokerage fees, interest, exchange differences and fees.

*Employment income.* Individuals are subject to tax on their salaries and wages earned in Lebanon.

Gross employment income includes total salaries and allowances, wages, indemnities, bonuses, gratuities and other benefits in cash and in kind.

In determining net employment income, the following deductions may be claimed:

- Representation allowances up to 10% of basic salary
- Transportation allowance provided under the Labor Law
- Personal deductions and allowances (see *Deductions*)
- Schooling allowances allowable by the Labor Law
- In general, all allowances granted to cover disbursements incurred in connection with the performance of employment duties if they are supported by invoices or similar documents

The maximum allowed per diem is LBP50,000 for national trips and LBP150,000 for international trips.

Net employment income is taxed at progressive rates ranging from 2% to 25%. For a table of the rates applicable to employment, see *Rates*.

**Deductions**

*Personal deductions and allowances.* Resident individuals are entitled to family exemptions, which are deducted from taxable income.

The Ministry of Finance Decision No. 959/1 dated 5 September 2024 sets out the following family exemptions applicable for specified periods:

From 1 January 2024 to 15 February 2024			
Status	Exemption LBP	Prorated exemption LBP	Remarks
Single	37,500,000	4,687,500	
Married	12,500,000	1,562,500	
non-working spouse			
Child with non-working spouse	2,500,000	312,500	Applicable up to five children

From 16 February 2024 to 31 December 2024			
Status	Exemptions LBP	Prorated exemption LBP	Remarks
Single	450,000,000	393,750,000	
Married	225,000,000	196,875,000	
non-working spouse			
Child with non-working spouse	45,000,000	39,375,000	Applicable up to five children

The following annual family exemptions will be applicable effective from 1 January 2025 in accordance with Budget Law No. 324 dated 15 February 2024 to a taxpayer's annual profit, whether deemed or actual:

- LBP450 million for each natural person
- Additional LBP225 million for a non-working spouse
- Additional LBP45 million for each child (up to five children)

If both parents work, the allowance per child will be divided by two and granted equally for the taxpayer's first five children.

**Rates.** The following tax rates apply to the lump-sum profits of sole traders derived from industrial, commercial and noncommercial professions.

<b>Exceeding LBP</b>	<b>Net taxable income Not exceeding LBP</b>	<b>Tax rate %</b>
0	540,000,000	4
540,000,000	1,440,000,000	7
1,440,000,000	3,240,000,000	12
3,240,000,000	6,240,000,000	16
6,240,000,000	13,500,000,000	21
13,500,000,000	—	25

Nonresident persons and entities that do not have a workplace to conduct business in Lebanon and that earn income subject to income tax in Lebanon or generate revenues by themselves in Lebanon are taxed on a deemed profit of the amounts received from Lebanon. The deemed profit percentage, effective from 1 April 2024, is 50% on services and 20% on products, and the tax rate is 17%. Consequently, the effective tax rate is 8.5% for income derived from services and 3.4% for income derived from the supply of products. With respect to the oil and gas sector, the deemed profit for services is 50% and 15% on products; however, the tax rate is 20% for both services and supply of products, leading to an effective tax rate of 10% for income derived from services and 3% for income derived from the supply of products. The tax must be withheld by the resident party and declared and paid quarterly within a period of 15 days from the end of each quarter.

In accordance with Budget Law No. 324, the following tax rates are applicable to employment income, effective from 1 January 2025.

<b>Exceeding LBP</b>	<b>Net taxable income Not exceeding LBP</b>	<b>Tax rate %</b>
0	360,000,000	2
360,000,000	900,000,000	4
900,000,000	1,800,000,000	7
1,800,000,000	3,600,000,000	11
3,600,000,000	7,200,000,000	15
7,200,000,000	13,500,000,000	20
13,500,000,000	—	25

In addition, Ministry of Finance Decision No. 959/1 provides the mechanism for the computation and payment of the employee income tax, including amounts paid in whole or in part in foreign currency, and contains the following progressive tax rates, which apply only in 2024.

<b>Exceeding LBP</b>	<b>Net taxable income Not exceeding LBP</b>	<b>Tax rate %</b>
0	317,250,000	2
317,250,000	793,125,000	4



Exceeding LBP	Net taxable income		Tax rate %
	Not exceeding LBP		
793,125,000	1,586,250,000		7
1,586,250,000	3,172,500,000		11
3,172,500,000	6,345,000,000		15
6,345,000,000	11,896,875,000		20
11,896,875,000	—		25

## B. Other taxes

**Built property tax.** Built property tax is generally imposed on rental income, including fees for services provided by the landlord to the tenant. However, it is imposed on estimated rental income determined by the Department of Built Property Tax if any of the following conditions apply:

- No rent contract exists.
- The property is occupied by the owner.
- The property is occupied by another party for no rent (free of charge).

Tax is calculated on the net income from property, which equals the gross rental income subject to Built Property Tax, as described above, less allowable expenses as stated in the rent contracts. These expenses are specified by law and are limited to a certain percentage of income.

To qualify unoccupied property for exemption from the Built Property Tax, the owner must file the relevant declaration to the competent authorities within a month from the date on which the property was vacated.

The following tax rates are applied to the net income from each property to determine the Built Property Tax.

Taxable income		Tax rate %
Exceeding LBP	Not exceeding LBP	
0	1,200,000,000	4
1,200,000,000	2,400,000,000	6
2,400,000,000	3,600,000,000	8
3,600,000,000	6,000,000,000	11
6,000,000,000	—	14

Built property tax can be waived if the property is used by its owner who is conducting commercial or industrial activities subject to corporate income tax.

**Inheritance and gift tax.** Inheritance and gift taxes are imposed in Lebanon and consist of a flat tax and a proportional tax.

The flat tax is imposed at a rate of 0.5% of the gross inheritance or gift amount less an exemption of LBP200 million.

The net amount of the inheritance, after the deduction of the flat tax mentioned above, is distributed among the various heirs in accordance with the law. Each heir, depending on his or her relationship with the deceased, may claim deductions ranging between LBP120 million and LBP600 million. The following

inheritance tax rates apply to the amount of the inheritance, reduced by the deduction.

#### Children, spouses and grandchildren

Amount of inheritance		Rate %
Exceeding LBP	Not exceeding LBP	
0	1,800,000,000	3
1,800,000,000	3,600,000,000	5
3,600,000,000	6,000,000,000	7
6,000,000,000	12,000,000,000	10
12,000,000,000	—	12

#### Parents

Amount of inheritance		Rate %
Exceeding LBP	Not exceeding LBP	
0	1,800,000,000	6
1,800,000,000	3,600,000,000	9
3,600,000,000	6,000,000,000	12
6,000,000,000	12,000,000,000	16
12,000,000,000	—	18

#### Siblings

Amount of inheritance		Rate %
Exceeding LBP	Not exceeding LBP	
0	1,800,000,000	9
1,800,000,000	3,600,000,000	12
3,600,000,000	6,000,000,000	16
6,000,000,000	12,000,000,000	20
12,000,000,000	—	24

#### Cousins

Amount of inheritance		Rate %
Exceeding LBP	Not exceeding LBP	
0	1,800,000,000	12
1,800,000,000	3,600,000,000	16
3,600,000,000	6,000,000,000	21
6,000,000,000	12,000,000,000	26
12,000,000,000	21,000,000,000	31
21,000,000,000	—	36

#### Other beneficiaries

Amount of inheritance		Rate %
Exceeding LBP	Not exceeding LBP	
0	1,800,000,000	16
1,800,000,000	3,600,000,000	21
3,600,000,000	6,000,000,000	27
6,000,000,000	12,000,000,000	33
12,000,000,000	21,000,000,000	39
21,000,000,000	—	45

Gift tax rates are the same as the inheritance tax rates.

**Stamp duty.** Under the Lebanese Stamp Duty Law, fiscal stamps at a rate of four per 1,000 must be affixed to all deeds or contracts. Payment of stamp duty is due within five days from the date of signature of the deed or contract. A fine equal to five

times the duty is imposed if the stamp duty is paid after the deadline or if it is not paid at all.

If the value of the contract or subcontract is not determined or will be determined at a later stage, a fixed stamp duty of LBP100,000 must be affixed on the contract. In addition to the fixed stamp duty, the beneficiary must settle a proportional stamp duty of four per 1,000 on raising an invoice.

Rent contracts must be registered each year and are subject to stamp duty at a rate of four per 1,000 of the rent.

**Capital Gains Tax.** Gains on the disposal of real estate are subject to Capital Gains Tax (CGT) at a rate of 15% if either of the following circumstances exists:

- They are realized by persons who are not subject to income tax or who previously benefited from permanent, special or exceptional exemptions from this tax.
- They are realized by persons who are subject to income tax, but the real estate is not part of their profession.

As an exception, capital gains resulting from the sale of real estate as defined under specific rules of the Income Tax Law (that is, sales by individuals) will be subject to CGT at a rate of 1%.

The taxable gain equals the difference between the disposal value and the cost of the asset, and taxpayers (meeting the above definition) may deduct 8% of the gain per year for every full year between the date of acquisition and the date of disposal of the property. An owner as classified above is exempt from tax on the sale of a real estate property if the owner holds the asset for at least full 12 years. Otherwise, the owner must pay CGT on the difference described above in the year of disposal.

In general, any gain realized by individuals from the sale of shares is exempt from CGT. However, the gains realized by individuals from the disposal of their shares in the following joint stock companies should be subject to a tax equal to the transfer and registration fees on real estate properties (3% if the individual is Lebanese and 5% if the individual is a foreigner):

- Companies whose sole or main activity is owning real estate properties (land or buildings)
- Companies that are engaged in trading of real estate properties (land or buildings) in real estate development activities
- Companies with real estate properties exceeding 50% of their total fixed assets

The taxable gain is determined to be the difference between the acquisition cost and the actual sale price of these shares.

A 50% discount on the tax due is applied if the disposal is concluded between the shareholders or between the shareholders and their lineal ancestors or lineal descendants.

The seller is liable to declare the sale transaction within a period of two months from the disposal date and to pay the tax due using the relevant declaration forms. Both the seller and the buyer are jointly liable to pay the tax resulting from this disposal transaction.

### C. Social security

Lebanon operates a compulsory social security scheme that requires contributions from both employers and employees. The social security scheme in Lebanon covers the following areas:

- Sickness and maternity
- Family allowance
- End-of-service indemnity

**Contributions.** All companies that have at least one employee must register with the Social Security National Fund within one month of beginning operations. New employees must be registered within 15 days from the date of their employment.

Contributions to the social security scheme are calculated as percentages of monthly salaries and wages, including overtime, gratuities and fringe benefits. For the sickness and maternity and family allowance schemes, the maximum amounts on which contributions are calculated are LBP90 million and LBP12 million, respectively.

For the sickness and maternity scheme, the contribution rates are 8% for employers and 3% for employees. Only employers make contributions to the family allowances and end-of-service indemnity schemes. The contribution rates are 6% and 8.5%, respectively.

Non-Lebanese employees need not be registered with the Social Security National Fund if their contracts are signed outside Lebanon with foreign entities and if they can prove that they enjoy social security benefits in their home country similar to the benefits granted in Lebanon.

**Totalization agreements.** Lebanon has entered into totalization agreements with Belgium, France, Italy and the United Kingdom to prevent double payment of social security contributions by expatriates working in Lebanon.

### D. Tax filing and payment procedures

Under the Lebanese income tax law, employers are responsible for withholding payroll tax and employees' social security contributions from employees' salaries on a monthly basis and remit the withholdings to the tax authorities every three months. Employees are not required to file tax returns. Social security contributions by employers are payable on a quarterly basis for companies with fewer than 10 employees and on a monthly basis for larger companies. Employee contributions are withheld by the employer and paid to the authorities together with the employer's contribution.

### E. Double tax relief and tax treaties

Lebanon has concluded tax treaties with the following jurisdictions.

Algeria	Italy	Romania
Armenia	Jordan	Russian Federation
Bahrain	Kuwait	Senegal
Belarus	Malaysia	Syria
Bulgaria	Malta	Tunisia

Cyprus	Morocco	Türkiye
Czech Republic	Oman	Ukraine
Egypt	Pakistan	United Arab
France	Poland	Emirates
Iran	Qatar	Yemen

Lebanon's double tax treaties with the following jurisdictions are in various stages of negotiation, signing and ratification:

- Cuba
- Gabon
- Saudi Arabia
- Sudan

## **F. Entry visas and work permits**

All expatriates working in Lebanon must have a work permit and a residence permit. Such permits may be issued only at the request of an employer.

To obtain a work permit, the following items must be submitted:

- A special work permit application completed and signed by the applicant and the employer.
- A list of the names of the foreign employees (if any) at the office of the employer that must be signed and sealed by the employer.
- The address of the employer.
- The passport or the identity card of the expatriate. The Minister of Labor retains a photocopy of this document.
- A medical report evidencing that the expatriate is free from epidemic diseases.
- A photocopy of the employer's registration in Lebanon.
- A list of authorized signatures of the employer.
- A certified copy of the employment contract entered into between the employer and the expatriate.
- A quittance (discharge or clearance certificate) issued by the Social Security National Fund.

# Lesotho

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## A. Income tax

**Who is liable.** Citizen residents and permanent residents are taxable on worldwide income, except for employment income if it is sourced and taxed abroad.

Tax-resident expatriates are taxed on worldwide income. However, expatriates are not taxed on property income derived from foreign sources or on income derived from disposals of investment assets generating foreign-source income.

Nonresidents are taxable on Lesotho-source remuneration income only.

## Income subject to tax

*Employment income.* All compensation from sources within or deemed to be within Lesotho is taxable. Compensation includes salaries, wages, overtime or leave pay, commissions, directors' fees, bonuses, gratuities, certain benefits in cash or in kind, allowances, gifts, pensions and retirement benefits. Compensation does not include fringe benefits, and employers are subject to tax on them.

War and disability pension benefits and amounts received from agricultural activities are tax-exempt.

*Self-employment and business income.* Any individual who earns self-employment or business income from a source within Lesotho or a source deemed to be within Lesotho is subject to tax in the year the income is earned.

To be taxable, self-employment or business income must arise from a source in Lesotho or a source deemed to be within Lesotho. Business income is defined as all profits or gains arising from a business, including capital gains. Business income is

calculated by subtracting exempt income and allowable deductions from gross income.

*Investment income.* Interest is taxable. The first LSL500 of interest income received by a resident individual from a single savings account is exempt from tax.

Resident individuals are not subject to tax on dividends.

Other investment income, including the profit or loss on the sale of an investment asset, is taxed with other income at the rates described in *Rates*.

Foreign-source income from employment in a foreign country derived by a resident individual is exempt from income tax if the income is chargeable to tax in the foreign country.

**Capital gains and losses.** Gains or losses derived from the sale of business and investment assets are included in the normal taxable income of an individual. Gains or losses derived from the sale of personal assets are not included in taxable income, provided they are not used in the production of income subject to tax.

## Deductions

*Deductible expenses.* Expenses directly related to employment are deductible, but no deductions are allowed for personal expenses, including clothing and commuting, income tax, expenses incurred that are capital in nature, gifts, fines and insurance premiums paid to nonresident insurers.

*Business deductions.* In general, expenses incurred in earning taxable income are deductible, except for expenses of a capital nature.

In general, interest is taxed with other income at the rates set forth in *Rates*.

**Tax credit.** The law provides for an individual to be granted a non-refundable tax credit. A tax credit is a rebate or relief granted by law to individuals who have taxable income for the income tax year. It is directly subtracted from the tax amount after applying the applicable marginal tax rates to the chargeable income. The nonrefundable tax credit is currently LSL970 per month or LSL11,640 per year.

**Foreign tax relief.** A resident taxpayer is entitled to a foreign tax credit against his or her liability to Lesotho income tax with respect to any foreign income tax borne directly or indirectly by the resident on foreign-source income subject to Lesotho tax.

**Rates.** The tax rates for residents are set forth in the following table.

Taxable income		Rate %
Exceeding LSL	Not exceeding LSL	
0	74,050	20
74,050	—	30

The following categories of income derived by nonresidents are subject to withholding tax.

Type of income	Withholding tax rate (%)
Dividends, interest, royalties, natural resource payments and management fees	25
Payments for services	10
Payments to resident contractors	5
Interest paid to residents	10

**Relief for losses.** Losses may be carried forward indefinitely and offset against income of a similar nature in subsequent years.

## B. Other taxes

Lesotho does not impose net worth, estate or gift taxes.

**Fringe benefit tax.** Fringe benefit tax is imposed on the employer, based on the employer's fringe benefit taxable amount (the value of non-monetary benefits provided to employees). A fringe benefit is a monetary or non-monetary benefit derived from employment that does not form part of an employee's normal salary or wage. Non-monetary fringe benefits are also referred to as benefits in kind. In summary, benefits in kind refer to earnings, other than in cash, that are received or due to an employee by virtue of his or her employment relationship with the employer. If fringe benefits are received or enjoyed by an associate of an employee, the fringe benefit tax applies.

## C. Social security

Lesotho does not impose any social security taxes.

## D. Tax filing and payment procedures

The income tax year in Lesotho runs from 1 April to 31 March for individuals. Tax returns must be filed within three months after the end of the tax year or of the financial year if the financial year is different from the tax year.

Employers are required by law to withhold taxes from remuneration paid to their employees on a monthly basis and to remit these taxes to the tax authorities.

Married persons are taxed separately, not jointly, on all types of income.

## E. Double tax relief and tax treaties

Double tax relief in the form of a tax credit is available in the absence of an applicable double tax treaty.

Lesotho has entered into double tax treaties with Botswana, Eswatini, Mauritius, South Africa and the United Kingdom.

Lesotho has entered into tax information exchange agreements with Guernsey and the Isle of Man.



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*This chapter reflects the law in Libya at the time of writing. In view of the current transition in Libya, the legislative situation is difficult to assess and may be subject to change. Consequently, readers should obtain updated information before engaging in transactions.*

## A. Income tax

**Who is liable.** Libyan nationals and foreigners are subject to income tax on income arising in Libya. Libyan nationals and foreigners are considered to be resident if they satisfy any of the following conditions:

- They are Libyan.
- They are in Libya with a work visa.
- They undertake employment in Libya.

Residence results in liability for Libyan personal income tax for the year of residence.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Income tax is levied on employment income paid in cash or in kind.

*Self-employment income.* Individuals carrying out business activities independently, providing consulting services or engaging in technical, artistic or scientific projects are subject to tax on income derived from such activities.

*Investment income.* Interest on bank deposits of whatever term is subject to withholding tax at a rate of 5%.

*Other income.* Other income is subject to tax at various rates.

**Taxation of employer-provided stock options.** Income derived from employer-provided stock options is taxed in the same manner as employment income.

**Capital gains.** The law does not make any reference to tax on capital gains. Company capital gains are treated as trading income.

**Exempt income.** The following items are exempt from income tax:

- Income from deposits in savings accounts
- Payments to beneficiaries of life insurance policies
- Payments for disability arising from employment
- Income from agricultural activities
- Income of civil servants and state employees
- Income from pensions
- Income derived from writing and research in the fields of science and culture
- Income of charitable organizations
- Foreign income
- Export income
- Development activities as determined by the government

### Deductions

*Deductible expenses.* Expenses that may be deducted include life insurance premiums, general insurance premiums, social security contributions and medical insurance contributions.

*Personal deductions and credits.* Individuals may claim the following annual personal allowances:

- LYD1,800 for a single taxpayer
- LYD2,400 for a married taxpayer
- LYD300 for each dependent child, up to the age of 18

**Rates.** The following are the tax rates applicable to annual taxable income.

Annual taxable income		Rate %
Exceeding LYD	Not exceeding LYD	
0	12,000	5
12,000	—	10

**Jihad tax.** Jihad tax is withheld monthly from earned income. It is imposed on gross income less the Social Unity Fund contribution (see below) and the employee's social security contribution at the following rates:

- 1% if monthly income does not exceed LYD50
- 2% if monthly income does not exceed LYD100
- 3% if monthly income exceeds LYD100

**Social Unity Fund contribution.** One percent of monthly gross salary is withheld as a contribution to the Social Unity Fund.

**Relief for losses.** Losses incurred in business or professional activities may be carried forward and offset against profits from the same type of activities in the following five years. Losses may not be carried back.

### B. Other taxes

**Property tax.** Only Libyan nationals may own property. Tax at scale rates is assessed on 60% of rental income. The top rate of property tax is 15% as income tax, plus 4% Jihad tax.

The transfer of immovable property is not formally subject to any property transfer tax.

**Inheritance and gift taxes.** Libya does not impose inheritance tax or gift tax.

**C. Social security**

Social security contributions are payable monthly on salaries, wages, bonuses and other compensation income.

The contribution rates are 15.375% for employers and 5.125% for employees. The state pays a 1.025% portion of the contribution for Libyan companies. Employers withhold the employee contributions monthly.

**D. Tax filing and payment procedures**

The tax year in Libya for individuals is the calendar year.

Employees who have only income from employment are not required to file annual income tax returns.

Individuals with non-employment income must file an annual tax return within 60 days after the end of the tax year (31 December). For such individuals, tax is payable in four quarterly installments, beginning on 10 March, with a 15-day grace period, or on the next day in a quarter after the issuance of an assessment.

**E. Double tax relief and tax treaties**

Under Libya’s double tax treaties, resident individuals who derive income abroad may claim a tax credit for foreign tax paid, up to the amount of the tax due on such income in Libya.

Libya has entered into double tax treaties with the following jurisdictions.

Arab Maghreb	India	Sudan
Union countries	Malta	Syria
Bulgaria	Pakistan	Türkiye
Egypt	Serbia	Ukraine
France	Singapore	United Kingdom
Greece	Slovak Republic	

Libya’s double tax treaties with the following jurisdictions are in various stages of negotiation, signing and ratification.

Austria	China Mainland	Qatar
Azerbaijan	Croatia	Russian
Belarus	Germany	Federation
Belgium	Italy	Slovenia
Bosnia and	Korea (South)	Spain
Herzegovina	Netherlands	Switzerland

**F. Temporary entry visas**

A valid passport and entry visa are required to enter Libya.

Libya offers the following types of temporary visas to foreign nationals:

- Transit visas, which are valid for a maximum of seven days
- Student visas, which are valid for 12 months and are renewable
- Tourist visas, which are single-entry visas valid for 30 days
- Business visas, which may be single-entry visas valid for 30 days, or multiple entry visas valid for three, six or 12 months

- Residence/work visas, which are provided outside Libya if the individual will enter Libya with the intention of residing or working

A fee is payable for the issuance of each type of visa.

## G. Work permits and self-employment

Foreign nationals must obtain a work permit to work in Libya. Foreign nationals who will work under an employment contract must obtain a work authorization, which is valid for up to one year.

Foreign nationals may not be self-employed.

After the period of validity for a work authorization or work permit expires, an individual may reapply for such items.

## H. Residence permits

Residence permits are granted to foreigners on the basis of employment. They are granted on the application of the employing company. A residence permit is regarded as temporary and is not issued until it has been determined that a similarly qualified national is not available. A national must be employed and trained to replace the foreigner, and some occupations are restricted to nationals (for example, secretarial and clerical).

Employed foreign nationals who reside in Libya for more than 15 years may obtain a five-year residence permit, which is renewable every five years.

The following documents must be submitted with the application for residence permit for workers:

- Application form containing family details
- Detailed *curriculum vitae* and copies of qualifications
- Passport and a copy of the passport
- Copy of the work visa
- Work authorization issued by the Manpower Department
- Twelve passport-size photos

Requirements and documentation are subject to frequent change.

## I. Family and personal considerations

**Family members.** Dependent relative visas are usually granted automatically to family members of a foreign national who holds a valid work authorization or permit. However, an expatriate's spouse must file an application for a residence permit through the expatriate's employer and may not undertake employment.

**Marital property regime.** The default marital property regime in Libya is based on Islamic law. Under Islamic law, a legal share of the estate automatically devolves to the surviving spouse and children.

**Driver's permits.** Expatriates may drive legally in Libya using their home-country driver's licenses for up to three months. Holders of residence permits must apply for local driving licenses.

# Liechtenstein

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## A. Income tax

**Who is liable.** Under Liechtenstein's tax system, the national government and regional communities levy income and net worth taxes. The regional communities levy surcharges on the taxes of the national government. Income tax is levied on all forms of income. As a result of the tax reform that entered into force on 1 January 2011, the net worth tax is no longer calculated separately but is integrated into the income tax.

All resident or domiciled individuals are subject to income tax on worldwide income, with the exception of income from real estate located abroad and income from either a fixed place of business or a permanent establishment located abroad. In addition, all resident or domiciled individuals are subject to income tax based on the standardized return level of worldwide net assets other than real estate and business premises located abroad.

Nonresidents are subject to tax if they are employed in Liechtenstein, if they own real estate in Liechtenstein or if they have business premises in Liechtenstein. Nonresidents are subject to tax on income derived from Liechtenstein sources, including Liechtenstein real estate, owned or leased, and business premises. In addition, nonresidents may be taxed on income from self-employment, employment and business activities carried out in Liechtenstein.

Individuals are considered resident or domiciled in Liechtenstein if they meet any of the following conditions:

- They maintain a legal residence in Liechtenstein.
- They have a "customary place of abode" in Liechtenstein. This means that they are present in Liechtenstein for at least six consecutive months.

### Income subject to tax

**Employment income.** Taxable income includes compensation from employment, self-employment and income from secondary employment.

In general, retirement benefits in Liechtenstein are also included in taxable income. Retirement benefits are derived from the following sources:

- Mandatory social security system (old-age and survivors' insurance). Pensions are based on premiums paid and on the number of years employed. Benefits generally satisfy minimum cost-of-living requirements.
- Company pension plans.
- Individual savings.

At least 30% of old-age and survivors' pension benefits and disability insurance benefits is taxable.

*Self-employment and business income.* In general, income taxes are levied on individuals who earn self-employment or business income in Liechtenstein. However, for nonresident partners of companies domiciled in Liechtenstein, the companies are subject to taxes on profits.

Self-employment and business income is taxed with other income at the rates set forth in *Rates*.

*Investment income.* Rental income and investment income from dividends, interest, royalties and licenses are not taxed based on the amount of effective income. Instead, they are taxed based on the application of the standardized return rate to the net market value of all movable and immovable assets (see Section B).

*Directors' fees.* Resident directors are subject to tax on directors' fees from companies (including foundations, establishments and trusts) in Liechtenstein together with other income at the rates described in *Rates*. A 12% withholding tax is imposed on directors' fees paid by companies in Liechtenstein to nonresident directors.

### **Capital gains and losses**

*Movable assets.* Capital gains derived from transfers of participations (business assets) and personal movable assets are generally exempt from income tax. For capital gains derived from the transfer of participations (business assets), Liechtenstein introduced anti-avoidance rules, applicable from the 2019 tax year (for entities, the 2019 tax year is the reporting period ending in the 2019 calendar year). Under these anti-avoidance rules, capital gains deriving from the sale of a foreign participation are no longer exempt from income tax if the revenue from the participation mainly results from passive sources and if the net profit of that participation is low-taxed.

*Immovable assets.* Capital gains derived from transfers of personal and business immovable assets are subject to a separate capital gains tax on real estate. The gains are taxed at the same rates as the income tax rates applicable to unmarried persons, which are progressive rates with a maximum rate of 24%. Recapture of depreciation of immovable business assets is treated as ordinary income and taxed at the ordinary tax rates (not at the rates applicable to capital gains).

**Deductions**

*Deductible expenses.* Employees may deduct necessary expenses incurred in connection with their employment, including travel expenses, meals and education.

Premiums for old-age and survivors' insurance, disability insurance and unemployment insurance are fully deductible from taxable income. Contributions and premiums payable to pension funds are deductible, up to a maximum of 18% of taxable income.

*Personal deductions and allowances.* A limited amount may be deducted for premiums paid for life, accident and health insurance, for expenditure for medical and dental treatment, and for costs related to children's education.

No specific personal allowances are granted to individual taxpayers.

*Business deductions.* Individuals may deduct all business expenses and 4% (standardized return rate) of the amount of their business working capital (anti-avoidance rules applicable as of the 2019 tax year should be considered). Income taxes and net worth taxes are not deductible.

**Rates**

*Income tax.* The progressive income tax rates for 2023 range from 0% to 22.4% (for a commune applying a communal surcharge of 180%, which is the maximum surcharge in 2023). Income from foreign assets, including real estate and business premises, and other foreign income is considered in calculating the progressive tax rate.

The tax levied by the state consists of income tax and the surcharge. Communities impose an additional surcharge on the state tax at rates ranging from 150% to 180% (for 2023), resulting in a maximum income tax rate of 22.4%.

*Lump-sum taxation.* Instead of net worth and income tax, lump-sum taxation may apply to individuals who meet all of the following conditions:

- They are domiciled or reside in Liechtenstein and they are not citizens of Liechtenstein.
- They do not engage in any gainful activity in Liechtenstein.
- They live on income from assets or other payments received from sources abroad.

Lump-sum tax is assessed on the overall living costs of the taxpayer. The taxable amount results from multiplying the living costs by the applicable flat tax rate of 25%. According to the practice of the tax administration of Liechtenstein, the lump-sum tax must be a substantial amount. Otherwise, the regular tax regime applies.

**Relief from losses.** Business losses of self-employed individuals may be carried forward for an unlimited period. However, the offsetting loss is limited to 70% of taxable income (even if unused loss carryforwards exist). Consequently, at least 30% of the positive taxable income is taxed. No carrybacks are allowed.

## B. Other taxes

**Net worth tax.** Because the net worth tax is integrated into the income tax through the calculation of the standardized return, wealth is not taxed separately. The determination of the amount of the taxable assets is relevant only for the purpose of determining the standardized income that is subject to income tax. The annually determined standardized return rate, which is applied to the net market value of all movable and immovable assets, is 4% in 2024. On this standardized income (as well as the other ordinary taxable income), the surcharges described in *Rates* apply. Real estate and business premises abroad are not subject to taxation. Liabilities and any increase in assets during the year may be deducted.

**Inheritance and gift taxes.** As part of the 2011 tax reform, the inheritance and gift tax was abolished.

## C. Social security

### Contributions

*Employees.* Liechtenstein's contribution rate for old-age and survivors' insurance and for family pension funds for 2024 is 12.1% of total (unlimited) salary. The employer pays 7.4%, and the employee pays 4.70%. The employer withholds the employee's share monthly. In addition, contributions of 1%, on annual salary of up to CHF126,000, must be made to the unemployment insurance fund. The cost is divided equally between the employer and the employee.

All employees who pay into the Liechtenstein social security system must contribute to a pension plan. The employer's contribution must equal at least the employee's mandatory 4% contribution, resulting in total contributions of at least 8% for each employee.

*Self-employed.* In 2024, self-employed individuals must make social security contributions at a rate of 12.1% of their income from a business or profession. The 12.1% rate also applies to partnership profits. Self-employed persons are not required to be members of a pension plan.

**Totalization agreements.** Liechtenstein has adopted European Regulation 883/04 concerning the application of social security schemes. The regulation applies to all European Union (EU) and European Free Trade Association (EFTA) countries.

## D. Tax filing and payment procedures

The tax year in Liechtenstein corresponds to the calendar year.

Liechtenstein has a self-assessment tax system. All taxpayers must prepare and file tax returns in April of the year following the tax year. Employers must withhold income from their employees' salaries and wages.

Married individuals are taxed jointly on all income (individual tax assessment may be requested).



**E. Double tax treaties**

Liechtenstein has entered into comprehensive double tax treaties with the following jurisdictions.

Andorra	Iceland	San Marino
Austria	Jersey	Singapore
Czech Republic	Lithuania	Switzerland
Georgia	Luxembourg	United
Germany	Malta	Arab Emirates
Guernsey	Monaco	United
Hong Kong SAR	Netherlands	Kingdom
Hungary	Romania	Uruguay

Liechtenstein has initialed double tax treaties with Bahrain, Croatia, Estonia and Latvia, and it signed double tax treaties with Italy and Ireland. In addition, Liechtenstein is negotiating double tax treaties with or has reached out to several other jurisdictions (for example, Argentina, Belgium, China Mainland, France, India, Korea (South), Mexico, Montenegro, Norway and the Slovak Republic).

Liechtenstein’s treaties generally follow the draft model of the Organisation for Economic Co-operation and Development.

**F. Residence visas**

The government has limited immigration to Liechtenstein, making it difficult for foreign nationals to immigrate to the country. Limited exceptions are made for citizens of Switzerland and of EU and European Economic Area member countries.

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## A. Income tax

**Who is liable.** Residents are subject to income tax on their worldwide income. Nonresidents are subject to income tax on income earned through a fixed base in Lithuania and other income derived in Lithuania, including the following:

- Interest, except for interest from securities of the Government of Lithuania
- Income from distributed profits
- Rent received for real estate located in Lithuania
- Income on sales of immovable property and movable property subject to mandatory registration in Lithuania
- Employment income
- Income of sportspersons and performers
- Royalties, including copyright and auxiliary rights
- Compensation for violations of copyrights or related rights

Income is recognized when it is received.

An individual is considered to be a resident of Lithuania for tax purposes if he or she meets any of the following conditions:

- He or she has a habitual abode in Lithuania.
- His or her center of vital interests is in Lithuania.
- He or she is present in Lithuania continuously or with interruptions for 183 or more days in the calendar year.
- He or she is present in Lithuania continuously or with interruptions for 280 or more days in two consecutive calendar years and is present in Lithuania continuously or with interruptions for 90 or more days during one of these tax years.
- He or she is a citizen of Lithuania employed by the Government of Lithuania or whose costs of living are covered by the Government of Lithuania.

If an individual who is considered a Lithuanian resident for three tax years leaves Lithuania during the fourth year, and if he or she spends less than 183 days in Lithuania during the fourth year, he or she is treated as a Lithuanian resident during the fourth year until his or her last day in Lithuania.

**Overview of income tax rates.** Starting from 1 January 2024, the following income tax rates apply:

- A 5% rate applies to income from the sale or other disposal of waste.
- A 15% rate applies to illness, maternity or paternity allowances.
- A 15% tax rate applies to dividends.
- Progressive income tax rates up to 15% apply to self-employment income.
- A 20% or 32% tax rate applies to employment income. Annual employment income up to 60 average monthly salaries (AMS) is taxed at a 20% rate. Annual employment income exceeding 60 AMS is taxed at a 32% rate. AMS represents the average monthly salary of Lithuania calculated based on a specific formula, and it is set by Lithuanian legislation. The AMS applicable for calculating income tax and social security contributions for 2024 equals EUR1,902.70.
- A 15% or 20% rate applies to certain types of income other than employment income, such as interest income, royalties, capital gains and other types of income. Annual income other than employment income up to 120 AMS is taxed at a 15% rate, and such income exceeding that threshold is taxed at a 20% rate.

For further details regarding income tax rates, see the subsections of *Income subject to tax* below.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Residents employed by Lithuanian companies are subject to income tax on income earned from employment in Lithuania and abroad. Nonresidents employed by Lithuanian companies are subject to income tax on income earned from employment in Lithuania. Residents of Lithuania employed by foreign companies and nonresidents employed by foreign companies to work in Lithuania are subject to income tax on their employment income.

Taxable employment income is all income in cash and in kind, including wages and salaries, bonuses, fringe benefits, including free lodging, and other incentive payments.

*Directors' fees.* An annual management bonus received from a Lithuanian company by a board member that is not payable under the individual's employment contract is treated the same as miscellaneous income and is taxed at the same rates as employment income (a rate of 20% or 32%).

*Self-employment and business income.* Income from self-employment is taxed the following rates:

- Income not exceeding EUR20,000 is subject to a 5% income tax rate.
- Income from EUR20,000 to EUR35,000 is taxed by applying the income tax credit formula and taxed at a progressively increasing rate (until reaching the income tax rate of 15%).
- Income exceeding EUR35,000 is subject to a 15% income tax rate.

A self-employed person that obtains a business certificate pays a fixed income tax depending on municipality. Municipalities are allowed (if certain conditions are met) to reduce the fixed income tax on income received from self-employment. Income derived from self-employment exceeding EUR45,000 during a tax period is taxed at progressive rates up to 15%.

*Investment income.* Dividends received from Lithuanian and foreign companies (with certain exceptions) are taxed at a rate of 15%.

Annual interest income not exceeding 120 AMS is taxed at a rate of 15%. The amount exceeding the 120 AMS threshold is subject to a 20% income tax rate. However, the following types of interest are exempt from taxation:

- Interest income from non-equity government and company bonds, interest from deposits held in banks and other credit institutions, provided that the total amount of interest does not exceed EUR500 during a calendar year and that the bonds were acquired or the deposit agreement was concluded on or after 1 January 2014
- Interest from government securities issued by European Economic Area (EEA) countries that were acquired before 31 December 2013
- Interest from non-equity bonds that were acquired before 31 December 2013 and that the issuer started to redeem not earlier than 366 days from the date of issuance (additional criteria apply)
- Interest from banks and other types of credit institutions of EEA countries under contracts concluded before 31 December 2013
- Interest from consumer credits granted via peer-to-peer lending platforms or funds loaned via crowdfunding platforms in Lithuania or in another EEA country, provided that the total amount of interest does not exceed EUR500 during a calendar year

The above exemptions for interest income do not apply to interest received from tax havens.

Royalties paid to resident and nonresident authors and inventors are taxed at a rate of 15% on the amount up to 120 AMS and 20% on the amount exceeding 120 AMS.

*Exempt income.* The following amounts are excluded from taxable income:

- Death allowances to the spouse, children (including adopted children) and parents (including foster parents)
- Allowances paid from state and municipal budgets
- Life insurance payments (in certain cases)
- The difference between annual proceeds received from the sale of property not requiring legal registration and its acquisition price, not exceeding EUR2,500
- Income received from the sale of movable property legally registered in Lithuania or immovable property located in Lithuania (in certain cases)
- Income from the sale of securities, provided that the amount of total capital gains received from sale of securities (difference between the sales price and the acquisition price of all securities) during the tax year does not exceed EUR500 (additional criteria apply)

- Shares received under stock option plans (provided that the agreement is concluded after 1 February 2020) if the right to the shares is exercised not earlier than after three years from the grant date
- Certain other income listed in the Law on Personal Income Tax

**Capital gains.** Capital gains are generally taxable at a rate of 15% on the amount up to 120 AMS or 20% on the amount exceeding 120 AMS. Exceptions are mentioned in *Exempt income*.

**Capital gains via investment account.** Starting from 1 January 2025, an investment account concept comes into force. Any account (or several accounts) chosen by a Lithuanian resident and reported to the tax authorities, used solely for investments, will be considered an investment account. Taxation of investment-related income from qualifying investments received through the investment account is deferred until withdrawal of such income from the investment account.

Dividends will not be considered as income received through the investment account, and their taxation regime does not change after the introduction of the investment account.

When withdrawn, investment income will be taxed at a rate of 15% not exceeding the 120 AMS threshold. The amount exceeding the 120 AMS threshold will be subject to a 20% income tax rate.

The tax-exempt amount of EUR500 during a calendar year will not apply.

## Deductions

*Personal deductions and allowances.* Residents and nonresidents may deduct the general nontaxable minimum amount, which depends on the income received. The annual nontaxable minimum amount for 2024 may not be greater than EUR8,964 if annual income does not exceed 12 monthly minimum wages in force on 1 January of the current calendar year. If annual income is greater than 12 monthly minimum wages, the nontaxable minimum amount is calculated according to formulas provided in the Law on Personal Income Tax. For specified groups of residents, including disabled persons, the nontaxable minimum amount is greater.

Nonresidents may deduct the general nontaxable minimum amount from Lithuanian-source income at the end of the tax year.

*Deductible expenses.* The following deductions from a resident's personal taxable income are allowed:

- Cumulative life insurance premiums (these are premiums paid under a life insurance agreement providing that the insurance payments may be received not only in the event of accidents, but also after the expiration of the agreement) paid on the individual's own behalf and on behalf of his or her spouse and minor children.
- Pension contributions to pension funds on the individual's own behalf and on behalf of his or her spouse and minor children.
- Pension contributions to pension funds in EEA or in other Organisation for Economic Co-operation and Development (OECD) countries (additional criteria apply).

- Expenses relating to vocational training or studies (if higher education or qualification is obtained on graduation). This includes tuition paid for the spouse and children. If a loan is obtained to pay tuition, only the amount of loan repaid during a tax year may be deducted.

The total amount of all the deductions mentioned above may not exceed 25% of taxable income (taking deductions into account).

In addition, the total amount of deductible expenses regarding life insurance premiums and pension contributions to pension funds may not exceed EUR1,500. As of 1 January 2025, the Law on Personal Income Tax comes into force and will provide a transitional period of 10 years, after which Lithuanian residents will no longer be able to deduct expenses regarding life insurance premiums and contributions to pension funds. According to the amendment, Lithuanian residents who have entered into pension accumulation contracts or life insurance contracts before 31 December 2024 will be able to apply deductible expenses regarding life insurance premiums and pension contributions paid not exceeding EUR1,500 until 31 December 2034. If Lithuanian residents enter into pension accumulation contracts or life insurance contracts after 31 December 2024, there will be no possibility to reduce taxable income with the contributions paid under such contracts.

**Rates.** For information regarding tax rates, see *Overview of income tax rates* and the subsections of *Income subject to tax*.

## B. Other taxes

**Land tax and state land lease tax.** Land tax is imposed on landowners, both individuals and legal entities, at rates ranging from 0.01% to 4% of the estimated value of the land. State land lease tax is imposed on users, both individuals and legal entities, of state land at rates ranging from 0.1% to 4% of the estimated value of the state land.

**Inheritance tax.** Inheritance tax is applied to both residents and nonresidents, unless international treaties provide otherwise. The tax base for a Lithuanian permanent resident is inherited property, such as movable property, immovable property, securities and cash. The tax base for a nonresident is inherited movable property requiring legal registration in Lithuania (for example, vehicles) or immovable property located in Lithuania. The rate of inheritance tax applied to inheritors is 5% if the taxable value is less than EUR150,000 and 10% if the taxable value EUR150,000 or more. Close relatives, such as children, parents, spouses and certain other individuals, may be exempt from this tax. Inherited property with taxable value of less than EUR3,000 is also exempt from this tax.

**Real estate tax.** Real estate owned by individuals that is used for business activities (with several exceptions) or given for use to legal persons for a period longer than one month or indefinitely is subject to 0.5% to 3% real estate tax (RET) based on the taxable value of the real estate. Real estate owned by individuals that is not used for the purposes described in the preceding sentence is taxed at the following rates:

- The part of the property value that exceeds EUR150,000 but does not exceed EUR300,000 is subject to a tax at a rate of 0.5%.
- The part of the property value that exceeds EUR300,000, but does not exceed EUR500,000, is subject to a tax at a rate of 1%.
- The part of the property value that exceeds EUR500,000 is subject to at a rate of 2%.

An exception applies to real estate owned by individuals that is used for business activities (with certain exceptions) or given for use to legal persons for a period of longer than one month or indefinitely, which is taxable on the full taxable value.

A concept of the “mass assessment” of real estate is presented in the Law on Real Estate Tax. “Mass assessment” of real estate is a process of assessing similar real estate when the common methodology and technology of the data analysis and assessment are used. On the completion of a mass assessment, only a common assessment report is presented. In certain cases, a taxpayer can apply for an individual assessment. If the value of the individually assessed real asset differs from the value determined in the course of mass assessment by more than 20%, the taxpayer is allowed to use the individually determined value as the RET base.

Legal entities, as opposed to individuals, must pay advance installments on a quarterly basis. The legal entities should provide an annual RET return to the State Tax Inspectorate by 15 February of the following year. Individuals should provide an annual RET return to the State Tax Inspectorate by the following dates:

- By 15 February of the following year for real estate of commercial purpose
- By 15 December of the current year for other real estate, if the taxable value of the immovable property owned exceeds EUR150,000

### C. Social security

**Social security contributions.** As of 1 January 2024, the employer withholds 12.52% (15.52% if an individual participates in a pension accumulation scheme) from the employee’s gross salary as the social insurance contribution paid by the employee. Social insurance contributions are not deducted in computing the employee’s income tax or his or her health insurance contribution, which are deducted from the gross salary. In the case of a regular employment contract, employers must pay social insurance contributions equal to 1.45% of the gross salary; in the case of a fixed-term employment contract, the rate is 2.17%. However, depending on the number of accidents, the rate of the social insurance contributions might be increased to 3.43%. In addition, the employer must pay 0.16% contributions to the Guarantee Fund and 0.16% contributions to the Long-term Employee Benefit Fund. The ceiling for social security contributions applies for annual gross salary amount exceeding 60 AMS per year for 2021 and subsequent periods, excluding employee’s health insurance contributions, employer’s part of social insurance contributions, contributions to the Guarantee Fund and contributions to the Long-term Employee Benefit Fund.

Social insurance contributions for part-time employees is calculated based on the minimum monthly salary with some exceptions. The minimum monthly salary is EUR924 for 2024 and EUR1,038 for 2025.

Special rules apply to the following persons:

- Sportspersons
- Artists
- Individuals working under authorship agreements
- Self-employed persons (attorneys at law, assistant attorneys at law, notaries, bailiffs and other individuals engaged in individual activities)
- Farmers and their partners
- Owners of individual enterprises
- Members of micro companies
- Partners of partnerships

The rate of social security contributions for self-employed persons is 12.52% (15.52% if an individual participates in a pension accumulation scheme), levied on 90% of the income subject to personal income tax, but not exceeding the amount of 43 AMS per year.

Certain types of employment-related income are exempt from social security contributions, including the following:

- Benefits related to an employee's death paid by an employer to the employee's spouse, children and parents, or paid in the event of a natural disaster or fire, up to the amount of five minimum monthly salary payments
- Reimbursement of business travel expenses in the amount specified under the laws or government resolutions
- Payments for the training and requalification of employees
- Interest on the late payment of employment income
- Allowances for illness compensated by the Lithuanian employer for the first two days of illness
- Shares received under share option plans if the rights to the shares are granted to employees not earlier than three years after vesting
- Benefit received by an employee, when an employer covers the costs for rail or road public transport tickets covering employee's travel to or from work
- Value-added tax calculated for goods supplied and services provided
- Other similar income

**Totalization agreements.** Foreign citizens, who arrive in Lithuania for work purposes from non-European Union (EU) states or states that are not parties to international treaties and who are employed by a Lithuanian employer are subject to the same rules as Lithuanian citizens. Lithuania is subject to EU regulations providing social security principles for persons migrating between Member States.

Foreign employers not registered in Lithuania but having employees working according to employment agreements in Lithuania, who are subject to social insurance in Lithuania, must register as insurers in Lithuania and pay the same social insurance contributions as Lithuanian employers. In addition, Lithuania has entered into bilateral social insurance agreements with Belarus, Canada, Moldova, the Russian Federation, Ukraine and the United States,



which contain special provisions regarding social security and welfare.

**Health insurance.** The employee's gross salary is subject to mandatory health insurance contributions of 6.98%. The employer must withhold this tax. The annual mandatory health insurance contribution of income received by resident authors, sportspersons and artists who do not receive any employment-related income is calculated on 50% of the amount of income received up to the amount of 43 AMS. Individuals engaged in individual business activities pay mandatory health insurance contributions of 6.98% based on the minimum monthly salary. Annual mandatory health insurance contribution on their income is calculated based on 90% of income received, but the tax base cannot exceed 43 AMS per year.

Mandatory health insurance contributions at a rate of 6.98% of the amount that is subject to social insurance contributions is paid by the individual enterprise for the owner, by the micro company for the member and by the partnership for the partner.

Farmers and their partners must pay mandatory health insurance contributions depending on the area (size) of their farm. The following are the rates:

- If the area of the farm does not exceed two European area units, farmers and their partners must pay mandatory health insurance contributions of 2.33% based on the minimum monthly salary per month.
- If the area of the farm exceeds two European area units, farmers and their partners must pay mandatory health insurance contributions of 6.98% based on the minimum monthly salary per month.

## D. Tax filing and payment procedures

A Lithuanian tax resident that receives income during a tax year must file an annual income tax return by 1 May of the following year. A Lithuanian tax resident must pay the difference in income tax between the amount specified in his or her annual income tax return and the amount paid (withheld) during the tax year by 1 May of the following year.

A Lithuanian tax resident may elect not to file the annual income tax return if any of the following apply:

- The individual will not exercise his or her right to deduct the annual nontaxable income amount.
- The individual will not exercise his or her right to deduct certain expenses incurred from income.
- During the tax period, the individual received only A class income related to employment and no additional tax is payable.

Tax residents who hold specified positions in certain Lithuanian institutions must file annual tax returns and special asset tax returns.

A person who is engaged in individual activity under a business certificate or who has registered his or her individual activity must submit his or her annual income tax return even if he or she did not earn any income from the individual business activity.

Nonresidents who receive B class income (all income not included in A class) must file a nonresident's income tax return and pay tax due within 25 days after the receipt of income. In addition, nonresidents must file an annual nonresident's income tax return and pay tax due not later than 1 May of the following year, if the annual Lithuanian-source income amount exceeds the foreseen thresholds for progressive taxation. In addition, nonresidents who receive income from self-employment through a permanent base during the tax period must file an annual income tax return and pay the tax due not later than 1 May of the following year.

### **E. Double tax relief and tax treaties**

The following rules apply to the taxation of foreign-source income received by permanent Lithuanian residents:

- Income (except dividends, interest and royalties) received by a permanent Lithuanian resident and taxed in another EU Member State or another state with which Lithuania entered into a double tax treaty is exempt from tax in Lithuania.
- A permanent Lithuanian resident may reduce the Lithuanian income tax applicable to dividends, interest and royalties by the amount of income tax paid in the country where the income was sourced if the source country was an EU Member State or a state with which Lithuania has entered into a double tax treaty.
- A permanent Lithuanian resident may reduce the Lithuanian income tax applicable to all types of income by the amount of income tax paid on such income in other states, except for income received from tax havens.

On 11 September 2018, Lithuania deposited its instrument of ratification, acceptance or approval of the Multilateral Convention to Implement Tax Treaty Related Measures to Prevent Base Erosion and Profit Shifting (MLI) with the OECD. The MLI entered into force as of 1 January 2019. Accordingly, Lithuania submitted the definite list of 58 tax treaties (all of Lithuania's double tax treaties that are in force) that Lithuania would like to designate as Covered Tax Agreements.

Lithuania has entered into double tax treaties with the following jurisdictions.

Armenia	India	Poland
Austria	Ireland	Portugal
Azerbaijan	Israel	Romania
Belarus	Italy	Russian Federation
Belgium	Japan	(to be denounced)
Bulgaria	Kazakhstan	Serbia
Canada	Korea (South)	Singapore
China Mainland	Kosovo	Slovak Republic
Croatia	Kuwait	Slovenia
Cyprus	Kyrgyzstan	Spain
Czech Republic	Latvia	Sweden
Denmark	Lichtenstein	Switzerland
Estonia	Luxembourg	Türkiye
Finland	Malta	Turkmenistan
France	Mexico	Ukraine
Georgia	Moldova	United Arab
Germany	Morocco	Emirates
Greece	Netherlands	United Kingdom

Hungary	North Macedonia	United States
Iceland	Norway	Uzbekistan

## F. Entry visas

The Law on the Legal Status of Foreigners, which entered into force on 30 April 2004, is designed to harmonize the Lithuanian law regulating the legal status of foreigners in Lithuania with the requirements of the EU with respect to visas, migration, asylum and free movement of persons.

In general, to enter Lithuania, a foreign national must have a visa stamped in his or her valid travel document. Under Lithuanian free travel agreements, resolutions and treaties, citizens of the EU and the following jurisdictions may enter Lithuania freely.

Albania (a)(b)	Israel	St. Kitts and Nevis
Andorra	Japan	St. Lucia
Antigua and Barbuda	Jordan (b)	St. Vincent and the Grenadines
Argentina	Kazakhstan (b)	Samoa
Armenia (b)	Kiribati	San Marino
Australia	Korea (South)	Serbia (a)(b)
Azerbaijan (b)	Kosovo	Seychelles
Bahamas	Liechtenstein	Singapore
Barbados	Macau (c)	Switzerland
Bosnia and Herzegovina (a)(b)	Malaysia	Taiwan (d)
Brazil	Marshall Islands	Timor-Leste
Brunei Darussalam	Mauritius	Tonga
Canada	Mexico	Trinidad and Tobago
Cape Verde (b)	Micronesia	Türkiye (b)
Chile	Morocco (b)	Tuvalu
China Mainland (b)	Nauru	Ukraine (a)
Colombia	New Zealand	United Arab Emirates
Costa Rica	Nicaragua	United States
Dominica	North Macedonia (a)(b)	Uruguay
El Salvador	Norway	Vanuatu
Georgia (b)	Oman (b)	Vatican City
Grenada	Palau	Venezuela
Guatemala	Panama	
Honduras	Paraguay	
Hong Kong (c)	Peru	
Montenegro (a)(b)	Philippines (b)	
India (b)	Russian Federation (b)	

(a) For holders of biometrical passports.

(b) For holders of diplomatic and official passports. Nationals of the Philippines may stay up to 21 days.

(c) For Hong Kong and Macau passport holders only.

(d) For holders of a passport with a personal identification number provided.

In general, Lithuania allows such citizens to stay in Lithuania for up to three months in a six-month period without obtaining any specific stay document.

An ordinary visa allows an individual to enter and stay in Lithuania for up to three months during a six-month period, which is calculated from the date of arrival in Lithuania or any other Schengen country.

Individuals with a United Nations certificate may stay in Lithuania for up to three months during a six-month period.

## G. Right to work

A Lithuanian-registered enterprise may usually employ foreigners with a valid temporary or permanent residence permit issued by the Migration Department of Lithuania

Work permits are not required for citizens of the EU and for foreigners holding a permit for temporary or permanent residence issued by Lithuania. However, a specific procedure still applies. The following are a few of the possible alternatives when a residence permit is required to reside and work in Lithuania:

- A non-EU citizen who intends to take a job requiring high profession qualification (local employment). Additional requirements apply.
- A non-EU citizen who intends to take a job but does not meet the requirements of high profession qualification (local employment).
- An employee who is transferred from a foreign company as a manager, specialist or intern in a group structural unit established in Lithuania (intra-corporate transfer). Additional requirements apply.
- An individual who has a permanent residence permit obtained in another EU country.
- An individual who is a citizen of Australia, Canada, Japan, Korea (South), New Zealand, the United Kingdom or the United States.

Other alternatives are also available.

A foreign employer (home company) who temporarily posts its employee for work in Lithuania for more than 30 days or employees who will perform construction work must inform the State Labour Inspectorate about the employment conditions of the posted employee not later than one day before the start date of the posting. The required form must be completed and submitted by the foreign employer to the State Labour Inspectorate. In addition, the host company must inform the State Social Insurance Fund Board about the conditions of the posted employee from the foreign employer no later than one day before the start date of the posting.

## H. Residence permits

To legally enter and stay in Lithuania, in general, a non-EU citizen must have a residence permit and/or a certain visa, unless a visa-free regime is applicable. A visa allows an individual to enter and stay in Lithuania for up to 90 days in a 180-day period. The same length of stay applies to non-EU citizens who fall under the visa-free regime.

An EU citizen who spends fewer than three months per half-year in Lithuania does not need to have a temporary residence permit.

Temporary residence permits usually are issued to persons who spend more than three months per half-year in Lithuania, most often for work, business or educational purposes. A foreigner applying for a residence permit must submit the application through a specific Migration Department e-system and submit biometric data at an external service provider office abroad of the Migration Department or in Lithuania if the foreigner's stay is

legal. Citizens of EU Member States may obtain the EU certificate for a maximum period of five years depending on the purpose of stay. On the expiration of the temporary residence permit, the person must request a new temporary residence permit.

A temporary residence permit for foreigners from third countries is issued for a maximum period of three years.

A temporary resident permit also may be issued to a foreigner who either is or was an employee of an investor or an investor's group of companies that meet the investor's requirements set in the Law on Investments of the Republic of Lithuania. In this case, a temporary residence permit can be issued for up to three years upon providing a justifying document confirming that a foreigner meets the required conditions. Meeting the criteria of qualification for work experience and the labor market test are not required.

A permanent residence permit may be issued after five years of legal stay in Lithuania or after five years in an EU Member State with at least two years without termination in Lithuania.

## **I. Electronic resident**

A foreigner who wishes to use the administrative, public or commercial services provided electronically (remotely) in Lithuania may submit an application for granting the status of an electronic resident (e-resident) of Lithuania.

A foreigner may start using the opportunities provided by the status of an e-resident when they have been granted the status of an e-resident in accordance with the procedure established by the Law on the Legal Status of Foreigners of the Republic of Lithuania and has been issued an electronic identification and electronic signature means.

A foreigner of at least 18 years old must fill in an application for granting the status of an electronic resident of Lithuania through the Lithuanian Migration Information System and submit it to the Migration Department.

After examining the foreigner's application for granting the status of an e-resident and in the absence of grounds for not granting the status of an e-resident, a foreigner is granted the status of an e-resident for three years.

## **J. Family and personal considerations**

**Marital property regime.** Marital property relations are regulated by the Civil Code of Lithuania.

Under the law, spouses or future spouses may enter into a notarized marital agreement regulating the legal status of the spouses' property that is registered under an established procedure. If a marital agreement is not entered into, property acquired by spouses during their marriage is considered jointly owned property. Each of the spouses has equal rights to use and dispose of jointly owned property. At any stage of marital life, couples may divide their jointly owned property by a notarized marital agreement.

The jointly owned property regime applies to all officially married couples who have a permanent residence in Lithuania, unless

a marital agreement establishing another governing law is concluded. If the spouses reside in different countries, the jointly owned property regime applies only if both spouses are citizens of Lithuania. In other situations, the jointly owned property regime applies only if the couples solemnize their marriages in Lithuania. The law recognizes a concept of family property that may be used for family requirements only, including matrimonial domicile and right to use a matrimonial domicile.

The law applicable to an agreement between the spouses regarding matrimonial property is determined by the law of the state chosen by the spouses in the agreement. The spouses may choose the law of the state in which they are both domiciled or will be domiciled in the future, or the law of the state in which the marriage was solemnized, or the law of the state of which one of the spouses is a citizen. The agreement of the spouses on the applicable law is valid if it is in compliance with the requirements of the law of the selected state or the law of the state in which the agreement is made. The applicable law chosen in the agreement of the spouses may be used in resolving disputes related to real rights in immovable property only if the requirements of public registration of this property and of the real rights therein, as determined by the law of the state where the property is located, were complied with.

**Forced heirship.** Under the Civil Code of Lithuania, certain heirs and descendants have a right to a legal share of their relatives' estate. Children (including adopted children) of the deceased, as well as a spouse and parents requiring care, are entitled to half of their intestate share, regardless of the provisions of any will, unless the bequeathed share is larger.

The form of the will is determined by the laws of the country where the will is concluded. However, a will, as well as its amendment or revocation, is valid if the form of these items is in compliance with the requirements of any of the following:

- The law of the state of the testator's domicile
- The law of the state of which the testator was a citizen when the relevant acts were performed
- The law of the state of the testator's residence when the relevant acts were performed or at the time of his or her death

Land, buildings and other immovable property located in Lithuania are inherited in accordance with the laws of Lithuania.

**Driver's permits.** A driver's permit issued to a resident of a foreign country is valid in Lithuania if the person possesses an international driver's license that meets the requirements of the 1968 Vienna Convention or a driver's license issued by an EU Member State or a driver's license that Lithuania must recognize under international agreements. A driver's license issued by a non-EU country to a foreigner residing in Lithuania may be changed to a Lithuanian driver's license if certain conditions are met.

# Luxembourg

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## A. Income tax

**Who is liable.** Residents of Luxembourg are subject to tax on their worldwide income. Nonresidents are subject to tax on their Luxembourg-source income only.

Individuals are considered resident if their accommodation indicates that they do not intend to reside only temporarily in Luxembourg or if they spend more than six months in Luxembourg.

Resident married individuals (married same-gender couples are included) are jointly taxable. Married taxpayers can, however, opt to be taxed separately. Registered partners (under Luxembourg or foreign law) may claim joint taxation through the filing of a joint income tax return. The eligible partners need to share a common domicile or residence and their partnership must exist during the entire relevant fiscal year.

**Income subject to tax.** Luxembourg income tax law differentiates several categories of income, including income from employment, self-employment, trade and business, and agriculture.

*Employment income.* Resident and nonresident employees are subject to income tax on remuneration received from employment. Employment income includes wages, salaries, bonuses, employer-provided pension contributions and all other compensation in cash or in kind. Wage tax is withheld at source.

*Self-employment and business income.* Individuals who act independently in their own name and at their own risk are taxed on income derived from self-employment or business activities. Nonresidents are taxable only to the extent they operate through either a permanent establishment or a fixed place of activity located in Luxembourg.

In general, taxable income includes all income and capital gains attributable to self-employment or business activities, at the rates set forth in *Rates*.

*Investment income.* Dividends received by a resident taxpayer from a resident or nonresident company are generally subject to personal income tax. A 50% exemption is granted for dividends received from any of the following:

- A fully taxable Luxembourg-resident company
- A taxable European Union (EU) resident company that is covered by the EU Parent-Subsidiary directive
- A taxable company resident in a country that has entered into a double tax treaty with Luxembourg and that is subject to comparable corporate taxation

With respect to the costs associated with the dividends eligible for the 50% exemption, a cut of 50% is also applied.

A 15% tax is withheld by a Luxembourg distributing company and can be either offset against Luxembourg tax or refunded under certain circumstances.

A final withholding tax of 20% is imposed on interest income paid by a paying agent established in Luxembourg to beneficial owners residing in Luxembourg. Interest income subject to this final withholding tax is no longer required to be reported into the annual tax return. The withholding tax is not considered a final withholding tax if the income derives from business assets (assets used in self-employment or business activities) of the investor rather than from private assets. In addition, the law states that interest received from certain savings deposits are not taxable if the amount received is under the threshold of EUR250 per person and per paying agent.

Alternatively, Luxembourg residents may opt for a final tax of 20% on eligible interest income received from paying agents located in either of the following jurisdictions:

- EU Member States
- European Economic Area (EEA) states

The option for a final withholding tax of 20% is applicable to interest income (deriving from private assets only) as defined by Luxembourg law. The annual tax-free ceiling of EUR250 per individual and per paying agent also applies to eligible interest income paid outside Luxembourg. The request for the application of the 20% final withholding tax must be done by filing a specific form before 31 December of the year following the year of payment.

If the taxpayer is a Luxembourg resident, income excluded from the 20% final withholding tax must be reported in the annual tax return and is taxed at the progressive rates.

A lump-sum deduction of EUR25 is granted for expenses related to both dividend and interest income (excluded from the 20% final withholding tax), unless actual expenses are higher. This lump-sum deduction is EUR50 for spouses/partners subject to joint taxation. In addition, both dividend and interest income (excluded from the 20% final withholding tax) are exempt up to EUR1,500 (the exemption is doubled for spouses/partners jointly taxable). Expense deductions cannot result in a



loss that would offset or decrease other categories of income, except in certain limited cases.

Royalties and income from the rental of real estate are aggregated with other income and taxed at the rates set forth in *Rates*.

Nonresidents are subject to the 15% withholding tax on dividends received from Luxembourg companies. However, if an applicable double tax treaty provides a lower tax rate, nonresidents can claim a refund of the excess tax withheld. Most of the double tax treaties entered into by Luxembourg provide for a maximum tax rate of 15% on gross dividends.

Nonresidents are not subject to withholding tax on royalties.

*Directors' fees.* Payments to managing directors of Luxembourg companies linked to their day-to-day management activities are regarded as employment income and are taxed at the rates set forth in *Rates*. In contrast, directors' fees are subject to withholding tax at a rate of 20%. If the gross amount of directors' fees received by a nonresident director is lower than EUR100,000 per year, the filing of a Luxembourg income tax return is not mandatory; as a result, the 20% withholding tax is considered as a final tax (provided that there is no other Luxembourg-sourced income). However, the nonresident director may file a tax return at his or her discretion. Individuals who are required to or elect to file an income tax return may credit the 20% withholding tax against their Luxembourg tax liability.

If the company bears (pays itself) the tax on directors' fees, the tax rate applicable to the net fees is 25%.

**Special tax regime for expatriate highly skilled employees.** A beneficial income tax regime has been introduced for expatriate highly skilled employees. This regime provides tax relief for certain costs linked to expatriation and is subject to several conditions to be met from both the employee's and the employer's side. The tax regime, which entered into force on 1 January 2011 was subject to successive amendments (on 1 January 2021 and on 1 January 2023). One of the major change effective since 1 January 2023 is the decrease of the salary threshold to trigger the eligibility for the regime, from EUR100,000 to EUR75,000. This regime applies to employees sent temporarily to work in Luxembourg on an assignment between intragroup entities and to employees directly recruited from abroad by a Luxembourg company. Both the employer and employee need to meet certain conditions to be eligible for this expatriate regime.

Under certain conditions, various costs directly related to the expatriation are exempt from tax, such as the following:

- Moving costs (transportation of goods, transfer travel expenses, furnishing costs and similar expenses).
- Costs related to housing in Luxembourg (rent and utilities if the former accommodation is maintained in the home country or the housing differential if the former accommodation is not maintained), and home-leave trip and tax-equalization costs. The tax exemption is limited to the lesser of EUR50,000 per year (EUR80,000 for married couples or partners sharing accommodation) or 30% of the fixed total annual remuneration.

- School fees for children in primary and secondary education.
- 50% of the impatriation premium that can be paid to the employee for covering miscellaneous expenses linked to the expatriation. However, this premium cannot exceed 30% of the gross annual remuneration before incorporation of benefits in cash and in kind.

The duration of the regime was extended in 2021, going from five to eight years following the year of arrival. This extension also applies to the regime previously in place provided that the initial five-year period has not yet ended and that the employees meet the conditions under the revised regime. If employees previously eligible are not under the revised regime, they will keep the benefit of the former regime until its expiration.

Each year, a notification with the list of employees benefiting from the regime must be sent to the tax authorities. The notification must be sent by 31 January of the year following the year of application of the regime.

Following the Draft Law of July 2024, changes to this current expat regime were expected as of 1 January 2025. The Draft Law was expected to be voted in December 2024.

**Taxation of employer-provided stock options.** If a stock option is freely tradable or transferable, the employee is taxed on the date the option is granted. If the option is not tradable or transferable, the employee is taxed on the date the option is exercised. The taxable benefit is subject to income tax and to social security contributions by both the employer and the employee (up to the ceiling).

### Capital gains

*Movable property.* Substantial shareholdings (more than 10%) in resident or nonresident corporations are fully subject to tax on capital gains in the hands of resident taxpayers. However, half of the average tax rate (a maximum rate of 21.4% or 21.8% and tax relief of EUR50,000 [EUR100,000] for spouses or partners jointly taxable) apply to capital gains if substantial shareholders sell the shares after a six-month holding period. The gain is also subject to the dependence insurance contribution levied at a rate of 1.4%. For the disposal of substantial shareholdings, an adjustment for inflation applies to the acquisition price. In addition, Luxembourg has implemented a step-up mechanism. Under this mechanism, the acquisition price for the purpose of determining the capital gain is the fair market value of the shares on the date of establishing Luxembourg tax residence, rather than the actual acquisition price.

Capital gains on non-substantial shareholdings (10% or less) and other securities, such as shares in investment funds, are tax-free if they are realized more than six months after acquisition. Otherwise, the gains are fully taxable at the rates set forth in *Rates*.

Capital gains derived from the disposal of substantial shareholdings in corporations are taxable in the hands of a nonresident taxpayer if either of the following applies:

- The taxpayer was previously resident in Luxembourg for more than 15 years and became nonresident less than five years before the disposal.

- The taxpayer sold his or her shares in Luxembourg companies within six months following the acquisition.

The above rules regarding nonresidents do not apply if an applicable tax treaty does not give Luxembourg the right to tax the gains.

*Real estate.* Capital gains on sales of privately owned buildings and land realized within two years after purchase are taxable as ordinary income. Gains on real estate sold more than two years after purchase are taxable after adjustment for inflation and application of a standard exemption of EUR50,000. This allowance is EUR100,000 for spouses/partners subject to joint taxation. The exemption is renewed every 10 years (for example, if the exemption is completely used up in one year, the individual must wait 10 years to claim another exemption). In addition, the capital gain is taxed at half of the normal rate (a maximum rate of 21.4% or 21.8%). For 2024 only, the tax rate is reduced to a quarter of the marginal rate. The gain is also subject to the dependence insurance contribution levied at a rate of 1.4%. An additional allowance of EUR75,000 for each spouse/partner is available for the sale of a home inherited by a direct descendant that was the principal residence of the taxpayer's parents or spouse.

Gains derived from the sale of a principal residence are exempt from tax.

Nonresident taxpayers are taxed on capital gains derived from real estate located in Luxembourg in the same manner as residents.

*Realized by a business.* Capital gains derived from investments and from the disposal of real estate that forms part of the net asset value of a privately owned business are taxable.

## Deductions

*Deductible expenses.* Non-reimbursed expenses incurred by an employee to create, protect or preserve employment income are generally deductible. A standard deduction of EUR540 for employment-related expenses is granted. The standard deduction is doubled for a married couple if both spouses earn employment income.

The following expenses are deductible for tax purposes:

- Alimony paid to a divorced spouse and other specified periodic payments
- Social security contributions levied on salary (however, care insurance is not deductible; see *Social security*)

Subject to certain conditions, each of the following items is deductible, up to an annual ceiling of EUR672 for each person in the taxpayer's household:

- Premiums paid for voluntary life, accident, sickness, unemployment and third-party automobile insurance, and interest on consumer loans
- Contributions to house-saving institutions to finance housing through approved home-ownership plans (the deductible amount can be increased to EUR1,344 if the subscriber is between 18 and 40 years old; it is EUR672 otherwise)

If they meet the conditions required by the law, old-age providence premiums may be deducted up to an annual ceiling of EUR3,200.

In addition, interest on loans contracted to purchase owner-occupied housing is deductible up to a ceiling that decreases with the length of time the housing is occupied, as indicated in the following table.

<b>Year of occupation</b>	<b>Ceiling (EUR)*</b>
After 31 December 2017	3,000
Between 31 December 2012 and 1 January 2018	2,250
Before 1 January 2013	1,500

\* This is the ceiling for each member of the household.

*Personal deductions and allowances.* A deduction may be claimed for the following extraordinary expenses if specified conditions are fulfilled:

- Expenses for hospitalization that are not covered by a sickness fund
- Maintenance of close relatives
- Expenses related to handicapped persons
- Childcare expenses
- Employment of domestic staff

*Business deductions.* In general, all expenses for business or professional activities are deductible, such as the following:

- Costs of material and stock
- Staff costs, certain taxes, rental and leasing expenses, finance charges, self-employed social security contributions, and all general and administrative expenses
- Depreciation of fixed assets
- Provisions for identified losses and expenses
- Loss carryforwards (within limits)

**Rates.** Tax rates are progressive with a maximum rate of 45.78% for 2024 (maximum 9% unemployment fund contribution included). The marginal tax rate is 45.78% for income exceeding EUR220,788 for taxpayers in Tax Class 1 (single individuals and married couples taxed separately) and Tax Class 1a (single, separated or divorced individuals with children) and EUR441,576 for taxpayers in Tax Class 2 (married couples or partners jointly taxable).

The following table sets forth the average income tax rates for 2024, taking into account the applicable unemployment fund contribution.

<b>Taxable income EUR</b>	<b>Single individual</b>		<b>Married couple</b>	
	<b>Amount of tax EUR</b>	<b>Effective tax rate %</b>	<b>Amount of tax EUR</b>	<b>Effective tax rate %</b>
20,000	756	3.78	0	0.00
40,000	4,649	11.62	1,514	3.79
60,000	12,745	21.24	4,748	7.91
80,000	21,091	26.36	9,949	12.44
100,000	29,437	29.44	17,162	17.16
120,000	37,886	31.57	25,491	21.24
140,000	46,446	33.18	33,837	24.17
160,000	55,086	34.43	42,183	26.36
180,000	63,963	35.54	50,529	28.07
200,000	72,901	36.45	58,875	29.44

In general, nonresidents are subject to the above rates. For nonresidents, a minimum tax applies to all income other than employment or pension income.

***Business profits tax.*** Net business profit is subject to income tax and municipal business tax.

Certain tax credits, such as the investment tax credit, may reduce the final tax due.

In addition, privately held businesses are subject to municipal business tax on trade profit as computed for income tax purposes, subject to various adjustments, less a standard exemption of EUR40,000. The rate varies depending on the municipality, but generally is approximately 7.5% (6.75% for Luxembourg City).

Nonresidents who carry on business through a permanent establishment in Luxembourg are taxed at the same rates as residents.

**Relief for losses.** Trading losses, adjusted for tax purposes, incurred in or after 1991 may be carried forward without a time limitation. For losses incurred in financial years closing after 31 December 2016, the use of loss carryforwards is limited to 17 years. The oldest losses are deemed to be used first. Losses may not be carried back.

Losses derived from investments in securities may only offset positive investment income, and not positive income from other categories. However, an exception to this rule may apply if the taxpayer holds a significant shareholding in a company and derives his or her main professional earnings from activities in that company.

## **B. Other taxes**

**Net worth tax.** No wealth tax exists for resident and nonresident individuals.

**Inheritance and gift taxes.** The tax base for inheritance tax is the market value at the time of death of the entire net estate inherited from a person domiciled in Luxembourg. Exemptions apply to real estate located abroad and, under certain conditions, to movable assets held outside Luxembourg. If the decedent was a nonresident at the time of his or her death, death tax is levied only on real estate located in Luxembourg.

The inheritance tax rates range from 0% to 48%. The rate applicable to heirs in direct line (for example, a son or daughter, or grandson or granddaughter) is 0%. A 0% rate also applies to any inheritance between spouses or registered partners of more than three years. Death taxes are imposed on real estate located in Luxembourg that is left by a person who was not an inhabitant of Luxembourg, even a person in direct line, at rates that range from 2% to 48%.

Gifts and donations that are required to be registered with the Administration de l'Enregistrement (and therefore subject to registration tax) are subject to gift tax. Gift tax is payable by the resident or nonresident donee on the gross market value of the assets received. The rates range from 1.8% to 14.4%, depending on the relationship between the donor and the donee.

Gifts that are not required to be made in writing (for example, gifts of movable assets transferred by delivery [*dons manuels*]) are generally accepted without registration. However, such gifts may be subject to registration tax if another registered deed refers to them.

In addition, gifts made by the decedent within the year preceding his or her death are aggregated with the taxable asset base, unless they were subject to gift duties.

### C. Social security

**Contributions.** Social security contributions apply to wages and salaries and must be withheld by the employer. These contributions cover old-age pension and health insurance. Only employers pay contributions for professional accident coverage. The following social security contribution rates for employers and employees apply as of 1 January 2024.

	Employee %	Employer %
Pension (a)	8	8
Illness (a)	3.05	3.05
Accident (a)	N.A.	0.6375 to 1.125
Health at Work (a)	N.A.	0.14 (b)
Mutual insurance (a)	N.A.	0.01 to 1.36 (c)

- (a) The contribution rates are subject to an annual ceiling of EUR154,255, applicable January 2024 (the ceiling may increase throughout the year in case of the automatic salary increase mechanism).
- (b) The Health at Work contribution is payable only by employers that are members of the National Service for Health at Work.
- (c) The rate varies according to the risk class of the employer based on the rate of absenteeism of the employees.

In addition, dependence insurance to support the elderly and the disabled is payable by employees at a rate of 1.4% on total gross income with no ceiling, but after an annual deduction of a quarter of minimum salary for unskilled worker (that is, EUR7,712.96, applicable January 2024). Employers are not subject to the dependence insurance contribution.

Self-employed individuals must register for social security purposes. The applicable rates are those described above (employers and employees combined).

**Totalization agreements.** As an EU Member State, Luxembourg applies new EC Regulation No. 883/2004 on the coordination of social security systems as well as EEC Regulation No 1408/71. In addition, Luxembourg has entered into bilateral social security totalization agreements with the following jurisdictions.

Albania	India	Quebec
Argentina	Japan	Serbia
Bosnia and Herzegovina	Korea (South)	Tunisia
Brazil	Moldova	Türkiye
Canada	Montenegro	United States
Cape Verde	Morocco	Uruguay
Chile	North Macedonia	Yugoslavia (former)
China Mainland	Philippines	

## D. Tax filing and payment procedures

The tax year corresponds to the calendar year.

Taxpayers must file annual income tax returns by 31 December of the year following the fiscal year. The filing deadline cannot be extended.

Special rules apply to certain taxpayers. For example, employees who are subject to withholding tax and who do not have another source of income must file tax returns only if their annual taxable remuneration exceeds EUR100,000. The employer must withhold wage tax.

Single nonresident taxpayers earning Luxembourg-source salaries and pensions must file tax returns if their taxable annual income exceeds EUR100,000 and if they have been employed continuously during nine months of the tax year. Married nonresidents who are jointly taxable must file tax returns if their joint salaries and pensions exceed EUR36,000.

Under certain conditions, nonresident taxpayers can elect to be treated as Luxembourg resident taxpayers to qualify for the same deductions and allowances. The request is made in the taxpayer's income tax return.

Self-employed individuals must make quarterly prepayments of tax in amounts that are fixed by the tax authorities based on the individual's most recent final assessment.

## E. Tax treaties

Most of Luxembourg's tax treaties provide double tax relief through the exemption-with-progression method. However, interest, dividends and royalties are subject to tax credit rules. Luxembourg has entered into double tax treaties with the following jurisdictions.

Andorra	Ireland	San Marino
Armenia	Isle of Man	Saudi Arabia
Austria	Israel	Senegal
Azerbaijan	Italy	Serbia
Bahrain	Japan	Seychelles
Barbados	Jersey	Singapore
Belgium	Kazakhstan	Slovak Republic
Botswana	Korea (South)	Slovenia
Brazil	Kosovo	South Africa
Brunei Darussalam	Laos	Spain
Bulgaria	Latvia	Sri Lanka
Canada	Liechtenstein	Sweden
China Mainland	Lithuania	Switzerland
Croatia	Malaysia	Taiwan
Cyprus	Malta	Tajikistan
Czech Republic	Mauritius	Thailand
Denmark	Mexico	Trinidad and Tobago
Estonia	Moldova	Tobago
Ethiopia	Monaco	Tunisia
Finland	Mongolia*	Türkiye
France	Morocco	Ukraine
Georgia	Netherlands	United Arab Emirates
Germany	North Macedonia	

Greece	Norway	United
Guernsey	Panama	Kingdom
Hong Kong	Poland	United States
Hungary	Portugal	Uruguay
Iceland	Qatar	Uzbekistan
India	Romania	Vietnam
Indonesia	Russian Federation	

\* Mongolia denounced the double tax treaty, which no longer applies, effective from 1 January 2014.

Luxembourg has signed tax treaties with Albania, Argentina, Cape Verde, Colombia, Ghana, Kuwait, Montenegro, Oman and Rwanda, but these treaties have not yet been ratified.

Tax treaty negotiations with Australia, Chile, Egypt, Kyrgyzstan, Mali, New Zealand, and Pakistan have been announced.

Residents deriving income in non-treaty countries are in principle entitled to a credit for foreign taxes paid, up to the amount of tax imposed by Luxembourg on the foreign-source income.

**Frontier workers.** Historically, Luxembourg had entered into Memoranda of Understanding with Belgium and Germany with respect to frontier workers and signed a new comprehensive double tax treaty with France, allowing the frontier workers in the past to work, respectively, 19 days in Germany, 20 days in Belgium and 29 days in France during a calendar year outside Luxembourg without triggering taxation in their country of residency. As a result of the COVID-19 pandemic, Luxembourg agreed with Belgium, France and Germany to increase and align the number of days of teleworking allowed in the residency country to 34 days. The agreement between Luxembourg and France was retroactively effective as of 1 January 2023, and as of 1 January 2022 for Belgium. The 34-day rule is applicable as of 1 January 2024 as per the agreement between Germany and Luxembourg.

## F. Temporary visas

Luxembourg offers temporary transit visas and short-stay visas (*visa de court séjour*). A transit visa is valid for travelers passing through Luxembourg. A short-stay visa is valid for persons (employed and self-employed) who stay in Luxembourg for a short period and do not derive income in Luxembourg, such as tourists, students enrolled in training courses in Luxembourg for less than three months and people on business trips.

The short-stay visa can be issued for a single entry or multiple entries. In the event of multiple entries, the total duration of the stay cannot exceed 90 days over a period of six months. The maximum period for a visa during which authorized visits can be made is one year.

The renewal of visas depends on the situation of the visa holder. In general, renewals are granted for one year.

## G. Residence authorizations

The law on the free movement of EU citizens and on immigration policies, dated 29 August 2008 and subsequently amended, covers residence authorizations, which are work and stay permits for citizens outside the EU, EEA or Switzerland.



Under Luxembourg law, nationals of EU Member States, EEA states (Iceland, Liechtenstein and Norway) or Switzerland do not need a residence authorization to perform their professional activities in Luxembourg.

Residence authorizations are not required for spouses (regardless of their nationality) of EEA or Swiss citizens who reside in Luxembourg. This exemption also applies to spouses (regardless of their nationality) of Luxembourg citizens resident in Luxembourg.

Luxembourg immigration requirements vary depending on the citizenship of the individuals and the length of their stay.

Since 1 January 2021, UK nationals establishing residence in Luxembourg require a residence authorization.

### **Citizens of the EU, EEA or Switzerland**

*Right to move and reside up to three months.* Citizens of the EU, EEA or Switzerland and their family members (regardless of their nationality) may move to and reside in Luxembourg for a period of up to three months without any conditions other than the requirement to hold a valid identity card or passport. An entry visa may be requested for family members who are themselves third-country nationals.

*Right of residence for more than three months.* Citizens of the EU, EEA or Switzerland have the right of residence in Luxembourg for a period of more than three months if they satisfy either of the following conditions:

- They are workers or self-employed persons.
- They can provide proof of sufficient resources for themselves and their family members, and they have valid health insurance.

If the planned period of residence in Luxembourg exceeds three months, the individuals concerned and their family members must register with the communal administration within three months after the date of arrival. A registration certificate is then delivered. Family members who are themselves third-country nationals must request a residence card from the municipality within three months after the date of arrival. The residence card of a family member is valid for five years.

After a continuous period of five years of legal residence in Luxembourg, citizens of the EU, EEA or Switzerland and their family members (regardless of their nationality) have the right of permanent residence (on request).

### **Third-country nationals**

*Conditions of entry, exit and residence up to three months.* In principle, the third-country national must personally request the residence authorization and submit it to the competent authorities before entry into Luxembourg.

Third-country nationals may enter and reside in Luxembourg up to three months within a six-month period provided that a valid passport and visa (if applicable), sufficient resources and health insurance are presented. These nationals must declare their entry into Luxembourg with the communal administration within three days after the date of arrival (no declaration is necessary for tourists residing in hotels). If they want to exercise employment or

self-employment activities, these nationals need a residence authorization.

However, third-country nationals do not need an authorization if they come to Luxembourg for less than three months within one calendar year for business trips, if they are working for the same group of companies, or if they are working as, among others, artists, sportsmen or academic lecturers.

*Conditions of residence for more than three months.* Third-country nationals have the right of residence in Luxembourg with a valid passport and visa (if applicable) for a period of more than three months if they obtain a residence authorization before their entry. In addition, these nationals must declare their entry with the municipality within three days after their date of arrival.

*Workers with employment contracts.* A residence authorization allowing third-country nationals to work in Luxembourg is granted if the individual has entered into an employment contract and if several other conditions are met. However, limited requirements apply to certain sectors of the economy experiencing substantial labor shortages.

The residence authorization is valid for a period of one year in one profession and one business activity but it is valid for any employer. It can be renewed for a two-year period.

*Workers temporarily assigned for cross-border services.* Companies established in another EU/EEA Member State or in Switzerland can freely assign their workers (regardless of their nationality) to Luxembourg for the rendering of cross-border services (these are services provided in Luxembourg by workers for employers established in another EU/EEA Member State or Switzerland) if these workers are authorized to work and stay in their home country for the duration of the assignment.

Third-country nationals temporarily assigned to Luxembourg by companies established outside EU/EEA Member States or Switzerland for the rendering of cross-border services must have a residence authorization that is issued on request of the home-country company.

*Workers temporarily assigned to a company group.* On request of the host company, residence authorizations are granted to third-country workers who are assigned between intragroup entities.

*Highly skilled workers.* The Blue Card Directive for highly skilled workers (2021/1883/EC) was transposed into Luxembourg legislation in June 2024. It is granted to third-country highly skilled workers for a period of four years, or if the employment contract has a duration of less than four years, for the duration of the contract plus three months. It is renewable on request. Workers must have an employment contract of at least six months for highly qualified work and be offered a salary at least equal to the amount set by Grand-Ducal regulation (EUR58,968). They also must show a document that proves a high qualification for the activity or sector indicated in the employment contract.

*Self-employed persons.* Residence authorizations for a maximum period of three years (renewable) are granted to third-country self-employed persons if the following conditions are satisfied:

- They have the professional qualifications and hold a business license or any adequate professional authorization.
- They have sufficient resources and accommodation.
- The exercise of the independent activity benefits the economic interests of Luxembourg.

*Other categories of residence authorization.* Under certain conditions, residence authorizations are granted to, among others, the following persons:

- Third-country students
- Exchange students
- Unremunerated trainees
- Researchers
- Sportspersons
- Inactive persons
- Other persons for exceptional reasons (for example, medical treatments)

*EC long-term resident status.* Third-country nationals can obtain long-term resident status if they have five years of legal and continuous residence in Luxembourg before the submission of the relevant application. The EC long-term resident status is valid for a period of five years, and is automatically renewed on request.

### **Steps for obtaining residence authorizations**

*General.* When hiring foreign and Luxembourg wage earners, employers must notify the Labor Administration (Agence pour le développement de l'Emploi, or ADEM) of all job vacancies within three working days before publication in the press. A special form, called "Job Vacancy Declaration" ("Déclaration de Poste Vacant"), is used to notify the ADEM of the vacancy. This step is not required in some situations (for example, highly skilled workers as well as high-demand professions).

After the decision to hire a person is made, certain administrative formalities must be fulfilled, or a residence authorization must be obtained, depending on the citizenship of the prospective employee, as outlined above.

Employers must inform the Social Security Registration Authority (Centre Commun de la Sécurité Sociale, or CCSS), by use of the "Entry Declaration" ("Déclaration d'Entrée") form, to have an employee affiliated with social security.

*Frontier workers.* Frontier workers include any employed or self-employed person who pursues his or her occupation in one EU Member State and who resides in another Member State to which he or she returns daily or at least once a week.

Frontier workers are not required to comply with any special formalities.

*Application for a residence authorization.* Before arrival, the foreign worker must submit a written request for a temporary

residence authorization to the Ministry of Immigration. The request must be sent together with a certified copy of the passport, birth certificate, police record extract, *curriculum vitae*, diplomas, employment contract and a motivation letter (letter providing information on the foreign worker's motivation to work for a certain employer).

Within 90 days after the date the temporary residence authorization (*autorisation de séjour*) is issued by the Ministry of Immigration, the foreign worker must either request a visa (if applicable) or enter Luxembourg (if a visa is not required). The entry must be declared with the communal administration within three days after the date of arrival.

Within three months after the date of arrival, the foreign worker must submit a form to obtain a definitive residence authorization called "Issuing Request for a Residence Authorization" ("Demande en délivrance d'un titre de séjour"). The form must be sent to the Ministry of Immigration together with the following:

- A certified copy of the temporary residence authorization
- An arrival declaration to the communal administration
- A medical certificate issued by a Luxembourg doctor and a tuberculosis screening
- Proof of suitable accommodation in Luxembourg
- A recent photo (biometrical)
- Proof of payment of a EUR80 stamp duty, which must be wired to the bank account of the Ministry of Immigration

The validity period of the definitive residence authorization is one year from the date of registration with the municipality. Two months before the expiration of the authorization, the Ministry of Immigration notifies by letter the foreign worker of the formalities to be followed to obtain a renewal of the authorization. The validity period for the first renewal is two years, while the validity period for subsequent renewals is three years.

## H. Family and personal considerations

**Family members.** An expatriate worker may be accompanied to Luxembourg by his or her spouse and children. The application for the stay permit for each family member is submitted to the Ministry of Justice in Luxembourg jointly with the expatriate worker's request.

Family members who are EEA or Swiss nationals need only request a registration certificate.

Foreigners' identity cards are required for spouses and any children older than 15 years of age.

Effective from 1 September 2023, family members of third-country nationals holding Luxembourg residence permits based on family reunification are now allowed to work in Luxembourg immediately on arrival, granting them unrestricted access to the labor market.

Children accompanying an expatriate worker to Luxembourg may attend any school in Luxembourg.

For some permits, a stay permit for family members can be requested only after a waiting period.

**Marital property regime.** Three main marital regimes are available in Luxembourg. A marital contract registered with a notary public is required to elect either of the following regimes:

- The universal co-ownership regime (*la communauté universelle*), under which all assets are owned in common by both spouses, regardless of whether the assets were acquired before or during the marriage
- The separate ownership regime (*la séparation de biens*), under which each spouse retains sole title to assets and wealth he or she acquires before and during the marriage

The default regime is *la communauté réduite aux acquêts*, under which assets are owned in common, except assets acquired before the marriage and assets acquired during the marriage through inheritance and donation.

In general, Luxembourg recognizes marital property agreements concluded under foreign law.

**Forced heirship.** Forced heirship rules apply in Luxembourg to protect the descendants. The forced heirship rules are summarized in the following table.

Number of children	Heirship reserve	Free reserve
1	1/2	1/2
2	2/3	1/3
3	3/4	1/4

If no descendants exist, the entire legacy can be legated to the surviving parent or other persons.

# Macau

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*This chapter relates to the tax jurisdiction of the Macau Special Administrative Region (SAR) of China.*

*As a result of a general lack of tax practice and precedent, several unresolved tax issues exist in Macau.*

## A. Income tax

**Who is liable.** Individuals are subject to tax on income arising in or derived from Macau. Macau observes a territorial basis of taxation. Consequently, the concept of tax residency has no significance in determining tax liability, except in limited circumstances.

**Income subject to tax.** Professional tax is imposed on employment and self-employment income arising in Macau. Complementary tax is imposed on business income arising in Macau.

*Employment income.* Income from employment is subject to professional tax. For purposes of the tax, taxpayers are divided into employees and professional practitioners (see *Self-employment and business income*).

In general, all income from employment, including benefits in kind and directors' fees, is subject to professional tax.

*Self-employment and business income.* Professional practitioners are subject to tax on self-employment income. Sole proprietors are subject to tax on business income.

*Rental income.* Property tax is levied annually on the owners of real property in Macau. Actual rental income derived from real property is taxed at a rate of 8%. For property that is not rented, the tax is levied at a rate of 6% on the deemed rental value of the property as assessed by the Macau Finance Department. A

deduction, by application for rental property, of up to 10% of the rent or rental value of the property is allowed for repairs, maintenance and other expenses.

For 2024, a property tax deduction of up to MOP3,500 is granted for each property unit for Macau residents only.

Exemptions are available under certain circumstances.

*Exempt income.* Employers’ contributions to medical and related schemes and to approved pension schemes are not included in taxable income.

**Taxation of employer-provided stock options and share awards.**

Stock options granted by employers with respect to employees’ services in Macau are subject to professional tax. The stock options gains are subject to tax in Macau in the year in which the individual exercises the option. The taxable stock option amount is calculated as follows:

$$\text{Taxable stock option income} = (\text{market value on exercise date} - \text{option price}) \times \text{number of shares exercised}$$

Share awards granted by employers with respect to employees’ services in Macau are subject to professional tax. The share awards gains are subject to tax in Macau in the year in which the share award vests to the individual. The taxable share award amount is calculated as follows:

$$\text{Taxable share award income} = (\text{market value on vesting date} - \text{consideration for share awards}) \times \text{number of shares vested}$$

Employers are required to notify the Macau tax authorities within 30 days after granting stock options or share awards.

**Capital gains.** Macau does not levy capital gains tax.

However, the Macau Complementary Tax Law does not distinguish a “capital gain” from a “revenue profit.” Sole proprietorships and companies carrying on commercial or industrial activities in Macau are subject to complementary tax on their capital gains derived in Macau.

Purchasers of real property must pay stamp duty, which is levied on the sales price or assessable value of the property at the rates listed in the following table.

Sales price or assessable value		Rate
Exceeding MOP	Not exceeding MOP	
0	2,000,000	1
2,000,000	4,000,000	2
4,000,000	—	3

For 2024, a first-time purchase of residential property by a Macau permanent resident for a cost of up to MOP3 million is exempt from stamp duty.

Effective from 20 April 2024, additional stamp duty that was charged under certain circumstances was abolished.

**Deductions.** A 25% exemption and a personal allowance of MOP144,000 may be deducted from employment income. Starting from the 2019 tax year, the personal allowance is

increased to MOP198,000 for part-time employees, employees who are aged 65 or above, or with a permanent disability level of 60% or higher.

**Rates.** Professional tax rates are set forth in the following table and apply to both residents and nonresidents.

Taxable income MOP	Tax rate %	Tax due MOP	Cumulative tax due MOP
First 144,000	0	0	0
Next 20,000	7	1,400	1,400
Next 20,000	8	1,600	3,000
Next 40,000	9	3,600	6,600
Next 80,000	10	8,000	14,600
Next 120,000	11	13,200	27,800
Remainder	12	—	—

**Tax rebate.** For 2024, an additional 30% relief is granted on the total amount of tax payable.

**Relief for losses.** Employees may not carry back or carry forward losses. However, an individual carrying on a business as a sole proprietor may carry forward and deduct losses from assessable profits in the following three years if he or she is a Group A taxpayer subject to Macau complementary tax or a professional practitioner with proper accounting records who is subject to Macau professional tax.

## B. Estate and gift taxes

Effective from 1 August 2001, estate and gift taxes were abolished.

## C. Social security

Employers must contribute monthly to a government social security fund in the amounts of MOP60 for every resident worker and MOP200 for every nonresident worker. Resident workers must each contribute MOP30 per month. No ceiling applies to the amount of wages subject to social security contributions.

Macau has not entered into any social security totalization agreements with other jurisdictions.

## D. Tax filing and payment procedures

Tax is levied on income arising in or derived from Macau during the calendar year.

Employers in Macau must withhold professional tax at the rates set forth in *Rates* from salaries paid to employees. In addition, employers must withhold professional tax at a rate of at least 5% from amounts paid to nonresidents without work permits. Professional tax collected by employers must be remitted quarterly under Article 32 of the Professional Tax Regulations and/or monthly under Article 36 of the regulations to the Macau Finance Department. Employers in Macau must prepare and submit annual tax returns with respect to salaries paid to residents and nonresidents and the professional tax withheld.

## E. Double tax relief and tax treaties

Macau has entered into double tax treaties with Cambodia, Cape Verde, China Mainland, the Hong Kong SAR, Mozambique,



Portugal and Vietnam. Macau has signed a tax treaty with Belgium, but this treaty is not yet in force.

## F. Visitor visas

All travelers entering Macau must hold valid passports or other equivalent travel documents. Nationals from the jurisdictions listed below do not require a visa to visit. The length of time one is permitted to stay in Macau under visitor status depends on the jurisdiction that issued the passport.

Albania	Grenada	Netherlands
Andorra	Hungary	New Zealand
Argentina	Iceland	North Macedonia
Armenia	India	Norway
Australia	Indonesia	Philippines
Austria	Ireland	Poland
Belarus	Israel	Portugal
Belgium	Italy	Romania
Bosnia and Herzegovina	Japan	Russian Federation
Brazil	Kiribati	Samoa
Brunei	Korea (South)	San Marino
Bulgaria	Latvia	Serbia
Canada	Lebanon	Seychelles
Cape Verde	Liechtenstein	Singapore
Chile	Lithuania	Slovak Republic
Croatia	Luxembourg	Slovenia
Cyprus	Malaysia	South Africa
Czech Republic	Mali	Spain
Denmark	Malta	Sweden
Dominica	Mauritius	Switzerland
Ecuador	Mexico	Tanzania
Egypt	Moldova	Thailand
Estonia	Monaco	Türkiye
Finland	Mongolia	United Arab Emirates
France	Montenegro	United Kingdom
Germany	Morocco	United States
Greece	Namibia	Uruguay

A holder of a Hong Kong SAR Permanent Identity Card may stay in Macau for up to one year without a visa.

Nationals from jurisdictions other than those listed above (however, see the last sentence of this paragraph) may obtain visitor visas on arrival in Macau at the cost of MOP200 (one-off) or MOP300 (multiple) for an adult, MOP100 (one-off) or MOP150 (multiple) for a child under 12 years of age, MOP400 (one-off) or MOP600 (multiple) per passport for family groups, and MOP100 (one-off) or MOP150 (multiple) per person for tourist groups of 10 or more. These individuals may stay in Macau for 30 days. Visitors from Bangladesh, Nepal, Nigeria, Pakistan, Sri Lanka and Vietnam are required to apply for a Macau visa in advance through a Chinese embassy or consulate.

Foreign nationals staying in Macau under visitor status may not engage in any form of employment in Macau, except for those who qualify for an exemption (see Section G).

## G. Work permits

Before a Non-resident Worker's Identification Card (blue card) is granted by the Immigration Department, a work permit must be obtained from the Macau Labour Affairs Bureau (Direcção dos Serviços para os Assuntos Laborais, or DSAL), the government authority that handles the employment of foreign nationals and local workers.

Before a work permit application is made to the DSAL, the employer must register the vacant position with the employment section of the DSAL and must indicate the identity of the employer, title of the position, remuneration, working hours, and qualifications and experience required. Vacancy order forms are available in the DSAL's employment section. An employer that is unable to find a local employee with comparable experience and qualifications to fill a vacancy may apply for a work permit to bring in a qualified nonresident. The employer must prove that the DSAL was notified of the vacant position and was unable to provide a prospective employee.

To obtain work permits from the DSAL for their foreign employees, employers must generally submit the following documents to the DSAL:

- A prescribed application form completed in full with details of the employer, reason for employing the foreign national, and number and positions of existing resident and nonresident employees
- Photocopy of the employer's commercial registration document from the Identification Services Bureau and photocopy of the legal representative's identity card
- Photocopies of the employer's business license, industrial registration or equivalent registration document, and business tax payment record
- Evidence of the employer's contribution to the Social Security Fund
- Photocopy of proof for local recruitment from the DSAL
- Photocopy of the foreign employee's passport or other travel document
- Evidence of the foreign employee's qualification and experience

If an application is approved by the DSAL, a letter of approval is issued to the applicant for submission to the Immigration Department to process the foreign employee's blue card. A foreign national may not undertake employment in Macau until a blue card application is submitted. The work permit and blue card are normally granted for employment with a specific employer.

Applying for a work permit in Macau may be a lengthy process. Applications are considered on a case-by-case basis. In general, it takes approximately three to six months to obtain the work permit after all the required documents have been submitted. No fee is charged for the granting or renewal of a work permit. A fee of MOP100 is charged for the granting and renewal of a blue card.

Work permits are normally granted for a maximum period of two years and are renewable by the DSAL. The application form for the renewal of a work permit, together with other required

documents, must be submitted to the DSAL three months before the expiration date of the work permit. The applicant must also apply for renewal of a blue card from the Immigration Department when the work permit is renewed by the DSAL.

An expatriate who wants to work in Macau is exempt from the work permit requirements if either of the following circumstances exist:

- An enterprise with a registered office located outside of Macau and an enterprise with a registered office in Macau enter into an agreement with respect to the performance of specified or occasional guidance, technical, quality control or supervisory duties.
- An individual or collective person with a registered office in Macau invites a nonresident to engage in religious, sports, academic, cultural interchange or artistic activities.

The above work permit exemptions are limited to a maximum period of 45 consecutive or non-consecutive days in each period of six months. The calculation of the work permit exemption period begins from the date of the entry of the nonresident into Macau. The dates of the expatriate's work in Macau should be recorded in documents.

Foreigners who enter Macau to set up their own businesses are also required to obtain a work permit to work in Macau. They must follow the procedures for recruiting nonresident workers and submit the following documents:

- Copy of the applicant's identification document
- Copy of the latest Business Tax Registration or Declaration of Start/Alteration of Activity Form M/1
- Proof of the activities performed by the applicant, such as academic certificates or work reference letters
- Proof of applicant's economic capacity in Macau
- Copy of the contributions to the Social Security Fund
- Personal information of recruited local workers, including positions, remuneration and identity documents

## **H. Residence permits**

The government's policy is to encourage people of financial standing, who will make substantial investment in the territory, to become residents of Macau. To qualify, an applicant must demonstrate his or her financial ability to invest significantly in an enterprise in Macau. Management and/or technical personnel employed or likely employed by a Macau-registered company with qualifications and professional experience that contribute to Macau's economy may also be granted a residence permit on application.

Foreign nationals applying for residence permits must have the prior approval of the Macau Trade and Investment Promotion Institute (Instituto de Promoção do Comércio e do Investimento de Macau, or IPIM). To obtain this approval, the applicant must file with the IPIM an application describing all pertinent information relating to the investment or the foreign national's qualification and experience. An appointment must be made with the IPIM to submit the required documents. After all the required

documents have been submitted, the IPIM generally takes more than one year to process the application.

If the IPIM is satisfied that all prerequisites for the grant of a residence permit are fulfilled, the applicant must go to the Residence and Stay Affairs Department of the Macau Public Security Police Force with the Approval Notification of Residence Authorization issued by IPIM to apply for the Receipt of Residence Authorization (Residence Receipt). The issuance of the Residence Receipt takes approximately seven working days. After obtaining the Residence Receipt, the applicant can go to the Identification Bureau of Macau to apply for a Macau Non-permanent Resident Identity Card. This process generally takes 15 working days.

The temporary residence permit is normally granted for an initial period of three years, depending on the validity of the applicant's travel document. A residence permit expires 30 days before the expiration of an applicant's travel document.

Temporary residence permits may be extended on application by the permit holders. An application for renewal, together with all documents required, must be submitted to the IPIM for endorsement within the first 60 days of the 90-day period before the expiration date of the temporary residence permit. The granting or renewal of a temporary residence permit is not subject to any fees by the issuing authorities.

In general, a temporary residence permit holder may, after seven years of continuous residence in Macau, apply for permanent residence status.

The Macau SAR government has suspended the application for a residence permit based on an investment in real estate until further notice.

## **I. Family and personal considerations**

**Family members.** In general, foreign nationals who hold blue cards or residence permits may be accompanied to Macau by their family members on application. Family members include a spouse, children and parents that are financially supported by the applicant. Unskilled workers may not have dependents accompany them to Macau. Accompanying family members are normally permitted to stay in Macau for the duration of their family member's work permit or residence permit.

**Driver's permits.** Foreign nationals may drive legally using their home jurisdiction driver's licenses if they hold valid international driving permits. Holders of international driving permits or overseas driver's licenses of like effect (which are recognized in Macau) issued by China Mainland, the Hong Kong SAR or those listed in the Convention on Road Traffic and who intend to stay in Macau for more than 14 days must register with the Macau Traffic subdivision of the Public Security Police Force. Registration is not required for holders staying for 14 days or less. The registration validity period is based on the limit of stay in Macau and the validity of the driver's license of the person. In general, the normal validity period for holders of a Macau Resident Identity Card (BIR) or Non-resident Worker's Identification Cards is six

months. A person holding the document(s) as stipulated in Article 80(1)(1)-(3) of the Road Traffic Law is entitled to drive in Macau for up to one year. Holders of the China Mainland driver's license of category C1 (light motor vehicles), C2 (automatic transmission light motor vehicles) or above categories could register qualification for a corresponding light vehicle with a validity period of one year while other types of driver's licenses are not eligible for the mentioned procedures. The registration is free.

# Malawi

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## A. Income tax

**Who is liable.** Resident individuals are subject to income tax on their income deemed to be from a source in Malawi. For the income tax rates applicable to resident individuals, see *Rates*. Nonresident individuals are subject to Malawi income tax at a standard rate of 15% on their Malawi-source income. A person is considered resident for tax purposes in Malawi if he or she is physically present in Malawi for an aggregate period of 183 days in any 12-month period. Income is deemed to be from a source within Malawi if it is derived from the carrying on in Malawi of a “trade.” For this purpose, “trade” covers any employment, profession, business, calling, occupation, or venture, including the leasing of property. Foreign-source income is exempt from tax.

### Income subject to tax

*Employment income.* As noted in *Who is liable*, income derived from employment in Malawi is subject to income tax.

*Investment income.* A final withholding tax of 10% is imposed on dividends distributed to resident and nonresident individuals.

Interest and rent are included in assessable income.

Amounts received for the right of use or occupation of land and buildings or plant and machinery or for the use of patents, designs, trademarks or copyrights or other property, which in the opinion of the Commissioner General of the Malawi Revenue Authority is of a similar nature, is included in assessable income.

*Self-employment and business income.* As noted in *Who is liable*, income derived from the carrying on of self-employment or business activities in Malawi is subject to income tax.

If land is sold and if timber that is intended for sale is growing on the land, the market value of the timber is included in the seller’s taxable income. However, a deduction is allowed. If the land was acquired by the taxpayer for valuable consideration, the Commissioner General apportions a reasonable part of that consideration to the timber and this amount may be deducted. If

no valuable consideration was given for the land, the Commissioner General sets a reasonable value for the standing timber, which may be deducted.

*Foreign-exchange gains and losses.* Realized foreign-exchange gains and losses are assessable. Unrealized foreign-exchange gains and losses are not taxable.

*Exempt income.* Certain income is specifically exempt from tax under the Taxation Act. The following are examples of exempt income:

- Foreign-source income
- Redundancy pay of up to MWK50,000
- All income derived from pension funds, whether received as a lump sum or annuity
- War disability or war widows pensions

**Capital gains and losses.** Capital gains derived by individuals are included in assessable income and subject to tax at the normal progressive income tax rates. However, capital gains derived from the following transactions are not subject to tax:

- Disposal of the individual's principal residence
- Transfers between spouses or former spouses, or to a spouse from the estate of a deceased spouse
- Capital gains derived from disposal of shares traded on the Malawi Stock Exchange if the shares are held for at least 12 months
- Disposals of personal and domestic assets not used in connection with a trade

Capital losses on assets not qualifying for capital allowances can be offset only against current or future capital gains. However, such capital losses may be set off against other income in the year of the death of the taxpayer or the year in which the business ceases operations. Capital losses with respect to assets on which capital allowances have been granted are fully deductible from taxable income.

For assets qualifying for capital allowances, capital gains and losses equal the difference between the sales proceeds and the written-down tax value of the assets. For other assets, capital gains and losses equal the difference between the sales proceeds and the annual cost or costs adjusted by applying the consumer price index published by the National Statistics Office on the date of disposal of the asset. An asset's fair value can be used as the basis instead of the actual cost if it was determined as of 1 April 1992 and was accepted by the Commissioner General by September 1995.

**Deductions.** Expenditure and losses are allowable as deductions in determining the assessable income of an individual if they are not of a capital nature and if they are wholly, exclusively and necessarily incurred for the purposes of the trade or in the production of income. For tax purposes, certain expenses are not allowed as deductions, including the following:

- Losses or expenses that are recoverable under insurance contracts or indemnities
- Tax on the income of individuals or interest payable on such tax
- Expenses relating to income that is not included in taxable income

- Expenses for which subsidies have been or will be received
- Rent or cost of repairs to premises not occupied for purposes of trade
- Costs incurred by individuals to maintain themselves and their families
- Domestic or private expenses of individuals including the cost of travel between the individual's residence and place of work
- Fines payable that are charged under the Taxation Act or any other law

Individuals may deduct donations to charitable organizations that are approved and gazetted by the Minister of Finance and Economic Affairs. However, individual donations in excess of MWK5 million to approved charitable organizations or nonprofit institutions operating solely or principally for social welfare, civic improvement, educational development or other similar purposes as the Minister may approve are not allowable for deduction.

In determining the taxable income derived from farming, expenses with respect to the following are allowed as deductions:

- The stumping, leveling and clearing of land
- Works for the prevention of soil erosion
- Boreholes
- Wells
- Aerial and geophysical surveys
- Water control work with respect to the cultivation and growing of rice, sugar or other crops approved by the Minister of Finance and Economic Affairs and water conservation work (reservoir, weir, dam or embankment constructed for the impounding of water)

**Rates.** The following are the income tax rates for employment income.

Monthly income (MWK)	Pay-As-You Earn rate (%)
First 150,000	0
Next 350,000	25
Next 2,050,000	30
Above 2,550,000	35

*Withholding taxes.* Certain payments are subject to withholding tax. The tax is withheld by the payer and remitted to the Malawi Revenue Authority on a monthly basis by the 14th day of the following month. Recipients of the payments treat the withholding tax as an advance payment of tax that offsets income tax subsequently assessed.

Withholding Tax Exemption Certificates may be issued to qualifying taxpayers whose affairs are up to date. Under the Taxation Act, exemption from withholding tax is not granted for interest and rental payment for immovable property, royalties, fees other than fees that constitute active business income, commissions other than commissions on insurance, payments for casual labor, payments to contractors and subcontractors, and payments for farm produce to farmers' clubs.

The Commissioner General may exempt from withholding tax the receipts of certain persons or organizations that are exempt from tax under the Taxation Act.



The following table provides withholding tax rates.

<b>Payment</b>	<b>Rate (%)</b>
Interest	20
Royalties	20
Rents	20
Payments for supplies, including foodstuffs, to traders and institutions	3
Fees	20
Commissions (in general)	20
Commissions for individual insurance agents and individual banking agents	1*
Payments for carriage and haulage	10
Payments for tobacco and other farm products	
Sales of tobacco by tobacco clubs	1
Payments for tobacco and other farm produce	3
Payments to contractors in the building and construction industries	10
Payments for public entertainment	20
Payments for casual labor	
Up to MWK35,000	0
In excess of MWK35,000	20
Payments for services	20
Winnings on betting and gambling, including lotteries	5*
Payments for farm produce	
Payment for farm produce (in general)	3
Payments for farm produce to farmers' clubs	1*
Payment for quarry stones and quarry materials	10

\* The tax withheld will be a final tax (that is, it cannot be regarded as a tax credit against tax liabilities)

The income of a nonresident arising or deemed to arise from a source within Malawi that is not attributable to a permanent establishment of the nonresident in Malawi is subject to a final tax at the following rates:

- 15% of management fees
- 10% of income derived from a mining project by way of interest, royalties, payments for independent personal services or dividends
- 15% of the gross amount of other such income

A withholding tax is also imposed on dividends (see *Investment income*).

**Relief for losses.** Assessed losses attributable to trading operations may be carried forward to offset assessable income in the following six years. Loss carrybacks are not allowed.

## **B. Other taxes**

**Estate duty.** Estate duty is a form of inheritance tax in Malawi and is payable by the executors or administrators of estates of deceased. The following are the rates of the estate duty.

<b>Principal value of the estate</b>		<b>Rate of duty</b>
<b>Exceeding MWK</b>	<b>Not exceeding MWK</b>	
0	30,000	0
30,000	40,000	5
40,000	80,000	6

Principal value of the estate		Rate of duty %
Exceeding MWK	Not exceeding MWK	
80,000	140,000	7
140,000	200,000	8
200,000	400,000	9
400,000	600,000	10
600,000	—	11

Reductions in rates are allowed for quick successions. The value of the estate comprises all assets of the deceased at the date of his or her death less any debts. In addition, any gifts or transfers of property for less than full value made within three years of death must be included in the value of the estate.

**Property tax.** Property tax is levied by local authorities on the value of industrial, commercial or private properties owned by a taxpayer in the district. The tax is payable semiannually. The rates vary depending on whether the property is located in an urban or rural area and whether it is an industrial, commercial or private property.

**Presumptive taxes.** Income earned by small businesses are now subject to presumptive taxes at the rates specified in the Amendment Act. This shall be charged on income not exceeding MWK12,500,000 during any year of assessment and is payable quarterly at the rates in the Eleventh Schedule, which are shown below. This will be enforced through the block management system to make sure that all traders in cities and towns are tax compliant. The following are the rates.

Turnover	Rate (MWK)
Income not exceeding MWK4,000,000	0
Income above MWK4,000,000 but not exceeding MWK7,000,000	110,000
Income above MWK7,000,000 but not exceeding MWK10,000,000	170,000
Income above MWK10,000,000 but not exceeding MWK12,500,000	225,000

In the case of presumptive tax for commercial passenger carrying vehicles, the following are the applicable rates:

Type of vehicle	Annual rate (MWK)
Motor vehicles of up to 16 seats, including a driver	15,000
Motor vehicles of above 16 seats and less than 33 seats, including the driver	20,000

**Advance income tax on imports.** Commercial importers are subject to a 10% withholding tax on the landed cost of imports at the point of entry into Malawi. This is not a final tax because a tax refund will be given if the actual income tax paid by the trader at the end of the year is more than the applicable (assessed) tax on the profits of the business.

### C. Social security

Malawi does not require social security contributions.

## D. Registration, tax filing and payment procedures

Effective from 1 July 2018, a person who carries on business is liable for registration for income tax from the date the business was registered. Employers are expected to apply for tax registration within 15 days.

The year of assessment has been changed to align with the government. Effective from 1 April 2022, the fiscal year will run from 1 April to 30 March of the following year. Prior to the change, the government's financial year was from 1 July to 30 June of the following year. The table below summarizes the respective years of assessments for each taxpayer.

Accounting period ending/ended	Year of assessment
30 June 2021	June 2021
31 July 2021	June 2021
31 August 2021	June 2021
30 September 2021	March 2022
31 October 2021	March 2022
30 November 2021	March 2022
31 December 2021	March 2022
31 January 2022	March 2022
28 February 2022	March 2022
31 March 2022	March 2022
30 April 2022	March 2022
31 May 2022	March 2022
30 June 2022	March 2022
30 July 2022	March 2022
31 August 2022	March 2022
30 September 2022	March 2023
31 October 2022	March 2023
30 November 2022	March 2023
31 December 2022	March 2023

Individuals must file an income tax return with the Commissioner General within 180 days after the end of the year of assessment. The balance of tax due is payable when the tax return is due.

Married women have the option of filing their own returns. The earned income of a wife is not aggregated with her other income or the income of her husband when calculating their joint tax liability.

Income of minor children earned in their own right is deemed to be their own income and is taxed accordingly. Income of minor children arising from a trust established or gift made by a parent is deemed to be income of the parent.

Under the Pay-As-You-Earn (PAYE) system, an employer making payments totaling in excess of MWK10,800,000 per year to an employee for services rendered is required to withhold income tax from such payments. The tax withheld must be remitted to the Malawi Revenue Authority by the 14th day of the month following the month in which the tax is withheld.

At the beginning of each year of assessment, a business taxpayer must estimate the tax payable in that year. This estimated tax, which is known as provisional tax, must be paid quarterly within 25 days after the end of each quarter. The total

installments must be not less than 90% of the actual tax liability for the year of assessment.

If the amount of tax unpaid as a percentage of the total tax liability exceeds 10% but does not exceed 50%, a penalty equal to 25% of the unpaid tax is imposed. If the percentage of unpaid tax exceeds 50%, a penalty equal to 30% of the unpaid tax is imposed.

Interest on unpaid tax after an assessment may be levied at a rate of 20% of the amount of tax that was due to be paid in the first month or part thereof and further interest is charged on the outstanding amount of tax at the prevailing bank lending rate plus 5%.

Under the PAYE system, a penalty of 15% plus a further sum of 5% per month is charged on any amounts not remitted to the Malawi Revenue Authority within 14 days from the end of the month in which the tax was deducted.

### **E. Double tax relief and tax treaties**

Foreign-source income that is taxed in the country of source is eligible for double tax relief either under the existing double tax treaty between the country of source and Malawi, or as unilateral relief. If income that has been taxed in a foreign country that does not have a double tax treaty with Malawi is included in taxable income in Malawi, a tax credit may be available (credit method) to reduce the tax payable in Malawi. To qualify for this relief, the income must be derived from a foreign government, state corporation or local authority. An individual must prove to the Commissioner General that he or she has paid the tax on the income in the foreign country. On receipt of this proof, the Commissioner General grants the relief. If there is a double tax treaty in place between the country of source and Malawi, there is a treaty override and double tax relief under the double tax treaty prevails.

Malawi has entered into double tax treaties with the following countries.

France	South Africa	Switzerland
Norway	Sweden	United Kingdom

### **F. Entry into Malawi**

Foreigners traveling to Malawi require a valid passport from their countries of origin.

Nationals of certain countries need a visa to enter Malawi. They must pay the following fees for their visas.

<b>Type of visa</b>	<b>Fee (USD)</b>
Transit visa	50
Single entry and valid for three months	75
Multiple entry and valid for six months	150
Multiple entry and valid for one year	250

Foreigners wanting to work, stay or engage in business in Malawi are required to obtain the relevant permits.

## **G. Work and business permits**

### **Temporary employment permits**

**Overview.** The following is an overview of temporary employment permits:

- The duration is six months.
- It is issued for a short-term employment purpose.
- Dependents are not allowed.
- The permit is renewable.
- Extension for another six-month period is allowed.

**Requirements.** The employer must apply for a temporary employment permit before the employee begins employment. The employer must submit the following documents to the Immigration Office:

- A cover letter
- Copy of passport showing photograph and personal details
- Educational and professional certificates certified as true copies of the originals
- For a new applicant, evidence that the position was advertised in the local press and the *curriculum vitae* (CV) of each local Malawian who applied for the post
- Two passport-size photographs
- Police clearance from country of origin
- Medical report
- Certificate of incorporation of the company employing the individual
- Copy of visitor or business permit

The employer must pay a processing fee of USD100 and, on approval, a fee of USD500.

The temporary employment permit is valid for a period of two years and can be renewed for an additional two years.

### **Business residence permits**

**Overview.** The following is an overview of business residence permits:

- The duration is five years.
- It is issued for the establishment and running of a business or the engagement in a profession, an occupation or in self-employment in Malawi.
- Dependents are allowed for the mining, trading, manufacturing, agriculture, self-employed and consultancy sectors. This measure is not specified for the education, energy, tourism and health sectors.
- This permit is issued strictly for trading business purposes only.
- The funds to be invested should originate from a legal source outside Malawi with a minimum amount of USD50,000.
- The permit is renewable for a successive period of five years.

**Requirements.** Persons who want to engage in business must obtain a business residence permit. An applicant for this permit must submit the following documents to the Immigration Office:

- Two passport-size photographs
- Copy of passport showing photograph and personal details
- Cover letter from the applicant
- Medical certificate
- Company profile and structure

- Business Registration Certificate
- Business plan for the business intended to be established
- Police clearance letter from the country of origin
- A bank statement showing that the applicant has brought into the country at least USD50,000 (MWK20 million)

The applicant must pay a processing fee of USD100 and, on approval, a fee of USD2,000 or USD3,500, depending on the type of application.

The business residence permit is valid for five years and is renewable.

### **Permanent residence permits**

*Overview.* The following is an overview of permanent resident permits:

- There is no expiration date for this permit.
- The holder of the permit may reside in Malawi permanently.
- The permit can include dependents.
- The permit will be canceled if a holder fails to return to Malawi once in 12 months' time

*Requirements.* Residents who hold a temporary employment permit or business residence permit and have stayed in Malawi for at least five years can apply for a permanent residence permit. The applicant must submit the following documents to the Immigration Office:

- Two passport-size photographs
- Copy of passport showing photograph and personal details
- Cover letter from the applicant
- Police certificate
- Medical certificate
- Tax clearance certificate issued by the Malawi Revenue Authority to confirm that applicant is paying tax
- Bank statement showing that the applicant is financially stable
- Documents evidencing ownership of assets in Malawi

The applicant must pay a processing fee of USD100 and, on approval, a fee of USD2,500.

# Malaysia

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## A. Income tax

**Who is liable.** Malaysian residents are subject to Malaysian tax on Malaysian-source income and foreign-source income remitted into Malaysia. However, for the period from 1 January 2022 to 31 December 2026, conditional tax exemptions apply to foreign income received by a tax resident in Malaysia, excluding any source of income from a partnership business in Malaysia.

Nonresidents are subject to Malaysian tax on Malaysian-source income only.

Individuals are considered resident in any of the following circumstances:

- They are physically present in Malaysia for 182 days or more during the calendar year.
- They are physically present in Malaysia for less than 182 days during the calendar year, but are physically present in Malaysia for at least 182 consecutive days in the second half of the

immediate preceding calendar year or in the first half of the immediate following calendar year. Periods of temporary absence are considered part of a period of consecutive presence if the absence is related to the individual's service in Malaysia, personal illness, illness of an immediate family member or social visits not exceeding 14 days.

- They are present in Malaysia during the calendar year for at least 90 days and have been resident or present in Malaysia for at least 90 days in any three of the four preceding years.
- They have been resident for the three preceding calendar years and will be resident in the following calendar year. This is the only case in which an individual may qualify as a resident even though he or she is not physically present in Malaysia during a particular calendar year.

For the purposes of determining residence, presence during part of a day is counted as a whole day.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Gross income from employment includes wages, salary, remuneration, leave pay, fees, commissions, bonuses, gratuities, perquisites or allowances (in money or otherwise) arising from employment. An individual employed in Malaysia is subject to tax on income arising from Malaysia, regardless of where the employment contract is signed or the remuneration is paid. Gross income also includes income for any period of leave attributable to employment in Malaysia and income for any period during which the employee performs duties outside Malaysia incidental to the employment in Malaysia.

Education allowances provided by employers to their employees' children are taxable for income tax purposes.

Employee benefits and amenities not convertible into money are included in employment income. The cost of leave passages for an employee and the employee's immediate family are also taxable, but the following items are exempt:

- Leave passage within Malaysia, up to three times in a calendar year
- One leave passage in a calendar year from Malaysia to any place outside Malaysia, up to a maximum of MYR3,000

Certain allowances, perquisites and benefits-in-kind are exempt from tax, including, among others, the following:

- Petrol/traveling allowances with respect to travel for official duties, up to MYR6,000 a year
- Meal allowances
- Parking
- Telephone, including mobile phone (effective from 1 July 2020, expanded to include mobile phones, notebooks or tablets, up to MYR5,000)
- Allowances or subsidies for childcare, up to MYR2,400 a year
- Medical benefits (including maternity expenses and traditional medicines such as Ayurvedic medicine and acupuncture) and dental benefits

The above list is not exhaustive and some other tax-exempt benefits may apply if certain circumstances exist or if certain conditions are met.



The cost of relocation expenses to take up employment in Malaysia, approved pension contributions, and the cost of any medical or dental treatment borne by an employer are not taxable to an employee.

Short-term visitors to Malaysia enjoy a tax exemption on income derived from employment in Malaysia if their employment does not exceed any of the following periods:

- A period totaling 60 days in a calendar year
- A continuous period or periods totaling 60 days spanning two calendar years
- A continuous period spanning two calendar years, plus other periods in either of the calendar years, totaling 60 days

Non-citizen individuals working in Operational Headquarters (OHQs), Regional Offices, International Procurement Centres (IPCs) and Regional Distribution Centres (RDCs) are taxed only on that portion of income attributable to the number of days that they were in Malaysia until the expiration of the incentive (generally 10 years) granted by the Malaysian Investment Development Authority. The incentive is granted to the company and begins with the year of assessment stipulated in the approval letter issued by the Malaysian Investment Development Authority.

Effective 1 May 2015, the new Principal Hub incentive scheme has been implemented to replace these OHQ, IPC and RDC incentives. This scheme allows multinational companies to enjoy several benefits including hiring expatriates based on their business requirements. However, the above special incentive for individuals to be taxed only on the portion of income attributable to the number of days that they were in Malaysia is no longer available under the Principal Hub incentive scheme and will only be applicable for non-citizens working with Regional Offices.

*Self-employment and business income.* All profits accruing in Malaysia are subject to tax. Remittances of foreign-source income into Malaysia by tax residents of Malaysia were not subject to Malaysian income tax until 31 December 2021. For the period from 1 January 2022 to 31 December 2026, a conditional tax exemption applies to foreign income received by a person resident in Malaysia, excluding any source of income from partnership business in Malaysia.

Income from any business source is subject to tax. A business includes a profession, a vocation or a trade, as well as any associated manufacture, venture or concern.

Contract payments to nonresident contractors are subject to a total withholding tax of 13% (10% for tax payable by the nonresident contractor and 3% for tax payable by the contractor's employees).

Income derived in Malaysia by a nonresident public entertainer is subject to a final withholding tax at a rate of 15%.

*Investment income.* Interest income received by individuals from monies deposited in approved institutions is exempt from tax.

Withdrawals of contributions from an approved Private Retirement Scheme (PRS) by an individual before the age of 55 (other than by reason of death or permanent departure from

Malaysia or for the purpose of health care or housing) are taxed at a flat rate of 8%.

Other interest, dividends, royalties and rental income are aggregated with other income and taxed at the rates set forth in *Rates*. As a result of the introduction of the single-tier tax system, dividends received by individuals are exempt from tax, effective from the 2008 year of assessment.

Certain types of income derived in Malaysia by nonresidents are subject to final withholding tax at the following rates.

Type of income	Rate (%)
Special classes of income	
Use of movable property	10
Technical advice, assistance or services	10
Installation services on the supply of plant, machinery and similar assets	10
Personal services associated with the use of intangible property	10
Royalties for the use or conveyance of intangible property	10
Interest	15

*Directors' fees.* Directors' fees are generally considered employment income but in some cases they may be treated as business income. In any case, fees derived from Malaysia are taxable. Fees are deemed to be derived from Malaysia if the company is resident in Malaysia for the year of assessment. If the fees are derived from a country other than Malaysia, they are not taxed. Remittances of foreign-source income into Malaysia by tax residents of Malaysia were not subject to Malaysian income tax until 31 December 2021. For the period from 1 January 2022 to 31 December 2026, conditional tax exemptions apply to foreign income received by a person resident in Malaysia, excluding any source of income from partnership business in Malaysia.

**Employer-provided stock options.** Tax legislation governs the taxation of employer-provided stock options. Under the tax legislation, benefits arising from employer-provided stock options are subject to tax as employment income. The taxable income is calculated based on the difference between the fair market value of the underlying stock at the exercise date or exercisable date, whichever is lower, and the option price. This amount is recognized at the time the option is exercised, and is taxed as current-year income (that is, it is not related back to the year of grant).

**Capital gains.** In general, capital gains are not taxable. However, gains derived from the disposal of real property located in Malaysia and gains derived from the sale of shares in closely controlled companies with substantial real property interests are subject to real property gains tax (RPGT).

Effective from 1 January 2022, capital gains derived from disposals of chargeable assets by individuals who are Malaysian citizens and permanent residents are subject to tax at the following rates:

- 30% for a holding period up to three years
- 20% for a holding period exceeding three years and up to four years

- 15% for a holding period exceeding four years and up to five years
- 0% for a holding period exceeding five years

Effective from 1 January 2022, Malaysian citizens or permanent residents who dispose of chargeable assets are not subject to RPGT when the disposal takes place after a holding period exceeding five years.

Malaysian citizens and permanent residents are entitled to elect a one-time RPGT exemption on the disposal of a private residence.

Effective from 1 January 2019, individuals who are not Malaysian citizens are subject to RPGT at a rate of 30% for a holding period up to five years and 10% for a holding period exceeding five years.

Effective from 1 January 2024, companies, limited liability partnerships, trust bodies and cooperative societies that receive gains or profits from disposal of capital assets consisting of assets listed below are subject to capital gain tax in Malaysia. The following are the assets:

- Shares of a Malaysian company not listed on the stock exchange
- Shares of a controlled company incorporated outside of Malaysia that owns Malaysian real property or shares of another controlled company, or both.

However, the capital gains tax is not applicable for individual taxpayers.

## **Deductions**

*Deductible expenses.* Although provisions are made for the deduction of all expenditures incurred wholly and exclusively to produce income, the terms of the provisions tend to limit deductibility in practice. Deductions for employees usually cover specific travel and entertainment costs as well as professional subscriptions. The cost of traveling from home to work is not deductible.

No general deduction is allowed for interest costs, but interest on borrowings used to finance the purchase of income-producing property or investments may be deducted from the income received.

Donations of cash to the government, a local authority, a social enterprise, or an institution or organization approved by the tax authorities or sports activity approved by the Ministry of Finance are deductible. From the 2020 year of assessment, the cap on the tax deduction for donations is 10% of aggregate income. Meanwhile, the cap on the tax deduction for the money, cost or value of gifts of medical equipment to any health care facility approved by the Ministry of Health is MYR20,000 per year.

*Personal deductions and allowances.* In determining taxable income, an individual resident in Malaysia may subtract from total income the following personal deductions. These deductions are not available to nonresidents.

Type of allowance	Amount of allowance MYR
Self	9,000
Additional relief for personal disability	6,000
Spouse (if has no source of income or is jointly assessed)	4,000
Additional relief for spouse's disability	5,000
Child	
Younger than 18 years of age or, if 18 years of age or older, receiving full-time education or serving under articles	2,000
For each child 18 years of age or older, receiving full-time tertiary education or serving under articles in or outside Malaysia	8,000
For each disabled child studying in a recognized institution of higher learning in or outside Malaysia	8,000
Disabled child (in addition to child deductions)	6,000
Medical expenses for parents	Up to 8,000
Purchase of basic support equipment for self, spouse, child or parent who is disabled	Up to 6,000
Study fees incurred for courses of study (including post-graduate studies) at recognized institutions or professional bodies in Malaysia for the purpose of acquiring any skill or qualification or for courses for up-skilling or self-enhancement that are recognized by the Director General of Skills Development (up to MYR2,000)	Up to 7,000
Life insurance premiums paid for self or spouse or voluntary contribution to approved provident fund (up to MYR3,000) and provident fund contributions (obligatory or voluntary up to MYR4,000)	Up to 7,000
Contribution to private retirement scheme and deferred annuity	Up to 3,000
Contribution to Social Security Organisation (SOCSO) under the Employees' Social Security Act 1969 (expanded to include employee's contribution to Employment Insurance Scheme)	Up to 250 (until 2021 year of assessment) Up to 350 (effective from 2022 year of assessment)
Medical and educational insurance premiums paid for self, spouse or child	Up to 3,000
Medical expenses for self, wife or child with serious disease, including fertility treatment; up to MYR1,000 each for complete medical examination, COVID-19 screening tests, mental health assessment or consultation	

Type of allowance	Amount of allowance MYR
cost, and dental examination and treatment expenses; up to MYR1,000 for vaccination expenses for self, spouse or child; and up to MYR4,000 for learning disability diagnosis and early intervention expenditure or rehabilitation treatment for children below 18 years old with a learning disability	Up to 10,000 (from 2023 year of assessment)
Child saving deposits, which are deposits paid into Skim Simpanan Pendidikan Nasional for children's education	Up to 8,000 (until 2024 year of assessment)
Lifestyle expenses (internet, newspapers, books, smartphones, tablets and computers, and self- enhancement courses [self-enhancement courses include courses such as language, photography and sewing courses]); gym membership and purchase of sports equipment have been removed from this relief from the 2024 year of assessment	Up to 2,500
Special tax relief (personal computer, smartphone or tablet not being used for business purchased from 1 June 2020 to 31 December 2022)	Up to 2,500 (until 2022 year of assessment)
Purchase of breastfeeding equipment	Up to 1,000
Fees paid to childcare centers and kindergartens for children six years old and younger	Up to 3,000 (until 2024 year of assessment)
Purchase of handphones, notebooks or tablets	Up to 2,500
Purchase of sports equipment, rental and entry fees for sports facilities, and registration fees in sports competition; from the 2024 year of assessment this relief has been restructured to include purchase of sports equipment and gym membership fees	Up to 1,000 (from 2024 year of assessment)
Amount incurred for the payment for installation, rental, purchase, including hire purchase equipment or subscription fees for the use of an electric vehicle charging facility	Up to 2,500 (2022 to the 2027 years of assessment)

*Business deductions.* The deductions and expenditure allowable against business income are those incurred wholly and exclusively in the production of gross income from the same source.

Depreciation charged in the financial accounts is not a deductible expense. However, straight-line capital allowances based on cost may be claimed on qualifying assets used in a business. In addition, an initial allowance of 20% of the cost of the asset is granted in the year of acquisition.

**Rates.** Income tax is payable on the taxable income of residents at the following graduated rates from the 2023 year of assessment.

<b>Taxable income MYR</b>	<b>Tax rate %</b>	<b>Tax due MYR</b>	<b>Cumulative tax due MYR</b>
First 5,000	0	0	0
Next 15,000	1	150	150
Next 15,000	3	450	600
Next 15,000	6	900	1,500
Next 20,000	11	2,200	3,700
Next 30,000	19	5,700	9,400
Next 300,000	25	75,000	84,400
Next 200,000	26	52,000	136,400
Next 1,400,000	28	392,000	528,400
Above 2,000,000	30	—	—

Nonresidents are subject to withholding taxes on certain types of income. Other income is taxed at a rate of 30%.

If a Malaysian or foreign national “knowledge worker” resides in the Iskandar Development Region and is employed in certain qualifying activities by a designated company and if his or her employment commences on or after 24 October 2009 but not later than 31 December 2022, the worker may apply to be subject to tax at a reduced rate of 15%. The employee must not have derived any employment income in Malaysia for at least three years before the date of the application.

Similarly, employment income earned by an individual who is a knowledge worker (Malaysian citizen or foreign national) residing within the East Coast Economic Region (ECER) and is employed in any business activity carried out within the Malaysia-China-Kuantan Industrial Park by a designated company is taxed at 15% of his or her chargeable income from 1 January 2022. The above applies to a qualified person who has been granted approval by the Minister on an application made on or after 1 January 2022 but not later than 31 December 2024. It is a requirement that the qualified person has not derived employment income from a designated company in ECER for at least two years or other period as determined prior to the application of this incentive.

Malaysian professionals returning from abroad to work in Malaysia are taxed at a rate of 15% for the first five consecutive years following the professional’s return to Malaysia under the Returning Expert Programme (REP). Application must be made to Talent Corporation Malaysia Berhad from 1 January 2024 to 31 December 2027.

Employment income received by women who return to the workforce after being unemployed for at least two years as of 27 October 2017 may be exempted from tax for up to 12 consecutive months. An application for the tax exemption can be submitted to Talent Corporation Malaysia Berhad from 1 January 2018 to 31 December 2023.

Preferential tax treatment at a flat rate of 15% is available for up to five non-citizens who are employed by a company and hold key positions or C-suite positions for five consecutive years. The

company must be granted a relocation tax incentive under the Pelan Jana Semula Ekonomi Negara (PENJANA) initiative, while the employees must be receiving monthly salary of not less than MYR25,000 and qualify as Malaysian tax residents for the years throughout the preferential tax treatment period. Applications can be submitted to the Malaysian Investment and Development Authority from 7 November 2020 until 31 December 2022.

Further, the Malaysian government has offered a tax incentive to investors in the electrical and electronics sector to reposition their operations to Malaysia. A preferential tax treatment at a flat rate of 15% is given to non-citizen taxpayers holding C-suite positions until 2024.

Separately, non-citizen resident employees in a company that carries on a business with respect to a qualifying activity under an incentive scheme is subject to tax at a rate of not more than 20% from the 2021 year of assessment. Qualifying activities include any high-technology activity in the manufacturing and services sector and any other activities that would benefit Malaysia's economy.

**Relief for losses.** From the 2019 assessment year, individuals may only carry forward business losses for a period of 10 consecutive years of assessment commencing immediately from the year losses arise.

## B. Other taxes

Malaysia does not impose estate, gift or net worth taxes.

## C. Social security

Employer and employee contributions to the SOCSO of Malaysia are compulsory for Malaysian citizens only. Various rates are specified for these contributions. Effective from 1 January 2019, employers that hire foreign workers (excluding domestic servants) are required to register their employees with SOCSO and contribute to the Employment Injury Scheme. The employer incurs a 1.25% charge calculated on the worker's salary and other compensation, capped at MYR49.40 for wages exceeding MYR4,000. The contributions for a month are due by the 15th day of the following calendar month. In addition, effective from 1 July 2024, employers are also required to contribute to the SOCSO (both employer's and employee's portion) for foreign workers, including expatriates and foreign domestic workers, and make monthly contributions on their behalf based on the prescribed schedule issued.

The Employment Injury Scheme provides protection to an employee against an accident or an occupational disease arising out of and in the course of their employment as well as accidents that occur when commuting to and from work.

Employees who are Malaysian citizens are required to contribute to the Employees' Provident Fund (EPF). The EPF is a statutory savings scheme to provide for employees' old-age retirement in Malaysia.

Under the Employees' Provident Fund Act 1951, all employers and employees are required to make monthly contributions to the EPF. The statutory contribution rate is 23% or 24% of monthly wages. Employers pay at a rate of 12% if the employee's monthly wages are above MYR5,000 per month or 13% if the employee's monthly wages are below MYR5,000 per month. Employees contribute at a rate of 11% of monthly wages. For employees aged 60 years and above, employers are required to contribute at a rate of 4% of the employee's monthly wages while no contribution is required from the employee.

Employers may increase their contributions up to 19% without restrictions by the Malaysian tax authorities, and still deduct the amounts for corporate tax purposes. Employees' contributions are deducted at source. No ceiling applies to the amount of wages subject to EPF contributions. Non-Malaysian citizens and non-Malaysian permanent residents are not required to contribute to the EPF, but may elect to contribute to take advantage of the available tax relief.

Self-employed persons may elect to contribute to the EPF. The individual may make voluntary contributions at a fixed monthly rate of any amount from up to MYR5,000.

EPF contributions and interest credited are not subject to Malaysian tax on withdrawal. The contributions may be withdrawn by an employee on reaching 55 years of age or at an earlier time if the employee leaves Malaysia permanently with no intention of returning. Contributions may also be withdrawn on the death of an employee or if he or she is physically or mentally incapacitated and is prevented from further employment. Employees may make partial withdrawals to purchase a house or to finance medical treatment or education, or when they attain 50 years of age. Effective 11 May 2024, the EPF introduced Account 3 (or flexible account), which provides flexibility for individuals to meet their short-term financial needs and will comprise 10% of all new contributions subsequent to the above date. Savings in Account 3 can be withdrawn anytime according to each individual's personal needs.

#### **D. Tax filing and payment procedures**

The year of assessment in Malaysia is the calendar year. The base year for assessing tax is the calendar year coinciding with the year of assessment. An individual carrying on a business in Malaysia is assessed tax on the business income for the calendar year coinciding with the year of assessment, regardless of the accounting period adopted by the business.

A self-assessment system of taxation for individuals is in effect in Malaysia. Under the self-assessment system, an individual must submit his or her tax return to the tax authorities and settle any balance of tax payable by 30 April in the year following the year of assessment if he or she has employment and/or passive income only or by 30 June in the year following the year of assessment if he or she has business income. A notice of assessment is deemed served on the submission of the tax return to the tax authorities. An appeal must be filed within 30 days from the date of the deemed notice of assessment (that is, within 30 days of the date of submission of the tax return).



To broaden the income tax base, a tax identification number (TIN) has been implemented. From 2022, a TIN is issued to the following persons:

- Any person who is assessable and chargeable to tax
- Any person who is required under the Malaysian tax legislation to furnish a tax return
- Any person who is a citizen and aged 18 years old and above

An individual arriving in Malaysia who is subject to tax in the following year of assessment must notify the tax authorities of chargeability within one month after arrival. Nonresidents who are subject to final withholding taxes do not need to file tax returns unless required to do so by the tax authorities.

For employees, tax payment is made through mandatory monthly withholdings under the Monthly Tax Deduction Scheme (MTDS). All employers must deduct tax from cash remuneration (for example, salaries, overtime payments, and commissions), benefits-in-kind (BIK) and the value of living accommodation (VOLA), which are subject to the MTDs. The date for payment of the taxes withheld to the tax authorities is the 15th day of the following calendar month. Employers must withhold tax at a rate of 30% from wages, BIK and VOLA paid to nonresident employees.

Taxpayers have the option to treat the amount of the monthly tax deduction as the final tax paid. If they exercise this option, they are not required to submit their annual income tax returns. However, this applies only if certain conditions are fulfilled.

Married persons are taxed as separate individuals. Each spouse is assessed on his or her own income and is given tax relief through his or her own tax deductions and allowances. An individual may elect to have his or her income aggregated with the income of the spouse and to be jointly assessed in the spouse's name. This election enables the individual to utilize all allowances if his or her own income is insufficient to make full use of the available deductions and allowances.

For taxpayers who derive other income (for example, rental or business income but excluding employment income), the tax authorities may issue a bimonthly installment scheme (Form CP500) based on their best judgment. The installment is payable in six bimonthly instalments, and payments are to be remitted within 30 days of each due date. Penalties are imposed for any late payments.

Taxpayers are given options to apply to revise the installment payment no later than 30 June and/or 31 October of the relevant year by submitting the Form CP502 to the tax authorities. If successful, a revised notice of installment payments (Form CP503) is issued. However, if the actual tax liability (determined on filing of tax return) exceeds the revised amount and the difference between the two amounts is greater than 30% of the actual tax liability, a penalty of 10% of the difference is imposed.

## **E. Tax treaties**

Malaysia has entered into double tax treaties with the following jurisdictions.

Albania	Ireland	Russian
Argentina (a)	Italy	Federation
Australia	Japan	San Marino
Austria	Jordan	Saudi Arabia (a)
Bahrain	Kazakhstan	Senegal (b)
Bangladesh	Korea (South)	Seychelles
Belgium	Kuwait	Singapore
Bosnia and Herzegovina	Kyrgyzstan	Slovak Republic
Brunei Darussalam	Laos	South Africa
Cambodia	Lebanon	Spain
Canada	Luxembourg	Sri Lanka
Chile	Malta	Sudan
China Mainland	Mauritius	Sweden
Croatia	Mongolia	Switzerland
Czech Republic	Morocco	Syria
Denmark	Myanmar	Thailand
Egypt	Namibia	Türkiye
Fiji	Netherlands	Turkmenistan
Finland	New Zealand	Ukraine
France	Norway	United Arab Emirates
Germany	Pakistan	United Kingdom
Hong Kong SAR	Papua New Guinea	United States (a)
Hungary	Philippines	Uzbekistan
India	Poland	Venezuela
Indonesia	Qatar	Vietnam
Iran	Romania	Zimbabwe

(a) This is a limited agreement.

(b) The treaty has been gazetted, but it is not yet in force.

Under the above treaties, a foreign tax credit is available for the lesser of Malaysian tax payable on the foreign income or the amount of foreign taxes paid. For non-treaty countries, the foreign tax credit available is limited to one-half of the foreign tax paid.

Under most of Malaysia's tax treaties, a business visitor to Malaysia for varying periods of up to 183 days is exempt from Malaysian income tax if the services performed are for, or on behalf of, a nonresident person and if the remuneration paid for the services is not directly deductible from the income of a permanent establishment in Malaysia.

Agreements with some countries provide for reduced withholding taxes under certain conditions.

## F. Visas

A visa is defined as the document issued (in the form of a stamp, endorsement sticker or electronic document) that allows entry into Malaysia for certain nationalities. Applications for visas may be made to Malaysian foreign missions abroad or online (subject to conditions) with or without supporting documents from the Malaysian immigration authorities.

The Malaysian government issues the following three types of visas:

- Single Entry Visa
- Multiple Entry Visa
- Transit Visa

These visas are described below.

**Single Entry Visa.** A Single Entry Visa (SEV), which is only valid for one entry, is issued for one of the following purposes to foreign visitors who require a visa to enter Malaysia:

- Social visit: for a stay period of up to 90 days (depending on nationality of visitor) at the discretion of immigration officers at the entry checkpoint.
- Short-term business: for a stay period of up to 90 days (depending on nationality of visitor) at the discretion of immigration officers at the entry checkpoint.
- On obtaining approval for a long-term pass application: for a stay period of up to 30 days (depending on nationality of visitor) at the discretion of immigration officers at the entry checkpoint. The visitor must proceed with endorsement of approved long-term pass as soon as possible on entry into Malaysia.

**Multiple Entry Visa.** A Multiple Entry Visa (MEV) is issued to foreign nationals who require a visa to enter Malaysia multiple times for purposes of social, business or government matters. The validity period of the MEV ranges from three months to 12 months. The MEV must be activated within its validity period after issuance, for a stay period of up to 90 days per entry (depending on the nationality of visitor) at the discretion of immigration officers at the entry checkpoint.

**Transit Visa.** A Transit Visa is issued for foreign visitors who are passing through Malaysia before continuing their flight route to the next destination. This visa is valid for a maximum duration of 120 hours. Foreign visitors who do not leave the airport vicinity do not need a visa.

The Malaysian government has introduced the eVisa facility for nationals of selected jurisdictions traveling to Malaysia. The eVisa is valid for three months, and holders are entitled to a stay period of up to 90 days (at the discretion of the immigration officers at the entry checkpoint) for each visit into Malaysia. A foreign national can apply for the visa from anywhere in the world, except Israel, Korea (North) and Malaysia.

*eVisa (Tourist).* The eVisa (Tourist) is applicable for selected foreign nationals needing an SEV for travel to Malaysia for the purpose of a social visit or tourism. Travelers may apply for their SEV online and will not be required to personally visit a Malaysian foreign mission abroad. This facility is only available for selected nationalities approved by the Ministry of Home Affairs.

*eVisa (Student/Expatriate).* The eVisa (Student/Expatriate) is applicable for selected foreign nationals needing an SEV for travel to Malaysia for the purpose of endorsement of long-term passes (Student Pass, Employment Pass [EP] and Dependent Pass) in Malaysia.

*eVisa (Medical).* The eVisa (Medical) is applicable for selected foreign health care travelers and patients seeking treatments at a Malaysia Healthcare Travel Council registered hospital or medical facility.

## G. Business visitors

All business travelers must apply for the necessary visa from Malaysian foreign missions abroad (if applicable) and are issued a Social Visit Pass (SVP), which has a validity of up to 90 days (depending on the nationality of the visitor), at the entry point, subject to the discretion of the immigration officers at the check-point.

Business visitors must have a valid return ticket and may be requested to show proof of sufficient funding to support their stay period in Malaysia.

Business visitors who enter Malaysia to conduct work activities beyond the scope of those allowed under an SVP may apply for a PLS@XPATS approval letter prior to their entry into Malaysia. The granting of the approval letter is limited only to visitors who are entering to perform urgent and critical work for the business of selected industries in Malaysia and are not able to wait for the processing of a work permit. They must provide proof of the urgency of the work by submitting online, among others, a detailed description and schedule of the work to be performed in Malaysia. If approved, the SVP with a work rights remark will be granted up to a maximum duration of 30 days only.

The following are the approved selected industries:

- Security and defense
- Manufacturing
- Construction; health and medical
- Oil, gas and energy
- Finance and banking
- Electrical and electronics
- Wholesale and retail
- Tourism; business services
- Commodity
- Education
- Agriculture
- Aviation
- Information technology and infrastructure

## H. Work permit for professionals

A Malaysian work permit is required for any non-Malaysian person who wishes to enter Malaysia for work purposes, regardless of duration. A work permit for these individuals can be granted for a duration from 1 month to 60 months depending on, among other factors, the applicable type of work permit, merits of the applicant and the type of role. Renewals are allowed with sufficient justification to retain the employment of an employee for a role.

**Employment Pass.** The Employment Pass (EP) is the work permit required for any non-Malaysian person who is taking up employment with a Malaysian company or firm. It is issued by the Malaysian Immigration Department (MID). An EP is issued with the MEV for a duration of up to five years, subject to justification and consideration by the MID.

An EP is granted on a case-by-case basis for positions that require special technical knowledge or experience not available

locally or for positions that cannot be filled by Malaysian citizens. In general, to obtain an EP, an applicant must have the following:

- Relevant academic qualifications and work experience.
- A passport with a validity of at least 15 months or ideally for the full duration of the EP.
- A contract from the Malaysian employer with a minimum monthly salary of MYR5,000. Exceptions to this condition apply if the employment is in selected industries or if certain conditions are fulfilled with the necessary support from the authorities. Payroll can be administered by the home or host company.
- Passport (3.5 cm x 5 cm) photograph with blue background.

Also, the Malaysian company applying for the EP must fulfill certain requirements including, but not limited to, the following:

- Industry-specific requirements apply because different industries are governed by different ministries from which pre-approvals may need to be obtained before the application can be submitted to the MID. For certain industries, the approving authority for the initial stage of the EP application may also be a Malaysian ministry or appointed body with differing application processes and requirements.
- Malaysian companies involved in selected industries are also required to provide necessary licenses in order to submit EP applications. These licenses include, but are not limited to, the Wholesale, Retail and Trade License or the Unregulated Services License from the Ministry of Domestic Trade and Consumer Affairs and the G7 Grade License issued by the Construction Industry Development Board.
- Malaysian companies that wish to apply for an EP must meet the minimum paid-up share capital requirement, which is MYR500,000 for wholly foreign-owned companies, MYR350,000 for foreign companies in a joint venture with local companies and MYR250,000 for 100% Malaysian-owned companies. The authorities for the applicable license may increase the minimum paid-up share capital requirement as a condition for the license.
- The Malaysian sponsoring company of an EP in West Malaysia must be registered with the Expatriate Services Division of the MID to which applications are submitted electronically. The only exception is for companies whose approving authority is the Malaysia Digital Economy Corporation.
- The company must obtain an EP projection approval before any applications can be submitted to either authority. The projection is granted on an annual basis whereby any balance unused by the end of the year will be forfeited. Additional projection can be applied throughout the year as required by the company.
- The company must fulfill Labor Market Testing (LMT) requirements before applying for an EP, if applicable. See Section I for more information.

Under the Malaysian Immigration Act 1959/63 (amended 2002), Immigration Regulations 1963 and Employment (Restriction) Act 1968 (Revised 1988), it is illegal to work without a valid work permit endorsed in an individual's passport. The consequences of noncompliance include monetary fines, a jail term and caning. Other possible consequences include placing the

employee or the Malaysian company on a prohibited list by the Malaysian government for up to five years.

To obtain an extension, individuals must submit an application for extension ideally three months before the expiration of their passes.

Individuals who have not completed their contract terms but wish to take up employment with other companies in Malaysia must shorten their current EP and obtain an official Release Letter from the current employer.

**Professional Visit Pass.** A person who intends to enter Malaysia for short-term assignments, such as to conduct training, attend training, or perform assembly, maintenance, repair or installation of machinery purchased from an overseas company, may apply for a Professional Visit Pass (PVP). A PVP is usually valid between one to 12 months and is renewable for a total maximum period of 12 months. No extensions are granted beyond the maximum duration allowed. The maximum duration allowed for a person who intends to do a student internship or serve as a trainee is six months and is non-renewable.

To qualify for a PVP, the individual's salary must be paid by an overseas company.

The company must obtain PVP projection approvals before any applications can be submitted. The projection is granted on an annual basis whereby any balance unused by the end of the year will be forfeited. Additional projection can be applied for throughout the year as required by the company.

The Malaysian government has introduced a DE Rantau Nomad Pass (Nomad Pass), which is a new type of PVP. This new PVP allows qualified foreign digital nomads to work remotely from within Malaysia for up to two years and sponsor qualifying dependents. The foreign digital nomads must be in the information technology, digital marketing, digital creative content and digital content development sectors. They are divided into digital freelancers/independent contractors and remote workers (full-time or part-time) of a non-Malaysian company.

*Digital freelancers/independent contractors.* To qualify as digital freelancers/independent contractors, individuals must have active project contracts that are valid for more than three months with one or more Malaysian or non-Malaysian clients at the time of filing for a Nomad Pass. They must also earn a minimum annual income of USD24,000 a year.

*Remote workers (full-time or part-time).* To qualify as remote workers, individuals must have been employed with a non-Malaysian company for more than three months at the time of filing for a Nomad Pass. They must also earn a minimum annual income of USD24,000 a year.

**Residence Pass-Talent.** The Residence Pass-Talent (RP-T) is issued to highly qualified expatriates seeking to continue living and working in Malaysia on a long-term basis. Holders of the RP-T are eligible for many benefits, including the ability to live and work in Malaysia for up to 10 years. RP-T holders may

change employers without having to apply for a new work permit. The spouse and children (under 18 years old) of the recipient are also awarded the RP-T and are allowed to work (spouse) or study (children) without having to apply for an EP or Permission to Study. In general, a foreign individual who has been living and working in Malaysia for at least three years on a continuous basis with a minimum basic monthly salary of MYR15,000 may apply for the RP-T if all of the other requirements are met. Applicants need to be approved by the RP-T panel before they are recommended for the granting of the pass. Preference is given to applicants who qualify as experts and are able to contribute to key Malaysian industries in a significant way.

## **I. Labor Market Testing**

Labor Market Testing (LMT) is a process to understand the labor market and workforce situation in Malaysia. In West Malaysia, LMT is a mandatory requirement. It is overseen by the Ministry of Human Resources (MOHR) and involves an employer posting advertisements for a position on the national Social Security Organization (SOCSO) employment portal — MyFutureJobs — for a minimum duration of 14 calendar days, and screening and interviewing eligible candidates, before submitting EP applications to hire non-Malaysian employees.

LMT is performed on a specific target group to ascertain the availability of suitable talents with specific skills, who meet the criteria for a role.

From an immigration standpoint, mandatory LMT generally aims to make sure that foreign talents are only hired after employers have considered local employees for open positions.

Automatic exemptions may apply should the foreign candidate meet certain prerequisites.

## **J. Approval from Director General of Ministry of Human Resources**

Under the Employment (Amendment) Act 2022, companies in Malaysia intending to employ foreign nationals must obtain the approval of the Director General (DG) of Human Resources. The companies are required to complete a submission of information and documents on the ePPAx online portal for approval. Employers are required to seek approval of the DG for new employments only. Renewal of work permits do not require approval.

The approval of the DG of Human Resources is also required for PVP applications (see Professional Visit Pass in Section H). The approval for PVP applications can be obtained online.

Employers who fail to seek the DG approval may be subject to fines of up to MYR100,000, imprisonment for a term not exceeding five years, or both.

On employment of the foreign national, the employer must submit details of the newly hired foreign employees to their local labor office no more than 14 days after their employment start date. The employer must also inform the local labor office no more than 30 days after the end of the foreign employee's employment due to the expiration of his or her EP, his or her

repatriation or deportation from Malaysia, termination of service by the employer, termination of service by the employee or abscondment without notice.

### K. Long-term stay

The Malaysia My Second Home Program (MM2H Program) allows people from all over the world who fulfill certain criteria to reside in Malaysia as long as possible on a Long Term Social Visit Pass (LTSVP) issued with an MEV. The LTSVP is granted for an initial period of 10 years (subject to the validity of the applicant's passport) and is renewable. The program is open to all citizens of jurisdictions recognized by Malaysia, regardless of race, religion, gender or age. Applicants may bring along their spouse and their unmarried children below 21 years old as dependents.

To qualify for the program, individuals 35 years or older must show proof of liquid assets worth a minimum of at least MYR1.5 million, an offshore income of MYR40,000 per month and a fixed deposit account of MYR1 million. An additional MYR50,000 in fixed deposit is required per dependent for applicants between the ages of 35 and 49.

MM2H visa holders may own a business in Malaysia but will not be allowed to be involved in the day-to-day operations of the business.

All participants in the MM2H Program and their dependents (spouse and children) must submit a medical report from a private hospital or registered clinic in Malaysia on approval or on the receipt of the Conditional Letter of Approval. Approved participants and dependents (spouse and children) must possess a valid medical insurance policy that applies in Malaysia. However, exemptions may be given for participants who face difficulty in obtaining medical insurance because of their age or medical condition.

Foreign citizens may apply for participation in the MM2H Program directly, without going through a third party, or they may use the services of MM2H agents licensed by the Ministry of Tourism, Arts and Culture.

The LTSVP described above is not a permanent residence permit.

**Recently introduced facilities.** The Malaysian government recently introduced the Premium Visa Program (PViP) for foreign citizens or investors who wish to reside in Malaysia long term. Qualified participants of the PViP will be issued a LTSVP with a MEV and for up to 20 years. Unlike the MM2H Program, PViP participants are allowed to run businesses, find employment, invest and study in Malaysia. There are also no age restrictions imposed on interested participants.

To qualify for the program, applicants must, among other conditions, show proof of offshore income of MYR40,000 per month or MYR480,000 per year, a fixed deposit account of MYR1 million and pay a participation fee of MYR200,000 for the principal holder and MYR100,000 for each dependent.

All applications are to be made through an approved PViP agency registered with the MID.



## **L. Family and personal considerations**

### **Family members**

*Working spouse.* The spouse of an EP holder must cancel his or her Dependent Pass and obtain an EP from the MID to work legally in Malaysia. The MID does not provide a procedure for a DP holder to obtain a Permission to Work while retaining the DP.

*Unmarried partner.* A female unmarried partner of a male EP holder for certain nationalities are allowed to apply for the LTSVP with a maximum validity of one year if all conditions are fulfilled. The LTSVP is renewable.

*Studying children.* The child of an EP holder is allowed to study in Malaysia without having to change his or her Dependent Pass to a Student Pass if he or she obtains the necessary Permission to Study approval from the MID.

*Children from 18 to 25 years old.* The MID has set special rules regarding an application for the LTSVP for children from 18 to 25 years old only. For such children, the maximum validity of the LTSVP is one year, which is renewable up to the age of 25. An additional document to be provided is a letter from Commissioner of Oaths to confirm that the child is single, unemployed and in the custody of the EP holder.

*Accompanying parent or parent-in-law.* The parent or parent-in-law of an EP holder can be granted a LTSVP with a maximum duration of one year. The LTSVP is renewable.

**Driver's licenses.** Malaysians holding foreign driving licenses and participants in the MM2H Program can convert their foreign licenses to Malaysian driving licenses, effective from 1 November 2019.

Foreign driving license holders must use an International Driving Permit together with their respective domestic driving license to drive in Malaysia. Alternatively, it is advisable for them to apply for a Malaysia driving license via authorized driving schools based on existing procedures.

To obtain a new Malaysian driving license, the applicant must first pass a written examination on simple road signs and basic driving regulations and then apply for a temporary license, which is obtained by paying the fixed fee to the Road Transport Department of Malaysia. The relevant authority then conducts a practical test on basic driving skills.

# Maldives

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*The government of Maldives has implemented the Income Tax Act, which is effective from 1 January 2020. With the implementation of this act, the Business Profits Tax, the remittance tax and certain provisions of the land sales tax have been repealed and individual income tax and employee withholding tax was introduced.*

## A. Income tax

**Individual income tax.** Under the Income Tax Act, effective from 1 January 2020, individuals must pay tax on their business income and all other forms of income received by them. If an individual receives business income, he or she can deduct expenses incurred with respect to that business in a manner prescribed in the act. Individuals must file an annual individual income tax return. However, individuals earning only employment income are required to pay only employee withholding tax (see *Employee withholding tax*) and are not required to file an annual individual income tax return.

The following are the income tax brackets and rates for individuals.

Annual taxable income (MVR)	Tax rate (%)
720,000 or less	0
More than 720,000 but less than or equal to 1,200,000	5.5
More than 1,200,000 but less than or equal to 1,800,000	8
More than 1,800,000 but less than or equal to 2,400,000	12
More than 2,400,000	15

**Employee withholding tax.** With the introduction of employee withholding tax, effective from 1 April 2020, employers are required to withhold and pay tax from the remuneration paid to employees. Remuneration subject to employee withholding tax is the total remuneration received by an employee in a month, after the deduction of the amount contributed to the Maldives Retirement Pension Scheme by the employee. Remuneration also includes allowances and benefits received by the employee,

whether received in cash or in-kind. The following are the employee withholding tax brackets and rates:

Remuneration subject to withholding tax (MVR)	Tax rate (%)
60,000 or less	0
More than 60,000 but less than or equal to 100,000	5.5
More than 100,000 but less than or equal to 150,000	8
More than 150,000 but less than or equal to 200,000	12
More than 200,000	15

**Business income tax.** With the introduction of the Income Tax Act, the Business Profits Tax Act has been repealed and business income tax is now included in the Income Tax Act. Business income tax is imposed at a rate of 15% on profits. All persons, excluding individuals accruing profits from businesses, are subject to the tax on their taxable profits. The first MVR500,000 (USD32,425) is exempt from tax. Specified payments, such as management fees, technical services fees, royalties and rent for immovable property paid to nonresidents, are subject to nonresident withholding tax (NWHT) at a rate of 10%.

Certain expenses are allowed or disallowed for business income tax purposes. For example, receipts that have been subject to withholding tax are deductible, while private expenses are not deductible.

Losses incurred in a tax year can be carried forward and deducted against profits of the subsequent five tax years.

Companies that are registered with Maldives Inland Revenue Authority are required to file the following business income tax returns and make the following payments:

- First interim return due on 31 July of the tax year: one-half of the total tax paid in the preceding tax year
- Second interim return due on 31 January of the following tax year: one-half of the total tax paid in the preceding tax year
- Final return due on 30 June of the following tax year: any balance of tax due

There is no obligation to file and make an interim payment if the total amount of the interim payments is not more than MVR20,000 and the total amount of tax payable for the previous year is less than MVR20,000.

If a company has reasonable grounds to expect that its tax payable for a tax year will be less than the tax payable for the preceding year, the company may make a reasonable estimate of the tax payable for that year when calculating the interim payments. However, if the actual tax payable exceeds more than 20% of the estimated interim liability, fines and penalties will apply to the unpaid interim liability.

If the functional currency of a taxpayer is determined to be any currency other than the rufiyaa (MVR), all taxes imposed by the Income Tax Act are required to be paid in United States dollars. This includes income tax, employee withholding tax, nonresident withholding tax and capital gains withholding tax. The functional currency is to be determined by IAS 21 – The Effects of Changes in Foreign Exchange Rates, as the currency of the primary economic environment in which an entity operates, generates and expends cash. This is applicable from the 2024 tax year

with respect to the final and second interim income tax liabilities with the exception of the first interim payment for 2024. For payments made with respect to employee withholding tax and non-resident withholding tax, this is applicable for payments relating to periods ending on or after 31 October 2024 onward.

## **B. Goods and services tax**

Goods and services tax (GST) is levied at a rate of 8% on general goods and services supplied in the Maldives. The rate of GST for the tourism sector is 16%. From 1 July 2025, the tourism sector GST will increase to 17%.

A green tax of USD6 per occupying guest is levied. A GST return must be filed by the 28th day of the month following the end of the tax period. Green tax rates have been revised to be effective from 1 January 2025. Tourist resorts, integrated tourist resorts, resort hotels, tourist vessels, and hotels and guesthouses located in uninhabited islands will be required to charge USD12 per day of stay. Hotels and guesthouses located in inhabited islands with a capacity of 50 rooms or less will charge USD6 per day of stay, while those exceeding 50 rooms will charge USD12 per day of stay. Children under the age of two years old will be exempt from Green Tax from 1 January 2025 onward.

Service charges collected and distributed and plastic bag fees (MVR2/bag) collected from customers should be included in the GST/tourism GST tax return submitted.

## **C. Work permit**

Foreigners going to the Maldives for employment are required to obtain a work permit from the employer. Work permits are issued by Maldives Immigration, which requires that employers deposit a sum of money as a work permit deposit for each employee. A monthly visa fee of MVR350 applies for foreign workers.

Business visas also can be obtained from a Maldivian sponsor for a maximum of 90 days for MVR750. An extension for an additional 90 days can be requested.

# Malta

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## A. Income tax

**Who is liable.** Persons who are both ordinarily resident and domiciled in Malta are subject to tax on their worldwide income and chargeable capital gains. Persons who are either not ordinarily resident in Malta or not domiciled in Malta are subject to tax only on Maltese-source income and on foreign income that is remitted to or received in Malta.

In practice, individuals generally are considered resident in Malta if they spend more than 183 days in a calendar year in Malta. Individuals are considered ordinarily resident if Malta is their habitual residence.

Individuals are deemed to be domiciled in Malta if they settle in Malta with the purpose of living in Malta for good and consider Malta to be their permanent home.

An individual cannot apply the remittance basis of taxation if any of the following circumstances exists:

- His or her spouse or partner in a registered civil union is ordinarily resident and domiciled in Malta.
- He or she is a long-term resident as defined in the Status of Long-Term Residents (Third Country Nationals) Regulations.
- He or she is the holder of a permanent residence certificate or a permanent residence card issued in accordance with the Free Movement of European Union (EU) Nationals and their Family Members Order.

Individuals applying the remittance basis of taxation may be liable to pay a minimum tax liability. See *Rates* for further details.

Article 29 (2) of the Income Tax Act (ITA) provides that income derived by an owner, lessor or operator of an aircraft or aircraft engine engaged in the international transport of passengers or goods is deemed to arise outside Malta, regardless of the fact that the aircraft may have called at or operated from an airport in Malta.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable employment income consists of gains or profits from any employment or office, including directors' fees and fringe benefits provided because of an employment or office, such as the granting of the following:

- The private use of a motor vehicle
- The use of immovable and movable property
- Other benefits granted as a result of the nature of the employment or office

Article 56 (17) of the ITA provides for favorable tax treatment of employment income derived under an employment contract requiring the performance of work or of duties mainly outside Malta. At the taxpayer's option, income arising from such an employment contract is taxable at a rate of 15%. The scheme is available to any individual. Specific conditions must be satisfied for the system to apply.

The beneficial tax treatment described in the preceding paragraph does not apply to income derived from services rendered on ships, aircraft or road vehicles owned, chartered or leased by Maltese companies and to government services.

Income taxed under Article 56 (17) of the ITA is deemed to constitute "the first part of that individual's total income for that year" for computational purposes. Under this measure, if the individual derives income from other sources, such income is taxed at the progressive rates applicable to the portion of the income in excess of the income taxed at 15% (that is, any surplus income is not taxed at the progressive rates beginning at 0%; instead, it is taxed at the higher progressive rates applicable to the subsequent tax brackets).

*Highly Qualified Persons Rules.* The Highly Qualified Persons Rules provide a beneficial tax system for persons who receive emoluments payable under a qualifying employment contract. This measure provides for a potentially favorable tax rate of 15%, which can be applied at the option of the taxpayer. The 15% rate may be used with respect to income derived both from work duties carried out in Malta and from work duties performed outside Malta in connection with work duties in Malta. Persons who may benefit from these rules are highly qualified individuals who receive employment income of a minimum of EUR98,436 (exclusive of the annual value of any fringe benefits and as adjusted annually in line with the Rental Price Index) from an eligible office.

The tax benefit consists in the right to elect to pay tax at a rate of 15% on income from a qualifying employment contract. No further Malta income tax at the prescribed rate of 15% is chargeable on the income earned by individuals from a qualifying employment contract exceeding EUR5 million. The rate of 15% applies without the possibility to claim any relief, deduction, reduction, credit or setoff.

To benefit from the tax system described above, an individual must meet all of the following conditions:

- He or she must derive income subject to tax under Article 4(1) (b) of the ITA, which are emoluments payable under a qualifying employment contract.
- He or she is protected as an employee under Maltese law and has the required adequate and specific competence, as proven to the satisfaction of the Malta Financial Services Authority (in the case of financial services), the Malta Gaming Authority (in the case of gaming services), Transport Malta (in the case of aviation services), or the office of the Chief Medical Officer to the Government (in the case of medical services).
- He or she proves to the satisfaction of the Malta Financial Services Authority (in the case of financial services), the Malta Gaming Authority (in the case of gaming services), Transport Malta (in the case of aviation services) or the office of the Chief Medical Officer to the Government (in the case of medical services) that he or she possesses professional qualifications and has at least five years of professional experience.
- He or she has not benefitted under Article 6 of the ITA, which provides for certain fringe benefit exemptions.
- He or she fully discloses for tax purposes and declares emoluments received with respect to income from a qualifying employment contract.
- He or she proves to the satisfaction of the Malta Financial Services Authority (in the case of financial services), the Malta Gaming Authority (in the case of gaming services), Transport Malta (in the case of aviation services) or the office of the Chief Medical Officer to the Government (in the case of medical services) the following:
  - He or she performs activities of an eligible office (see below).
  - He or she receives stable and regular resources that are sufficient to maintain himself or herself and the members of his or her family without recourse to the social assistance system in Malta.
  - He or she resides in an accommodation that is regarded as normal for a comparable family in Malta and that meets the general health and safety standards in force in Malta.
  - He or she possesses a valid travel document.
  - He or she possesses sickness insurance with respect to all risks normally covered for Maltese nationals for himself or herself and the members of his or her family.
  - He or she is not domiciled in Malta.

For purposes of the above beneficial tax system, the following offices with companies licensed and/or recognized by the Malta Financial Services Authority (in the case of financial services), the Malta Gaming Authority (in the case of gaming services) or Transport Malta (in the case of aviation services) are considered eligible offices:

- Chief Executive Officer, Chief Risk Officer (including Fraud and Investigations Office), Chief Financial Officer, Chief Operations Officer (including Aviation Accountable Manager), Chief Technology Officer and Chief Commercial Officer
- Portfolio Manager, Chief Investment Officer, Senior Trader/Trader, Senior Analyst (including Structuring Professional),

- Actuarial Professional, Chief Underwriting Officer, Chief Insurance Technical Officer and Odds Compiler Specialist
- Aviation Continuing Airworthiness Manager, Aviation Flight Operations Manager, Aviation Ground Operations Manager and Aviation Training Manager
- Head of Marketing (including Head of Distribution Channels), Head of Investor Relations and Head of Research and Development (including Search Engine Optimization and Systems Architecture)

The benefit is also available to individuals employed as a Chief Executive Officer with an entity holding an aerodrome license and individuals employed in the Assisted Reproductive Technology sectors as embryologists, responsible persons or lead quality managers.

The benefit applies for a specific number of years (five years with respect to European Economic Area [EEA] and Swiss nationals and four years with respect to third-country nationals) from the date of first election, and it may be clawed back retrospectively if the expatriate's stay in Malta is not in the public interest.

On submitting an application, the person is eligible for two further extensions of four or five years, as the case may be, for the qualifying period, subject to the continued adherence to the other provisions of these rules.

The Maltese tax authorities will not issue a determination regarding the above after 31 December 2025, and any such determination issued must refer to any employment in respect of which the benefit provided by these rules commences by 31 December 2026 and ceases to apply by 31 December 2030.

*Qualifying employment in aviation rules.* The qualifying employment in aviation rules provide that if an individual derives income of at least EUR45,000 from a qualifying employment contract, such income may be subject to tax at a flat rate of 15%. No further Malta income tax at the prescribed rate of 15% is chargeable on the income earned by individuals from a qualifying employment contract exceeding EUR5 million. The rate of 15% applies without the possibility to claim any relief, deduction, reduction, credit or setoff.

- He or she is an individual who derives income subject to tax under Article 4(1)(b) of the ITA, which consists of emoluments payable under a qualifying contract (see below), and such income is received with respect to work or duties carried out in Malta, with respect to any period spent outside Malta in connection with such work or duties or while on leave during the carrying out of such work or duties.
- He or she is protected as an employee under Maltese law, regardless of the legal relationship, for the purpose of exercising genuine and effective work for, or under the direction of, someone else, is paid and has the required adequate and specific competence, as proven to the satisfaction of the competent authority.
- He or she proves to the satisfaction of the competent authority that he or she is in possession of professional qualifications or experience.



- He or she fully discloses for tax purposes and declares emoluments received with respect to income from a qualifying employment contract and all income received from a person related to his or her employer that pays out income from a qualifying contract chargeable to tax in Malta.
- He or she proves to the satisfaction of the competent authority that he or she performs activities of an eligible office.
- He or she proves to the satisfaction of the competent authority the following:
  - He or she is in receipt of stable and regular resources that are sufficient to maintain himself or herself and the members of his or her family without recourse to the social assistance system in Malta.
  - He or she resides in an accommodation that is regarded as normal for a comparable family in Malta and that meets the general health and safety standards in force in Malta.
  - He or she is in possession of a valid travel document.
  - He or she is in possession of sickness insurance with respect to all risks normally covered for Maltese nationals, and such insurance covers himself or herself and members of his or her family.
  - He or she is not domiciled in Malta.

For purposes of the above beneficial tax system, the following offices with companies licensed and/or recognized by Transport Malta are considered eligible offices, to the effect that any employment contracts providing for these employment activities are considered qualifying contracts:

- Chief Executive Officer, Chief Operations Officer, Chief Financial Officer, Chief Risk Officer, Chief Technology Officer, Chief Commercial Officer, Chief Investment Officer, Chief Insurance Officer, Accountable Manager, Deputy Accountable Manager and General Manager
- Flight Operations Manager, Nominated Person Flight Operations Training Manager, Nominated Person Training, Ground Operations, Nominated Person Ground Operations, Continuing Airworthiness Manager, Nominated Person Continuing Airworthiness Compliance Manager, Quality Systems Manager, Safety Manager, Flight Dispatch Manager and Instructor Manager
- Head of Marketing, Head of Public Relations, Actuary, Underwriting Manager, Risk Management Officer, Key Account Manager, Product Coordinator, Material Coordinator, Engineering Reporter, Aeronautical Engineer, Head of Maintenance Operations, Aviation Systems Developer and Key Aviation Specialist

The benefit shall apply for a consecutive period of five years commencing from the first year of assessment in which that person is first liable to tax, and it may be clawed back retrospectively if the expatriate's stay in Malta is not in the public interest.

On submitting an application, irrespective of whether the expatriate has availed the benefit provided by these rules, he or she will be eligible on application to two extensions of five years each to the qualifying period, subject to the continued adherence to the other provisions of these rules.

*Qualifying employment in innovation and creativity rules.* The rules provide that if an individual derives income of at least EUR52,000 from a qualifying employment contract, such income may be subject to tax at a flat rate of 15%. The rate of 15% applies without the possibility to claim any relief, deduction, reduction, credit or setoff.

To benefit from the 15% flat rate, an individual needs to satisfy all of the following conditions:

- He or she is an individual who derives income subject to tax under Article 4(1)(b) of the ITA, which consists of emoluments payable under a qualifying contract (see below), and such income is received with respect to work or duties carried out in Malta and with respect to any period spent outside Malta in connection with such work or duties or while on leave during the carrying out of such work or duties.
- He or she is protected as an employee under Maltese law, regardless of the legal relationship, for the purpose of exercising genuine and effective work for, or under the direction of, someone else, is paid and has the required adequate and specific competence, as proven to the satisfaction of the competent authority.
- He or she proves to the satisfaction of the competent authority that he or she is in possession of professional qualifications or experience.
- He or she is not an individual who has benefited under Article 6 of the ITA.
- He or she fully discloses for tax purposes and declares emoluments received with respect to income from a qualifying employment contract and all income received from a person related to his or her employer that pays out income from a qualifying contract chargeable to tax in Malta.
- He or she proves to the satisfaction of the competent authority that he or she performs activities of an eligible office.
- He or she proves to the satisfaction of the competent authority the following:
  - He or she is in receipt of stable and regular resources that are sufficient to maintain himself or herself and the members of his or her family without recourse to the social assistance system in Malta.
  - He or she resides in an accommodation that is regarded as normal for a comparable family in Malta and that meets the general health and safety standards in force in Malta.
  - He or she is in possession of a valid travel document.
  - He or she is in possession of sickness insurance with respect to all risks normally covered for Maltese nationals, and such insurance covers himself or herself and members of his or her family.
  - He or she is not domiciled in Malta.

A qualifying contract is one which provides for a role directly engaged in the carrying out or the management of research, development, design, analytical or innovation activities, as further specified in guidelines issued by Malta Enterprise.

The benefit applies for a specific number of years from the date of first election, and it may be clawed back retrospectively if the expatriate's stay in Malta is not in the public interest.

However, the Maltese tax authorities will not issue a determination regarding the above after 31 December 2025, and no benefit may be availed after the 2030 year of assessment.

*Qualifying employment in maritime activities and the servicing of offshore oil and gas industry activities rules.* The rules provide that if an individual derives income of at least EUR65,000 from a qualifying employment contract, such income may be subject to tax at a flat rate of 15%. No further Malta income tax at the prescribed rate of 15% is chargeable on the income earned by individuals from a qualifying employment contract exceeding EUR5 million. The rate of 15% applies without the possibility to claim any relief, deduction, reduction, credit or setoff.

To benefit from the 15% flat rate, an individual needs to satisfy all of the following conditions:

- He or she is an individual who derives income subject to tax under Article 4(1)(b) of the ITA, which consists of emoluments payable under a qualifying contract (see below), and such income is received with respect to work or duties carried out in Malta and with respect to any period spent outside Malta in connection with such work or duties or while on leave during the carrying out of such work or duties.
- He or she is protected as an employee under Maltese law, regardless of the legal relationship, for the purpose of exercising genuine and effective work for, or under the direction of, someone else, is paid and has the required adequate and specific competence, as proven to the satisfaction of the competent authority.
- He or she proves to the satisfaction of the competent authority that he or she is in possession of professional qualifications or experience.
- He or she fully discloses for tax purposes and declares emoluments received with respect to income from a qualifying employment contract and all income received from a person related to his or her employer that pays out income from a qualifying contract chargeable to tax in Malta.
- He or she proves to the satisfaction of the competent authority that he or she performs activities of an eligible office.
- He or she proves to the satisfaction of the competent authority the following:
  - He or she is in receipt of stable and regular resources that are sufficient to maintain himself or herself and the members of his or her family without recourse to the social assistance system in Malta.
  - He or she resides in an accommodation that is regarded as normal for a comparable family in Malta and that meets the general health and safety standards in force in Malta.
  - He or she is in possession of a valid travel document.
  - He or she is in possession of sickness insurance with respect to all risks normally covered for Maltese nationals, and such insurance covers himself or herself and members of his or her family.
  - He or she is not domiciled in Malta.

For purposes of the above beneficial tax system, the following offices are considered eligible offices if they are held with any undertaking holding a Document of Compliance (DOC) issued in

accordance with the International Safety Management (ISM) Code or a Seafarer Recruitment and Placement Services License issued in accordance with the Maritime Labour Convention, 2006 or any undertaking engaging the particular individual for work onboard any ship, other than those specifically excluded by the rules, or any undertaking that carries on mainly a trade or business consisting in the servicing of the offshore oil and gas and ancillary services industry:

- For maritime activities: Chief Executive Officer, Chief Operations Officer, Managing Director, Chief Financial Officer, General Manager, Crewing Manager, Technical Manager, Technical Ship Superintendent, Designated Person Ashore, Master, Chief Mate, Second Officer, Chief Engineer, Second Engineer and Chef
- For the offshore oil and gas and ancillary services industry: Chief Executive Officer, Chief Operating Officer and Head of Training Academy.

The benefit applies for a specific number of years (five years with respect to EEA and Swiss nationals and four years with respect to third-country nationals) from the date of first election, and it may be clawed back retrospectively if the expatriate's stay in Malta is not in the public interest.

*Self-employment and business income.* Taxable self-employment and business income is based on accounting profits, adjusted for tax purposes. Tax adjustments include the addition of disallowable expenses, such as accounting depreciation, amortization of goodwill, movements in certain corporate-related provisions, donations, stamp duty expense and startup expense.

Taxable self-employment and business income is aggregated with other income and taxed at the rates set forth in *Rates*.

*Investment income.* Malta operates a full imputation system under which dividends paid by a company resident in Malta out of its taxed profits carry a tax credit equal to the tax paid by the company on the profits out of which the dividends are paid. Shareholders are taxed on the gross dividend at the regular rates, but are entitled to deduct the tax credit attaching to the dividend against their total income tax liability. The full imputation system applies to both residents and nonresidents. If a dividend is paid out of the Untaxed Account (the difference between tax and accounting profits), a 15% withholding tax is imposed. In general, this withholding tax does not apply to nonresidents. Dividends paid out of profits exempt from tax, which do not fall in the Untaxed Account, are not taxable in the hands of the shareholders.

Resident individuals may choose to pay a 15% withholding tax on bank interest and other forms of investment income. Interest, royalties, premiums and discounts paid to nonresidents are exempt from tax in Malta unless such income is effectively connected with a permanent establishment in Malta through which the nonresidents engage in a trade or business.

In general, rental income is taxed with other income at the rates set forth in *Rates*. Limited deductions are available against rental income in the determination of chargeable income (see below).

However, individuals deriving rental income from the leasing of residential and certain commercial tenements may choose to pay a 15% final tax on the gross rental income received. This 15% rate is considered a final tax and is not available for credit or setoff.

A person who, in the year immediately preceding the year of assessment, derives rental income from a registered private residential lease with a duration of two years or more and opts to charge that income to tax by applying the 15% final tax on gross rental income, is entitled to a tax rebate. The applicable rebate is determined by reference to the duration of the registered private residential lease and the number of bedrooms of the leased premises and ranges from EUR200 to EUR500 per lease.

A special withholding tax rate of 5% applies if an individual rents immovable property to the Housing Authority for a period of not less than 10 years. The 5% tax is applied to the gross rental income received. It is considered a final tax and is not available for credit or setoff. The tax is withheld by the Housing Authority from payments made and remitted to the Commissioner for Tax and Customs by the 14th day following the end of the month in which the rent is paid.

A special final tax rate of 10% may also apply with respect to particular rental income.

If the rental income is not subject to a final tax, bank interest, license fees and rents payable may be deducted if incurred in the production of passive rental income. An additional 20% maintenance allowance, calculated on the difference between rents receivable and rents and license fees payable, may be taken. Each property is treated as a separate source of income. Losses from one property may not offset income from another.

**Tax schemes for high-net-worth individuals.** Non-Maltese individuals who meet several conditions may benefit from a special tax status. Special tax status implies the right to pay tax at 15%. The 15% tax rate does not apply to local-source income and capital gains. An obligation to pay minimum tax applies.

*Residence program for EU/EEA and Swiss nationals.* An EU/EEA or Swiss national may benefit under this system if such person proves to the satisfaction of the Commissioner for Tax and Customs the following:

- He or she holds a qualifying property with the following value thresholds:
  - Owned property of not less than EUR275,000 for a property located in Malta (EUR220,000 for a property located in Gozo or in the south of Malta)
  - Rented property of not less than EUR9,600 per year for a property located in Malta (EUR8,750 per year for a property located in Gozo or in the south of Malta)
- He or she does not benefit under any other scheme.
- He or she is neither a Maltese national nor a third-country national. The special law contains a special definition of this term. For the purposes of this law, EEA and Swiss nationals are not considered third-country nationals.

- He or she is in receipt of stable and regular resources that are sufficient to maintain himself or herself and his or her dependents without recourse to social assistance in Malta.
- He or she is in possession of a valid travel document.
- He or she is in possession of sickness insurance with respect to all risk across the whole of the EU that is normally covered for Maltese nationals for himself or herself and his or her dependents.
- He or she can adequately communicate in one of the official languages of Malta.
- He or she meets a fit and proper test.

Beneficiaries under the scheme have the right to pay tax at 15% on their foreign-source income, that is received in Malta, subject to a minimum tax of EUR15,000 per year.

The law prescribes the following circumstances that would result in loss of status:

- The individual has a lack of holding of qualifying property.
- The individual becomes a Malta or a third-country national.
- The individual becomes a permanent resident of Malta.
- The individual does not possess sickness insurance for himself or herself and his or her dependents after the appointed date.
- The individual's stay is not in the public interest.
- The individual stays in another jurisdiction for more than 183 days in a calendar year.

Beneficiaries are subject to reporting obligations.

**Global residence program for non-EU/EEA and non-Swiss nationals.** The conditions and characteristics of the global residence program for non-EU/EEA and non-Swiss nationals are almost identical to those applicable to EU/EEA or Swiss Nationals, subject to some exceptions.

Beneficiaries under this scheme can also benefit from a 15% tax rate on income arising outside Malta, including foreign-source income that is received in Malta. Beneficiaries are liable to a minimum tax of EUR15,000 per year.

The law prescribes the following circumstances that would result in a loss of status under the scheme:

- The individual becomes a Maltese, EU, EEA or Swiss national.
- The individual has a lack of holding of qualifying property.
- The individual becomes a long-term resident of Malta.
- The individual does not possess sickness insurance for himself or herself and his or her dependents after the appointed date.
- The stay is not in the public interest.
- The individual stays in another jurisdiction for more than 183 days in a calendar year.

**The Maltese Citizenship by Naturalisation for Exceptional Services by Direct Investment.** This program is regulated by the Granting of Citizenship for Exceptional Services Regulations (S.L. 188.06), which allows for the granting of citizenship by a certificate of naturalization to foreign individuals and their families who contribute to the economic development of Malta. These regulations are being administered by a newly founded

government agency, the Community Malta Agency. Like the Malta Individual Investor Programme, every application is subject to a stringent due diligence process, including thorough background checks.

Individuals interested in pursuing a Maltese Citizenship Application must go through the following three main stages:

- Residency Stage
- Citizenship Eligibility Stage
- Citizenship Stage

Applicants have the option of choosing a three-year residence route or a one-year residence route before submitting the citizenship application. The applicant's option must be made clear when applying for residence permit. Prospective applicants are only eligible to apply for citizenship under the new program as main applicants only if the following requirements are satisfied:

- They must be at least 18 years of age.
- They must meet the application requirements, which include the purchase of property in Malta with a minimum amount of EUR700,000 or lease a property in Malta with a minimum amount of EUR16,000, as provided under the new regulations (to be retained for a minimum period of five years from the date the Certificate of Naturalisation is issued).
- They must commit to provide proof of residence for a period of 12 months or 36 months before becoming eligible to apply for citizenship, as provided under the new regulations.
- They need to invest EUR750,000 (after one year of residence) or EUR600,000 (after having three years in Malta).
- They must commit to donate a minimum of EUR10,000 to a registered philanthropic organization, as provided under the new regulations.

The following two paragraphs are for summary purposes.

If the applicant goes for the one-year residency route, the following investment requirements need to be met:

- Main contribution: EUR750,000 for main applicant, and EUR50,000 per dependent individual
- Real estate investment: EUR700,000 (purchase of property) or minimum EUR16,000 annually (in the case of a lease of property)
- Donation to a registered philanthropic organization: minimum of EUR10,000

If the prospect goes for the three-year residency route, the following investment requirements need to be met:

- Main contribution: EUR600,000 for main applicant, and EUR50,000 per dependent individual
- Real estate investment: EUR700,000 (purchase of property) or minimum EUR16,000 annually (in the case of a lease of property)
- Donation to a registered philanthropic organization: minimum of EUR10,000

#### **Repatriation of Persons Established in a Field of Excellence Rules.**

The Repatriation of Persons Established in a Field of Excellence (RPEFE) Rules prescribe that an individual who is established in a field of excellence and returns as an ordinary resident in Malta

may elect to have his or her income from employment exercised in Malta charged to tax at a flat rate of 15%.

A person may benefit under this system if all of the following conditions are satisfied:

- His or her income is derived from a qualifying employment contract.
- He or she is an eligible person who receives employment income and emoluments (exclusive of the annual value of any fringe benefits) of EUR75,000 or more and is the beneficiary of such items.

A qualifying contract is an employment contract approved in writing by the Malta Enterprise Corporation.

An eligible person is an individual who is established in a field of excellence and returns as an ordinary resident in Malta if he or she had been ordinarily resident in Malta for at least 20 years but has not been ordinarily resident in Malta for the 10 consecutive years before his or her return to Malta.

A field of excellence is an area of professional competence in which an eligible person has excelled that is relevant for the manufacturing and research and development sectors, as defined in guidelines that may be issued by Malta Enterprise Corporation in accordance with the Malta Enterprise Act.

A beneficiary is an eligible person who, to the satisfaction of the Malta Enterprise Corporation, meets all of the following conditions:

- He or she is an individual who derives income subject to tax under Article 4(1)(b) of the ITA, which consist of income and emoluments payable under a qualifying employment contract and received with respect to the following:
  - Work or duties carried out in Malta.
  - A period spent outside Malta that is related to such work or duties.
  - Leave during the carrying out of such work or duties.
- He or she proves to the satisfaction of Malta Enterprise Corporation that he or she possesses educational and/or professional qualifications that are relevant in the profession or sector specified in the binding job offer or in the qualifying employment contract, as may be further defined in guidelines issued by the Malta Enterprise Corporation in accordance with the Malta Enterprise Act.
- He or she is protected as an employee under Maltese law, regardless of the legal relationship, for the purpose of exercising genuine and effective work for, or under the direction of, someone else, is paid, and has the required adequate and specific competence, as proven to the satisfaction of the Malta Enterprise Corporation.

**United Nations Pensions Programme Rules.** Under the United Nations (UN) Pensions Programme Rules, following the granting of the special tax status, a beneficiary's UN pension income or widow's/widower's benefit received in Malta is exempt from income tax. In addition, under this scheme, a 15% tax is levied on all income excluding the UN pension or widow's/widower's



benefit arising outside of Malta in the year immediately preceding the year of assessment in which it is received in Malta by the beneficiary and the beneficiary's spouse and dependents, provided that the minimum amount of income subject to tax is EUR10,000 with respect to the beneficiary (this amount is increased by EUR5,000 if both spouses are in receipt of a UN pension). A 35% tax is imposed on all other income of the beneficiary and the beneficiary's spouse and dependents that is not chargeable in accordance with the preceding two rules. A beneficiary is an individual who is not a permanent resident nor a long-term resident of Malta and who proves to the satisfaction of the Commissioner for Tax and Customs the following:

- The individual is in receipt of a UN pension or a widow's/widower's benefit, of which at least 40% is received in Malta.
- He or she is not a person who benefits under any other scheme.
- He or she is not a Maltese national.
- He or she holds a qualifying property holding (owned immovable property situated in Malta other than in south of Malta valued at EUR275,000, owned immovable property situated in the south of Malta or Gozo valued at EUR220,00, rented immovable property situated in Malta other than in the south of Malta valued at EUR9,600 per year or rented immovable property situated in the south of Malta or Gozo valued at EUR8,750 per year).
- He or she is in receipt of stable and regular resources that are sufficient to maintain himself or herself and his or her dependents without recourse to the social assistance system in Malta.
- He or she is in possession of a valid travel document.
- He or she is in possession of sickness insurance with respect to all risks across the whole of the EU that are normally covered for Maltese nationals, and such insurance covers himself or herself and his or her dependents.
- He or she can adequately communicate in one of the official languages of Malta.
- He or she is a fit and proper person.

An individual ceases to possess special tax status under these rules after the appointed day for such status if any of the following circumstances arise:

- The individual becomes a permanent resident or a long-term resident of Malta.
- The individual becomes a Maltese national.
- The individual does not hold a qualifying property holding, including a case in which the individual lets or sublets the qualifying property holding.
- The individual fails to receive in Malta at least 40% of the UN pension or widow's/widower's benefit as indicated in documentary evidence submitted to the Commissioner for Tax and Customs.
- The individual is not in possession of the sickness insurance referred to above.
- The individual's stay is not in the public interest.
- The individual stays in any other jurisdiction for more than 183 days in a calendar year.

**Taxation of employer-provided stock options.** The exercise by an employee of a share option is taxable as a fringe benefit. When an employee exercises the option to acquire shares in a company

in which the employee is employed, the taxable value of the fringe benefit equals 15% of the excess, if any, of the market value of the shares on the date of the exercise of the option over the option price of such shares.

**Capital gains.** Capital gains derived from the transfer of the following capital assets are taxable:

- Immovable property
- Securities
- Business
- Goodwill
- Business permits
- Copyrights
- Patents
- Trademarks and trade names
- Beneficial interests in trusts
- A full or partial interest in a partnership

In certain cases, share dilutions and degroupings result in deemed transfers of securities in a company and are subject to tax.

In addition, if a person acquires or increases a partnership share, a transfer of an interest in the partnership to that partner from the other partners is deemed to occur and accordingly is subject to tax.

Taxable capital gains, other than on immovable property subject to property transfer tax (see *Property transfer tax*), are included with other income and taxed at the rates set forth in *Rates*.

Capital losses may not offset trading profits; however, capital losses may be carried forward for offset against future capital gains. Trading losses may offset capital gains.

Individuals who are not ordinarily resident in Malta are exempt from tax on gains derived from disposals of shares in Maltese companies and partnerships, other than Maltese property companies or property partnerships.

In the course of a winding up or distribution of assets of a company, the transfer of property by a company to a shareholder who owns 95% of the share capital of the company, or to an individual related to the shareholder, is exempt from tax, provided certain conditions are satisfied.

*Property transfer tax.* In general, the transfer of immovable property in Malta is taxed at a rate of 8% on the higher of the consideration or market value of the immovable property at the date of the transfer. No deductions may reduce the tax base, except for agency fees subject to value-added tax (VAT). However, different tax rates apply in certain circumstances, which are described below.

If the property transferred was acquired before 1 January 2004 or if the property is a Grade 1 or Grade 2 scheduled property or property located in an urban conservation area, the seller is taxed at a rate of 10% of the transfer value.

A 5% tax rate applies in either of the following circumstances:

- The property does not form part of a project and is transferred before five years from the date of acquisition.

- The transferred property is a restored or rehabilitated property that is located in an urban conservation area or is scheduled by the Malta Environment and Planning Authority.

A 2% rate applies to a transfer of property owned by an individual (or co-owned by two individuals) that was deemed to be the transferor's sole ordinary residence. The transfer must be made not later than three years after the date of acquisition of the property.

For a transfer of immovable property acquired through a donation made more than five years before the date of the transfer, a 12% rate applies on the difference between the relevant transfer value and the relevant acquisition value.

For a transfer of property that was acquired by the transferor by inheritance before 25 November 1992 or a transfer of property by inheritance after 25 November 1992 by means of a judicial sale by auction, the tax equals 7% of the transfer value. If the property was acquired by the transferor by inheritance after 25 November 1992, the tax equals 12% of the difference between the transfer value and the value declared when the property was inherited by the transferor.

For the transfer of property that is not part of a project, the tax rate is 5% of the transfer value if the transfer is made before five years after the acquisition date.

Nonresidents may opt out of the 8% final withholding tax regime if they produce a statement signed by the tax authorities of their country of residence confirming that they are resident in that country and that any gains or profits derived in Malta are being taxed in their country of residence. In such circumstances, the tax on the capital gain derived from the sale of immovable property in Malta is calculated by reference to the difference between the consideration and the cost of the property. Tax is calculated at the nonresident rates. However, these nonresidents must pay a 7% provisional tax payment on the transfer of property, which is not available for refund.

## **Deductions**

*Deductions from employment income.* The following deductions from employment income are expressly allowed:

- Individuals may deduct certain alimony payments, including alimony payments ordered by the courts of an EU or EEA Member State or the courts of another jurisdiction as the Commissioner for Tax and Customs may approve.
- School fees paid to schools specified by the Minister of Education and fees with respect to a registered private kindergarten are deductible to persons paying such fees on behalf of their children. The maximum amounts deductible are EUR2,600 for each child attending secondary school and EUR1,900 for each child attending primary school plus EUR1,600 for kindergarten. Fees paid to one of the specified schools for a facilitator with respect to a child with special needs may be deducted up to an amount of EUR9,320 if a board established by the Minister of Education for this purpose determines that a facilitator is necessary.
- Individuals who prove to the satisfaction of the Commissioner for Tax and Customs that they have paid fees for childcare

services for their children who were below the age of 12 to bona fide childcare centers may claim a deduction for such payments confirmed by official receipts, up to a maximum deduction of EUR2,000.

- Individuals who prove to the satisfaction of the Commissioner for Tax and Customs that in the year preceding a year of assessment they have paid fees on their own behalf or on behalf of family members with respect to a residence in a private home for the elderly and/or disabled may deduct such fees up to a maximum amount of EUR2,500. The proof must consist of information provided by the operator of the private home for the elderly.
- Individuals may claim a deduction for fees paid on behalf of their children younger than age 16 for attendance at sports activities organized either by a person registered under the Sport Persons (Registration) Regulations or approved by the Kunsill Malti ta' l-Isport, up to a maximum deduction of EUR300 for each child. Individuals may also claim a deduction for fees paid on behalf of their children younger than 16 for cultural activities organized by institutions or persons licensed or accredited by the Malta Council for Culture and the Arts, also up to a maximum of EUR300 per child.
- Individuals who prove to the satisfaction of the Commissioner for Tax and Customs that they have paid fees with respect to their studies at recognized tertiary education institutions, located in Malta or abroad, may claim a deduction against their income with respect to such fees in such manner and subject to such conditions as may be prescribed. The deduction is capped at EUR10,000, but any amounts above that threshold may be carried forward and set off against income for subsequent years.

*Business deductions.* Self-employed individuals may deduct all expenses incurred wholly and exclusively in the production of income, including capital allowances (tax depreciation) at specified rates. In addition, a deduction of up to EUR935 per child may be claimed for payments by an employer to a licensed or registered childcare center with respect to childcare services rendered to children of employees.

## Rates

*Residents.* The following tables present the progressive tax rates for the 2024 basis year for married persons filing jointly and single persons and married persons filing separately.

Married persons filing jointly			
Taxable income	Tax rate	Tax due	Cumulative tax due
EUR	%	EUR	EUR
First 12,700	0	0	0
Next 8,500	15	1,275	1,275
Next 7,500	25	1,875	3,150
Next 31,300	25	7,945	11,095
Above 60,000	35	—	—

Individuals who are EU/EEA nationals may also qualify for the above rates even if a spouse is not resident in Malta, provided that other specified conditions are satisfied and that the Commissioner for Tax and Customs is satisfied that at least 90% of the couple's worldwide income is derived from Malta.

**Single persons and married persons filing separately**

<b>Taxable income</b>	<b>Tax rate</b>	<b>Tax due</b>	<b>Cumulative tax due</b>
<b>EUR</b>	<b>%</b>	<b>EUR</b>	<b>EUR</b>
First 9,100	0	0	0
Next 5,400	15	810	810
Next 5,000	25	1,250	2,060
Next 40,500	25	10,215	12,275
Above 60,000	35	—	—

Persons applying either the single tax rates or the married tax rates who receive pensions exceeding EUR9,100 or EUR12,700, respectively, are allowed a pension tax rebate.

For persons applying the single tax rates with pension income exceeding EUR9,100, the pension tax rebate is calculated as follows:

$$\text{Pension tax rebate} = (\text{Pension income} - \text{EUR9,100}) \times 0.15$$

However, the maximum tax rebate cannot exceed EUR1,068.

For persons applying the married tax rates with pensions exceeding EUR12,700, the pension tax rebate is calculated as follows:

$$\text{Pension tax rebate} = (\text{Pension income} - \text{EUR12,700}) \times 0.15$$

However, the maximum tax rebate cannot exceed EUR528.

In addition, a further pension tax rebate is granted to persons applying the married tax rates. The further pension tax rebate is calculated as follows:

$$\begin{aligned} \text{Further pension tax rebate} = \\ [(\text{Taxable income} - \text{EUR12,700}) \times 0.15] - \\ \text{Original rebate (maximum of EUR528)} \end{aligned}$$

However, the maximum rebate cannot exceed EUR540.

Individuals who have not yet reached the statutory retirement age and who return to employment after having been absent from any gainful occupation for at least five years immediately preceding the date of the income tax return (30 June) benefit from a tax credit of EUR2,000. This tax credit is set off against the tax on income from the employment and may be claimed for two consecutive years beginning in the year of assessment in which the employment begins.

Women who have a child and continue in employment, including women who have a child or children who are under 16 years of age and return to employment after having been absent from any gainful occupation for at least five years immediately preceding the date of the income tax return (30 June), also benefit from the tax credit of EUR2,000 referred to in the preceding paragraph. At their option, these women are able to claim (as an alternative to the tax credit of EUR2,000) a tax credit of EUR5,000, which may be claimed against the tax on income from employment derived in the year in which the employment resumes.

In certain cases, a tax exemption for employment income in the year of the beginning of employment may be claimed.

Individuals must be subject to a tax liability amounting to not less than EUR5,000 in Malta on their income if, during any year

preceding the year of assessment, they meet all of the following conditions:

- They are ordinarily resident in Malta but not domiciled in Malta.
- They are not taxed in accordance with any structured scheme that provides for a minimum annual tax payment.
- They derive income arising outside of Malta amounting to not less than EUR35,000, and the income is not received or fully received.

In certain cases, the remittance base charge may be capped to an amount lower than EUR5,000. Relief for double taxation is allowed in certain cases.

Individuals who qualify as full-time employees for the purposes of the law or are married to full-time employees may elect to have their part-time income taxed at a flat rate of 10% instead of at the progressive rates listed above. The maximum income to which this special rate may be applied is EUR10,000 (EUR12,000 for income derived from a self-employment activity).

Individuals who are employed on a full-time basis in a post that is not a managerial post and who carry out qualifying overtime may be taxed on their qualifying overtime income at a flat rate of 10%. The applicability of this flat rate is subject to a cap.

*Nonresidents.* Nonresidents, regardless of whether they are married or single, are subject to tax at the following rates on income arising or received in Malta.

Taxable income	Tax rate	Tax due	Cumulative tax due
EUR	%	EUR	EUR
First 700	0	0	0
Next 2,400	20	480	480
Next 4,700	30	1,410	1,890
Above 7,800	35	—	—

However, for individuals who are EU/EEA nationals, if the Commissioner for Tax and Customs is satisfied that at least 90% of the individual's worldwide income is derived from Malta, the income tax rates applicable to residents, which are specified above, apply.

In general, if taxable income is paid to a nonresident (other than a company), a 25% withholding tax must be deducted at source and remitted to the Commissioner for Tax and Customs within 30 days. Any tax withheld is credited to nonresident taxpayers in full against their final tax liability for the year. This withholding tax does not apply to dividends paid out of previously taxed profits (see *Investment income*), to income previously subject to withholding under the FSS (see Section D), or to interest and royalties.

**Parental rates.** Parental computation applies to a parent who maintains under his or her custody a child, or pays maintenance in respect of his or her child, and such child is not over 18 years of age (or not over 23 years if receiving full-time instruction at a tertiary education establishment) and not gainfully occupied, or if gainfully occupied did not earn income in excess of EUR3,400. Under parental computation, parents are entitled to be taxed at the following rates:

Taxable income EUR	Tax rate %	Tax due EUR	Cumulative tax due EUR
First 10,500	0	0	0
Next 5,300	15	795	795
Next 5,400	25	1,350	2,145
Next 38,800	25	9,805	11,950
Above 60,000	35	—	—

Persons qualifying for parental tax rates who are over 61 years of age and are entitled to a pension of more than EUR10,500, are allowed a pension tax rebate, which is calculated as follows:

$$\text{Pension tax rebate} = (\text{Pension income} - \text{EUR10,500}) \times 0.15$$

However, the maximum rebate cannot not exceed EUR858.

**Pensions exemption.** A proportion of the pension income derived by pensioners on or after 1 January 2022 who remain active after reaching retirement age will be exempt from tax. The exemption amounts to 60% of pension income during 2024 (capped at EUR9,732) and 80% of pension income during 2025 (capped at EUR12,976).

**Tax credits with respect to personal retirement schemes.** Maltese residents who save for their pensions by investing in personal retirement schemes may benefit from a tax credit that is set off against the individuals' income tax chargeable in Malta for the year. Such credit applies to persons who make contributions to qualifying personal retirement schemes or pay premiums on private long-term insurance policies.

Qualifying Maltese resident persons over 18 years of age may claim a tax credit of 25% of the total contributions paid during the year to personal retirement schemes. The maximum amount that can be claimed as a tax credit is EUR750.

**The Voluntary Occupational Pension Scheme Rules.** The Voluntary Occupational Pension Scheme (VOPS) Rules provide for a special tax credit applicable to qualifying employees making qualifying contributions to qualifying schemes, subject to several conditions. This tax credit amounts to the lower of 25% of the amount of qualifying contributions paid during a year and EUR750 or any other amount prescribed by the Minister of Finance from time to time.

Any payments made by a qualifying employer for the benefit of a qualifying employee are not deemed to be a benefit provided by the qualifying employer to the qualifying employee by reason of employment or office for the purposes of the Fringe Benefit Rules.

For purposes of the VOPS Rules, a qualifying scheme is a retirement scheme or a long-term contract of insurance that fulfills certain requirements and that is approved by the Commissioner for Tax and Customs, and a qualifying contribution is a contribution or payment made to a qualifying scheme with respect to which the provisions of the VOPS Rules apply.

**Tax Credit (Educational Qualifications) Rules.** The Tax Credit (Educational Qualifications) Rules grant an individual who has obtained a relevant qualification on the completion of a course or

program of studies on a full-time basis that commenced in 2017 or later a tax credit equal to the tax chargeable for the relevant year of assessment on the income from the individual's full-time employment. The maximum amount of the income that can be relieved by such credit is EUR60,000. The tax credit is also available to courses commenced before 2017, with the tax credit being calculated using a formula prescribed by the Tax Credit (Higher Educational Qualifications) Rules.

**Commutation of pensions.** An exemption from Malta tax applies to a capital sum received by way of commutation of pension amounting to up to 30% of the total pension, retirement or death gratuity or consolidated compensation for death or injuries. In the case of recognized retirement schemes, this exemption applies regardless of whether the capital sum is paid in one lump sum or in a series of payments within one year from an individual's retirement day as prescribed by issued regulations.

**Relief for losses.** Individuals may offset any losses incurred in a trade, business, profession or vocation against other income. These losses may be carried forward for offset against future years' income. Losses may not be carried back. Unabsorbed capital allowances may be carried forward indefinitely to offset income from the same source.

## B. Estate and gift taxes

Malta does not impose estate or gift taxes. However, duty on documents is imposed on heirs upon inheritance of immovable property at a rate of 5% and on shares at a rate of 2%. The same rates of duty apply to transfers of real immovable property and shares, including transfers through gifts. Duty on documents at a special rate of 5% is imposed on the transfer of shares of a company if 75% or more of the company's assets consist of immovable property or rights over immovable property.

## C. Social security

Social security is provided by a system of social insurance and a system of social assistance regulated by the Social Security Act.

**Contributions.** All employed and self-employed persons must pay social security contributions.

*Employed persons.* Employers make social security contributions at a rate of 10% of the basic wage paid to their employees, subject to a minimum amount of EUR21.35 and a maximum amount of EUR42.31 for persons born up to 31 December 1961 or EUR53.23 for persons born from 1 January 1962 onward, per week per employee. Employees are also required to make a 10% contribution, subject to the same minimum and maximum amounts.

Employees 18 years and older earning less than EUR213.54 per week should pay EUR21.35 per week. However, employees may elect to pay 10% of their weekly gross wage. If the employee makes such an election, he or she is entitled to pro rata contributory benefits.

The minimum amount for social security contributions to be paid by persons under 18 years old is EUR6.62 per week.



Employers deduct the social security contributions before paying the net salary to the employee. The employer must remit the amount due to the Commissioner for Tax and Customs by the end of the following month in which the wages or salaries are paid.

*Self-occupied and self-employed persons.* The Social Security Act defines the following two categories of persons that are required to pay Class Two contributions:

- Self-occupied persons are those who earn income in excess of EUR910 per year from a trade, business, profession, vocation or any other economic activity.
- Self-employed persons are those who receive income from rents, investments, capital gains or any other income.

Rates for Class Two social security contributions are based on the annual net profit or income for the year preceding the contribution payment year.

For self-employed persons whose income during the calendar year immediately preceding the contribution year was less than EUR12,028.92, the weekly contribution is EUR34.70.

For persons born on 31 December 1961 or earlier whose income in the preceding year ranged from EUR12,028.93 to EUR22,000, the weekly contribution is 15% of annual net earnings. If income in the preceding year exceeded EUR22,000, the weekly contribution is EUR63.46.

For persons born on 1 January 1962 or later whose income in the preceding year ranged from EUR12,028.93 to EUR27,679.35, the weekly contribution is 15% of annual net earnings. If income in the preceding year exceeded EUR27,679.35, the weekly contribution is EUR79.84.

A separate rate applies to single persons who are self-employed but not self-occupied (self-occupied individuals are individuals rendering independent personal services). For these persons, if income in the preceding year ranged from EUR1,006 to EUR10,567.92, the weekly contribution is EUR30.48.

**Coverage.** Maltese citizens receive free services and financial aid benefits for unemployment, illness, work injury, disability, old age, early retirement (at 61 years of age), marriage, maternity, children, widowhood and medical care. All employees who pay a minimum amount of social security contributions are entitled to a basic pension on retirement.

**Totalization agreements.** To prevent double social security payments and assure benefit coverage, Malta has entered into social security totalization agreements with Australia, Canada, New Zealand and the United Kingdom.

As a member of the EU, Malta is governed by EU Regulations 883/04 (as amended by Regulation [EU]1231/2010) and 987/09 regarding the social security exemption system.

Social security matters with the United Kingdom are now dealt with under the trade agreement between the EU and the United Kingdom, which came into force on 1 January 2021. It specifically includes a protocol on social security coordination and is transposed for UK and EU nationals resident in the United Kingdom.

## D. Tax filing and payment procedures

The year of assessment (tax year) is the calendar year. In the year of assessment, income tax is charged on income earned in the preceding calendar year (the basis year). Recipients of specified types of income are not required to file regular tax returns, but they receive a tax statement with respect to the basis year in question. The taxpayer needs to review the tax statement. If the taxpayer does not agree with the amount, a form attached to the tax statement must be completed and sent to the Commissioner for Tax and Customs. Subsequently, the taxpayer may be asked to file a special tax return by 30 June of the year following the basis year. The following are the specified types of income subject to the above rule:

- Employment income subject to withholding under the final settlement system
- Pensions and other social benefits
- Dividends from resident companies
- Investment income on which final tax is withheld at a rate of 15%
- Income of up to EUR10,000 per year from part-time employment activities on which tax is withheld at a rate of 10%

All other individuals must file a self-assessment tax return and pay all tax due by 30 June of the year following the basis year.

In addition, if a person has received a tax refund that is not wholly or partly due to him or her, repayment must be made to the Commissioner for Tax and Customs within 30 days from the date of the receipt of the refund. Interest is charged if such payment is not made within the stipulated time.

Tax liability for employees is paid through the Final Settlement System (FSS) of withholding on salaries and wages.

Self-employed individuals make advance payments of tax, known as provisional tax, in three installments on 30 April, 31 August and 21 December. The three installments must equal specified percentages of the total tax liability shown on the last return submitted to the Commissioner for Tax and Customs. The following are the percentages:

- First installment, 20%
- Second installment, 30%
- Third installment, 50%

The provisional tax payments are credited against the total tax liability for the year in which they are paid.

Married persons may elect separate taxation, but must nonetheless appoint one spouse to be the responsible spouse for income tax purposes. Any investment or other passive income is included in the taxable income of the spouse with the higher earned income, regardless of which spouse is designated as the responsible spouse.

Effective from the 2021 year of assessment, certain married couples are able to make a separate return election. Once the separate return election is made, the income of each spouse is charged to tax in the name of the respective spouse separately from the income of the other spouse, and each spouse is

responsible for complying with the provisions of the ITA relating to the submission of returns of his or her income and the ascertainment of that income. Certain computational rules apply, and the spouses are required to tax rental income and investment income at the final tax rates, when applicable.

## E. Double tax relief and tax treaties

Most of Malta's treaties are based on the Organisation for Economic Co-operation and Development (OECD) model convention. The treaties with Qatar and the United Arab Emirates (UAE) incorporate elements of the UN's model. Malta's double tax treaties eliminate double taxation through the credit method.

Malta has entered into double tax treaties with the following jurisdictions.

Albania	Hong Kong	Pakistan
Andorra	Hungary	Poland
Armenia	Iceland	Portugal
Australia	India	Qatar
Austria	Ireland	Romania
Azerbaijan	Isle of Man	Russian
Bahrain	Israel	Federation
Barbados	Italy	San Marino
Belgium	Jersey	Saudi Arabia
Botswana	Jordan	Serbia
Bulgaria	Korea (South)	Singapore
Canada	Kosovo	Slovak Republic
China Mainland	Kuwait	Slovenia
Croatia	Latvia	South Africa
Curaçao	Lebanon	Spain
Cyprus	Libya	Sweden
Czech Republic	Liechtenstein	Switzerland
Denmark	Lithuania	Syria
Egypt	Luxembourg	Tunisia
Estonia	Malaysia	Türkiye
Ethiopia*	Mauritius	Ukraine
Finland	Mexico	United Arab
France	Moldova	Emirates
Georgia	Monaco	United Kingdom
Germany	Montenegro	United States
Ghana*	Morocco	Uruguay
Greece	Netherlands	Vietnam
Guernsey	Norway	

\* This treaty is not yet in force.

Malta has also ratified the OECD's Multilateral Instrument, which applies to tax periods starting on or after 1 January 2020.

Other available relief includes commonwealth income tax relief, unilateral relief and a flat-rate foreign tax credit.

## F. Temporary visas

Citizens of the member countries of the Schengen area do not require visas to enter Malta.

Citizens of the following jurisdictions require visas to enter Malta.

Afghanistan (a)	Eswatini	Nepal
Algeria	Ethiopia (a)	Niger
Angola	Fiji	Nigeria (a)
Armenia	Gabon	Oman
Azerbaijan	Gambia	Pakistan (a)
Bahrain	Ghana (a)	Palestinian Authority
Bangladesh (a)	Guinea	Papua New Guinea
Belarus	Guinea-Bissau	Philippines
Belize	Guyana	Qatar
Benin	Haiti	Russian Federation
Bhutan	India	Rwanda
Bolivia	Indonesia	São Tome and Príncipe
Botswana	Iran (a)	Saudi Arabia
Burkina Faso	Iraq (a)	Senegal
Burundi	Jamaica	Sierra Leone
Cambodia	Jordan	Somalia (a)
Cameroon	Kazakhstan	South Africa
Cape Verde	Kenya	South Sudan
Central African Republic	Korea (North)	Sri Lanka (a)
Chad	Kosovo	Sudan
China Mainland	Kuwait	Suriname
Comoros	Kyrgyzstan	Syria
Congo	Laos	Tajikistan
(Democratic Republic of) (a)	Lebanon	Tanzania
Congo (Republic of)	Lesotho	Thailand
Côte d'Ivoire	Liberia	Togo
Cuba	Libya (b)	Tunisia
Djibouti	Madagascar	Türkiye
Dominican Republic	Malawi	Turkmenistan
Ecuador	Maldives	Uganda
Egypt	Mali	Uzbekistan
Equatorial Guinea	Mauritania	Vietnam
Eritrea (a)	Mongolia	Yemen
	Morocco	Zambia
	Mozambique	Zimbabwe
	Myanmar	
	Namibia	
	Nauru	

- (a) Nationals from these jurisdictions must be in possession of an airport transit visa when passing through an EU airport international transit area.
- (b) The Ministry for Foreign Affairs has decided to temporarily suspend the agreement on the exemption of the visa requirement for Libyan diplomatic and special passport holders, and with immediate effect, introduced an entry visa requirement for these passport holders. Holders of Service/Official passports also require a visa.

Nationals of the following jurisdictions are exempt from the requirement to hold a visa to enter Malta for a maximum of 90 days in a 180-day period (also, see the next paragraph).

Albania (e)	Hong Kong (a)	St. Lucia
Andorra	Israel	St. Vincent and the Grenadines
Antigua and Barbuda	Japan	Samoa
Argentina	Kiribati	San Marino
	Korea (South)	

Australia	Macau (b)	Serbia (c)
Bahamas	Malaysia	Seychelles
Barbados	Marshall	Singapore
Bosnia	Islands	Solomon Islands
and	Mauritius	Taiwan (d)
Herzegovina (e)	Mexico	Timor-Leste
Brazil	Micronesia	Tonga
Brunei	Moldova (e)	Trinidad and
Darussalam	Monaco	Tobago
Canada	Montenegro	Tuvalu
Chile	New Zealand	Ukraine (e)
Colombia	Nicaragua	United Arab
Costa Rica	North Macedonia (e)	Emirates
Dominica	Palau	United Kingdom
El Salvador	Panama	United States
Georgia (e)	Paraguay	Uruguay
Grenada	Peru	Vanuatu
Guatemala	St. Kitts	Vatican City
Honduras	and Nevis	Venezuela

- (a) The visa exemption applies only to holders of a Hong Kong passport.  
 (b) The visa exemption applies only to holders of a Macau passport.  
 (c) Nationals of Serbia holding a biometric passport are exempt from the visa obligation. Holders of Serbian passports issued by the Serbian Coordination Directorate are excluded.  
 (d) The exemption from the visa requirement applies only to holders of passports issued by Taiwan that include an identity card number.  
 (e) The visa exemption applies only to holders of biometric passports.

British citizens who are not nationals of the United Kingdom, which are British nationals (overseas), British overseas territories' citizens, British overseas citizens, British protected persons and British subjects may also be exempted from the visa requirement.

**Types of visas.** Single-entry visas are normally granted for one month to those who require visas either for tourist purposes or to attend specific events. They entitle a single uninterrupted stay during the period stipulated in the visa, which may not exceed three months.

Double-entry visas entitle two stays during the period stipulated in the visa, but the sum of the lengths of stay may not exceed three months within half of a year.

Multiple-entry visas are issued for periods of three, six or 12 months. Similar permits are normally granted by the Commissioner of Police to individuals who come to Malta frequently, including individuals trying to establish businesses in Malta. They entitle multiple stays during the period stipulated in the visa. The sum of the periods of stay may not exceed three months within a half-year.

Students are issued visas if the Commissioner of Police is confident that they are attending school full-time in Malta. The visa is issued for the length of the academic year.

A short-stay "C" visa (Schengen) allows the holder to transit through or remain in the territory of Malta and all other Schengen Member States for a maximum of 90 days within a period of 183 days from the entry into the Schengen zone.

The National Visa (long stay/D-visa) allows the holder to transit through or remain in the territory of Malta for a period exceeding 90 days but no longer than 365 days.

Transit visas are issued to nationals of states that require visas if the nationals have confirmed tickets to another destination and if they remain in Malta no longer than 24 hours. Such visa allows the holder to cross the international transit zone of Malta's International Airport.

**Application procedure.** A visa application form may be obtained from Malta's diplomatic missions and consular posts or downloaded online, and must be completed and submitted to the Principal Immigration Officer of the home country at the earliest six months before the planned trip. When lodging an application, the applicant must appear in person, unless this requirement has been waived. Applications are in most cases reviewed within seven to 15 days (period may vary depending on the jurisdiction in which the visa application is submitted). In individual cases, the review period can be extended up to 30 days and in exceptional cases up to 60 days. It is advisable that a visa application not be filed later than 15 days before the planned trip. The following items are required with the submission of an application:

- A valid passport
- Two passport-size photographs that are in color and taken against a white background, with the face clearly visible
- The visa fee
- Type of visit

The above list provides a general guideline, but it is not conclusive.

Visas are granted at the discretion of the consulate or the Principal Immigration Officer in the jurisdiction where the applicant resides, who evaluates any special circumstances at the time of application. Ownership of assets in Malta is not a determining factor when a foreign national applies for a visa but, at the discretion of the Principal Immigration Officer, may be considered an advantage.

Visas are issued on the condition that applicants do not engage in any professional activity in Malta.

## G. Work permits

To take up employment in Malta, a third-country national must obtain either a work permit (which would cover a residence permit, to be applied for separately) or employment license (a residence permit would need to be applied for if employment exceeds three months). Identità (formerly known as Identity Malta Agency) issues combined work and residence permits in Malta for non-EU and residence permits for EU/EEA/Swiss nationals. From 2019, employment license applications for "service providers" are handled directly by Jobsplus (one of the stakeholders of Identità), while employment license applications for intra-corporate transferees (ICTs) are handled directly by Identità.

Third-country nationals and their third-country family members or dependents are required to apply for a work permit or an employment license to work in Malta. The individuals need to have their employment registered with Jobsplus on the first day

of employment by the local employer. If the stay of these individuals in Malta will exceed a minimum period of three months, a residence permit application must be filed with Identità. Work permits for non-EU nationals are normally granted only to individuals who are able to provide skills or expertise not available in the local market.

Identità launched its online portal in 2020, whereby it started accepting single permit applications (applications for a combined permit) and applications for ICTs submitted electronically. Once the applications are submitted, vetted and approved, applicants will be called to visit Identità's offices for biometrics and a photograph. Candidates who are still abroad and require a visa need to make the necessary visa arrangements once the Approval in Principle Letter is issued. On the date of this appointment, an interim permit will be issued that will allow the individual to reside legally (and in some cases, work legally for the local employer) until the official work or residence document is issued.

Third-country nationals who are not eligible for a single permit need to apply for an employment license. Third-country nationals who fall under this category and whose stay in Malta will exceed a minimum period of three months need to apply for a residence permit with Identità. The residence permit will be issued on presentation of the residence application following the approval of the employment license (as indicated above, if the duration of the stay in Malta is longer than three months).

Applications for work permits are considered on a case-by-case basis. Work permits are generally valid for one year and are renewable thereafter. It takes approximately two to six months for a work permit to be issued and four to six weeks for an employment license to be issued.

In 2017, the Maltese government introduced a new scheme, known as the Key Employee Initiative (KEI) scheme, which processes work permit applications for non-EU nationals within five to 10 working days. The application can be submitted while the applicant is still abroad. The KEI scheme applies to employees who satisfy the following conditions:

- They earn an annual gross salary of at least EUR35,000 per year.
- They provide certified copies of their relevant qualifications, warrants (certificates provided to accountants in Malta) or documents showing the necessary work experience.
- They provide a declaration by the employer stating that the applicant has the necessary credentials to perform the assigned duties.

Other documentation is required to complete the application.

In January 2024, the competent immigration agency in Malta introduced the Specialist Employee Initiative (SEI). This is an alternative option for highly skilled and technical third-country nationals relocating to Malta for employment purposes who do not necessarily meet the eligibility requirements under the existing KEI but still have the necessary skill set, academic qualifications and work experience for their employment offer in Malta.

The processing timeframe for this application type will be 15 working days from the date of submission. This time frame is

indicative and may vary depending on the circumstances of the local authorities. Applications are submitted via the agency's online portal and if the outcome is favorable, the SEI candidate will be granted a combined work and residence permit covering a validity period of one year. This permit may be renewed thereafter on an annual basis or longer (up to three years) on the condition that the employee satisfies the eligibility criteria for the entire renewal duration and if the same renewal duration is covered in the candidate's employment contract.

The SEI scheme applies to employees who satisfy the following conditions:

- Salary threshold: They earn an annual gross salary of at least EUR25,000 per year.
- Qualification threshold: They have a bachelor's degree (Malta Qualifications Framework [MQF] Level 6) or higher related to the employment in question. If the academic qualification is lower than stipulated above, this would need to be supplemented with a minimum three years' work experience in the same field.

## **H. Residence permits**

An EU citizen may enter, remain and reside in Malta and seek and take up employment or self-employment in Malta.

Subject to limitations based on the grounds of public policy, public security or public health, an EU citizen may enter and exit Malta on the production of a valid identification document and move freely within Malta for a period of three months (or such other period, as may be prescribed), beginning on the date of entry.

If the period of residence of an EU citizen exceeds three months, or if during such period, he or she takes up employment in Malta, he or she must apply for a residence document. Subject to certain exceptions, the Principal Immigration Officer must issue to the citizen and his or her dependents a residence document.

A national of a state that is not a member of the EU or the EEA may not enter Malta for a visit with a duration exceeding one month unless he or she satisfies all of the following conditions:

- He or she holds a valid passport.
- He or she holds a valid visa, as required by the Common Consular Instructions.
- Before entry into Malta, he or she submits documents substantiating the purpose and the conditions of the planned visit.
- He or she has sufficient means, both for the period of the planned visit and the return to his or her country of origin, or for traveling to a third state into which his or her admission is guaranteed, or is in a position to acquire such means legally.
- He or she has not been reported as a person to be refused entry.
- He or she is not considered to be a threat to public policy or national security.

Exceptions to the above rules apply if any of the following circumstances exist:

- The Principal Immigration Officer considers it necessary to admit the individual on humanitarian grounds, in the national interest or in honor of international obligations of the government of Malta.



- A third-party national holds a uniform residence permit or a re-entry visa, or both as may be required, issued by an EU Member State. In such case, he or she is permitted to enter Malta for the sole purpose of transit.
- An individual holding a Schengen visa when entering Malta from a Schengen state is returning to a Schengen state, and the validity of the visa covers the period to be spent in Malta and the period for his or her return to the Schengen state from which he or she arrived.
- An individual not returning to a Schengen state has sufficient means and documents to cover his or her stay in Malta and his or her onward journey.

A residence document is valid for a period ranging from one to five years from the date of issuance. Residence documents are renewable on submission of an application.

A residence document must specify whether the individual is taking up residence in Malta for a long-term or permanent stay in Malta, work, study or another purpose.

The provisions of the Immigration Regulations do not override the provisions of any law regulating the acquisition of property in Malta by non-Maltese nationals, and a residence document does not, by itself, grant rights to the holder to acquire or own property in Malta over and above the rights granted by the Immovable Property (Acquisition by Non-Residents) Act.

## I. Family and personal considerations

**Family members.** The spouse and dependents of a working expatriate must obtain separate work permits to be employed legally in Malta if they are third-country nationals and are not dependents of EU/EEA or Swiss nationals.

Family members of a working expatriate do not need work permits to reside in Malta, unless they want to take up employment in Malta if they are third-country nationals and are not dependents of EU/EEA or Swiss nationals.

Family members of an expatriate residing in Malta need to apply for a residence permit in Malta as dependents.

This can only be done if all conditions are satisfied, including the sponsor's prior stay requirement of 12 or 24 months for all third-country nationals sponsors before lodging the family reunification application.

**Marital property regime.** Couples married in Malta are subject to Malta's community property regime, unless they elect otherwise in an agreement by public deed. Couples who marry outside Malta and subsequently establish a marital domicile in Malta are subject to the community property regime with respect to property acquired after their arrival in Malta.

Under the regime, property acquired before marriage remains separate property, although proceeds from the sale of property acquired before marriage are community property.

**Forced heirship.** Under Malta's succession law, a testator who has no ascendants, descendants or spouse may freely dispose of his or her estate. Other testators are required to leave a specified portion

(one-fourth, one-third or one-half, depending on the relationship between the deceased and beneficiary and on the number of the heirs) to the abovementioned heirs.

**Driver's permits.** Expatriates may drive legally in Malta with their home country driver's licenses for 12 months since their last entry into Malta.

Malta has driver's license reciprocity with all countries signatory to the Geneva Convention on Road Traffic, 1949.

Licenses issued in the EU/EEA, Australia, Switzerland, the United Arab Emirates (only in the case of Maltese or UAE nationals) or the United Kingdom can be exchanged for a Maltese driver's license after the applicant has been a resident of Malta for 185 days. Holders of valid driving licenses issued in EU Member States can drive in Malta without the need to obtain additional permits.

Holders of valid driving licenses issued in non-EU countries (excluding the countries specified above) can drive up to one year in Malta, after which they need to obtain a Maltese driving license.

All other foreigners must have work permits, residence permits and freedom of movement to obtain driver's licenses. A license is granted after the applicant passes a physical driving test and a verbal test.

# Mauritania

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## A. Income tax

**Who is liable.** Residents of Mauritania are taxed on worldwide income. Nonresidents are taxed on their Mauritanian-source income only.

Mauritanian and foreign individuals are considered to be residents for tax purposes if they meet any of following criteria:

- They maintain a home in Mauritania as owner or leaseholder.
- They have their vital interests in Mauritania.
- They have their primary residence in Mauritania.
- They perform a professional activity in Mauritania, unless such activity is accessory (not the principal source of income).

Foreign-source income is not taxable in Mauritania if the recipient can prove that such income has been taxed in the source country.

**Income subject to tax.** Resident individuals (natural persons) are subject to several types of income tax depending on the nature of their income. The following are the various categories of taxable income:

- Employment income
- Pensions
- Commercial and industrial income
- Noncommercial income
- Investment income
- Rental income
- Capital gains

The taxation of the various categories of income is described below.

*Employment income.* Employment income is taxed at progressive rates (see *Rates*). Gross employment income includes public and private wages, salaries, perquisites, bonuses, fringe benefits and supplement salaries (payments made in addition to salary, such as rental subsidies and overtime pay).

The following types of income are exempt from tax:

- Compensation and allowances relating to governmental or local representative duties
- A fixed amount of MRU6,000
- Up to MRU1,000 per month for all compensation and allowances except those relating to housing, transportation, liability and office (allowances relating to liability or office are allowances paid to employees with administrative or financial responsibilities, such as those who are on call or must remain late at the office)

In addition, fringe benefits that do not exceed 20% of the salary received are exempt from tax. Otherwise, they are taxed up to 40% of their total amount. For this purpose, the salary received is taxable remuneration, excluding fringe benefits, including allowances and premiums having the nature of salary supplements.

Family allowances, family assistance allowances and all other allowances added to the base salary that are paid depending on the family situation are also exempt from tax.

*Pensions.* Public and private pensions as well as life annuities are taxable at progressive rates (see *Rates*) if any of the following circumstances exist:

- The beneficiary is domiciled in Mauritania.
- The beneficiary is domiciled outside Mauritania, and the debtor is established in Mauritania.

The following types of pensions are exempt from tax:

- Legal payments for war disability
- Legal payments made to war victims as well as their successors
- Allowances for professional accidents (allowances for accidents caused by working tools or the handling of products in the workplace)
- Combatant retirement benefits

*Commercial and industrial income and noncommercial income.* Individuals who usually perform a gainful activity for their own account are subject to a single personal income tax, "Impôt sur les Bénéfices d'Affaires des Personnes Physiques" (IBAPP), covering commercial and industrial income as well as noncommercial income.

This personal income tax includes the following three tax schemes:

- Two schemes based on the actual income that are similar (the normal regime and the intermediary regime)
- A lump-sum tax scheme

The normal tax regime applies to taxpayers who realize an annual turnover exceeding MRU5 million, and the intermediary regime applies to taxpayers realizing an annual turnover between MRU3 million and MRU5 million.

The lump-sum tax regime applies to taxpayers who realize annual turnover of less than MRU3 million.

For the tax regimes based on the actual income (normal and intermediary regimes), the tax due corresponds to 30% of the tax base or to 2.5% of the taxable revenues, whichever is higher.

However, the minimum tax payable depends on the type of tax regime (MRU125,000 for the normal tax regime and MRU75,000 for the intermediary tax regime).

The tax base corresponds to profits less expenses. However, taxpayers are not allowed to do the following:

- Deduct or take into account exchange gains and losses
- Deduct headquarter expenses
- Deduct donations and subsidies
- Deduct deemed deferred depreciation
- Use accelerated or decreasing methods of depreciation
- Deduct provisions

It is possible for the individuals subject to the intermediary tax regime to opt for the normal tax regime before 1 February of each year. The option becomes effective from 1 January of the year of the opting for the normal tax regime and should be applied for at least two fiscal years.

However, an individual subject to the normal tax regime cannot opt for the intermediary tax regime or for the lump-sum tax regime.

Taxpayers subject to the lump-sum tax regime are liable to pay a tax of 3% of their annual turnover.

Under the lump-sum tax regime, for individuals who perform simultaneous activities in the same location or several activities in different locations, each business will be considered a different activity taxable on a separate basis, assuming that the total turnover is less than MRU3 million.

*Investment income.* Investment income, which includes dividends, directors' fees and interest on bonds, debentures, and bank deposits, is subject to proportional tax at a rate of 10%.

*Rental income.* Rental income includes rentals of houses, office buildings, factories and real estate without buildings. Rental income is subject to proportional tax at a rate of 10%.

In addition, a tax is imposed on built property, which is borne by the owner. This tax is applied to the rental value at a rate ranging from 3% to 10%. However, in practice, an 8% rate is applied.

*Capital gains.* Capital gains realized in the performance of professional, commercial and agricultural activities are taxed as ordinary income, with certain relief available.

**Taxation of employer-provided stock options.** The tax law does not provide specific rules applicable to the taxation of employer-provided stock options.

**Rates.** The following are the progressive tax rates for employment income and pensions.

Taxable income		Rate %
Exceeding MRU	Not exceeding MRU	
0	9,000	15
9,000	21,000	25
21,000	—	40

A nonresident individual is taxable on income derived from services performed in Mauritania at a rate of 15%.

Employers withhold tax from salaries monthly.

**Relief for losses.** Losses may not be deducted from income from other categories, but they may be carried forward for five years to offset income in the same category.

## **B. Inheritance and gift taxes**

The Mauritanian tax law does not contain an inheritance tax. However, donations and inter vivos gifts are subject to registration fees. The rates of these fees vary according to the type of assets transferred. For example, donations and inter vivos gifts of real estate and goods are subject to a 2% registration fee.

## **C. Social security**

Social security contributions are withheld monthly by employers for nationals and expatriates and are payable to the National Social Security Fund. They are computed on the basis of gross remuneration paid that is capped at MRU15,000. The contribution to the social security system is calculated at a rate of 14%, divided between the following three branches:

- Pension branch: 9%
- Occupational risks branch: 2%
- Family benefits branch: 3%

Social security benefits relate to sickness, maternity, retirement, disability, invalidity, professional sickness and industrial sickness. The amount of benefits depends on the total amount of contributions made on behalf of the employee.

## **D. Tax filing and payment procedures**

### **Commercial and industrial income and noncommercial income.**

Individuals subject to personal income tax based on actual revenues should file the annual tax return by 31 March of the year following the end of the fiscal year.

They should pay the tax due in the following three installments:

- 40% by 31 March
- 30% by 30 June
- The balance by 30 September

Individuals subject to the lump-sum personal income tax regime will be required to declare and pay the tax due by 31 March of the year following the end of the fiscal year.

**Employment income and social security contributions.** Employers must withhold individual income tax from wages and fringe benefits, if any, and pay the tax withheld to the tax authorities by the 15th day of the month following the month of the payment.

Employers must make payments each quarter for both nationals and expatriates to the National Social Security Fund. For details regarding the calculation of the payments, see Section C.

**Rental income tax.** The rental income tax on rents received in the preceding year is payable before 1 March of each year, and the tax return must be filed before the same date.

The tax on built property is due for the full year. In principle, the tax on built property must be paid by the owner after receipt of a tax notice.

However, tax must be withheld by the renter under a lease of premises at an 18% rate (corresponding to 10% of rental income tax and 8% of tax on built property) and paid by the 15th day of the month following the month of the payment of the rent if the renter is a legal entity or an individual subject to commercial and industrial income tax or noncommercial income tax and subject to an actual scheme tax on business profits (normal or intermediary regime).

## **E. Double tax relief and tax treaties**

Foreign taxes paid may be deducted as an expense from taxable income.

Mauritania has entered into double tax treaties with France, Senegal and states of the Arab Maghreb Union (Algeria, Libya, Morocco and Tunisia).

The treaties generally provide the following relief:

- Commercial profits are taxable in the treaty country where a foreign firm performs its activities through a permanent establishment.
- Interest is taxable in the state of residence of the beneficiary, but the state of source may withhold tax at source if provided by its domestic law.
- Employment income is taxed in the treaty country where the activity is performed, except in the case of a short assignment.

The treaty between Mauritania and France provides that royalties and remuneration paid to a nonresident for services rendered in Mauritania are taxable in the state of residence of the beneficiary of the sums paid. However, the state of the revenue source has the right to levy tax according to its tax legislation if the beneficiary of the sums paid has a permanent establishment in the other country and if the royalties are linked to this permanent establishment.

## **F. Temporary entry visa**

The entry of foreign nationals into Mauritania is subject to an entry visa, unless an exemption is granted under international or bilateral agreements.

The entry visa can be issued in the country of origin (at the Mauritanian Embassy or Consulate) or on arrival at Nouakchott airport.

However, nationals of countries that have signed agreements with Mauritania to this effect, as well as United Nations (UN) personnel holding passports or laissez-passer issued by the UN, may enter without a visa.

The following items must be presented for the visa application:

- A valid passport
- A return airplane ticket
- A document proving the purpose of the trip (for example, invitation letter, family, friends, companies or organizations)
- Proof of means of subsistence (this document can replace the invitation letter above)

- Passport photos
- Stamp duty

When the duration of the foreign national's stay in Mauritania exceeds three months, a long-stay visa is required. In this case, the following items must be presented by the applicant:

- A valid passport
- A fly ticket accompanied by documents proving the long stay
- An authorization from the competent Mauritanian authorities for persons wishing to exercise a salaried, industrial, commercial or artisanal activity
- Identity photos
- Stamp duty

## **G. Work permits and self-employment**

Under Article 388 of the Mauritanian Labor Code, any foreign individual who wishes to hold any salaried activity in Mauritania is required to apply for a work permit under the conditions provided for in Decree No. 2022-022 of 4 March 2022. This decree sets the conditions of employment and establishes the work permit for foreign workers.

The work permit authorizes the foreign worker to hold a specific salaried job in Mauritania.

The application for a work permit must be addressed to the Director General of Employment (Directeur Général de l'Emploi) under the cover of the public employment service of the place where the applicant's main establishment is located. The application is submitted through a dedicated the online website ([rokhsa.emploi.gov.mr](http://rokhsa.emploi.gov.mr)).

The application addressed to the Director General of Employment must include the following documents:

- A *curriculum vitae* (CV) and copies of work certificates justifying the professional experiences declared in the CV
- Passport photos
- Copy of the passport
- Highest diploma
- Copy of the draft employment contract

The work permit is issued only if the following general conditions are met:

- There must be a host company in Mauritania.
- The candidate must demonstrate relevant experience in the field of work envisaged.
- The candidate must have at least a passport valid for six months.

Mauritanian legislation provides for the following three types of work permits:

- Work permit A: It authorizes its holder to hold a specific job with a specific employer for a maximum period of one year, renewable once for the same period.
- Work permit B: It authorizes its holder to hold any specific salaried job in the service of any employer established in Mauritania for a maximum period of four years. It is issued on the basis of reciprocity and may also be granted to any salaried or self-employed worker who has resided continuously in Mauritania for at least five years and has worked there in



accordance with the laws and regulations. The work permit is issued to all employees who meet the conditions for obtaining it.

- Work permit C: It authorizes its holder to hold any salaried job in the service of any employer established in Mauritania, without any time limit. This permit may be issued to any foreign worker who has resided in Mauritania continuously for at least 10 years, who has worked there throughout this period either as an employee or as a self-employed person and who meets the conditions of marriage to a Mauritanian and the establishment of a main activity for or service to the nation, which is materialized by a title or an official honorary distinction.

To renew a work permit, the application is submitted and processed in the same manner as the initial application.

Any holder of a work permit who leaves Mauritania must return the work permit within eight days to the public authority that issued it.

## H. Residence permits and residence cards

In accordance with Decree No. 2012-031 of 25 January 2012, amending certain provisions of Decree No. 64-169 of 15 December 1969, on the immigration regime in Mauritania and setting the terms and conditions for obtaining a residence card, foreigners over the age of 15 are required to have a residence card.

The application for issuance must be submitted to the police in charge of immigration within 15 days of individual's arrival on Mauritania, accompanied by the following documents:

- A valid passport
- A certificate of employment or an extract from the trade register (for self-employed persons)
- An employment contract approved by the Director General of Employment
- A work permit
- A rental contract or a receipt from the national water or electricity companies
- An administrative fee of MRU3,000

In accordance with Article 10 of Decree No. 2012-031 of 25 January 2012, when a foreigner leaves the country permanently, his or her residence card is withdrawn by the competent authority that issued it. The same applies in the event of the execution of an expulsion order.

## I. Family and personal considerations

**Family members.** Family members of expatriates are required to have an entry visa to Mauritania. For details on how to obtain a residence permit, see Section H.

In addition, it is recommended that spouses who wish to work apply for a work permit from the Director General of Employment under the Public Employment Service (see Section G).

**Marital property regime.** In Mauritania, personal status and marital regimes are governed by Law No. 2001-052 of 19 July 2001, on the Personal Status Code (Code du statut personnel).

This code essentially takes up the main lines of Muslim law, which is based on the polygamy of the couple.

However, in accordance with the provisions of Article 58 of the Mauritanian Personal Status Code, a woman is free to dispose of her personal property during the marriage.

**Forced heirship.** Mauritania's Personal Status Code provides for the system of inheritance by assimilation known in Muslim law as *tenzil*.

The *tenzil* is a will by which a person decides to give the benefit of his or her estate to a person who is not entitled to inherit by allocating a specific share to the person. The beneficiary of the *tenzil* is entitled to the share of the reference heir, regardless of gender, up to a limit of one third of the available inheritance. If it exceeds one third, it is deducted from the share of the capable heirs who have accepted it.

**Driver's permits.** Foreigners who do not have a driver's license from their home country must take a written test and a practical test to obtain a Mauritanian driver's license. However, for foreigners who have a driver's license from their home country, it is possible to request a conversion of their driving license. They are nevertheless allowed to drive for one year with the foreign license.

The procedure for obtaining or converting a driver's license in Mauritania is done online on the website [permis.transports.gov.mr](http://permis.transports.gov.mr).

The application file for the conversion of a foreign license must contain the following:

- Application letter addressed to the competent authority
- Four passport photos
- Copy of the residence permit
- Copy of the original permit
- Administrative fees (the amount varies depending on the category of license)

# Mauritius

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Email: [ryaad.owodally@mu.ey.com](mailto:ryaad.owodally@mu.ey.com)**A. Income tax**

**Who is liable.** In general, individuals resident in Mauritius are taxed on their worldwide income. Income derived from outside Mauritius is taxed on a remittance basis. Nonresidents are taxed on Mauritian-source income only.

Individuals are considered resident if they meet any of the following conditions:

- They are present in Mauritius for at least 183 days during the tax year.
- They are present in Mauritius for an aggregate period of 270 days or more during the current tax year and the two preceding tax years.
- They are domiciled in Mauritius, unless their permanent place of abode is outside Mauritius.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* All income derived from employment is taxable, including salary, bonuses, commissions and fringe benefits. Housing, educational and other allowances are also taxable.

Any expenditure that is wholly, exclusively and necessarily incurred by an individual to perform the duties of an office or employment are deductible from gross emoluments. Passage benefits provided under an employment contract are not taxable to the extent that they do not exceed 6% of the basic salary of the individual. Exempt emoluments on termination payments received are restricted to an aggregate amount of MUR3,000,000 (MUR2,500,000 before 7 June 2024) with respect to the following:

- Severance allowances determined in accordance with the Employment Rights Act
- Compensation negotiated under Section 42 of the Employment Rights Act, limited to three months for every period of 12 months of continuous remuneration
- A lump-sum payment that results from the commutation of a pension or from a death gratuity or that represents consolidated compensation for death or injury, paid as a result of any Mauritian laws

- Payments from superannuation funds or personal pension schemes approved by the Director-General of the Mauritius Revenue Authority (MRA)
- Lump-sum payments under the National Savings Fund Act
- Retirement allowances

An invalid's basic pension, contributory invalidity pension and caregiver's allowance payable under the National Pensions Act is exempt from income tax.

*Self-employment and business income.* Self-employed individuals carrying on a trade, business or profession are subject to tax on their business profits. Expenses are deductible to the extent they are exclusively incurred to produce gross income.

An artist who is a member of the Mauritius Society of Authors with yearly gross income of MUR500,000 or less may opt to have his or her allowable expenses computed at an amount equal to 50% of his or her gross income from his or her artistic works, other than literary works.

All income derived from business is taxed with other income at the rates set forth in *Rates*.

*Investment income.* Interest income is taxable in the same manner as the other taxable income of the individual at the appropriate tax rates (see *Rates*). Interest derived by nonresidents on deposits held with Mauritian banks is exempt from tax. Residents and nonresidents are exempt from tax on the following types of interest:

- Interest on savings or fixed deposit accounts with Mauritian registered banks or nonbanking institutions authorized to accept deposits
- Interest on government securities and Bank of Mauritius Bills
- Interest on debentures and sukuks quoted on the stock exchange
- Interest on debentures or bonds issued by a company to finance renewable energy projects, the issuance of which has been approved by the Director-General, on such terms and conditions as the Director-General may determine
- Interest on a sustainability bond or a sustainability-linked bond issued in accordance with the bond principles, guidelines and handbooks administered by the International Capital Market Association to finance sustainable projects in Mauritius
- 80% of interest on money loaned through the peer-to-peer lending platform operated under a license issued by the Financial Services Commission under the Financial Services Act
- Interest on a bond issued by a public sector company to finance infrastructure projects if approved by the Minister and if the government of Mauritius, a statutory body or a local authority or the Rodrigues Regional Assembly holds directly or indirectly, more than 50% shares of the company

Dividends paid by resident companies are exempt from tax.

*Directors' fees.* Directors' fees paid to residents are taxed in the same manner as employment income, regardless of whether the services are rendered in or outside Mauritius. Excessive remuneration is considered a distribution, which is fully taxable in the hands of the individual. Directors' remuneration is taxed in the year the remuneration is charged in the company's accounts.

*Other income.* A withholding tax at the rate of 10% is imposed on payments made by individuals to nonresident entertainers and sportspersons and to management fees paid to individuals.

Under the Mauritius Diaspora Scheme contained in the Investment Promotion Act, Mauritian and foreign-source income of a member of the Mauritius Diaspora is exempt from tax for 10 income years beginning with the income year in which the individual returns to Mauritius. The exemption on the Mauritian-source income is limited to the specific employment, business, trade, profession or investment of the individual.

Emoluments of seafarers employed on vessels registered in Mauritius or on foreign vessels are exempt from tax. A tax holiday of 10 years applies to individuals employed by a corporation with an asset manager certificate or an asset and fund manager certificate, licensed by the Financial Services Commission and managing a minimum asset base of USD50 million, as well as to foreign ultra-high-net-worth individuals investing a minimum of USD25 million in Mauritius.

**Capital gains.** Capital gains are generally not taxable.

**Deductions.** Resident individuals can benefit from personal reliefs and deductions, which are deductible in determining chargeable income. The personal reliefs and deductions depend on the number of the individual’s dependents. The following table shows the personal reliefs and deductions from the income year ending 30 June 2024.

Number of dependents	MUR
1	110,000
2	90,000
3	275,000
4	355,000

As from the income year ended 30 June 2021, a “bedridden next of kin” may also be considered as a dependent. For this purpose, a “bedridden next of kin” means the bedridden father, mother, grandfather, grandmother, brother or sister of the individual or his spouse, provided that the bedridden next of kin is eligible for the carer’s allowance payable under the National Pensions Act (NPA) and is under the care of the individual. A bedridden spouse is also considered to be a “bedridden next of kin” from the income year ended 30 June 2022. Furthermore, the benefits of the bedridden next of kin under the NPA is ignored to determine whether the individual is a dependent and is also not considered to be taxable income for the individual. Any contribution by an individual to the National COVID-19 Vaccination Programme Fund is deductible as from the year ended 30 June 2021. Any unrelieved contribution may be utilized in the subsequent two years.

A retired individual who has reached age 60 before the start of the income year is eligible to deduct an additional amount of MUR50,000 if he or she does not derive any taxable income from

emoluments exceeding MUR50,000 or business. The deduction of MUR50,000 also applies to an individual with a physical or mental disability.

An individual is entitled to deduct the actual premium paid in connection with a medical or health insurance policy for himself or his dependent in addition to the IET. The maximum deductible premium is MUR25,000 for the taxpayer. The amount of MUR25,000 is also the maximum deduction for the first dependent. The maximum deduction is MUR20,000 each for the second, third and fourth dependents. The relief is not allowed if either of the following circumstances exists:

- The premium or contribution has been paid by the employer of the person.
- The premium is paid under a combined medical and life assurance scheme.

If the dependent is a child pursuing a non-sponsored full-time undergraduate or graduate course at a recognized tertiary educational institution, the individual is entitled, in addition to the IET, an exemption of MUR500,000 for each child pursuing an undergraduate course in a recognized tertiary educational institution. The additional exemption does not apply if either of the following circumstances exists:

- Annual tuition fees, excluding administration and student union fees, are less than MUR34,800 for a child pursuing an undergraduate course in Mauritius.
- The exemption was granted for the same child for more than six consecutive years.

The above exemption may be granted to a maximum of three dependents.

If the total of the taxable and exempt income of an individual's dependent exceeds the amount of the increase in the IET, the individual may not claim the IET. Any taxable income derived by the individual's dependent must be added to the taxable income of the individual.

From the year ending 30 June 2025, a maximum deduction of MUR60,000 is allowed for fees incurred by the individual for any dependent attending a private primary or secondary school registered under the Education Act that requires the payment of fees. A maximum deduction of MUR30,000 for wages paid to a caregiver is allowed if an individual employs a caregiver to take care of their father, mother, grandfather or grandmother.

Any compensation from the government or a public sector body as a result of a natural disaster is exempt from 1 January 2024.

Interest relief is available with respect to housing loans that are secured by a fixed charge on the immovable property of the taxpayer, effective from the tax year ended 31 December 2011. Like the IET, only resident individuals can claim the interest relief. Interest relief cannot be claimed in the following cases:

- The taxpayer is the owner of a residential building at the time the loan is obtained.
- The aggregate of the net taxable income, dividends from Mauritian resident companies and cooperative societies registered under the Co-operatives Act, interest on a savings or fixed

deposit accounts from Mauritian banks or nonbank deposit-taking institutions under the Banking Act and interest on government securities and Bank of Mauritius bills of the individual or his or her spouse, as the case may be, exceeds MUR4 million.

- The taxpayer benefits from the new housing scheme, which is to be set up on or after 1 January 2011. At the time of writing, the housing scheme had not yet been set up.

An individual may benefit from a solar investment allowance based on the amount invested in a solar energy unit, including photovoltaic kits and batteries for the storage of electricity. For a couple, the allowance may be apportioned equally if neither spouse is a dependent spouse. Any unrelieved amount is carried forward to the next tax year.

Investment in a rainwater harvesting system qualifies for an investment allowance. Any unrelieved amount can be carried forward indefinitely. In the case of a couple, the relief may be taken either by one spouse or in equal portions by each spouse. For this purpose, expenditure on a rainwater harvesting system includes consultancy, design works, excavation works, gutters and specialized water tanks. Expenses on a fast charger for an electric car qualify for a 200% deduction against the gross taxable income of the individual.

Expenses incurred on a fast charger are eligible for a deduction in the year of acquisition; any unrelieved amount can be utilized against the net income of the subsequent years. The deduction is not available if the expense has been subject to the 200% deduction against his or her gross taxable income.

An individual is eligible for relief on any contribution made to the COVID-19 Solidarity Fund after deducting any IET, interest relief, relief for medical or health insurance premiums and deduction for household employees made during the income year ended 30 June 2020 and the income year ending 30 June 2021. Any excess contribution may be used in the subsequent two income years.

Donations to charitable institutions are deductible up to a maximum amount of MUR50,000 for the income year ending 30 June 2023. From the income year ending 30 Jun 2022, an individual is also allowed a yearly deduction for contributions to approved personal pension schemes that have been approved by the Financial Services Commission for the provision of a pension for himself or herself up to a maximum of MUR50,000 for the year ended 30 June 2023.

An individual who has adopted an animal from the Mauritius Society for Animal Welfare or a nongovernmental organization (NGO) may deduct MUR10,000 for each animal adopted, subject to a maximum of MUR30,000. For this purpose, the NGO should be registered with the Mauritius Revenue Authority on such terms and conditions as it may determine.

**Income of a person holding a premium visa for work performed remotely from Mauritius.** From 1 November 2020, the income of an individual holding a premium visa for work performed remotely from Mauritius is deemed to be Mauritian-source

income only if such income is remitted in Mauritius. For this purpose, the remittance basis does not apply if the individual spends money in Mauritius through his or her foreign credit or debit card. If the individual deposits money in a bank account in Mauritius, such income is taxable in Mauritius, unless the individual declares that the appropriate amount of tax has been paid on that income in his or her country of origin or residence.

**Negative income tax allowance.** Citizens of Mauritius with monthly earnings of MUR9,900 or less are entitled to a negative income tax allowance that depends on their monthly earnings. The allowance ranges from MUR100 to MUR1,000 and is subject to several conditions, such as the annual net income of the individual and his or her spouse.

**Rates.** From the income year ending 30 June 2024, the following are the tax rates:

Chargeable income	Rate (%)
First MUR390,000	0
Next MUR40,000	2
Next MUR40,000	4
Next MUR60,000	6
Next MUR60,000	8
Next MUR300,000	10
Next MUR300,000	12
Next MUR300,000	14
Next MUR400,000	16
Next MUR500,000	18
Remainder	20

**Presumptive tax on small enterprise.** A small enterprise may, by irrevocable notice, on or before the submission date for the submission of its tax return elect to pay a presumptive tax at the rate of 5% on its gross income. The yearly gross taxable income should not exceed MUR10 million, and taxable income from sources other than those listed in the bullets below should not exceed MUR400,000. To qualify for the presumptive tax, the person must be engaged in the following activities:

- Agriculture
- Forestry
- Fishing
- Manufacturing

Restaurants and the retailing and wholesaling of goods are excluded.

**Angel investor allowance.** An angel investor is entitled to a deduction from his or her net income if he or she has invested a minimum amount of MUR100,000 in the seed capital of a qualifying start-up small or medium-sized enterprise (SME) set up on or after 1 July 2022 by way of acquisition of shares from the income year ending 30 June 2023. The deduction equals 50% of the amount invested in the income year and is limited to MUR500,000 in any given income year. Any unrelieved amount in an income year may be carried forward and deducted against the net income for the two succeeding years. For this purpose, an angel investor is not allowed hold more than 25% of the share capital of a qualifying start-up SME with his or her relatives. If the shares are disposed within 36 months of the acquisition date, any deduction



is treated as taxable income in the year of disposal of the shares. The conditions for the relief, a qualifying angel investor and a qualifying start-up SME will be prescribed by way of regulations.

**Relief for losses.** Losses in any amount may be offset against any source of income, except employment income. Losses may be carried forward to the following five income years. Losses that arise as a result of annual allowances for capital expenditure incurred on or after 1 July 2006 can be carried forward indefinitely.

## B. Estate and gift taxes

No estate tax is levied in Mauritius.

## C. Social security

Employees in Mauritius must contribute to the National Pension Fund, which provides for employees' old-age retirement. Effective from 1 July 2020, the contribution rate for employees is 3% of gross salary, up to a maximum monthly contribution of MUR597. For employers, the rate is 6% of gross salary, up to a maximum monthly contribution of MUR1,194 per employee. The contribution rate to the National Solidarity Fund is 2.5% for the employer, with a maximum of MUR637, and 1% for the employee, with a maximum of MUR255. The contribution rate for the National Solidarity Fund is applied to the basic salary of the employee. The employer must contribute to a levy computed at 1.5% of the total salary of the employee. Foreign nationals, other than those who work in export manufacturing enterprises, are within the scope of the social security obligations, regardless of their length of stay, effective from January 2014. However, foreign nationals who work in export manufacturing enterprises are within the scope of social security obligations following a period of two years of continuous residence in Mauritius.

From September 2020, the National Pension Fund is being replaced by a *contribution sociale généralisée* (CSG). The CSG is based on the remuneration of the participant. Remuneration for this purpose is the basic wage or salary, as defined in the Worker's Rights Act, and includes any additional remuneration payable. The rate of CSG for a participant, other than a public sector employee, is 1.5% and 3% for the employee and employer, respectively, if the monthly remuneration does not exceed MUR50,000; otherwise, the rate is 3% and 6% for the employee and the employer, respectively. For a participant who is a public sector employee, the rate is 4.5% of the remuneration of the employee if the monthly remuneration does not exceed MUR50,000 and is payable by the employer; the rate is 9% for a public sector employee with a monthly remuneration of more than MUR50,000. The rate is 3% for an employee engaged in domestic service with a remuneration of less than MUR3,000. The CSG for a self-employed individual with a net monthly income of less than MUR10,000 is computed at MUR150 per month. If the net monthly income of the individual is more than MUR10,000 and less than MUR50,000, the minimum CSG is computed at 1.5% of 90% of the net income of the individual. Otherwise, the minimum CSG is computed at 3% of 90% of the net income of the individual. For this purpose, the net income has

the same meaning as the net income for income tax purposes but excludes any passive income.

For the purposes of the CSG, a part-time employee is considered to be a participant and it is irrelevant if the employment is of a permanent nature or a contract for fixed duration. A foreign national, a person aged 65 and above, and an executive director are each also considered to be a participant. The following individuals are not considered to be a participant:

- A non-citizen employee of an export manufacturing enterprise who has resided in Mauritius for a continuous period of less than two years, including any period of absence that does not exceed nine consecutive weeks or during which he or she maintains a residence in Mauritius
- A non-citizen who holds a work permit and is employed by a foreign contractor engaged in the implementation of a project that is funded by a foreign state in an amount that is not less than 50% of the estimated project value, from grant or concessional financing, as determined by the Finance Minister
- An individual training in a training scheme set up by the government or under a joint public-private initiative with a view to facilitating the placement of job seekers in gainful employment
- A non-citizen employee who is not tax resident in Mauritius
- A non-executive director

#### **D. Tax filing and payment procedures**

Employers must withhold taxes on employees' emoluments. Individuals with self-employment or business income must make quarterly tax payments based on their income for the preceding quarter.

Every taxpayer must file a return electronically by 15 October, stating the amount of all income received during the preceding year ending 30 June. Taxpayers must pay any tax due when they file the return. They may claim a refund on the annual return for any overpayment of tax. Regardless of their level of taxable income, the following individuals should submit an annual tax return:

- An individual who derives emoluments that have been subject to tax under the Pay-As-You-Earn (PAYE) system
- An individual who derives business income exceeding MUR2 million in an income year
- An individual who derives a yearly net income of more than MUR90,000
- An individual who derives Mauritian-source income that has been taxed at source
- An individual who has chargeable income

Married persons are taxed separately. Joint taxable income can be shared in any manner chosen by the couple.

An individual with a yearly total of net income and exempt income of more than MUR15 million or with assets exceeding MUR50 million must submit a statement of assets and liabilities at the time he or she files his or her annual tax return. This requirement does not apply to a nonresident or a resident who is a foreign national. The requirement also does not apply if the individual has submitted his or her tax returns for the last five years.

An amended tax return cannot be submitted after three years from the end of the year of assessment to which it relates. The time limit does not apply in the following cases:

- The non-declaration of the taxable income or understatement of the taxable income of the individual
- The emoluments of an individual
- The IET, interest relief and medical or health insurance premiums of an individual

**Voluntary disclosure income scheme on income from foreign assets.** No interest and penalties apply on any foreign-source income underdeclared up to the 2019-20 year of assessment. This scheme applies to undisclosed income derived from Mauritius but held in offshore bank accounts or used to purchase foreign assets. The applicable tax rate is 15%. If the tax is not paid in full on or before 31 March 2020, interest is imposed at a rate of 0.5% per month. The scheme does not apply in certain cases (for example, when any civil or criminal proceedings are pending).

## E. Double tax relief and tax treaties

Mauritius has entered into double tax treaties with the following jurisdictions.

Australia*	Guernsey	Oman
Bangladesh	Hong Kong	Pakistan
Barbados	SAR	Qatar
Belgium	India	Rwanda
Botswana	Italy	Seychelles
Cape Verde	Jersey	Singapore
China Mainland	Kuwait	South Africa
Congo (Republic of)	Lesotho	Sri Lanka
Croatia	Luxembourg	Sweden
Cyprus	Madagascar	Thailand
Egypt	Malaysia	Tunisia
Estonia	Malta	Uganda
Eswatini	Monaco	United Arab
France	Mozambique	Emirates
Germany	Namibia	United Kingdom
Ghana	Nepal	Zimbabwe

\* With respect to personal income tax, the treaty concerns income from pensions, government service and students.

The agreements are based on the model treaties of the Organisation for Economic Co-operation and Development (OECD) and the United Nations (UN).

The treaties provide the following relief:

- Dividends are taxed at a 0% to 15% rate.
- Royalties are taxed at a 0% to 15% rate.
- Income from shipping and air transport operations of enterprises resident in a treaty country is not taxed in Mauritius.
- Business profits of a nonresident are taxed only if the nonresident operates through a permanent establishment or a fixed base in Mauritius.

Mauritius is negotiating double tax treaties with Algeria, Burkina Faso, Canada, Côte d'Ivoire, the Czech Republic, Greece, Iran, Mali, Montenegro, Portugal, St. Kitts and Nevis, Saudi Arabia,

Senegal (revised treaty), Spain, Sudan, Tanzania, Türkiye, Vietnam, Yemen and Zambia (revised treaty).

Residents receive a credit for foreign tax paid on foreign-source income. The foreign tax credit also takes into consideration underlying taxes if the recipient owns, directly or indirectly, at least 5% of the shares of the company paying the dividends. The Mauritian tax law also provides for a tax-sparing credit.

Mauritius and the United States have entered into an intergovernmental agreement (IGA) for the implementation of the Foreign Account Tax Compliance Act. The IGA entered into force on 29 August 2014.

On 29 October 2014, Mauritius signed the Multilateral Competent Authority Agreement on the Automatic Exchange of Financial Account Information so that the Common Reporting Standard may apply to Mauritian financial institutions.

## F. Temporary visas

The following categories of individuals do not need visas for business, tourism or transit purposes:

- Holders of a *laissez-passer* issued by the United Nations, Common Market for Eastern and Southern Africa (COMESA), Southern African Development Community (SADC) or other internationally recognized organizations as may be prescribed by the Minister of Internal Affairs
- Holders of passports issued by the INTERPOL who come to Mauritius on official missions
- Holders of a *laissez-passer* issued by the African Reinsurance Corporation and the African Development Bank
- Holders of passports issued by the governments of countries belonging to the European Union (EU)
- Persons who intend to remain in Mauritius only during the stay of a vessel by which they arrive and depart
- Holders of passports issued by the following jurisdictions:

Angola	Ghana	Reunion
Antigua and Barbuda	Greece	Romania
Argentina	Grenada	Russian Federation
Australia	Hong Kong SAR	Rwanda
Austria	Hungary	St. Kitts and Nevis
Bahamas	Iceland	St. Lucia
Bahrain	India	St. Vincent and the Grenadines
Barbados	Ireland	Samoa
Belgium	Israel	San Marino
Belize	Italy	Saudi Arabia
Botswana	Jamaica	Seychelles
Brazil	Japan	Sierra Leone
Brunei	Kenya	Singapore
Darussalam	Kiribati	Slovak Republic
Bulgaria	Korea (South)	Slovenia
Burundi	Kuwait	Solomon Islands
Canada	Latvia	South Africa
Cape Verde	Lesotho	Spain
Chad	Liechtenstein	Suriname
Chile	Lithuania	
	Luxembourg	

China Mainland	Macau SAR	Sweden
Congo	Malawi	Switzerland
(Democratic Republic of)	Malaysia	Tanzania
Congo (Republic of)	Maldives	Tonga
Croatia	Malta	Trinidad and Tobago
Cyprus	Mexico	Tunisia
Czech Republic	Monaco	Türkiye
Denmark	Mozambique	Tuvalu
Dominica	Namibia	Uganda
Egypt	Nauru	United Arab Emirates
Estonia	Netherlands	United Kingdom
Eswatini	New Zealand	United States
Fiji	Norway	Vanuatu
Finland	Oman	Vatican City
France	Papua New Guinea	Zambia
Gabon	Paraguay	Zimbabwe
Gambia	Poland	
Germany	Portugal	
	Qatar	

A visa is granted for a period of two weeks on arrival to citizens of Algeria, Comoros, Iran, Madagascar, Myanmar and Nigeria.

A visa is granted for a period of 60 days on arrival if the individual holds a passport from the following jurisdictions.

Albania	Equatorial Guinea	Nicaragua
Andorra	Eritrea	Niger
Armenia	Ethiopia	North Macedonia
Azerbaijan	Georgia	Palau
Bosnia and Herzegovina	Guinea	Panama
Burkina Faso	Guinea-Bissau	Peru
Cambodia	Guatemala	São Tomé and Príncipe
Cameroon	Haiti	Senegal
Central African Republic	Honduras	Serbia
Colombia	Jordan	Tajikistan
Costa Rica	Kazakhstan	Thailand
Côte d'Ivoire	Lebanon	Timor-Leste
Cuba	Liberia	Togo
Djibouti	Mauritania	Turkmenistan
Dominican Republic	Marshall Islands	Ukraine
Ecuador	Micronesia	Uzbekistan
El Salvador	Moldova	Uruguay
	Mongolia	Venezuela
	Montenegro	
	Morocco	

A foreign investor applying for permanent residence status (see Section H) may be issued a multiple-entry visa valid for up to one year pending the grant of the permanent resident status.

## G. Work permits and self-employment

Work permits and residence permits are required for all foreign nationals who wish to work in Mauritius. The permits are valid for one year and are renewable. Work permits are usually granted to foreign nationals who possess professional and technical qualifications in fields for which locally qualified candidates are

not available. Work permits may also be granted to foreign workers in industries for which labor is in short supply.

With the implementation of the E-Work Permit System, applications for work permits can only be made electronically through [www.workpermit.mu](http://www.workpermit.mu). To avoid duplication, the portal is shared between the Prime Minister's Office, the Passport and Immigration Office, and the Ministry of Labour, Industrial Relations, Employment and Training; only one application form is now required for all the relevant permits.

Application for work permits should be made in Mauritius by the employer and must indicate the exact title and duration of the position sought. The employer must submit the following documents with the completed application form before the foreign national arrives in Mauritius:

- Job profile
- Birth certificate
- Four passport-size photographs
- Copies of the relevant parts of the passport showing the name, date of birth, place and date of issuance of passport, photo, passport number, and movement
- Documentary evidence of academic and professional qualifications and experience
- For skilled workers, a copy of the contract between the employer and the employee together with documentary evidence demonstrating that the employee will earn a minimum of MUR30,000 per month
- A full medical report on the expatriate from his or her home country
- A completed application form
- Evidence that appropriate advertising has been made in two leading newspapers for the position

All documents provided must be in English or otherwise translated and authenticated by an authorized authority in the home country of the foreign employee.

A processing fee of MUR700 must be paid on submission of each completed application form. Applications submitted without the fee are not considered.

In general, an applicant may not work while his or her work application and other papers are being processed, except if married to a Mauritian citizen. Application must be made at least three months before the projected date of employment.

If the foreign national wants to stay in Mauritius for more than five years, an application must be made for a residence permit, and a bank guarantee of MUR20,000 must be provided. The individual must also swear in an affidavit that he or she will not apply for Mauritian citizenship.

Changing employers usually is not permitted. If an employee changes employers, a new application for a work permit must be submitted by the new employer.

Application for renewal of a work permit should be made three months before expiration of the current work permit, and full justification for the continued employment of the expatriate should

be given. Even an individual who has worked legally in Mauritius for several years must renew his or her work permit every year.

Any non-citizen investor, self-employed person or employer of a professional may, through the Economic Development Board (EDB), apply for an occupation permit so that such person or professional may engage in business or take up employment in Mauritius. To obtain the occupation permit from the EDB, the following conditions must be satisfied:

- An investor must make an initial investment of USD50,000 or its equivalent in freely convertible foreign currency, provided that he or she submits a bank statement from his or her country of origin or residence, showing sufficient proof of funds and a written undertaking to transfer USD50,000 from abroad into his or her bank account in Mauritius within 60 days from the issuance of his or her occupation permit. For an existing business and an inherited business, the net asset value should be at least USD50,000 or its equivalent in freely convertible currency and a cumulative turnover of at least MUR12 million during the three years preceding the application. Alternatively, a minimum transfer of at least USD25,000 is required and the equivalent amount in high-technology machines and equipment, as may be determined by the Chief Executive Officer (CEO) of the EDB. For a renewal, a minimum gross income of at least MUR4 million per year as from the third year of registration is required. No minimum amount is required for an investor in the context of startups. This is subject to the submission of an innovative project to the EDB, or if the project is registered with an incubator, it must be accredited with the Mauritius Research and Innovative Council. Any renewal is determined by the CEO of the EDB. Investment made by a company incorporated on or after 8 June 2017 for the operation of a food processing plant for food processing activities and for the manufacturing of products from agricultural and medicinal plants and herbs either as intermediate goods or finished products, is also not subject to a minimum amount of investment. The goods must be produced by a process involving a value addition of not less than 20% of the ex-factory cost of the finished product, and any goods intended for export must comply with the rules of origin of preferential markets. At least 50% of the final products manufactured by the company should be exported after two years from the date the company starts its operation. A company investing in the setup of a film studio in Mauritius is required to invest at least MUR1 billion or its equivalent in freely convertible foreign currency, and the investor should provide facilities to film production companies.
- A self-employed person must have an initial investment of USD35,000 or its equivalent amount in freely convertible foreign currency at the time of issuance of the occupation permit and be engaged in the services sector only and submit a certified bank statement from his or her country of origin or residence showing proof of funds and a written undertaking to transfer USD35,000 from abroad into his or her bank account in Mauritius within 60 days from the issuance of his or her occupation permit. For renewal, the cumulative business income should be at least MUR800,000 from the third year of registration.

- A professional must have a monthly basic salary of at least MUR22,500. For a professional working in the public sector under the Service to Mauritius Programme, the employment period should not exceed three years.
- A young professional should complete at least an undergraduate degree in a local tertiary education institution recognized by the Tertiary Education Commission. Alternatively, the young professional should complete an internationally recognized professional certification, equivalent to at least an undergraduate degree, dispensed by a registered institution in Mauritius.

The spouse of the holder of an occupation permit may be granted an occupation permit.

The following table provides the fees applicable for an occupation permit as a professional:

<b>Period of employment</b>	<b>USD</b>
Less than nine months	300
Between nine months and two years	400
Between two years and three years	500
Between three years and five years	800
Between five years and 10 years	1,000

The holder of an occupation permit as a professional or the holder of a residence permit as a retired non-citizen may invest in any business provided that the following conditions are satisfied:

- He or she is not employed in the business.
- He or she does not manage the business.
- He or she does not derive any salary or employment benefits from the business.

A non-citizen may apply for a family occupation permit that authorizes the non-citizen, his or her spouse, dependent child, parent, other dependent or such other person working exclusively for the family unit to become a resident for a period of 10 years provided that the criteria specified in Part II of the First Schedule to the Economic Development Board Act are satisfied. Such a permit may allow the individual or his or her spouse to carry out any occupation in Mauritius for reward or profit or take up employment in Mauritius and any person working for the family unit as may be approved by the immigration officer to take up employment with the applicant for the purpose of attending to the needs of the family.

The Premium Investor Certificate is issued by the EDB and has the objective of promoting emerging sectors, pioneering industries, innovative technologies and any other approved targeted economic activities and of facilitating the acquisition of non-strategic assets of the government. The minimum investment is MUR500 million. The holder of a Premium Investor Certificate may benefit from the following:

- Rebates, exemptions and preferential rates on taxes, duties, fees, charges and levies under any laws
- Facilities, grants and exemptions on land and buildings, infrastructure and public facilities, and utilities and labor requirements, which are approved by the Minister

The Expert Occupation Permit (EOP) has been introduced for highly qualified professionals, but it is not yet in force. The



following conditions must be satisfied for an individual to qualify for an EOP:

- He or she has the relevant qualification in the relevant field and a minimum of 10 years of work experience.
- He or she holds a contract of employment with a Mauritian employer.
- He or she earns a minimum monthly basic salary of MUR50,000

The relevant guidelines on the EOP have not yet been issued by the EDB.

## **H. Residence permits**

To obtain a residence permit, an applicant must be able to show sufficient economic means to live in Mauritius. Residence permits are issued for one-year periods and are renewable.

The permanent residence permit allows a foreign national to work and live in Mauritius for a period of 10 years. The following individuals are eligible for a permanent resident permit:

- An investor holding an occupation permit, if the aggregate turnover of his or her company exceeds MUR45 million for any consecutive period of three years
- An investor who has invested at least USD375,000 in a qualifying business activity, which includes agro-based industry, audiovisual, cinema, banking, construction, manufacturing and marina development
- A self-employed individual holding an occupation permit for three years, if his or her annual income was at least MUR3 million for the three consecutive years prior to the application
- A professional with an occupation permit, if his or her monthly basic salary was at least MUR150,000 for three consecutive years preceding the year of application
- A retired foreign national who has held a residence permit for three years and has transferred USD54,000 annually to a Mauritian bank during the three-year period
- An individual who holds a family occupation permit
- An individual who purchases or otherwise acquires an apartment used, or available for use, as a residence in a building of at least two floors above ground floor, provided that the purchase price is at least USD375,000 or its equivalent in any other hard convertible currency, and the exchange rate to calculate the USD equivalent is the selling rate in force at the time the title deed is signed
- An individual who has held an EOP for at least three years, provided that the individual's monthly basic salary was at least MUR150,000 for the three consecutive years immediately preceding the application for a residence permit

A retired non-citizen should submit a certified bank statement from their country of origin or residence showing a minimum amount of USD18,000 or have a guaranteed minimum income of USD1,500 per month.

Any person who has been a holder of an occupation permit or residence permit for at least three years before 1 September 2020 may be granted the status of permanent resident if he or she satisfies any of the following conditions:

- He or she is an investor with a cumulative turnover of at least MUR12 million during the three years preceding the application.
- He or she is self-employed with a cumulative business income of at least MUR2.4 million during the three years preceding the application.
- He or she is a professional in the ICT sector and BPO sector with a monthly basic salary of at least MUR30,000 during the three years preceding the application.
- He or she is a professional in any sector with a monthly basic salary of at least MUR60,000 during the three years preceding the application.
- He or she is a retired non-citizen who has transferred a monthly amount of at least USD1,500 or equivalent in freely convertible foreign currency during the three-year period preceding the application and his or her cumulative transfer is at least USD54,000 or its equivalent in freely convertible foreign currency during the three-year period.

An investor, professional or self-employed person holding the status of a permanent resident may apply for a permanent residence permit under the category of retired non-citizen in replacement of his or her status as permanent resident for the remaining period of its validity if he or she has a monthly disposable income of USD1,500 or its equivalent in any other hard convertible foreign currency.

No permit will be granted if an expatriate is found to suffer from a contagious or transmittable disease.

## I. Family and personal considerations

**Family members.** The working spouse of a work permit holder must file an application independently of the expatriate to obtain a work permit.

**Marital property regime.** At the time of their civil marriage, couples may elect between the community property regime and the separate property regime. They may change regimes during the marriage if they meet certain conditions.

**Driver's permits.** Expatriates may drive legally in Mauritius with their home country driver's licenses if they have the licenses validated by the traffic authorities. Mauritius does not have driver's license reciprocity with any other country.

To obtain a driver's license in Mauritius, a foreign national must take verbal and practical driving tests.

# Mexico

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## A. Income tax

**Who is liable.** Resident individuals are taxed on worldwide income. Nonresidents are taxed on Mexican-source income only.

Individuals who establish their home in Mexico are considered residents of Mexico. If individuals also have a home in another country, they are considered residents of Mexico if their center of vital interests is located in Mexico. An individual's center of vital interests is considered to be located in Mexico in the following circumstances:

- More than 50% of the individual's income in a calendar year is derived from Mexican sources.
- The center of the individual's professional activities is located in Mexico.

As of 2022, individuals, regardless of their nationality, who break residency ties with Mexico must demonstrate that they will become tax residents in the jurisdiction to which they are moving. In addition, individuals must notify the tax authorities within 15 business days before such change in their status and no later than a month following the change of residency. For this purpose, they must designate a legal representative in Mexico. Failure to notify the tax authorities of the change in their status will result in not breaking tax residency in Mexico and accordingly continuing with the obligation of reporting worldwide income in Mexico.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable employment income includes salaries, wages, directors' fees, bonuses, gratuities, allowances, certain fringe benefits, benefits in kind and statutory employee profit-sharing distributions.

Education allowances provided by employers to their expatriate or local employees are taxable for income tax and social security purposes if the allowances are not generally provided to all the employees under the applicable rules for fringe benefits.

Nonresidents who receive salaries paid by resident employers or by employers with permanent establishments in Mexico are subject to withholding tax at source as described in *Rates*. Salary income and income for personal services paid by a nonresident individual or company are exempt from tax if the services are not related to the nonresident payer's permanent establishment in Mexico (or the nonresident payer does not have a permanent establishment) and if the services are provided for fewer than 183 days (including Saturdays, Sundays, holidays and vacations). For purposes of this rule, the 183 days need not be consecutive in a 12-month period. If services are provided for more than 183 days, individual tax calculated using nonresident tax rates must be paid from the first day the individual begins to work in Mexico.

*Directors' fees.* Directors' fees received by residents of Mexico from Mexican or foreign resident companies are subject to income tax at the rates set forth in *Rates*. The paying companies may deduct these fees if certain requirements are met.

*Self-employment and business income.* A self-employed individual who earns income from business activities or professional services is subject to tax at the applicable rates established in the law and published by the tax authorities. The tax is calculated on the net income derived by the individual for each month corresponding to the period to which prepayment applies (see Section D). Self-employed individuals also must pay other taxes, such as value-added tax.

Business income related to services rendered through internet platforms is subject to an income tax withholding to be performed by the company, resident or nonresident, for Mexico tax purposes, that provided the platform to perform such services. The income categories and tax withholding rates comprised under this section are the following:

- Ground transportation passenger services and delivery of goods or services: 2.1%
- Accommodation services: 4%
- Sale of goods: 1%

These withholdings can be considered as definitive payments if some requirements are met.

Professional fees paid by a Mexican resident to a nonresident for services rendered in Mexico are subject to withholding tax at a rate of 25%. If the services are rendered only partially in Mexico, income tax is payable on the portion of the income related to the services rendered in Mexico.

*Investment income.* A company resident in Mexico that distributes dividends to its resident and nonresident shareholders is subject to a 30% corporate tax to the extent that such company has not already paid the tax on the underlying income. Dividends must be included in a resident's taxable income. The corporate tax paid is credited against the resident's final tax liability. Dividends paid by foreign resident entities to Mexican resident individuals are included in the individuals' taxable income and taxed at the rates set forth in *Rates*.

An additional 10% withholding tax applies to dividends. For dividends paid by Mexican companies, the tax withheld by the paying company is final. Accordingly, individuals are required to declare the dividend income in their annual tax return and cannot claim a credit for the 10% withholding tax, thereby incurring an incremental tax cost. For dividends paid by foreign companies, individual resident taxpayers must pay the 10% tax by filing a monthly tax return by the 17th day of the month following the dividend distribution. They are also required to declare the dividend income in their annual tax return and cannot claim a credit for the 10% tax paid, thereby incurring an incremental tax cost.

For 2024, interest on time deposits with Mexican banks and on publicly issued debentures is subject to a provisional 0.5% withholding tax on the capital invested that originated the interest. Interest derived from investments in other entities (other than publicly issued debentures) is subject to a 20% provisional withholding tax on the nominal interest. Gains derived from the sale of publicly issued debentures are also subject to this tax. Other interest income is included in taxable income and taxed at the rates set forth in *Rates*. Individuals include in taxable income the real interest received during the fiscal year; for interest derived from investments held abroad or loans granted to foreign residents, the real interest income is taxable on an accrual basis. Real interest equals the amount by which interest exceeds the inflationary adjustment effects of the tax year. For 2024, interest income received by nonresidents from Mexican banks is subject to a 4.9% withholding tax. Lower rates may apply under certain tax treaties. Real interest income derived from investment returns and/or the foreign-exchange gains generated on investments abroad are also considered taxable income in Mexico. Income tax paid abroad on these items may be credited against Mexican income tax provided that the requirements for claiming the credits are met.

Income received by nonresidents from the rental of real estate and personal property is subject to a final withholding tax at a rate of 25%, with no deductions allowed. For real estate rental income derived by residents, taxpayers are subject to tax on their rental income even if it is derived from real estate located in foreign jurisdictions.

In general, individuals who receive rental income may deduct the following expenses:

- Property taxes and local taxes paid
- Maintenance expenses
- Real interest paid on mortgage loans (restrictions apply)
- Salaries, professional fees and commissions paid
- Property insurance premiums

- Depreciation of the property and of property additions and improvements
- Water usage rights

Taxpayers with real estate rental income can opt for a flat deduction of 35% of the rental income.

Taxpayers who earn real estate rental income must meet the following requirements:

- Register in the Mexican taxpayer registry for rental income activity.
- Maintain accounting records on the Mexican Tax Administration Service (Servicio de Administración Tributaria, or SAT) website that are prepared based on the requirements of the federal tax regulations (tax law and code). This requirement applies only in certain cases.
- Issue official digital invoices for the rental income received, indicating the property's registration number.
- File monthly and annual tax returns for the rental income.
- Inform the Mexican tax authorities through electronic filings established by the SAT by no later than the 17th day of the month following the receipt of monthly rental income, if it was received in cash, gold or silver and if such payments exceed MXN100,000. This requirement is part of anti-money laundering provisions. If the rental income is received in check, wire transfer or some other means that was recorded through the financial system, this informational reporting requirement does not apply.

If the taxpayer opts to claim an itemized deduction or the standard deduction equal to 35% of the rental income, all of the above conditions must be fulfilled.

With respect to the fourth condition above, the taxpayer should make the monthly tax payments by no later than the 17th day of the month following the month that the rental income was earned.

As of 2020, in the case of a real estate rental judgment related to overdue rents, the judge may require the lessor to prove the issuance of the corresponding digital invoices (third condition above) to issue a payment order from the lessee to the lessor.

Royalties received by nonresidents for the use of trade names, trademarks, patents or certificates of invention are subject to a 35% withholding tax. Fees received by nonresidents for technical assistance and royalties for know-how are subject to a 25% withholding tax. Lower rates may apply under certain tax treaties.

*Exempt income.* The following items, among others, are excluded from taxable income:

- Indemnities for accidents and illnesses
- Retirement benefits and pensions provided by public institutions and Mexican private retirement plans (partially exempt)
- Reimbursement of medical, dental, hospital and funeral expenses incurred in Mexico
- Social security benefits granted by Mexican public institutions
- Savings funds established by employers to which the employees contribute up to 13% of their salaries (Mexican funds only), capped at 1.3 times the Unit of Measure and Update index (UMA; approximately MXN51,488)

- Travel expenses properly reported by the employee
- Social welfare and fringe benefits received from Mexican government institutions

Certain exemptions are subject to limitations and specific requirements.

**Taxation of employer-provided stock options.** Employer-provided stock options are taxed as salary income for the employee. They are taxed at the time of exercise on the difference between the exercise price and the fair market value of the stock. The income is taxed at the tax rates set forth in *Rates*. Gains derived from the subsequent sale of the shares are subject to tax as capital gains (see *Capital gains and losses*).

**Capital gains and losses.** In general, gains derived from the sale of shares and real estate are treated as capital gains. Capital gains are taxed as ordinary income at the rates set forth in *Rates*. The gain calculation includes adjusting the cost basis for inflation. Gains derived from the sale of shares of Mexican or foreign companies listed on Mexico's stock exchanges are subject to a 10% income tax (before 2014, these sales were exempt from tax). The tax payment is considered final and cannot be credited on the annual taxpayer's income tax return. The taxpayer calculates this 10% tax on the net gain at the end of the year by using information provided by brokers. Capital losses can be carried forward 10 years.

A gain derived from the sale of a personal residence is exempt from tax if the amount of the proceeds does not exceed 700,000 investment units (UDIs; equal to MXN5,587,121). As of 31 December 2023, a UDI equaled MXN7,981,602. Banking and credit institutions use UDIs to grant loans at a fixed rate. Gains derived from the sale of a primary residence are exempt from tax if the taxpayer demonstrates that he or she had not sold another home for which the exemption had been claimed during the preceding three years and if the title transfer is done through a notary public.

Capital gains derived from transfers of shares and real estate are taxed using an income-averaging method. The taxable gain is calculated separately for each asset and then divided by the number of years the asset was held, up to a maximum of 20 years. The resulting amount is added to other taxable income. After the graduated marginal tax rates are applied to the total income, the average rate is then applied to the balance of the capital gain. Income averaging does not apply to capital gains derived from transfers of real property used in a trade or business. These gains are added to ordinary taxable business income.

Although computed the same way, capital losses are treated differently. The tax benefit for the year in which a loss is incurred is limited to the tax attributable to the loss, divided by the number of years the underlying asset was held, up to a maximum of 10 years. The amount of the loss equivalent to one year is deductible from the individual's gain on the sale of other assets or from other income derived in that year, except salary, self-employment and business income. The remaining loss in the relevant calendar year may be carried forward three years and can be used only to offset the tax on capital gains derived from the sale of shares or real estate.

Nonresident taxpayers deriving capital gains from the disposal of shares or real estate may elect to pay tax on the gross amount at a rate of 25% or to be taxed at a rate of 35% on the net gain. An individual electing the second alternative must designate a legal representative who is a tax resident of Mexico.

## Deductions

*Personal deductions and tax credits.* Resident individuals are granted the following personal deductions:

- Fees and other payments for medical services; professional services in psychology and nutrition provided by persons who have legally issued professional qualifications and who are registered by the competent educational authorities; dental services and hospitalization services, if these services are provided for the taxpayer and his or her dependents and if the fees and payments are paid by personal checks of the taxpayer; electronic transfers from the taxpayer's Mexican bank account or by personal credit, debit or service cards
- Funeral expenses limited to an amount equal to the UMA (approximately MXN39,606)
- Certain donations to public works or utilities, charitable or welfare institutions, and promoters of the arts or culture, capped at 7% of the preceding year's taxable income
- Real interest paid on mortgage loans obtained from Mexican financial institutions with respect to the principal residence, if the credit does not exceed 750,000 UDIs (approximately MXN5,986,202)
- Voluntary contributions made to an individual retirement account, limited to five times the Unit of Measure and Update (UMA; five times the UMA equals approximately MXN198,031) and not exceeding 10% of the taxpayer's current year taxable income
- Insurance premiums for medical coverage paid to Mexican insurance institutions for the taxpayer and his or her dependents
- Payments for the school-bus transportation of dependent children if it is mandatory for all the students in the school and if it is paid by personal checks of the taxpayer, electronic transfers from the taxpayer's Mexican bank account or by personal credit, debit or service cards
- School fees paid with checks or electronic transfers, except materials and registration fees, up to the following amounts:
  - Preschool: MXN14,200
  - Elementary school: MXN12,900
  - Junior high school: MXN19,900
  - Technician school: MXN17,100
  - High school: MXN24,500

The total amount of personal tax deductions listed above (except the fifth bullet) is subject to a cap equal to five times the UMA or 15% of the taxpayer's total income, whichever is lower.

*Business expenses.* Ordinary expenses, including salaries, fees, rent, depreciation, interest and other general items, may be deducted from the amount of gross business revenue to compute taxable net income, if business activities are carried out.

Taxpayers are encouraged to retain all digital invoices (CFDIs) related to these expenses because the tax authorities may require



the taxpayer to submit these receipts for review. Payments should be made by check, wire transfer, debit or credit card. The CFDIs must meet all requirements established under Mexican law, including, among others, they must contain the following:

- Name, business name, tax address and tax identification (RFC) of the issuer
- Invoice number and digital stamp
- Date and place of issue
- RFC and ZIP code of the taxpayer to whom the invoice is being issued as well as the use of the CFDI (such as for school expenses, medical expenses, purchase of computer equipment, donations and general expenses)
- Description and amounts of the services and goods acquired
- Form of payment (check, wire transfer, debit or credit card)

In general, only personal deductions incurred in Mexico are deductible. Expenses that were reimbursed to the taxpayer are not deductible.

*Employment subsidy.* The employment subsidy is calculated on a monthly basis. It is a tax credit that is subtracted from the monthly tax due. No employment subsidy applies when calculating tax in the annual tax return. The following table provides the resident individual monthly employment subsidy for 2024.

Monthly income		Employment
Exceeding MXN	Not exceeding MXN	subsidy MXN
0.00	1,768.96	407.02
1,768.96	2,653.38	406.83
2,653.38	3,472.84	406.62
3,472.84	3,537.87	392.77
3,537.87	4,446.15	382.46
4,446.15	4,717.18	354.23
4,717.18	5,335.42	324.87
5,335.42	6,224.67	294.63
6,224.67	7,113.90	253.54
7,113.90	7,382.33	217.61
7,382.33	—	0.00

## Rates

*Residents.* For 2024, the maximum income tax rate for a resident individual is 35%. The following are the monthly income tax rates applicable in 2024.

Monthly taxable income		Tax on lower	Rate on
Exceeding MXN	Not exceeding MXN	amount MXN	excess %
0.00	746.04	0.00	1.92
746.04	6,332.05	14.32	6.40
6,332.05	11,128.01	371.83	10.88
11,128.01	12,935.82	893.63	16.00
12,935.82	15,487.71	1,182.88	17.92
15,487.71	31,236.49	1,640.18	21.36
31,236.49	49,233.00	5,004.12	23.52
49,233.00	93,993.90	9,236.89	30.00
93,993.90	125,325.20	22,665.17	32.00
125,325.20	375,975.61	32,691.18	34.00
375,975.61	—	117,912.32	35.00

The following table sets forth the 2024 annual tax rates for resident individuals.

Monthly taxable income Exceeding MXN	Monthly taxable income Not exceeding MXN	Tax on lower amount MXN	Rate on excess %
0.00	8,952.49	0.00	1.92
8,952.49	75,984.55	171.88	6.40
75,984.55	133,536.07	4,461.94	10.88
133,536.07	155,229.80	10,723.55	16.00
155,229.80	185,852.57	14,194.54	17.92
185,852.57	374,837.88	19,682.13	21.36
374,837.88	590,795.99	60,049.40	23.52
590,796.99	1,127,926.84	110,842.74	30.00
1,127,926.85	1,503,902.46	271,981.99	32.00
1,503,902.46	4,511,707.37	392,294.17	34.00
4,511,707.37	—	1,414,947.85	35.00

*Nonresidents.* The following withholding tax rates apply to income from salaries paid in a calendar year to nonresident employees by Mexican resident employers or by employers with a permanent establishment in Mexico.

Annual taxable income Exceeding MXN	Annual taxable income Not exceeding MXN	Rate on excess %
0	125,900	0
125,900	1,000,000	15
1,000,000	—	30

**Relief for losses.** Losses incurred in business or professional activities may be carried forward for 10 years against future earnings of the same type of income, restated by inflation.

## B. Estate and gift taxes

No estate or inheritance tax is levied except for a local real estate property tax.

Gifts or donations from direct line family members (ascendants or descendants) are exempt from income tax if certain requirements are met.

## C. Social security

### Contributions

*Social security.* The maximum rate of the social security contribution payable by employees is approximately 2.775% of the integrated salary. The contribution is withheld by the employer from wages. The maximum rate of the social security contribution payable by employers can reach 38.8746% (including the percentages for job hazard and the Federal Retirement and Housing Funds). The maximum amount of salary that may be used to compute the social security contribution equals 25 times the UMA. These contributions are all subject to caps that are determined based on a multiple of the UMA. For 2024, the maximum annual social contributions per employee are approximately MXN189,804 for the employer portion (this figure includes Housing Fund and mandatory pension costs) and MXN27,016 for the employee portion.

*Housing Fund.* Employers must contribute 5% of salaries (limited to 25 times the UMA) to the Housing Fund, which provides funds for the construction of housing for workers.

*Mandatory pension plan.* Employers' contributions to a pension plan that is managed by a bank in the employee's name equal 2% of an employee's compensation. The maximum amount of salary that may be used to compute the pension plan contribution equals 25 times the UMA.

**Coverage.** The social security system in Mexico provides the following benefits:

- Medical assistance in cases of illness, maternity care and accidents
- Indemnities in cases of temporary disability
- Pensions for disability, old age and death

Medical-assistance benefits extend to the members of an employee's family, including the spouse, parents and children.

**Totalization agreements.** Mexico has entered into totalization agreements for social security purposes with Canada and Spain. Under such agreements, employees from these countries may generally work in Mexico and qualify for certain exemptions related to social security taxes. Restrictions apply and certain requirements must be observed.

## **D. Tax filing and payment procedures**

For individuals, the fiscal year in Mexico is the calendar year. Annual tax returns must be filed during April, but no later than 30 April of the following year. Filing extensions are not granted. Taxpayers who receive income from salaries and interest not exceeding MXN400,000 are not required to file annual tax returns. However, if real interest exceeded MXN100,000 and if taxes were withheld on such interest, the individual must file an annual return.

Personal income taxes of employed residents and nonresidents are withheld at source. A resident individual taxpayer may elect to pay the remaining tax due either when the annual return is filed or in installments with interest over a six-month period.

Resident individuals must report in their annual tax returns information regarding loans, prizes, and gifts obtained during the calendar year if such items exceed MXN600,000, in aggregate or separately.

Taxpayers with income in excess of MXN500,000 in the calendar year are required to report exempt income and nontaxable items (such as employer-reimbursed travel expenses, income derived from the sale of a principal residence, inheritance or legacy income and revenue from prizes), regardless of their amounts. This rule also applies to Mexican resident individuals earning taxable income who are not required to file an annual tax return.

Self-employed individuals must make monthly tax payments on account of their annual tax. Individuals filing monthly tax returns must open a Mexican bank account and make their advance tax payments through electronic transfers via the Internet.

Resident employees of foreign resident companies who work in Mexico must make monthly estimated payments on account of their annual tax if their companies do not have permanent establishments in Mexico or if their compensation is not reflected on a Mexican company's payroll. For such purpose, they must open a Mexican bank account and make their advance income tax payments through electronic transfers via the Internet.

Married persons are taxed separately, not jointly, on all types of income.

### **E. Double tax relief and tax treaties**

An individual resident in Mexico with foreign-source income may take a credit for foreign tax paid in the source country to the extent that the foreign tax paid does not exceed the individual's Mexican tax liability on the foreign-source income and if certain requirements are met.

Mexico has entered into double tax treaties with the following jurisdictions.

Argentina	Greece	Panama
Aruba (a)	Guernsey (a)	Peru
Australia	Hong Kong SAR	Philippines
Austria	Hungary	Poland
Bahamas (a)	Iceland	Portugal
Bahrain	India	Qatar
Barbados	Indonesia	Romania
Belgium	Ireland (b)	Russian
Belize (a)	Isle of Man (a)	Federation
Bermuda (a)	Israel	St. Lucia (a)
Brazil	Italy	Samoa (a)
Canada	Jamaica	Saudi Arabia
Cayman Islands (a)	Japan	Singapore
Chile	Jersey (a)	Slovak Republic
China Mainland	Korea (South)	South Africa
Colombia	Kuwait	Spain
Cook Islands (a)	Latvia	Sweden
Costa Rica	Liechtenstein (a)	Switzerland
Czech Republic	Lithuania	Türkiye
Denmark	Luxembourg	Ukraine
Ecuador	Malta	United Arab
Estonia	Netherlands	Emirates
Finland	Netherlands Antilles (a)	United Kingdom
France	New Zealand	United States
Germany	Norway	Uruguay
Gibraltar		

(a) This is a treaty for information exchange.

(b) This treaty is in a renegotiation process.

In addition, Mexico has signed a double tax treaty with Venezuela, but this treaty is not yet in force.

Mexico is currently negotiating double tax treaties with various jurisdictions, including, among others, Egypt, Guatemala, Iran, Lebanon, Malaysia, the Marshall Islands, Monaco, Morocco, Nicaragua, Oman, Pakistan, Slovenia, Thailand, Vanuatu, Venezuela and Vietnam.

## F. Entry into Mexico

Foreign nationals entering Mexico are classified under the following immigration categories:

- Visitor
- Temporary resident
- Permanent resident

These categories are discussed below.

**Visitor.** The visitor category has two subcategories, which are visitor without authorization to perform remunerated activities in Mexico and visitor with authorization to perform activities remunerated in Mexico.

*Visitor without authorization to perform activities remunerated in Mexico.* The immigration category for the visitor without authorization to perform activities remunerated in Mexico category applies to foreigners who intend to stay in Mexico up to 180 days but are not entitled to receive remuneration in Mexico. Individuals of certain nationalities are required to apply for a visa of this immigration category at a Mexican consulate or embassy before traveling to Mexico.

Individuals of nationalities without restrictions may enter Mexico under this category by downloading an electronic entry form on arrival.

Individuals of nationalities with restrictions may also enter Mexico if they are holders of any of the following:

- A proof of permanent residence in Canada, Japan, the United Kingdom, the United States, a country that is part of the Schengen area or a country that is a member of the Pacific Alliance (Chile, Colombia and Peru)
- Valid visa issued by Canada, Japan, the United Kingdom, the United States or a country that is part of the Schengen Area
- A valid Asia-Pacific Economic Cooperation Business Travel Card approved by Mexico

Tourists or businesspersons are considered visitors without permission to perform activities remunerated in Mexico.

Certain nationalities have recently been under heavy scrutiny by immigration officials at the points of entry. These travelers are advised to always bring a departure flight reservation, hotel reservation and proper invitation letter. It is not uncommon to have the requested stay limited by the officials to a shorter period than needed.

*Visitor with authorization to perform activities remunerated in Mexico.* A visa for a visitor with authorization to perform activities remunerated in Mexico allows foreigners to stay in Mexico up to 180 days, with permission to be remunerated in Mexico for activities carried out in the country.

The application for this type of visa must be submitted through the National Immigration Institute (Instituto Nacional de Migración, or INM) in Mexico.

*List of restricted nationalities.* Nationals of the following jurisdictions must obtain a visa before traveling to Mexico.

Afghanistan	Ghana	Russian
Albania	Grenada	Federation*
Algeria	Guatemala	Rwanda
Angola	Guinea	Sahrawi Arab
Antigua and Barbuda	Guinea-Bissau	Democratic
Armenia	Guyana	Republic
Azerbaijan	Haiti	St. Kitts and Nevis
Bahrain	Honduras	St. Lucia
Bangladesh	India	St. Vincent and the
Belarus	Indonesia	Grenadines
Benin	Iraq	Samoa
Bhutan	Iran	São Tomé and Príncipe
Bosnia and Herzegovina	Jordan	Saudi Arabia
Botswana	Kazakhstan	Senegal
Brazil	Kenya	Serbia
Brunei Darussalam	Kiribati	Seychelles
Burkina Faso	Korea (North)	Sierra Leone
Burundi	Kuwait	Solomon
Cambodia	Kyrgyzstan	Islands
Cameroon	Laos	Somalia
Cape Verde	Lebanon	South Africa
Central African Republic	Lesotho	Sri Lanka
Chad	Liberia	Sudan
China	Libya	Suriname
Mainland	Madagascar	Syria
Comoros	Malawi	Taiwan
Congo	Maldives	Tajikistan
(Democratic Republic of)	Mali	Tanzania
Congo	Mauritania	Thailand
(Republic of)	Mauritius	Timor-Leste
Côte d'Ivoire	Moldova	Togo
Cuba	Mongolia	Tonga
Djibouti	Montenegro	Tunisia
Dominica	Morocco	Türkiye*
Dominican Republic	Mozambique	Turkmenistan
Ecuador	Myanmar	Tuvalu
Egypt	Namibia	Uganda
El Salvador	Nauru	Ukraine*
Equatorial Guinea	Nepal	United Arab Emirates
Eritrea	Nicaragua	Uzbekistan
Eswatini	Niger	Vanuatu
Ethiopia	Nigeria	Vatican City
Fiji	North Macedonia	Vietnam
Gabon	Oman	Yemen
Gambia	Pakistan	Zambia
Georgia	Palestinian Authority	Zimbabwe
	Papua New Guinea	
	Philippines	
	Qatar	

\* Nationals of the Russian Federation, Türkiye and Ukraine can apply for electronic approval for entry as visitors, without having to request an entry visa.

**Temporary resident.** The temporary resident category applies to foreigners who intend to stay in Mexico more than 180 days, but less than four years. If the activity that the person will perform

will not be remunerated in Mexico, the application can be processed at a Mexican consulate or embassy. Otherwise, it must be approved directly by the INM in Mexico.

After temporary resident status is granted, it is renewable for an additional three years.

Temporary residents are eligible to apply for the same status for family members. This application may be processed either at a consulate abroad or at the INM in Mexico.

**Permanent resident.** The permanent resident category applies to foreigners staying in Mexico for an indefinite time period. Permanent residents may work and receive remuneration in Mexico.

Permanent residents are also eligible for family reunification status if they meet the requisites established in the applicable regulations and rules.

The common routes for requesting permanent resident status include spending four years in Mexico as a temporary resident or by having a child born in Mexico. However, additional options are open to applicants.

## **G. Other immigration considerations**

**Authority to question foreigners on entry into Mexico.** Immigration agents now have the formal authority to carry out a review and request additional information from foreigners entering Mexico with respect to the purpose of their visit. The immigration authority may ask for the hotel reservation in Mexico, as well as the return flight ticket.

In addition, for business visitors, the immigration authority can request a letter of invitation from a Mexican company, stating the length and purpose of the trip. Accordingly, all business travelers coming to Mexico should bring an invitation letter meeting the above requirements for each entry into the country.

The immigration officer may ask questions such as the following:

- What is the purpose of your trip?
- Are you going to receive any salary from the Mexican entity?
- How long are you going to stay in Mexico?
- Have you visited Mexico before?

**Change of immigration status.** A foreigner may not request a change of immigration status from visitor to temporary or permanent resident when the petitioner is already in Mexico, unless the foreigner has family ties to a Mexican citizen or another temporary or permanent resident.

**Presence in Mexico.** Foreigners who are working or living in Mexico must be aware of the expiration date of their immigration status. In general, renewal requests must be submitted within 30 calendar days before the expiration date of the immigration document.

If the immigration status expires while the foreigner is abroad, a renewal can be processed on arrival in Mexico if the foreigner

re-enters Mexico within 55 days after the immigration document's expiration date and submits the renewal request within five days after the date of entry into the country. This grace period is only granted for renewal requests, not for change of immigration status applications.

Foreigners who are in Mexico with an expired immigration status must file a request for reinstatement of their status within 60 calendar days of the date of expiration of the immigration document. The foreigner must appear before the INM to justify the reason for his or her irregular immigration status, pay an administrative fine and remain in Mexico until his or her immigration status is reinstated.

If these time frames for immigration status renewals and reinstatements are not observed and if the foreigner does not have any ties to a Mexican citizen or a temporary or permanent resident, the INM may deny the renewal or reinstatement request and order the foreigner (as well as the accompanying family, assuming they are also out of status) to leave Mexico. After the issuance of this order, the foreigner may be required to wait a minimum of six months before he or she can reapply to enter the country.

Recently, the immigration authority has made it mandatory for extensions and other applications to be filed in person and enabled an online appointment system. Applicants must make sure that their advisors keep them up to date with these developments to avoid falling out of compliance at any given time.

**Obligations of employers and employees.** Individuals or companies that intend to hire or have foreigners under their responsibility must request a mandatory employer registration from the immigration authority.

All registered employers are required to formally notify the INM regarding changes in, among other items, their articles of incorporation, address and legal representative. Any reportable change must be disclosed within 30 calendar days. In addition, companies are required to annually update their employer registration file at the INM after filing their annual Mexican corporate income tax return.

Temporary and permanent residents must notify the INM of any changes regarding residence, marital status, nationality and employer. Notifications by residents must be filed with the INM within 90 calendar days following such a change; otherwise, the resident may be subject to monetary fines.



# Moldova

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## A. Income tax

**Who is liable.** The following individuals are subject to income tax in Moldova:

- Moldovan residents on income earned in Moldova, as well as income earned from overseas financial and investment operations
- Any enterprise with the legal status of an individual, including sole ownerships, limited partnerships, general partnerships and farms
- Nonresidents on income earned in Moldova and on income earned overseas for their work in Moldova except for financial and investment income from sources outside Moldova

Moldova does not apply different tax rates based on territoriality.

Residents are individuals who meet either of the following conditions:

- They have a permanent domicile in Moldova (includes individuals studying or traveling abroad and Moldovan officials appointed for missions abroad).
- They stay 183 days or more during any fiscal year in Moldova.

**Income subject to tax.** Individuals are subject to tax on their gross income earned in Moldova and on income earned from overseas financial and investment operations, less applicable deductions and other allowances.

Gross income includes the following items:

- Income earned from entrepreneurial, professional and other similar activities
- Salaries and fees for services rendered by the individual
- Cash or in-kind compensation, other premiums and facilities paid by the employer
- Interest
- Capital gains
- Royalties and annuities
- Dividends
- Rental income
- Revenue earned by lawyers and other professionals, including commissions and other revenues

Gross income does not include the following items:

- Amounts received as compensation from the budget for illness
- Damages paid by a third party for accidents and/or permanent disability
- Alimony and allowances for children
- Inheritances and donations (with certain exceptions)
- Per diem allowances up to the limit set by the government
- Scholarships
- Welfare received from the government or charitable organizations
- Income earned from business patent activity
- Income earned from selling of secondary raw materials and agricultural goods produced by individuals (an exception applies to income earned by farms and individual enterprises)
- Amounts obtained by individuals from the returning of recyclable packaging
- Compensation for moral damages
- Meal tickets granted to employees within the limits provided in the legislation
- Income obtained by resident individuals (citizens of Moldova and stateless persons) from the disposal of basic housing and from the sale of a car that has been owned by the taxpayer for at least three years up to the date of sale, except for collectible vehicles of historical or ethnographic interest
- Income of resident individuals obtained as capital gains or interest on state securities and/or bonds issued by local public administration authorities
- Payments made by the employer for testing employees to detect the presence of the SARS-CoV-2 virus and for SARS-CoV-2 vaccinations
- Payments granted to the employee by the employer with the purpose of compensating the costs for alternative childcare services for children up to three years old in an amount that does not exceed the nominal value of MDL2,500 per month for each employee's child
- Gifts in kind, including vouchers, granted to the employee by the employer, the cumulative amount of which does not exceed the value of 10% of the average monthly salary forecasted per economy and approved by the government for the year for which these benefits are granted
- Subscriptions for the use of sports facilities to practice sports and physical education for maintenance, prophylactic or therapeutic purposes, offered by specialized suppliers as provided by the law, in the amount of up to 50% of the average monthly salary forecasted per economy and approved by the government for the year in which these benefits are granted to each employee
- Contracting of medical services in the amount of one average monthly salary forecasted per economy and approved by the government for the year in which these benefits are granted to each employee
- Voluntary health care insurance premiums of the employee in the amount of one average monthly salary forecasted per economy and approved by the government for the year in which these benefits are granted to each employee

*Employment income.* Taxable compensation includes salaries, cash or in-kind compensation, bonuses, rewards, paid holidays, inflationary allowances and royalties from patents and trademarks. Taxable

compensation also includes salaries received by daily/temporary workers, fees and compensation paid to directors and managers of private commercial corporations and fees received by professionals (lawyers, doctors and experts).

The Moldovan tax law does not provide any special rules regarding the taxation of education allowances provided by employers to their employees' children under 18 years old. Such allowances are included in taxable income.

*Self-employment and business income.* Income earned by individuals authorized to carry out independent activities (traders, craftsmen and family associations) and income earned from self-employment and business activities are subject to income tax.

*Directors' fees.* Fees paid to directors or members of boards are taxed similarly to salaries at the standard income tax rate indicated in *Rates*.

*Investment income.* Interest earned by resident individuals on deposits with Moldovan banks is subject to a 6% withholding tax.

**Taxation of employer-provided stock options.** A stock-option plan is a long-term incentive program initiated within the legal entity or within its related legal entities, granting employees and/or administrators of the legal entity the right to purchase at a preferential price or to receive free of charge a certain number of participation shares issued by the respective legal entity. In general, a stock-option plan has the following main characteristics:

- Participants in the program may acquire or receive free of charge no more than 25% of the share capital, in relation to all participants in the program.
- The program must include a minimum period of three years between the moment the right is granted and the moment it is exercised (the acquisition or receipt of the shares or participation shares).
- The rights granted under the stock-option plan, at the granting moment, is considered nontaxable income.

**Capital gains and losses.** Capital assets for tax purposes include the following:

- Shares, debentures, bonds and other titles of ownership in entrepreneurial activities
- Private property not used for business purposes
- Land
- Options on buying and selling of capital assets

The capital gains tax base for any fiscal year equals 50% of any amount of capital gains earned during that fiscal year.

Capital gains are deductible only against capital losses.

## **Deductions**

*Deductible expenses.* Individuals may deduct the following expenses:

- Expenses related to entrepreneurial activities (business deductions)
- Capital losses to the extent of capital gains
- Payments made for compulsory health insurance premiums
- Payments made for compulsory social insurance contributions

- Expenses incurred with respect to voluntary health insurance premiums or with respect to contracting medical services in the amount of one average monthly salary forecasted per economy and approved by the government for the respective year, subject to certain conditions and rules provided in the legislation
- Life insurance, health insurance, fire insurance and other natural disaster insurance premiums paid by individuals in the amount of one average monthly salary forecasted per economy and approved by the government for the respective year, for all types of contracts cumulatively
- Interest paid by individuals on loans for procurement of the first home, in the amount of one average monthly salary forecasted per economy and approved by the government for the respective year, subject to certain conditions and rules provided in the legislation
- Expenses paid during the fiscal year for the education of dependent children provided by the educational institutions listed in the Moldovan Education Code in the amount of one average monthly salary forecasted per economy and approved by the government for the respective year, applicable cumulatively for all children and all types of education

*Personal deductions and allowances.* The amount of income from all sources is reduced by personal deductions and allowances. Each taxpayer whose annual taxable income does not exceed MDL360,000 is granted a personal deduction of MDL29,700 per year against taxable income. Certain listed individuals are entitled to a personal deduction amounting to MDL34,620 per year. These individuals include disabled veterans, parents and spouses of war veterans, and individuals disabled in childhood.

An individual may also benefit from an additional deduction of MDL21,780 per year if the spouse is a disabled war veteran, has a certain disability due to war or has a disability since childhood and if the individual's spouse does not benefit from the individual's personal deduction. A deduction of MDL9,900 per year is granted for each dependent, and a deduction of MDL21,780 per year is granted to support individuals with a permanent disability.

*Business deductions.* Expenses incurred in business activities may be deducted from revenue earned, excluding personal and family related expenses.

**Rates.** The standard personal income tax rate in Moldova is 12%.

For farms, the income tax rate is 7%.

**Relief for losses.** Income received for substitution of property for similar property lost under a *force majeure* event is not taxable.

Tax losses generated by carrying out a business activity may be carried forward for five years.

## B. Other taxes

**Wealth tax.** A wealth tax of 0.8% is imposed on residential immovable property located in Moldova (except for land) that is owned by individuals if both of the following conditions are met:

- The total estimated value of the property is equal to or greater than at least 200 average monthly salaries forecasted and approved by the government for the respective year.

- The total size of the surface of the property is equal to or greater than 120 square meters.

This wealth tax must be paid by 25 December of the reporting year.

**Property tax.** Tax is imposed on property, including land, buildings, apartments and other real estate. The rate of property tax on buildings, apartments, constructions and other types of premises varies depending on the type and location of the real estate.

**Inheritance and gift taxes.** Moldova does not impose taxes on gifts or inheritances.

### C. Social security

The rate of social contributions payable by employers is 24% of the gross payroll of individuals.

In addition, employees are liable to pay a mandatory medical insurance contribution on salary and other labor remuneration at a rate of 9%.

Salary provided to employees of companies that are residents of information technology parks is subject to a unique 7% tax calculated from the employer's sales revenue (that includes income tax, social security contributions and medical insurance contributions due from the employer and employees).

### D. Tax filing and payment procedures

The tax year in Moldova is the calendar year. Annual tax returns must be filed by individuals whose total annual income tax exceeds the amount of income tax withheld during that year. The annual tax return must be filed with the tax authorities by 30 April of the year following the reporting year. Entities must withhold income tax on a monthly basis.

### E. Double tax relief and tax treaties

Moldova has entered into double tax treaties with the jurisdictions listed below. The treaties generally provide for a residency test of 183 days in a fiscal year.

Albania	Germany	Poland
Armenia	Greece	Portugal
Austria	Hungary	Romania
Azerbaijan	Ireland	Russian
Belarus	Israel	Federation
Belgium	Italy	Serbia
Bosnia and Herzegovina	Japan	Slovak Republic
Bulgaria	Kazakhstan	Slovenia
Canada	Kuwait	Spain
China Mainland	Kyrgyzstan	Switzerland
Croatia	Latvia	Tajikistan
Cyprus	Lithuania	Türkiye
Czech Republic	Luxembourg	Turkmenistan
Estonia	Malta	Ukraine
Finland	Montenegro	United Arab
France	Netherlands	Emirates
Georgia	North Macedonia	United Kingdom
	Oman	Uzbekistan

## F. Temporary visas

Moldovan embassies and consulates issue visas. Nationals of the following jurisdictions do not require visas to visit Moldova.

Albania	Grenada	St. Kitts and Nevis
Andorra	Guatemala	St. Lucia
Antigua and Barbuda	Honduras	St. Vincent and the Grenadines
Argentina	Hong Kong SAR	Samoa
Australia	Iceland	San Marino
Bahamas	Israel	Serbia
Barbados	Japan	Seychelles
Bosnia and Herzegovina	Kiribati	Singapore
Brazil	Korea (South)	Solomon Islands
Brunei Darussalam	Liechtenstein	Switzerland
Canada	Macau SAR	Timor-Leste
Chile	Malaysia	Tonga
Colombia	Marshall Islands	Trinidad and Tobago
Commonwealth of Independent States	Mauritius	Türkiye
Costa Rica	Mexico	Tuvalu
Cuba	Micronesia	Ukraine
Dominican Republic	Monaco	United Arab Emirates
Ecuador	Montenegro	United Kingdom
El Salvador	New Zealand	United States
European Union	Nicaragua	Uruguay
Georgia	North Macedonia	Vanuatu
	Norway	Vatican City
	Palau	Venezuela
	Panama	
	Paraguay	
	Peru	

Nationals of other jurisdictions with an invitation from a Moldovan company, organization or individual must either obtain a visa from a Moldovan consulate or embassy before their departure for Moldova, or obtain a visa on arrival at Chisinau International Airport.

A foreign person intending to stay in Moldova for a period longer than 90 days must submit a request for the issuance of an immigration certificate to the local competent authorities at least one month before the expiration of the 90-day period.

## G. Work permits

Foreign nationals may work in Moldova based on a special decision issued by the Moldovan immigration authorities with respect to such matters. By exception, Ukrainian citizens have the right to work in Moldova without the obligation to obtain a permit for working purposes during the period of a State of Emergency declared by the Moldovan Parliament.

## H. Residence permits

A residence permit may be permanent or temporary. In general, temporary residence permit is issued for a one-year period and can be extended for consecutive one-year periods.

Notwithstanding the above, a residence permit may be issued or extended for a longer period if the foreign citizen is holding a

managerial position within a Moldovan company and if the foreign citizen has created the following workplaces or made any of the following investments in the company:

- Made investments exceeding 4,000 average monthly forecasted salaries or created at least 50 workplaces with the average monthly forecasted salary: the residence permit may be issued or extended for up to eight years (for 2024, the average monthly forecasted salary is MDL13,700; no average monthly forecasted salary for 2025 has been approved yet).
- Made investments from 2,000 to 4,000 average monthly forecasted salaries or created at least 25 workplaces with the average monthly forecasted salary: the residence permit may be issued or extended for up to five years.
- Made investments from 600 to 2,000 average monthly forecasted salaries or created at least 15 workplaces with the average monthly forecasted salary: the residence permit may be issued or extended for up to four years.
- Made investments from 200 to 600 average monthly forecasted salaries or created at least eight workplaces with the average monthly forecasted salary: the residence permit may be issued or extended for up to three years.
- Made investments from 30 to 200 average monthly forecasted salaries or created at least one workplace with the average monthly forecasted salary: the residence permit may be issued or extended for up to two years.

## I. Family and personal considerations

**Family members.** Priority for migration is given to minors who are joining their parents, as well as to the elderly or parents who need assistance if they have no children or guardian abroad.

Children and parents under the immigrant individual's care may also apply for migration to Moldova.

**Marital property regime.** All assets acquired by spouses during a marriage are subject to the marital regime of joint ownership. The legal regime of the assets of spouses may be modified by a marriage settlement, which may be concluded before the marriage is registered or anytime during the marriage. In this case, the regime will apply only to the extent it does not contradict the marriage settlement.

**Forced heirship.** There are five categories of legal heirs to whom the property left by deceased persons can be allocated based on some complex and specific rules provided by the Moldovan Civil Code.

**Driver's permits.** Foreign nationals may drive international vehicles in Moldova only if they hold national and international driver's licenses that adhere to the requirements of the United Nations (UN) Convention on Road Traffic.

Foreign individuals entering Moldova for a six-month stay may use their home countries' driver's licenses in Moldova. Foreign individuals who live in Moldova or stay in the country for more than six months should exchange their home countries' driver's licenses for a Moldovan license.

National and international driver's licenses from countries that are signatories to the UN convention may be exchanged. In such circumstances, the drivers are exempt from statutory exams. Driver's licenses issued by other countries may be exchanged for a Moldovan license after passing the required exams.



# Monaco

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**A. Income tax**

Monegasque nationals and foreign nationals residing in Monaco, with the exception of French nationals, who are regulated by the 1963 bilateral tax treaty between France and Monaco, are not liable for income tax.

However, the absence of income tax for individuals only relates to activities carried out and persons who are genuinely established in Monaco. Foreign-source income is subject to the domestic rules of the state in which the source of the income is located and is not subject to Monegasque tax.

**B. Other taxes**

**Wealth tax.** Wealth tax does not apply in Monaco, except for French assets.

**Property tax.** Property tax is not levied in Monaco.

**Inheritance and gift taxes.** Inheritance and gift taxes apply only to assets located in Monaco or with a situs in Monaco, regardless of the domicile, residence or nationality of the deceased person or donor (subject to the provisions of the tax treaty between France and Monaco of 1 April 1950).

Transfer by gift or by death (inheritance) of property, rights or capitalized products that are located in Monaco and that are held in a trust governed by foreign law are now subject to Monegasque inheritance tax.

The standardization of international succession rules applicable in the European Union (EU) were introduced by Regulation (EU) No. 650/2012, dated 4 July 2012, which entered into force on 17 August 2015 (except in Denmark, Ireland and the United Kingdom, which have not ratified this regulation), appears to

have served as a catalyst for the promulgation on 28 July 2017 of Monegasque Law No. 1,448 on private international law.

Monegasque Law No. 1,448 provides numerous specifications concerning, among other items, the following:

- The criteria for determining nationality and domicile
- The jurisdiction of the Monegasque courts
- The rules of recognition and performance of foreign judgments and foreign public deeds
- Provisions on the scope and recognition in Monaco of trusts established outside of Monaco

One of the important measures of the Monegasque private international law reform is the possibility to choose the law applicable to the succession, which facilitates new ways to organize the succession from both a civil law and a tax law standpoint.

The principle of a single law applicable to an entire succession has replaced the dual regime, which distinguished immovable succession, governed by the law of the state in which the property is located, and movable succession, which is attached to the deceased and governed by the law of the state of his or her last domicile or by the law of the state of which the deceased was a citizen.

The tax rates depend on the nature of the relationship between the deceased person or donor and his or her heir or donee. The following are the rates:

- Between spouses or for children: no tax
- Between partners of a civil union agreement: 4%
- Between siblings: 8%
- Between uncles and aunts, and nephew and nieces: 10%
- Between other relatives: 13%
- Between unrelated persons (including charities and corporate entities): 16%

On 4 December 2019, the Monaco government and the National Council voted to adopt Law No. 1,481 of 17 December 2019, relating to civil union agreements. This law recognizes the following two forms of civil union agreements:

- For couples living together: a shared life agreement applicable regardless of sexual orientation
- For family members cohabiting together: cohabitation agreement

This law provides for a new rate of 4% applicable to transfer by gift or inheritance between partners of a shared life agreement, subject to certain conditions.

The law entered into force on 27 June 2020, six months after its publication in the *Official Journal of Monaco* on 27 December 2019.

**Transfer tax.** Sales of real estate located in Monaco, shares in a Monegasque Société Civile Particulière (SCP) and shares in other types of companies are subject to transfer tax.

The sale of real estate located in Monaco is subject to a 6.5% transfer tax on the sale proceeds (or the fair market value if the sale is for less than the fair market value). If the sale is realized

for the benefit of persons who meet the criteria of transparency provided by law, property sales are now subject to proportional duty of 4.75% (instead of 6.5%). In other cases, these transactions are subject to proportional duty of 10% (Law No. 1,548 dated 6 July 2023).

The sale of shares in a Monegasque SCP is subject to the following rates of transfer tax:

- 6.5% transfer tax assessed on the sale proceeds relating to the underlying real estate
- 1% transfer tax on the portion of the sale proceeds relating to other assets

The sale of shares in other types of companies is subject to a 1% transfer tax. The sale of shares in foreign companies is exempt from transfer tax in Monaco.

**Trusts.** Trust incorporation (setting up of a trust) or trust transfer in Monaco (transfer of an existing trust from a jurisdiction in which it was originally set up) is subject to a proportional rate of registration duty, varying according to the number of effective beneficiaries of the trust.

The capital of the trusts represented by Monegasque securities is subject to a reduced proportional duty, depending on the number of effective beneficiaries of the trust. The following are the rates of the duty:

- One beneficiary: 0.05%
- Two beneficiaries: 0.25%
- More than two beneficiaries: 0.45%

**Tax on change of a beneficial owner.** Under Monegasque Law No. 1,381 of 29 June 2011, any foreign entity owning Monegasque property must appoint a Monegasque tax representative (authorized in a specific list by Monegasque authorities) and file a yearly declaration of change (or non-change) of beneficial owner.

A change of a beneficial owner requires the payment of a 4.5% transfer tax assessed on the fair market value of the Monegasque property.

Various questions have arisen with respect to the scope of the law. The Monegasque tax authorities have provided an official position regarding the application of law and the definition of “change of a beneficial owner.” The following is a summary of this position:

- Any change (regardless of how minor) in the beneficial ownership of a Monegasque property requires the payment of the 4.5% transfer duty on the entire fair market value of the property (no prorated taxation). For example, if a shareholder transfers a 1% stake to a new shareholder, the offshore entity is nevertheless liable for the transfer duty on 100% of the value of the underlying assets.
- The addition or withdrawal of a beneficial owner is considered to be a change in the beneficial ownership of the property and consequently requires the payment of the 4.5% transfer duty.
- If the identity and percentage of ownership of the ultimate beneficial owners is not modified and if the legal personality of the owning entity is not changed, changes in the intermediary

structure (such as between the ultimate beneficial owners and the property holding company), the transfer duty is not payable.

Monegasque Law No. 1,462 of 28 June 2018, which amended the provisions of Law No. 1,362 of 3 August 2009 on the fight against money laundering, the financing of terrorism and corruption, has imposed a new obligation on companies and economic interest groups registered in Monaco.

Under the amended version of Article 22 of the law, the above-mentioned entities must “communicate the beneficial ownership information to the Minister of State, for registration in a specific register entitled register of beneficial owners, annexed to the trade and industry directory and update them regularly.”

This communication is mandatory and must be repeated on each change of beneficiary.

The following are disclosure obligation’s deadlines:

- For the incorporation of a company, the form must be submitted to the Economic Development Department (Direction de l’Expansion Economique) when applying for registration in the Trade and Industry Register (Répertoire du Commerce et de l’Industrie) or within 15 days after the issuance of the receipt.
- For companies that are operating, the form must be filed no later than two years after the date of publication of the law (that is, on 28 June 2020) or within 30 days of any fact or act requiring the revision of or addition to the information mentioned in the form.

### C. Social security

**Contributions.** Individuals’ social security taxes are withheld monthly by employers. Monegasque social security tax contributions are due on compensation, including bonuses and benefits in kind, earned from performing an activity in Monaco and paid in Monaco. However, this rule may be modified by a social security totalization agreement. The total charge for 2022 (the 2023 rates will be available in October 2023) is approximately 10% to 14% (depending on retirement fund contributions and level of remuneration) of gross salary for employees and 28% to 40% for employers.

Some of the contributions are levied on wages up to certain ceilings. The following are the rates of these contributions and the amounts of the ceilings for 2022 (the 2023 rates and ceilings will be available in October 2023):

- Sickness contribution and family allocation: employee share of 0% and employer share of 15.05% (monthly ceiling of EUR8,900)
- Basic state pension contribution: employee share of 6.55% and employer share of 8.03% (monthly ceiling of EUR5,172)
- Unemployment contribution: employee share of 2.40% and employer share of 4.05% (monthly ceiling of EUR13,712)

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Monaco has entered into totalization agreements with France and Italy.

## D. Double tax treaties and other agreements

**Double tax treaties.** Monaco has entered into double tax treaties with the following countries.

France	Luxembourg	Qatar
Guernsey	Mali	St. Kitts
Italy	Malta	and Nevis
Liechtenstein	Mauritius	Seychelles

**Other agreements.** Monaco has ratified the Convention on Mutual Administrative Assistance in Tax Matters, implemented the Standard for Automatic Exchange of Financial Account Information in Tax Matters developed by the Organisation for Economic Co-operation and Development (OECD) and G20 countries as well as automatic exchange of Country-by-Country Reports under the OECD/G20 Base Erosion and Profit Shifting Project. The convention entered into force for Monaco on 1 April 2017.

The agreement on the automatic exchange of information signed on 12 July 2016 between Monaco and the EU enables Monaco to comply with international standards on tax transparency that are in accordance with the OECD Common Reporting Standard. Consequently, Monaco and the EU Member States are collecting information on the financial accounts of nonresidents from 1 January 2017 and will automatically exchange this information from 2018.

Monaco has also negotiated with partner jurisdictions regarding movement to automatic exchange. A partner jurisdiction is a jurisdiction with which Monaco had not yet undertaken to exchange information. The list of partner jurisdictions is published by ministerial decree and is updated as new jurisdictions become partners. Currently, 20 jurisdictions are considered partner jurisdictions.

The Multilateral Competent Authority Agreement, signed on 15 December 2015, confirms the commitment of Monaco to implement automatic exchange of financial account information in time to commence exchanges in 2018. Monaco was the 76th jurisdiction to sign this agreement.

For financial information that was collected from 1 January 2016 with respect to approximately 50 jurisdictions, automatic exchange between authorities began in 2017.

## F. Work and residence permits

Anyone who is more than 16 years of age and wishes to reside in Monaco for more than three months in a year, must apply for a residence permit issued by the Monegasque authorities.

An identity card or valid passport is sufficient for European Economic Area nationals. No visa is required.

Before making an application for a resident permit in Monaco, the applicant must apply for a long-term visa for Monaco, issued by the French authorities. Minors also require a visa.

In both cases, the applicant must fulfill a certain number of other conditions.

Applications for residence permits are handled by the Residents Section of the Police Department. The application process varies depending on the plans and the background of the applicant.

Under the Sovereign Ordinance No. 8.372, dated 26 November 2020, an individual can apply for a residency certificate with the Monegasque authorities to complete a tax formality, particularly in the framework of the reporting obligations put in place by Sovereign Order No. 6.208, dated 20 December 2016 (automatic exchange of tax information on financial accounts). The issuance of such residency certificate for an individual of foreign citizenship is subject to specific conditions, depending on the purpose of the request.

# Mongolia

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*The exchange rate between the tugrik and the US dollar is MNT3,381.55.*

## A. Income tax

**Who is liable.** A resident taxpayer of Mongolia is taxable on his or her worldwide income. Nonresidents are subject to tax on their income earned in Mongolia or sourced from Mongolia.

Persons are considered tax residents of Mongolia if the following criteria are met:

- They reside in Mongolia for 183 or more days in a given consecutive 12-month period.
- Their income earned in Mongolia and/or their Mongolian source income is more than 50% of their worldwide income.

The first of the above criteria needs to be checked first.

The tax year in Mongolia is the calendar year.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable compensation under the Personal Income Tax Law of Mongolia includes wages, salaries, bonuses, incentive and similar employment income. Benefits and gifts provided to an employee and/or an employee's family members are subject to employment tax to the employee. Awards and/or incentives received from foreign or local legal entities and from individuals also fall into this category. Remuneration received in the capacity as a supervisory board member or a committee member of a company is treated as employment income. Tax residents' employment and indirect income are subject to progressive tax rates of up to 20% (see the table below for the tax rates), while other common types of income (for example, interest, dividend and capital gains) are taxed at 10%. The following is the progressive tax rates table for annual income.

Annual income		Tax on lower amount MNT	Tax rate %
Exceeding MNT	Not exceeding MNT		
0	120,000,000	0	10
120,000,000	180,000,000	12,000,000	15
180,000,000	—	21,000,000	20

*Investment income.* Dividends, interest and royalties received by residents are subject to a 10% withholding tax on a gross basis.

*Self-employment income and business income.* Individuals undertaking business activities independently (such as manufacturing, trade, rental and services, including professional services) without establishing a legal entity are subject to income tax at a rate of 10% on net income (after allowable deductions). Professional services include services provided by doctors, lawyers, advocates, architects, accountants and teachers. Individual business persons are entitled to deduct business expenses in the same manner as corporate taxpayers. Commonly allowed deductible expenses include cost of goods sold, salaries and wages, depreciation allowances, interest, rent, and advertisement expenses. However, if the expenses are not documented, are not related to the business activities or used for the personal use of the taxpayer, the expenses are considered nondeductible expenses.

Income from non-regular business activities are also subject to income tax under these same rules.

*Directors' fees.* Remuneration received by individuals in their capacity as supervisory board members or committee members of a company is treated as an employment income (see *Employment income*).

*Other income.* Income derived from the creation of scientific, literary, and artistic works and inventions, product designing, organizing and participating in sports competitions or art performances and other similar income is taxed at flat 5% rate on a gross basis. Income derived from gambling, quizzes and lotteries is taxed at a rate of 40% of gross receipts.

Transfers of land possession and land-use rights are treated as sales of rights and are subject to a 10% tax on the gross transfer value (certain transfers between immediate family members are subject to exemptions).

*Tax-exempt income.* The following income received by individuals is exempt from income tax in Mongolia:

- Pensions, allowance, payments, discounts, reimbursements, benefits, compensation and one-time grants provided in accordance with the legislation of Mongolia
- Income of an individual with disability
- Assistance provided by international organizations, foreign governments, legal entities and citizens to the government of Mongolia and local organizations, legal entities and citizens in the event of a disaster
- Income of herder households and persons with livestock, only per head of livestock
- Interest income on treasury bonds
- Transfer of land possession and usage certificates free of charge between certain family members



- Salary, benefit and income earned in a foreign country of a foreign citizen or his/her family member who is permanently residing in Mongolia and is assigned to a foreign diplomatic mission or consulate in Mongolia, the United Nations or its specialized branch

Other exemptions may apply.

**Taxation of nonresidents.** Nonresidents are subject to 20% tax on income earned in Mongolia or sourced from Mongolia on a gross basis.

**Taxation of employer-provided stock options.** Employer-provided stock options are taxed at the time of actual exercise and not at the time of grant. Share awards are taxable at the time of award or, if a vesting period is imposed, at the time of vesting. The taxable amount is the generally the market value of the shares at the time of exercise, award or vesting. This income is included in the employee's taxable income as part of ordinary employment income and taxed accordingly at 10%. Any gain from a subsequent disposal of shares or other instruments is taxable at 10% at the time of the disposal.

**Capital gains and losses.** Gains derived from the sale of shares, securities or movable properties are subject to tax at a rate of 10% on a net basis. The sale of immovable property by a tax resident is taxed at 2% on a gross basis.

**Deductions.** Statutory social and health insurance contributions paid by employees are the only tax deductions permitted in Mongolia and no other deductions are allowed for employment tax purposes. For details regarding statutory social and health insurance contributions, see Section C.

No deductions are allowed for personal expenses. For details regarding deductions for business expenses, see *Self-employment income and business income*.

**Rates.** Residents' employment income is subject to progressive tax rates of up to 20%.

Other income, including business income, investment income and capital gains, is subject to a standard tax rate of 10%. A resident individual entrepreneur may elect a 1% gross tax instead of a 10% tax on the taxable income from business operations. See exceptions in *Other income*, *Taxation of nonresidents* and *Capital gains and losses*.

**Credits.** The following annual credit is provided to all resident taxpayers for employment income.

Annual employment income		Annual tax credit
Exceeding	Not exceeding	
MNT	MNT	MNT
0	6,000,000	240,000
6,000,000	12,000,000	216,000
12,000,000	18,000,000	192,000
18,000,000	24,000,000	168,000
24,000,000	30,000,000	144,000
30,000,000	36,000,000	120,000
36,000,000	—	—

**Relief for losses.** No measures exist for the carryover of tax losses in Mongolia.

## B. Other taxes

**Wealth tax or net worth tax.** No wealth or net worth tax is imposed in Mongolia.

**Immovable property tax.** Immovable property tax (capital duty) is imposed annually on the value of property at a rate ranging from 0.6% to 2%, depending on the location of property in Mongolia. No immovable property tax is imposed during the development process of a property. This tax is not imposed until the property certificate is issued by the government.

The value of the immovable property is defined in accordance with the following sequence:

- The value of property that is registered with the property rights registration authority is the tax base.
- In the absence of a registered value, the insured value is the tax base.
- In the absence of an insured value, the value in the financial records is the tax base.

The owner of immovable property calculates the amount of tax due on the immovable property based on the valuation as of January of each year. An immovable property tax exemption applies to up to two apartments in the capital city and one in rural areas owned by an individual or legal entity.

**Inheritance and gift taxes.** Mongolia does not impose tax on inheritances or gifts.

## C. Social security

**Contributions.** In general, Mongolian citizens and foreign citizens employed on a contract basis by an economic entity undertaking activities in Mongolia are subject to a compulsory social and health insurance contribution that is required to be withheld by employers. This contribution is imposed at a flat rate of 11.5%. However, the employees' portion of the obligation is capped at MNT759,000 per month. The rate for the employers' portion of the contribution ranges from 12.5% to 14.5%, depending on the economic sector. No cap applies to employers. Social and health insurance covers pension insurance, unemployment insurance, health insurance, benefits insurance (provided if the employee loses his or her working capability for a short time period, goes on maternity leave or passes away), and industrial accident and occupational disease insurance.

Self-employed individuals may register as voluntary social and health insurance payers.

**Totalization agreements.** To provide relief from double social and health insurance and assure benefit coverage, Mongolia has entered into totalization agreements with a few countries, including Korea (South) and the Russian Federation.

## D. Tax filing and payment procedures

The tax year is the calendar year in Mongolia. Spouses are taxed separately, not jointly, on all types of income.

An employer (the withholder) is responsible for the filing and payment of personal income tax imposed on employment income. The withholder must file quarterly provisional withholding personal income tax returns by the 20th day of the month following the end of each quarter and an annual return by 10 February of the following year. The withholding tax payments are due by the 10th day of the following month.

Employees or other individuals are responsible for the filing and payment of the tax imposed on all income during the tax year. A tax return must be filed on an annual basis by 15 February of the following year. Tax withheld by the employer on employment income is available as a credit against the overall tax obligations.

Taxes on investment income (for example, dividends, interest and royalties) and certain other types of income are paid through a withholding system. Under this system, the payer is the withholding agent. Any other income not paid through the withholding agent must be included in the annual return and tax must be paid before the filing deadline.

Employers also must withhold monthly with respect to social and health insurance and submit a report by the fifth day of the following month on a monthly basis. Employers must transfer to the government each month the withheld amounts and their contributions.

## **E. Double tax relief and tax treaties**

Mongolia has entered into double tax treaties with the following jurisdictions.

Austria	Hungary	Russian
Belarus	India	Federation
Belgium	Indonesia	Singapore
Bulgaria	Kazakhstan	Switzerland
Canada	Korea (North)	Türkiye
China Mainland	Korea (South)	Ukraine
Czech Republic	Kyrgyzstan	United Kingdom
France	Malaysia	Vietnam
Germany	Poland	

## **F. Temporary visas**

In general, 31 different types of Mongolian visas can be issued to foreign citizens by authorized Mongolian organizations. These visas enable such persons to enter Mongolia for different purposes. In addition, since 1 June 2021, Mongolia is issuing online visas to visitors. A single-entry temporary visa for touristic and business purposes may be granted for up to 90 days for a fee that varies from jurisdiction to jurisdiction. Additional fees are charged for urgent visas.

Citizens of the following jurisdictions do not require a visa to enter Mongolia for the stated period:

- Argentina: 90 days for all types of passports
- Belarus: 90 days for all types of passports
- Brazil: 90 days for all types of passports
- Canada: 30 days for all types of passports
- Chile: 90 days for all types of passports
- Ecuador: 90 days for all types of passports

- Germany: 30 days for all types of passports
- Hong Kong Special Administrative Region (SAR): 14 days for all types of passports
- Israel: 30 days for all types of passports
- Japan: 30 days for all types of passports
- Kazakhstan: 90 days for all types of passports
- Korea (South): 90 days for all types of passports
- Kyrgyzstan: 90 days for all types of passports
- Laos: 30 days for all types of passports
- Macau SAR: 90 days for all types of passports
- Malaysia: 30 days for all types of passports
- Maldives: 30 days for all types of passports
- Paraguay: 90 days for all types of passports
- Peru: 90 days for all types of passports
- Philippines: 21 days for all types of passports
- Russian Federation: 30 days for all types of passports
- Serbia: 90 days for all types of passports
- Singapore: 30 days for all types of passports
- Thailand: 30 days for all types of passports
- Türkiye: 30 days for all types of passports
- Ukraine: 90 days for all types of passports (with official invitation)
- United Arab Emirates: 30 days for all types of passports
- United States: 90 days for all types of passports
- Uruguay: 30 days for all types of passports
- Uzbekistan: 30 days for all types of passports
- Vietnam: 30 days for all types of passports

### **G. Work visas and residency visas (and/or permits)**

For traveling to Mongolia for the purpose of business, the following types of visas are available:

- B visa (investor visa)
- C visa (work visa)

The above visas should be obtained from a Mongolian embassy or consul before traveling to Mongolia.

Under the regulation for granting a Mongolian visa, the investor and work visa types are classified into different purposes. There are 11 general different types of work visas depending on the field in which the visa applicant wishes to work. There are three types of investor visas that can be granted to the applicant. For example, a B1 visa can be issued to foreign investors while a B1-1 visa can be issued to a dependent person of the foreign investor of a foreign-invested legal entity. If the visa applicant is a representative of a foreign investor or executive management of the foreign-invested legal entity, the applicant can apply for a B2 visa.

Under the general framework of 11 types of work visas, there are 20 types of detailed work visas that can be issued to an applicant. An applicant who wishes to work in Mongolia can only work in a field in which the specific work visa type is granted. For example, if an applicant who obtains a C8 visa that is specified as “work in a health sector” works in the agriculture field, that will be considered a breach and subject to sanction. In addition to the C visa, a work permit from the General Department of Labor and Welfare Services and a long-term residency permit from the Immigration Agency of Mongolia must be obtained to

work in Mongolia. A single-entry C visa and a temporary work permit must be obtained before traveling to Mongolia. Once foreign nationals are in Mongolia, the process for obtaining the necessary work and residency permits begins. It is imperative for foreign nationals to remain within Mongolia while their documentation is being processed, as departing Mongolia during this period would require them to start the visa application over.

A temporary visitor can stay in Mongolia up to 90 days. In addition, for the purpose of encouraging tourism, a daily tourism visa can be obtained at the border only for tourists who are in the border zone.

In summary, under the new regulation for Mongolian visas, the individual applies with respect to the dedicated field in which he or she wishes to work in Mongolia.

## **H. Family and personal considerations**

**Dependent person.** Family members and other affiliated people may accompany an employee by obtaining dependent-person visas simultaneously with the main applicant, provided they present proof of their relationship or affiliation. For investor and work visas, there are specific types to be granted to a dependent of the main applicant. For example, if a dependent person of a foreign investor wishes to enter Mongolia, such dependent person will apply for a B1-1 visa. According to a newly enacted amendment to the immigration law of Mongolia, a dependent person includes a foreign citizen's husband, wife, partner, father, mother, grandparents and children.

**Marital property regime.** Mongolia has a community property regime, which applies only to the property of spouses acquired during the marriage. Property acquired before the marriage is considered the separate property of the respective spouse.

**Driver's permits.** Foreign nationals may not legally drive in Mongolia using their home country driver's licenses. However, a foreign national holding a valid driver's license or an international driving permit issued by a member country of the Vienna Convention on Road Traffic is authorized to operate a vehicle of the corresponding category for a period of one year following his or her entry into Mongolia.

# Montenegro, Republic of

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## A. Income tax

**Who is liable.** Residents are subject to tax in Montenegro on their worldwide income. Nonresidents are subject to tax on Montenegrin-source income.

Individuals are considered to be residents for tax purposes if they have a domicile, residence or center of business and vital interests in Montenegro or if they spend more than 183 days in Montenegro within a tax year, which corresponds to the calendar year. In addition, Montenegrin individuals seconded abroad by a resident employer to operate in the name and on behalf of the employer or an international organization are also considered resident.

**Income subject to tax.** Tax is levied on the types of income described below.

*Employment income.* Salary from permanent or temporary employment, benefits received in money and in kind, paid leave, and other employment remuneration is not taxable up to EUR700, while salary tax is payable at a rate of 9% on income from EUR700.01 to EUR1,000 and 15% on income from EUR1,000.01.

*Self-employment income.* Tax is levied on the net earnings of self-employed individuals at a rate of 9% on income from EUR8,400.01 to EUR12,000 and 15% on income from EUR12,000.01. For this purpose, taxable income is accounting profit adjusted in accordance with the tax regulations. Lump-sum tax is levied if self-employed individuals realize or plan to realize turnover below EUR18,000 (starting from 1 January 2025, the threshold will be EUR 30,000). If an individual realizes income from self-employment that is not his or her principal business activity, a standard deduction in the amount of 30% of realized income is allowed in calculating the income tax (unless actual expenses are documented).

*Investment income.* Tax is imposed at a rate of 15% on the following types of investment income derived by residents and nonresidents:

- Interest
- Dividends and profits participations

- Participation in profits of employees and board members (monetary payments or payments in shares)
- Use of a company's property or services by its owners and co-owners for personal purposes

Income from property leasing derived by residents and nonresidents is taxed at a rate of 15%. A standard deduction of 30% may be claimed with respect to this income. As an exception, a 50% deduction is allowed for income received from leasing apartments, rooms and beds in the tourism industry if the sojourn tax has been paid, and a 70% deduction is allowed for income received from leasing apartments, rooms and beds in the tourism industry to tourist agencies and local tourist organizations if an average capacity utilization was achieved for a period of 60 days per year.

The income payer withholds at source the above taxes on investment income.

**Capital gains.** Capital gains derived by individuals are taxed at a rate of 15%.

**Rates.** For Montenegrin tax resident individuals, 9% and 15% rates apply to worldwide income. The same rates apply to income realized in Montenegro by nonresident individuals.

**Surtax.** Municipalities are entitled to impose a surtax on salaries, self-employment income, income from property and property rights, as well as on investment income of individuals residing in their territory. The surtax is imposed at a rate of 10% in the city of Budva, 15% in the cities of Cetinje and Podgorica, and 13% in other municipalities.

**Relief for losses.** Losses incurred in self-employment activities may be carried forward for up to five years.

## B. Other taxes

**Real estate tax.** Each legal entity or individual owning real estate in Montenegro on 1 January is considered to be a taxpayer for that calendar year with respect to the real estate located in Montenegro. Real estate tax rates range from 0.25% to 1%.

**Transfer tax.** Transfers of ownership of land and buildings located in Montenegro are subject to a progressive tax rate of 3%, 5% and 6% transfer tax, depending on the value of the real estate, which is payable by the acquirer. This tax rate also applies to inheritances and gifts of real estate.

## C. Social security and other contributions

**Contributions.** Social security tax is imposed on salaries received by individual employees. The employee and the employer each pay contributions to the following funds and organizations at the rates indicated.

Fund or organization	Employer %	Employee %
Pension and Disability Fund	0.0	10.0
Unemployment Fund	0.5	0.5

Contributions to the Pension and Disability Fund at a rate of 10% (for individuals without any other insurance) are payable by individuals on income received under contracts relating to royalties, services, additional work, agency and sports, as well as under similar contracts involving the payment of remuneration for services performed.

The maximum annual social security contribution base is set at EUR61,519 for 2023 (the maximum base for 2024 has not yet been published).

Expatriate employees must pay social security contributions if they are not insured in their home countries or if provided in totalization agreements applied by Montenegro.

**Coverage.** An employee who pays Montenegrin social security contributions is entitled to various benefits, including health insurance for the employee and dependent family members, disability and professional illness insurance, unemployment allowances, pension payments and other benefits.

**Totalization agreements.** To prevent double taxation and to assure benefit coverage, the Republic of Montenegro currently applies social security totalization agreements with the jurisdictions listed below. The following is a list of the signatories of the totalization agreements that Montenegro currently applies.

Austria	France	Poland
Belgium	Germany	Serbia
Bosnia and Herzegovina	Hungary	Slovak Republic
Bulgaria	Italy	Slovenia
Croatia	Luxembourg	Sweden
Czech Republic	Netherlands	Switzerland
Denmark	North Macedonia	Türkiye
	Norway	United Kingdom

#### D. Tax filing and payment procedures

The tax year is the calendar year.

Annual tax returns must be filed by the end of the April of the year following the tax year. Residents should file the annual tax return for self-employment income (unless the tax is payable as a lump sum), income from property and property rights, capital gains and income from abroad. Nonresidents are required to file annual tax returns for the income that is not subject to tax withholding. Withholding tax is levied on most types of income, including salaries. Individuals who receive income from abroad should submit the tax form and pay tax within five days after receiving the income.

#### E. Double tax relief and tax treaties

The Montenegrin government has rendered a decision providing that Montenegro recognizes tax treaties signed by the former Republics of Yugoslavia and Serbia and Montenegro until new tax treaties are signed. Although Montenegro professes to honor the tax treaties entered into by the former states of which it had been a part, the full applicability of these treaties must be confirmed by the other contractual state because Montenegro applies



these treaties unilaterally. The following is a list of the jurisdictions with which Montenegro has tax treaties in force.

Albania	Germany	Poland
Austria	Hungary	Portugal
Azerbaijan	India	Romania
Belarus	Iran	Russian
Belgium	Ireland	Federation
Bosnia and Herzegovina	Italy	Serbia
Bulgaria	Korea (North)	Slovak Republic
China Mainland	Kuwait	Slovenia
Croatia	Latvia	Sri Lanka
Cyprus	Malaysia	Sweden
Czech Republic	Malta	Switzerland
Denmark	Moldova	Türkiye
Egypt	Monaco	Ukraine
Finland	Netherlands	United Arab
France	North Macedonia	Emirates
	Norway	United Kingdom

## F. Temporary visas

Valid passports and visas are required to enter Montenegro for foreign nationals of many countries.

Foreign nationals from countries with which Montenegro has a visa-free regime (for example, citizens of the European Union [EU], Australia, Canada, the United Arab Emirates and the United States) may remain in the country for 90 days in a six-month period if they have a valid passport. All other foreign nationals need to obtain a visa prior to entering Montenegro.

Travelers with a valid Schengen visa, a valid visa from the Republic of Ireland, the United Kingdom or the United States, or a residence permit in those countries may enter and stay or cross the territory of Montenegro for up to 30 days or until the visa expires if the visa validity period is shorter than 30 days.

Holders of travel documents issued by EU Member States, Australia, Canada, Iceland, Japan, New Zealand, Norway, Switzerland and the United States, pursuant to the 1951 Convention on the Legal Status of Refugees or the 1954 Convention relating to the Status of Stateless Persons, as well as holders of travel documents for foreigners, can enter, cross over the territory and stay in Montenegro for up to 30 days without a visa. Such individuals may enter Montenegro for non-work purposes; however, if they need to apply later for a residence and work permit, they would need to first obtain a visa.

## G. Residence and work permits

**Single/Unified Permit.** A Single/Unified Permit can be issued to a foreign national who intends to stay in Montenegro longer than 90 days if the foreign national satisfies certain conditions, such as the following:

- He or she has sufficient funds to support himself or herself.
- He or she has health insurance.
- He or she has available accommodations.

The above list is not final and may be adjusted at the authorities' request, based on each specific case.

The issuance of a Single/Unified Permit is subject to the approval of the immigration authority. The permit is granted for a duration of up to one year, and it may be extended. Obtaining a Single/Unified Permit can take up to 15 days.

**Visa D.** Foreign nationals from countries with which Montenegro does not have a visa-free regime need to obtain a visa prior to entering Montenegro.

There is an application for the Visa D for a longer stay and work of up to 180 days. The Visa D is issued abroad in the jurisdiction where the applicant resides (by the embassy or Consulate General of Montenegro in that jurisdiction) prior to entering Montenegro.

**Digital Nomad Visa.** Digital nomads are able to regulate their stay and perform work in Montenegro based on the appropriate immigration permit. As per Montenegrin legislation, the issuance of a Digital Nomad Visa takes up to 15 days. However, in practice the procedure lasts approximately 40 days, which is expected to be reduced in the future. Once granted, it allows the individual to stay in Montenegro for two years. On the other hand, the Visa D process lasts from 10 to 30 days, and allows up to 180 days of stay in Montenegro, after which the Single/Unified Permit process may be initiated.

**Permanent residence permit.** A permanent residence permit can be granted to a foreign national if he or she has spent at least five years continuously in Montenegro on the basis of a temporary residence permit (or less than five years under specific conditions) or on the basis of recognized refugee status or approved additional protection.

## **H. Certificate of confirmation of work**

For certain types of work, a work permit is not required. However, the foreign national must obtain a certificate of confirmation of work and may not stay in Montenegro for more than 90 days in a one-year period.

Obtaining a confirmation of work can take up to seven days.

## **I. Family and personal considerations**

Work permits are not automatically granted to the family members of a foreign national who receives a work permit. However, family members have priority in the process of the issuance of new work permits.

# Morocco

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*This chapter has been updated based on tax measures contained in the 2025 Finance Law.*

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## A. Income tax

**Who is liable.** Under Morocco domestic law, residents of Morocco are subject to tax on their worldwide income. Individuals resident in Morocco must pay tax on their employment income, regardless of where the services are performed or the employer is located. Nonresidents are subject to tax on their Morocco-source income only.

Individuals are considered resident in Morocco if they meet any of the following conditions:

- They maintain their home in Morocco.
- They maintain the center of their activities (vital interests) in Morocco.
- They are present in Morocco for at least 183 days during a period of 365 days.

### Income subject to tax

*Employment income.* Taxable employment income includes total compensation after deductions of business expenses and employees' social security contributions. Compensation includes indemnities and emoluments, pensions, benefits in cash and in-kind, such as bonuses and the market value of fringe benefits. The following types of income are exempt from income tax:

- Family allowances
- Workers' compensation payments for industrial accidents or death
- Specific allowances for professional expenses if they correspond to actual expenses incurred for professional purposes and are not covered by the flat-rate deduction for business expenses provided by the Moroccan Tax Code
- Voluntary departure pay, severance pay and any damages awarded in the event of dismissal within the limits provided by the Labor Law up to MAD1 million
- Alimony payments received
- Supplementary pension, with a minimum contract duration of eight years, received if the contributions are not deductible in determining taxable income
- Compensation for pregnancy leave

- Literary and art awards amounting to a maximum of MAD100,000 per year
- Premiums and benefits granted to employees as tourism vouchers
- Invalidity pensions paid to service persons and their successors starting from January 2020]
- Allowances awarded to trainees up to a maximum of MAD6,000 per month for 12 months
- Pensions and retirement revenues paid under primary pension regulations
- Remuneration and similar income paid by Fédération Internationale de Football Association (FIFA; “International Federation of Association Football” in English) representations in Morocco to their staff who do not have Moroccan nationality

The 2021 Finance Law provides for the exemption of salaries paid by employers to employees newly hired during the period starting 1 January 2021 and ending 31 December 2022 for a period of 36 months from the date of hiring. The 2023 Finance Law extended until 31 December 2026 the 36-month exemption from income tax, applicable to employees at their first recruitment. Such exemption is subject to the following conditions:

- The employee must be hired under an open-ended contract.
- The employee’s age must not exceed 35 years old.

In addition, for the period of 1 January 2015 through 31 December 2026, gross salary capped at MAD10,000 per month paid by newly created companies during the 24 months starting from their incorporation to employees (up to a maximum of 10 employees) hired under unlimited duration contracts is exempt from tax. This exemption is granted for 24 months, starting from the employee’s hiring date.

*Self-employment and business income.* Self-employed individuals are divided into two taxable categories, depending on the nature of their activities. They may be taxed on commercial and professional income or on agricultural income.

Individuals earning agricultural income and generating annual turnover of less than MAD5 million with respect to such income are permanently exempt from income tax.

However, if the income derived from agricultural farms is less than MAD5 million, the exemption mentioned above is granted only if such income has remained under this amount for three consecutive years.

Self-employed individuals’ services providers subject to individual income tax fall into the following three categories:

- Unique professional contribution (CPU) regime
- Auto-entrepreneurs regime
- Actual Net Income (RNR) or Simplified Net Income regime (RNS)

The taxable income for individuals whose professional income is determined according to the CPU and auto-entrepreneurs regimes is computed based on annual turnover. The tax base for self-employed individuals subject to the RNR or RNS regime is computed in the same manner as the tax base for corporations. Taxable income equals the difference between gross income and

expenses incurred for the performance of the activity during the calendar year.

Self-employed individuals may elect for the CPU regime if annual turnover does not exceed the following amounts:

- MAD2 million for commercial, industrial and artisanal activities
- MAD500,000 for service activities

The 2021 Finance Law provides for the replacement of the fixed taxation regime by a contribution regime to be known as “the unique professional contribution.”

Under this regime, the tax base remains the same as the one used for the fixed taxation system detailed above. The contribution is computed at a 10% rate applied to realized annual or quarterly turnover.

Individuals will also be liable to the payment of the following complementary taxes.

<b>Amount of income tax MAD</b>	<b>Quarterly surplus of tax MAD</b>	<b>Annual surplus of tax MAD</b>
Lower than 500	300	1,200
500 to 1,000	390	1,560
From 1,001 to 2,500	570	2,280
From 2,501 to 5,000	720	2,880
From 5,001 to 10,000	1,050	4,200
From 10,001 to 25,000	1,500	6,000
From 25,001 to 50,000	2,250	9,000
Above 50,000	3,600	14,400

The 2021 Finance Law also provides that the benefit from the unique contribution regime does not apply to individuals exercising professional activities or services defined by regulation.

For capital gains and indemnities, the applicable income tax rate under this regime is 20%.

In addition, the 2014 Finance Law instituted a new regime for “auto-entrepreneurs,” which can be elected by self-employed individuals, if the following conditions are satisfied:

- Annual turnover does not exceed MAD500,000 for commercial and industrial activities and crafts or MAD200,000 for service providers.
- The “auto-entrepreneur” registers with Morocco social security.

The 2020 Finance Law excluded taxpayers subject to the fixed taxation system (unique contribution starting from 2021) and auto-entrepreneurs from the scope of certain accounting obligations, mainly the following:

- Bookkeeping
- Establishing inventories
- Having a computerized invoicing system
- The layout of issued invoices
- The possession of an electronic address

For the rates under the “auto-entrepreneur” regime, see *Rates*.

*Investment income.* Prior to the 2023 fiscal year, dividends paid to nonresidents were subject to a 15% withholding tax under Moroccan domestic law.

The 2023 Finance Bill introduced a measure providing for the decrease of the withholding tax rate on dividends from 15% to 10% progressively over four years according to the following schedule:

- 13.75% for benefits arising from fiscal years beginning on 1 January 2023
- 12.50% for benefits arising from fiscal years beginning on or after 1 January 2024
- 11.25% for benefits arising from fiscal years beginning on or after 1 January 2025
- 10% for benefits arising from fiscal years beginning 1 January 2026 and onward

However, the 2025 Finance Bill amended the applicable withholding tax rates on dividends, according the following schedule:

- 12.50% for benefits distributed starting from fiscal years beginning on or after 1 January 2025
- 11.25% for benefits distributed starting from fiscal years beginning on or after 1 January 2026
- 10% for benefits distributed starting from fiscal years beginning on or after 1 January 2027

Dividends received from nonresident companies are subject to the provisions of applicable double tax treaties. Otherwise, they are subject to income tax in Morocco at a rate of 15%.

Interest paid by banks or companies to Moroccan resident individuals is subject to a 30% final withholding tax, excluding individuals subject to RNS or RNR. The interest is not subject to any further income tax.

Interest, technical assistance fees, rental fees for equipment and royalties paid to nonresident individuals or foreign entities are subject to a 10% final withholding tax, subject to the provisions of applicable double tax treaties. Dividends paid to nonresidents are subject to the provisions of applicable double tax treaties. Otherwise, they are subject to the aforementioned withholding tax rates applied for dividends paid by Moroccan entities.

*Directors' fees.* If a director has managerial powers, directors' fees are considered to be employment income and are taxed at the usual income tax rates described in *Rates*. Directors' fees derived by individuals who do not hold salaried positions with the company are subject to withholding tax at a rate of 30%, which is not a final tax, and is then reported in the annual tax return and taxed at the regular income tax rates, with deduction of the tax withheld.

**Taxation of employer-provided stock options.** Employees exercising stock options may benefit from the difference between the price of the shares on the vesting date and the exercise price. Instead of constituting additional salary, the realized profit is composed of an exempt portion and capital gain that is not taxed until the transfer date.

This exemption is subject to the following conditions:

- The difference between the vesting price and exercise price may not exceed 10% of the share value at the date of vesting. Any excess is considered salary and is subject to income tax.
- The sale of the shares may not occur within a three-year non-availability period beginning with the exercise date.

This exemption is provided only for stock options issued by Moroccan companies.

Stock options, free shares or any other process to buy shares granted by Moroccan companies to their managers and employees, or granted by companies not resident in Morocco to managers and employees employed by Moroccan companies or branches of the nonresident companies, must be declared by the Moroccan entity in its annual salary return filed before 1 March of the year following the year of the acquisition or of the distribution of the shares.

**Stock saving plans and company saving plans.** Gains (interest or profit from sales) derived from stock saving plans and company saving plans benefit from exemption provided that contributions and capitalized revenues are maintained during at least five years and the total amount of contributions does not exceed MAD2 million.

**Capital gains.** Gains derived from the sale of real property held by an individual are subject to the tax on real estate profits at a 20% rate.

The minimum tax is 3% of the transfer price. However, gains derived from the sale of real property amounting to a maximum of MAD140,000 per year are exempt.

Individuals will also be liable for the payment of the following complementary taxes.

Amount of income tax MAD	Quarterly surplus of tax MAD	Annual surplus of tax MAD
Lower than 500	300	1,200
500 to 1,000	390	1,560
From 1,001 to 2,500	570	2,280
From 2,501 to 5,000	720	2,880
From 5,001 to 10,000	1,050	4,200
From 10,001 to 25,000	1,500	6,000
From 25,001 to 50,000	2,250	9,000
Above 50,000	3,600	14,400

Capital gains derived by resident individuals from the sale of shares of resident companies are taxed at a rate of 15% for listed shares and 20% for unlisted shares. Capital gains derived from the sale of shares of nonresident companies are taxed at a rate of 20%. Capital gains derived from the transfer of an individual's business assets, including real property, are taxed at the same rates as ordinary income.

Capital gains derived from the contributions of securities held by an individual in companies to a holding resident company subject

to corporate income tax benefit from exemption. However, in the event of a future partial disposal of the securities, individuals must pay the tax related to the capital gain resulting from the contribution transfer, in the proportion of the securities sold.

Starting from January 2020, buildings and real property rights that are registered in the name of individuals and transferred to associations recognized as being of public utility benefit from tax exemption on the capital gain if the transfer by the individual is performed for free.

**Games of chance gains.** The 2025 Finance Law provides that foreign online game of chance gains will be subject to withholding tax at a rate of 30%.

**Rental income taxation.** Gross property income of MAD120,000 or more is subject to individual income tax at 15% (without exemption from filing requirements). This amount is declared as part of overall income, after deduction of a 15% withholding tax.

From 2025, it is proposed to offer the possibility of opting for taxation of this income at 20% (regardless of the amount with exemption from filing requirements).

## Deductions

*Deductible expenses.* The following expenses are deductible:

- Professional expenses if they are not covered by the flat-rate deduction for business expenses provided by the Moroccan Tax Code, which are deductible according to the following rules:
  - 25% for gross annual taxable income exceeding MAD78,000, without this deduction exceeding MAD35,000
  - 35% for gross annual taxable income less than or equal to MAD78,000
- Social security contributions.
- Pension contributions withheld from gross wages up to 50% of net taxable salary, but pension contributions paid abroad by foreign nonresident employees may be deducted only up to the amount corresponding to the contribution rate for other company employees.
- Contributions to employer-subscribed group medical insurance.
- Interest payments or rental margin (tax regime for Ijara Mountahia Bitamlik [IMB] introduced by 2016 Financial Law), for the cost of the acquisition or construction of a building or the renovation of a taxpayer's principal residence, if the employer withholds the payments directly from gross remuneration.
- A 70% deduction is applied before taxation of pensions for the pension amount up to MAD168,000. A 40% deduction is applied for the pension amount that exceeds MAD168,000.
- A 50% deduction is applied before taxation of artists' fees subject to withholding tax of 30%.
- A 50% deduction is applied before taxation of professional athletes' salary subject to a progressive rate.

*Personal deductions and allowances.* The following tax credits are granted:

- MAD500 for each dependent, up to a maximum of six
- 80% of the income tax due on foreign-source retirement pensions received in non-convertible dirhams



**Business deductions.** In general, deductible expenses for commercial, professional and agricultural activities are similar. They include depreciation and general expenses incurred for business purposes, including personnel and social security expenses, certain taxes, rental and leasing expenses, and financial charges. Depreciation of business assets is deductible if it is recorded annually in the accounts and relates to assets shown in the balance sheet. The rates of depreciation depend on the nature of the assets that are used.

After net income for each category of income is aggregated, the following expenses are deductible:

- Interest payments or rental margin (tax regime for IMB), up to 10% of taxable income, on loans taken out by the taxpayer for the acquisition or construction of a principal home
- Gifts to charitable organizations known as public utility associations
- Contributions to a long-term retirement pension (more than eight years) payable after 45 years of age, up to 10% of taxable global income

**Rates.** Tax liability is determined by applying the progressive rates for each bracket to taxable income.

The following are the rates of income tax.

Taxable income MAD	Tax rate %	Tax due MAD	Cumulative tax due MAD
First 40,000	0	—	—
Next 20,000	10	4,000	4,000
Next 20,000	20	10,000	14,000
Next 20,000	30	18,000	32,000
Next 80,000	34	22,000	54,000
Above 180,000	37	27,400	81,400

The following are the tax rates for the “auto-entrepreneurs” regime (see *Self-employment and business income*):

- 0.5% of the turnover that does not exceed MAD500,000 for commercial, industrial and crafts activities
- 1% of the turnover that does not exceed MAD200,000 for service providers

**Relief for losses.** In general, losses incurred in business and agricultural activities may be carried forward for four years to offset profits from the same category. Losses attributable to the depreciation of assets may be carried forward indefinitely.

## B. Other taxes

**Social Contribution to Solidarity.** The 2022 Finance Law provides for a Social Contribution to Solidarity, starting from 2022. The contribution applies to the following income of individuals:

- Professional income
- Agricultural income

For individuals, the above contribution is calculated on the basis of the net income (or incomes), which is equal to or greater than MAD1 million for the last closed fiscal year. The contribution is computed in accordance with the following table.

Amount of profit or income subject to contribution MAD	Rate of the contribution %
From 1,000,000 to less than 5,000,000	1.5
From 5,000,000 to less than 10,000,000	2.5
From 10,000,000 to less than 40,000,000	3.5
Above 40,000,000	5

The Social Contribution for Solidarity is applicable for 2022, 2023, 2024 and 2025 fiscal years.

Individuals subject to the Social Contribution for Solidarity must submit a declaration by electronic means, according to a model established by the administration, specifying the amount of income net of tax and the amount of the contribution relating to it, before 1 June of each year.

**Estate and gift taxes.** Estate and gift tax rates range from 1% to 6%, depending on the nature of the assets and operations and the relationship between the recipient and the deceased or the donor.

### C. Social security

Social security contributions, which are withheld by the employer, are based on gross compensation paid, including fringe benefits and bonuses.

Employer contributions are paid, and employee contributions are withheld and paid, monthly. The employer must pay 6.4% of gross monthly compensation for family allowances. For death pensions and for daily compensation for illness, disability and pregnancy leave, employers must contribute 8.6%, and employees 4.29%, of gross monthly compensation, capped at MAD6,000. In addition, the employer must pay 1.6% of gross monthly compensation as a contribution to the Moroccan office of staff training.

An additional contribution for “loss of employment indemnity” is payable. Employers must contribute 0.38%, and employees 0.19%, of the gross monthly compensation, capped at MAD6,000.

Contributions on monthly gross remuneration are payable for mandatory medical insurance. The contribution rates are 2.26% for employees and 4.11% for employers, except for companies exempted from this mandatory medical insurance, which pay at a rate of 1.85%. This exemption is provided for companies that were set up before 2005 and that are already contributing to private medical insurance.

### D. Tax filing and payment procedures

The tax year in Morocco for individuals is the calendar year. Moroccan residents must file annual general income tax returns before the following dates:

- 1 March following the end of the tax year (28 February or 29 February at the latest) for individuals who have professional income taxed under the fixed-taxation system (see Section A), and/or income other than professional income.
- 1 May following the end of the tax year (30 April at the latest) for individuals who have professional income taxed under the

real or simplified regimes. The related tax due, if any, is payable at the time of the filing.

- 1 April following the end of the tax year (31 March at the latest) for individuals receiving dividends and interest from abroad and/or realizing capital gains on the sale of securities from foreign sources. The related tax due, if any, is payable at the time of the filing.

Individuals subject to the unique contribution regime must file an annual return and pay the tax by 1 April of the following year.

The tax return indicates separately the various categories of income. If a taxpayer receives no income other than exempted agricultural income or employment income paid by one employer domiciled or established in Morocco, he or she is not required to file a return. Tax on employment income must be withheld by employers domiciled or established in Morocco.

Except for the cases listed above, income tax is computed by the tax administration and is payable on receipt of a tax assessment notice.

Taxpayers subject only to discharge rates are exempt from the requirement to file an annual general income tax return.

## E. Double tax relief and tax treaties

A taxpayer may deduct the amount of foreign income tax paid from Moroccan income tax payable on the foreign-source income if the individual can document that the foreign tax was paid and if a double tax treaty is in force between Morocco and the country in which such foreign income tax was paid. However, this tax credit may not exceed the Moroccan income tax imposed on the income subject to foreign tax.

Morocco has entered into double tax treaties that are in force with the following jurisdictions.

Algeria	Indonesia	Qatar
Austria	Ireland	Romania
Bahrain	Italy	Russian
Belgium	Japan	Federation
Benin	Jordan	Rwanda
Bulgaria	Korea (South)	Saudi Arabia
Cameroon	Kuwait	Senegal
Canada	Latvia	Serbia
China Mainland	Lebanon	Singapore
Côte d'Ivoire	Lithuania	Slovenia
Croatia	Luxembourg	Spain
Czech Republic	Madagascar	Switzerland
Denmark	Malaysia	Syria
Egypt	Mali	Tunisia
Finland	Malta	Türkiye
France	Netherlands	Ukraine
Gabon	North Macedonia	United Arab
Germany	Norway	Emirates
Ghana	Oman	United Kingdom
Greece	Pakistan	United States
Guinea	Poland	Vietnam
Hungary	Portugal	Zambia
India		

Morocco has double tax treaties that are not yet in force with Albania, Azerbaijan, Bangladesh, Burkina Faso, Congo (Democratic Republic of), Estonia, Ethiopia, Guinea-Bissau, Iran, Mauritius, São Tomé and Príncipe, South Sudan and Yemen.

It is negotiating double tax treaties with Angola, Gambia and Malawi.

Morocco has also entered into a tax treaty with the Arab Maghreb Union countries. The Arab Maghreb Union consists of Algeria, Libya, Mauritania, Morocco and Tunisia.

The treaties generally provide the following relief:

- Commercial profits are taxable in the treaty country where a foreign firm performs its activities through a permanent establishment.
- Dividends, interest and royalties are taxable in the treaty country where the beneficiary is a resident. Dividends are also subject to withholding taxes in the treaty country where the payer is a resident. These taxes may be offset against the tax due in the country of the beneficiary's residence.
- Employment income is taxable in the treaty country where the activity is performed, except for income from short-term assignments (less than 183 days) that is not borne by an entity of the treaty country where the activity is performed.

## F. Entry and tourist visas

Entry visas are required for foreigners from certain countries, including Egypt, Iran, Lebanon, Sudan and Syria. Nationals of the United States and Member States of the European Union (EU) are not required to obtain entry visas. The Ministry of the Interior determines the countries for which entry visas are required.

Generally, a tourist visa, which is valid for a period not exceeding three months, is the only type of temporary visa issued in Morocco. The Moroccan embassy or consulate in each country may provide information regarding the documents necessary for the application for the tourist visa.

## G. Work permits and self-employment

Foreigners are authorized to work in Morocco subject to the obtaining of certain authorizations.

**Expatriation.** A foreigner may conclude a local employment contract with an entity based in Morocco (either a Moroccan company or a fixed place of business of a foreign company). The foreigner should obtain the prior approval of the national employment agency, if required (Agence nationale de promotion de l'emploi et des compétences, or ANAPEC) and the Moroccan Ministry of Employment.

**Secondment by the foreign parent company to its Moroccan subsidiary or branch.** A foreigner should obtain the prior approval of the Ministry of Employment.

**Self-employment.** Expatriates may be self-employed if they set up independent companies or businesses in Morocco. They should

have valid work permits and residence permits to be self-employed. The minimum amount of share capital required to set up a company in Morocco depends on the form chosen (MAD300,000 for the incorporation of a PLC [*société anonyme*] and no required minimum share capital for the incorporation of an LLC [*société à responsabilité limitée*]).

## **H. Residence permits**

Residence permits are issued for a period of one to 10 years and may be renewed several times. The renewed residence permit is also valid for the same period.

To obtain a residence permit, the foreigner should file his or her application personally before the police authorities. In order to obtain the residence permit, the foreigner should submit several documents to the police authorities, such as a copy of his or her work permit issued by the Ministry of Employment, a lease agreement and a medical certificate issued by a Moroccan doctor, etc.

## **I. Family and personal considerations**

**Family members.** Family members who intend to reside with a foreigner in Morocco should also obtain a residence permit. The application for the residence permit for dependents may be made as soon as the foreigner has obtained his or her residence permit.

The spouse or dependents who intend to work in Morocco should independently apply for a work permit.

**Driver's permits.** The foreigner is authorized to drive with his or her foreign driver's license for a period of one year from the obtaining of his or her residence permit. After this period, the foreigner should obtain a Moroccan driver's license.

# Mozambique

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## A. Income tax

**Who is liable.** Residents of Mozambique are subject to tax on their worldwide income. Nonresidents are subject to income tax on income arising in Mozambique. Individuals are considered to be resident if they satisfy any of the following conditions:

- They stay physically in Mozambique for more than 180 days in a calendar year, regardless of whether the days are consecutive.
- They are physically in Mozambique for less than 180 days in a calendar year, but they maintain a residence in Mozambique under circumstances that indicate an intention to maintain and occupy the residence as a permanent residence.
- They perform functions of a public nature abroad for the Republic of Mozambique.
- They are crew members of a ship or aircraft that are at the service of entities that have their residence, head office or effective management in Mozambique.

Individuals must inform the tax authorities of their residence.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Income tax is levied on employment income paid in cash or in kind and is withheld on a monthly basis as a final tax.

*Directors' fees.* Directors' fees are taxed in the same manner as employment income.

*Self-employment income.* Individuals carrying out business activities independently, providing consulting services or engaging in technical, artistic or scientific projects are subject to tax on income derived from such activities.

*Investment income.* Investment income is subject to withholding tax at a rate of 20%. Resident taxpayers include investment income in their annual taxable income, which is subject to tax at

progressive rates (see *Rates*), and a credit is granted for the tax withheld. Investment income derived from shares listed on the Mozambican Stock Exchange, except for debt titles, is subject to a final withholding tax of 10%.

*Other income.* Other income is subject to withholding tax. Resident taxpayers include other income in their annual taxable income, which is subject to tax at progressive rates (see *Rates*), and a credit is granted for the tax withheld. Income from gambling is subject to withholding tax at a rate of 10% as a final tax.

**Taxation of employer-provided stock options.** Income derived from employer-provided stock options is taxed in the same manner as employment income on exercise of the options.

**Capital gains.** Capital gains are subject to tax that can vary from 10% to 32%.

The tax base for capital gains derived from the transfer of shares by resident taxpayers decreases according to the length of the holding period for the shares. It is taxed in the annual income tax return.

Capital losses may offset capital gains only.

**Exempt income.** The following items are exempt from income tax:

- Meal subsidies not exceeding the minimum salary in force
- Other allowances and similar payments that do not exceed the legally established limits
- Pensions
- Compensation received within the scope of a dismissal process

### Deductions

*Deductible expenses.* Expenses that may be deducted include compensation paid by the employee to the employer.

*Personal deductions and credits.* Annual income of MZN225,000 or less is not taxable.

The following amounts may be claimed as tax credits:

- MZN1,800 for each taxpayer
- MZN600, MZN900, MZN1,200 and MZN1,800, for one, two, three, or four or more dependent children, respectively

**Rates.** The following are the tax rates applicable to annual taxable income.

Annual taxable income		Rate %	Rebate MZN
Exceeding MZN	Not exceeding MZN		
0	42,000	10	—
42,000	168,000	15	2,100
168,000	504,000	20	10,500
504,000	1,512,000	25	35,700
1,512,000	—	32	141,540

**Tax credits.** In addition to the personal tax credits (see *Personal deductions and credits*), advance payments of tax and tax withheld at source may be claimed as a credit against annual tax due, except for income from employment which is subject to a final tax on a monthly basis.

A tax credit is also allowed for foreign taxes paid (see Section E).

**Relief for losses.** Losses incurred in business or professional activities may be carried forward and offset against profits from the same type of activities in the following five years. Losses may not be carried back.

**Nonresidents.** Nonresidents are subject to withholding tax on their income derived from work performed in Mozambique. The general rate of withholding tax is 20%. However, the rate is 10% for income derived from artistic work or social entertainment, gambling, competitions, lotteries and similar contests. The withholding tax is final for all income except for property income. Capital gains derived by nonresidents are subject to tax at a rate of 32%.

## B. Other taxes

**Property tax.** Municipal property tax is paid on an annual basis and is calculated at rates ranging from 0.2% to 1% of the total value of the property. The transfer of immovable property is subject to property transfer tax (SISA) or municipal property transfer tax at a rate of 2%.

**Inheritance and gift taxes.** Mozambique imposes inheritance tax and gift (donations) tax. Inheritance and gift tax is payable at rates varying from 2% to 10%, depending on the relationship of the heirs or beneficiaries to the deceased or donor.

## C. Social security

Social security contributions are payable monthly on salaries, wages, bonuses and other compensation income that is regular in nature, such as productivity premiums and housing allowances. The contribution rates are 4% for employers and 3% for employees. The employer withholds the employee contributions monthly. Resident foreign employees are exempt from social security contributions if they prove that they are contributing to a similar scheme in another country. Foreign employees may not be subject to social security under totalization agreements and according to specific employment conditions.

## D. Tax filing and payment procedures

The tax year in Mozambique for individuals is the calendar year.

Residents who only received employment income are not required to file annual tax returns. Residents earning other income may file their tax returns by 30 April of the year following the year in which the income was obtained and pay any balance of tax due by 30 May.

## E. Double tax relief and tax treaties

Resident individuals who derive income abroad may claim a tax credit for foreign tax paid, up to the amount of the tax due on such income in Mozambique.

Mozambique has entered into double tax treaties with the following jurisdictions.

Botswana	Mauritius	United Arab
India	Portugal	Emirates
Italy	South Africa	Vietnam
Macau SAR		



## **F. Temporary entry visas**

A valid passport and entry visa are required to enter Mozambique. South African and Zimbabwean passport holders are exempt from the visa requirement for entries of up to 30 days.

The legislation has been amended. The amended legislation provides that nationals of certain jurisdictions are exempted from obtaining a business/tourist visa in their home jurisdiction. However, the following are required upon arrival:

- Payment of an administrative fee (approximately USD10)
- Passport valid for a period not less than six months
- Return ticket
- Proof of accommodation

The following are the jurisdictions referred to in the preceding paragraph:

- Belgium
- Canada
- China Mainland
- Côte d'Ivoire
- Denmark
- Finland
- France
- Germany
- Ghana
- Indonesia
- Ireland
- Israel
- Italy
- Japan
- Korea (South)
- Netherlands
- Norway
- Portugal
- Russian Federation
- Saudi Arabia
- Senegal
- Singapore
- Spain
- Sweden
- Switzerland
- Ukraine
- United Arab Emirates
- United Kingdom
- United States

Mozambique offers the following types of temporary visas to foreign nationals:

- Transit visas, which are valid for a maximum of seven days.
- Student visas, which are valid for 12 months and are renewable.
- Tourist visas, which are single-entry visas valid for 30 days. These visas are renewable for up to an additional 90 days.
- Business visas, which are multiple-entry visas and allow the holder to remain in the country for up to 90 days.
- Residence/work visas, which are single-entry visas valid for 30 days and are extended for the duration of the work permit. These visas are provided outside Mozambique if the individual wants to enter Mozambique with the intention of residing or working.

A fee is payable for the issuance of each type of visa.

Tourist visas for citizens of countries where Mozambique does not have consular services may be obtained at the point of entry.

### **G. Work permits and self-employment**

Foreign nationals must obtain a work permit to work in Mozambique, which is valid for up to two years and is renewable. Companies may employ foreign nationals who do not require a work permit (through a communication to the Ministry of Labour) for the same period, up to a certain percentage of the total work force.

Foreign nationals may also be entitled to work in Mozambique on a short-term work permit that allows for work for up to 120 days in a calendar year.

Foreign nationals who are self-employed individuals, shareholders or representatives of shareholders in Mozambique must also obtain a work authorization in their personal capacity.

After the period of validity for a work authorization or work permit expires, an individual may reapply for such items.

Work visas are only valid for the period of duration of the work permit (maximum two years), with multiple entries.

### **H. Residence permits**

Precarious Residence Permit authorization is granted to foreigners who are not tourists, visitors or businesspersons and wish to remain in Mozambique for a period exceeding 90 days. This authorization is renewable annually.

Temporary residence permits are valid for a maximum period of one year and renewable for one-year periods. They are granted to foreigners who have had precarious residence for at least five years and to foreigners who enter the country for residence purposes.

Foreign nationals who reside in the country for more than 10 years may obtain permanent resident status, which is renewable every five years.

The following documents must be submitted with the application for residence permit for work:

- Completed application form
- Passport and a copy of the passport
- Medical certificate
- Work authorization issued by the Ministry of Labour
- Deposit with the immigration authorities of an amount equal to the value of the return ticket to the country of origin
- Applicant's criminal record issued within the preceding three months

In addition to the above, foreigners coming to work in the oil and gas and mining sectors require a pre-approval by the Minister of Foreign Affairs, based on the work permit and no objection from the ministry that supervises the respective sector of activity.

## I. Family and personal considerations

**Family members.** Entry visas and residence permits are granted automatically to family members of a foreign national who holds a valid work authorization or permit. However, an expatriate's spouse who is an employee must file an application for a residence permit through his or her employer.

**Marital property regime.** The default marital property regime in Mozambique is community property for assets acquired during the marriage. A prenuptial agreement may amend the default regime.

**Forced heirship.** Forced heirship rules apply in Mozambique, and a legal share of the estate automatically devolves to the surviving spouse, descendants, ascendants, brothers and their descendants and other relatives.

**Driver's permits.** Expatriates may not drive legally in Mozambique using their home country driver's licenses, except for driver's licenses from Southern African Development Community (SADC) Member States. Holders of residence permits must apply for local temporary driver's licenses.

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Michelle Kotze, *Immigration*

## A. Income tax

**Who is liable.** Individuals are taxed on employment and self-employment income at progressive marginal rates. Income tax is assessed only on income from sources within or deemed to be within Namibia and is generally not affected by the residence of the taxpayer.

### Income subject to tax

*Employment income.* Employment income is taxable in Namibia if it arises from a source within, or deemed to be within, Namibia. The place where the services are rendered generally determines the source of remuneration. Namibia extends to the territorial shelf and includes the exclusive economic zone for income tax purposes. However, income from services related to employment or a profession in Namibia is deemed to be from a Namibian source, regardless of where services are performed or payment is made. For example, income for services rendered during a temporary absence from Namibia by a person ordinarily resident in Namibia is subject to tax if the services are rendered for or on behalf of a Namibian employer.

Taxable employment income consists of salaries and bonuses, in cash or in kind, and fringe benefits, including the use of company vehicles, free housing and interest-free or low-interest loans.

*Self-employment income.* Capital and exempt receipts and allowable deductions are subtracted from gross income to arrive at taxable self-employment income, which is taxed with other income at the rates described in *Rates*.

Nonresident individuals who charge service fees (as defined) to Namibian residents are subject to a withholding tax on services at a rate of 10% or 25% of the gross amount paid to the nonresidents. The withholding tax rate may be reduced based on an applicable double tax treaty.

Services that are subject to withholding tax at a 10% rate include consulting fees, management fees, administration fees and technical fees paid to nonresidents.

Fees charged by nonresident entertainers, including artists and sportspersons and other nonresident persons receiving payments with respect to such types of activities, as well as directors' fees paid to nonresidents, are subject to withholding tax at a 25% rate.

*Investment income.* Interest and dividends from building societies received by a Namibian resident from anywhere in the world are deemed to be from Namibian sources and are taxable with other income at the rates set forth in *Rates*. An exception is made if the investment originates outside Namibia or is made for a business carried on outside Namibia and if the interest is taxed outside Namibia.

Interest earned by individuals from local commercial banks is subject to a 10% withholding tax. Interest income that is subject to this withholding tax is exempt from normal income tax.

The following types of income, among others, are exempt from tax:

- Interest from stock or securities issued by the government of Namibia or any local authority
- Interest from deposits in the Namibia Post Office Savings Bank
- Worldwide dividends accrued on ordinary and preference shares

The interest portion of distributions received from non-Namibian unit trusts is taxable in the hands of unit holders. Individuals are subject to tax on such portion at the marginal tax rate.

Namibian unit trusts must withhold tax on the interest portion of distributions to all investors other than Namibian companies at a rate of 10% on the interest portion of distributions to individuals and non-Namibian companies.

Rental income is aggregated with other income and taxed at the rates set forth in *Rates*.

In the absence of an applicable double tax treaty, nonresidents are subject to the following final withholding taxes:

- 20% nonresident shareholder's tax on dividends declared
- 10% tax on royalties, including payments for the use of or the right to use commercial, industrial or scientific equipment, paid to nonresidents
- 10% tax on consulting fees, management fees, administration fees, technical fees or fees of a similar nature
- 25% on entertainment fees or directors' fees
- 10% on interest payments from Namibian residents

*Directors' fees.* Namibian-source directors' fees are subject to tax with other income at the rates set forth in *Rates*. The source of the directors' fees is the location of the head office of the company of which the taxpayer is a director. This rule does not apply to remuneration for special services, which may be sourced where the services are rendered.

Directors' fees paid by a Namibian company to a nonresident are subject to a withholding tax of 25%. The withholding tax is a final tax, and the directors' fee income is not part of the recipient's Namibian taxable income.

*Restraint-of-trade payments.* Restraint-of-trade payments are specifically included in gross income even though the income is of a capital nature.

*Other income.* Partnerships are not treated as separate taxable entities. Partners are taxed on their share of net partnership income.

**Taxation of employer-provided stock options.** Namibian tax legislation does not specifically address the tax treatment of employer-provided stock options. In general, options are taxed at the time of vesting on the difference between the exercise price and the fair market value of the stock at the time of vesting.

**Capital gains.** Capital gains are generally exempt from tax in Namibia. A gain on the sale of shares in a company that holds a mineral mining or exploration license or shares in a company that holds a petroleum mining or exploration license is subject to tax at the marginal rate of tax that applies to the taxpayer. Similarly, a gain made on the sale of a mineral mining or exploration license or a petroleum mining or exploration license is also subject to tax at the marginal rate of tax that applies to the taxpayer.

### Deductions

*Deductible expenses.* Non-capital expenses incurred in the production of income are deductible. An annual deduction of NAD150,000 per person is allowed for total contributions made to approved retirement annuity funds, pension funds and provident funds (essentially Namibian registered funds) and premiums with respect to study insurance policies for children or stepchildren. Donations to registered welfare organizations and approved educational institutions are deductible if the recipient issues to the donor a certificate recording certain specified information.

*Business deductions.* Non-capital expenses incurred in producing taxable income are deductible.

**Rates.** The same progressive tax rates apply to all individuals. Income tax is levied at the following rates.

Taxable income	Tax rate	Tax due	Cumulative tax due
NAD	%	NAD	NAD
First 100,000	0	0	0
Next 50,000	18	9,000	9,000
Next 200,000	25	50,000	59,000
Next 200,000	28	56,000	115,000
Next 300,000	30	90,000	205,000
Next 700,000	32	224,000	429,000
Above 1,550,000	37	—	—

**Relief for losses.** A loss may be carried forward to the next year to be offset against income in that year. If a taxpayer carries a loss forward from the previous year and has no trading activities during a year of assessment, the loss is terminated and may not be carried forward into the following year; otherwise, the loss may be carried forward indefinitely. Losses may not be carried back.

With effect from years of assessment commencing on or after 1 March 2024, the amount allowed for set-off against current year taxable income is limited and loss carryforward rules are introduced.

With effect from years of assessment commencing on or after 1 March 2024, the balance of assessed loss incurred by the taxpayer in any previous year allowed for set-off against current year taxable income is limited to NAD1,000,000 or 80% of current-year taxable income before taking into account the provisions of the section allowing for the set-off of losses itself and Section 36 (dealing with allowances claimable in respect of mining-related exploration and development expenditure).

Losses incurred in other trades conducted alone or in partnership with others in the current year of assessment are also allowed for set-off limited to NAD1 million or 80% of current-year taxable income before taking into account Section 21 and Section 36.

Any balance of the assessed loss not utilized by virtue of the limitation is carried forward to the subsequent year for set-off.

With effect from years of assessment commencing on or after 1 March 2024, losses can no longer be carried forward indefinitely and the carryforward of losses is generally limited to five years or 10 years with respect to entities involved in the mining, petroleum and green hydrogen industries. The loss carryforward limitation is subject to the provisions of Section 21A that specifically deals with the ring fencing of losses from certain trades, as discussed below.

Losses from certain trades are ring fenced from income of individuals for years of assessment beginning on or after 1 March 2012 in any of the following circumstances:

- The taxable income of the individual for the year of assessment before taking the loss into account is at least NAD200,000.
- Losses have been incurred by the taxpayer from a trade in at least three of the most recent five years of assessment, including the current year (losses prior to the 2012 year of assessment are ignored).
- The taxpayer carried on a suspect trade listed in the Income Tax Act. Suspect trades include part-time farming, animal showing, rental income from letting property to relatives, sport activities practiced by the taxpayer, dealing in collectibles and betting.

## **B. Other taxes**

**Wealth tax or net worth tax.** Namibia does not currently impose wealth tax or net worth tax.

**Property tax.** The local authorities impose property taxes.

**Inheritance (or estate) and gift taxes.** Namibia does not impose estate tax or duties or donations tax.

**Transfer duties.** Transfer duties are payable by the transferee on the transfer of fixed property (land). The applicable rates depend on the identity of the transferee and the value of the property transferred. The following table sets out the rates payable by individuals with respect to agricultural land acquired with the assistance of the Agricultural Bank of Namibia under Section 5(a) or Section 5(c) of the Agricultural Bank Act, Act No. 5 of 2003.

Value of land		Rate
Exceeding NAD	Not exceeding NAD	
0	1,500,000	No duty payable
1,500,000	2,500,000	1% of the amount in excess of NAD1,500,000
2,500,000	—	NAD10,000 + 3% of the amount exceeding NAD2,500,000

The following table sets out the rates payable by individuals with respect to other land.

Value of land		Rate
Exceeding NAD	Not exceeding NAD	
0	1,100,000	No duty payable
1,100,000	1,580,000	1% of the amount in excess of NAD1,100,000
1,580,000	3,150,000	NAD4,800 + 5% of the amount exceeding NAD1,580,000
3,150,000	12,100,000	NAD83,300 + 8% of the amount exceeding NAD3,150,000
12,100,000	—	NAD799,300 + 11% of the amount exceeding NAD12,100,000

The transfer duty payable by any person other than a natural person including a trust, when acquiring land is 12% of the value of the property acquired.

### C. Social security

Employees under 65 years of age and all employers are subject to social security contributions. Employees must contribute 0.9% of monthly compensation, subject to a minimum of NAD2.70 and a maximum of NAD81 per month. Employers must contribute an amount equal to the employee's contribution. Self-employed individuals must contribute 1.8% of monthly compensation, limited to NAD162 per month.

In addition, a contribution to the Workers' Compensation Fund must be made for each employee earning less than NAD81,300 a year.

Namibia is not a party to any totalization agreement.

### D. Tax filing and payment procedures

The tax year in Namibia runs from 1 March to the end of the following February. In general, individuals must file annual tax returns by 30 June, unless an extension is granted. Husbands and wives are taxed separately in Namibia.

The Pay-As-You-Earn (PAYE) wage withholding tax system operates in Namibia. Individuals who earn only remuneration subject to PAYE and who are employed by the same employer throughout



the tax year are not required to file tax returns unless requested to do so by the Ministry of Finance. Individuals who earn remuneration that is not subject to PAYE (for example, travel allowances) must calculate their taxable income and tax payable, and must pay the tax owed by 30 June each year.

Individuals deriving annual income of NAD5,000 or more that is not subject to PAYE are considered provisional taxpayers and are required to make two provisional payments each year, one on the last weekday in August and one on the last weekday in February. Half of the year's estimated tax is due with the first provisional return, and the balance is due with the second return.

A penalty is imposed for underpayment of the first provisional tax payment if the payment is less than 40% of the final tax payable for the assessment year. This penalty is capped at the amount underpaid. A penalty is also imposed for the underpayment of the second provisional tax payment if the total provisional tax paid for the year is less than 80% of the final tax payable for the assessment year, with the penalty limited to the tax payable. A penalty of NAD100 per day is charged for each day the first or second provisional tax payment form is submitted late.

Any tax balance due is payable by 30 June each year if the taxpayer's income is received from employment only, for example, director's fees. If the taxpayer receives income from conducting a business, for example, as a sole trader, the balance of tax due is payable by 30 September each year.

The late payment of provisional tax carries a penalty of 10% per month or part of a month of the tax payable in addition to the penalties referred to above. Interest is payable at an annual rate of 20% per year if the final tax payments and the provisional payments are paid after the due dates.

All directors' fees, including fees payable to nonexecutive directors, are subject to PAYE. Such amounts constitute remuneration and are subject to PAYE under Paragraph two of Schedule two of the Income Tax Act.

## **E. Double tax relief and tax treaties**

A tax credit is available for direct tax and withholding taxes paid to foreign jurisdictions. The credit may not exceed the Namibian tax applicable to the underlying income.

Namibia has entered into double tax treaties with the following jurisdictions.

Botswana	Malaysia	South Africa
France	Mauritius	Sweden
Germany	Romania	United Kingdom
India	Russian Federation	

The treaties follow the model treaties of the Organisation for Economic Co-operation and Development (OECD).

Namibia is negotiating double tax treaties with Canada, Liberia, Seychelles, Singapore, Spain, Tunisia, Zambia and Zimbabwe.

## F. Temporary visas

All foreign nationals (bona fide tourists or business travelers) must obtain valid entry visas to enter Namibia, with the exception of nationals from the following jurisdictions.

Angola	Indonesia	Portugal
Armenia	Ireland	Russian
Australia	Italy	Federation
Austria	Japan	Seychelles
Azerbaijan	Kazakhstan	Singapore
Belarus	Kenya	South Africa
Belgium	Kyrgyzstan	Spain
Botswana	Lesotho	Sweden
Brazil	Liechtenstein	Switzerland
Canada	Luxembourg	Tajikistan
Cuba	Macau SAR	Tanzania
Denmark	Malawi	Turkmenistan
Eswatini	Malaysia	Ukraine
Finland	Mauritius	United Kingdom
France	Moldova	United States
Germany	Mozambique	Uzbekistan
Hong Kong	Netherlands	Zambia
SAR	New Zealand	Zimbabwe
Iceland	Norway	

Persons from the United Nations and the World Service Authority do not require valid entry visas to enter Namibia.

The government of Namibia issues visitors' visas, business visas, work permits and temporary or permanent residence permits.

*Visitors' visas.* Visitors' visas are issued to foreign nationals who intend to visit Namibia for recreational purposes only and are issued to visitors on arrival in Namibia. These visas are valid for up to 90 days and can be extended at a cost of NAD600 if the extension application is submitted within 14 days (weekends or holidays excluded) of the expiration date.

*Business visas.* Business visas are required for individuals who enter Namibia for business purposes. The business visa is now granted at the airport to individuals from visa-exempt jurisdictions but the individual must be in possession of a confirmed return air ticket. The business visa in Namibia is required for persons performing the following activities in Namibia:

- Looking for prospects to set up formal businesses in Namibia
- Exploring business opportunities
- Business persons attending meetings at subsidiaries of their parent companies
- Official government visits
- Attending conferences
- Attending corporate events (non-work) and meetings for which no remuneration is received
- Attending short training courses (not more than 90 days per year)
- Participating in sports events, expos and trade fairs

All of the persons performing the activities listed above must apply for a business visa unless they are from jurisdictions that have entered into a visa abolition agreement with Namibia.

Traders and street vendors, voluntary workers, and persons hired and remunerated in their jurisdictions but performing work in Namibia must obtain work visas.

On application, business visas may be granted for multiple re-entry. However, they must be obtained for each entry into the country for business purposes if a multiple re-entry visa was not originally granted.

The documentation required for a business visa consists of a copy of the passport (showing date of issuance, date of expiration and passport number), a completed visa form and a motivation letter (references from the employer) on a company's letterhead.

The visa fees increase from NAD1,200 to NAD1,600 per person as of 1 April 2024 for travelers from non-Africa Union (AU) Member States. Travelers from AU Member States who qualify for a visa on arrival pay NAD1,200 per person.

*Work visas and permits.* Work visas and permits are discussed in Section G.

### **G. Work visas (and/or permits) and self-employment**

Work visas are issued to persons who intend to work for up to six months in Namibia. Work visas can be issued for a three-month period and can be renewed for an additional three months.

The visa fees increase from NAD1,200 to NAD1,600 per person as of 1 April 2024 for travelers from non-AU Member States. Travelers from AU Member States who qualify for a visa on arrival pay NAD1,200 per person.

The documentation required for a work visa is the same as the documentation required for a business visa (see *Business visas*), except for the additional requirement of a police clearance certificate for a work visa.

Foreign nationals may accept employment in Namibia only if they enter the country with work permits and with temporary or permanent residence permits (see Section F).

Work permits are granted to foreign nationals seeking employment in Namibia and are valid for a duration determined by the Ministry of Home Affairs. The fee for a 12-month work permit is NAD2,500, while a 24-month work permit is NAD5,200. A multiple-entry visa permits an individual to enter and exit Namibia at will. Applicants must have valid work permits before commencing employment.

Work permits must be renewed three months before their expiration dates. They are valid only for the employment detailed in the application and are not transferable if the holder changes employment. A Change of Conditions permit must be obtained in these circumstances.

The following items, certain of which are standard forms obtainable from the Ministry of Home Affairs, must be submitted to acquire a temporary work permit:

- An application for a temporary work permit completed by the applicant
- Application for visa (for purpose of multiple re-entry)

- Motivation letter on the company's letterhead that indicates why the applicant's skills are required
- Work references from previous employers
- A copy of a marriage or divorce certificate, if applicable
- A copy of the applicant's passport (showing date of issue, date of expiration and passport number) and two photographs
- Copies of a diploma indicative of higher education or special training
- Completed standard medical certificate and radiological report forms obtained from the Ministry of Home Affairs
- Police clearance certificates from the country of origin and most recent jurisdictions where the applicant was previously employed
- A deed of surety completed by the employer promising to reimburse the government of Namibia for all expenses and costs incurred for the repatriation or deportation of the applicant
- Proof of advertisement of the position in two local newspapers for two weeks
- Trade union letter (if applicable)
- A minimum of three CVs from applicants for the position

A foreign national may establish a business in Namibia, but must be in the possession of a work permit or permanent residence permit before entering the country and beginning a business. To speed up the approval process, applications can be submitted through the Investment Centre if the investment will create employment (minimum five persons) that is sustainable. Houses are not considered an investment.

## **H. Residence visas and/or permits**

Temporary residence permits are issued together with work permits and are renewable on the same basis as work permits.

Subject to government approval, permanent residence permits are issued to foreign nationals after they have held a work permit or temporary residence permit for 10 years. The cost of the permanent residence permit is NAD20,000.

An applicant for a permanent residence permit must complete a standard permanent residence application, which must be accompanied by the following items:

- A photograph of the applicant
- Police clearances from Namibia, the country of origin and all foreign jurisdictions where the applicant previously worked
- A certified copy of the applicant's original birth certificate
- Standard medical and radiological reports from all previous jurisdictions of residence for longer than 12 months
- Marriage certificate or a final divorce certificate if applicable
- A death certificate of a late spouse if applicable
- A standard questionnaire form obtainable from the Ministry of Home Affairs detailing the training and experience of the applicant
- Copies of the highest educational, trade or professional certificates obtained
- The employment offer from the employer
- Proof of financial resources if applicants are self-employed or entering into business partnerships

## I. Family and personal considerations

**Family members.** The spouse of a work permit holder must file an independent application for a work permit if he or she will be employed in Namibia or for a temporary resident permit, which does not allow a person to work, if he or she does not intend to work in Namibia.

**Marital property regime.** Namibia has abolished the marital power provisions and, as a result, each spouse now has equal marital powers. The regime elected by the spouses at the time of marriage governs their conjugal relationship.

Interest income accruing to a jointly held bank account is deemed to belong one-half to each spouse.

**Forced heirship.** Namibia does not have a system of forced heirship.

**Driver's permits.** International driving permits are issued by the Automobile Association of Namibia in accordance with the terms of the International Convention relative to Motor Traffic of 1949 and to holders of valid driver's licenses issued in Namibia.

# Netherlands

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## A. Income tax

**Who is liable.** Residents are subject to income tax in the Netherlands on their worldwide income. Nonresidents are subject to tax on specific Netherlands-source income only.

Residence is determined based on all facts and circumstances. For Dutch residency, it is essential to determine whether the individual has a lasting tie of a personal nature with the Netherlands. For this purpose, specific circumstances (social, economic or legal) are not decisive; all personal ties are relevant. Simply being formally registered in the Municipal Personal Records Database

or a similar foreign database is not sufficient. Double tax residence is possible under certain conditions.

Subject to certain conditions, nonresident taxpayers living in the European Union (EU), Switzerland or one of the Member States of the European Economic Area (EEA), which are Iceland, Liechtenstein and Norway, can be taxed as a resident taxpayer of the Netherlands. Furthermore, the 30% facility (see *30% facility*) provides the option for residents of the Netherlands to be taxed as a “partial” nonresident taxpayer. This option will expire on 1 January 2025. Based on transitional law, this can be postponed to 1 January 2027 if the 30% facility was applied by 2023 at the latest.

**Income subject to tax.** Netherlands income tax is levied on three categories (boxes) of income. Each box has its own rules to calculate taxable income, its own tax rates and exemptions. In general, negative income from one box may not be offset against positive income from another box.

**Box 1 income.** Box 1 income includes employment income, business profits and income from a primary residence. Profits received from personal business operations, from independent personal services and from certain shares of partnership income are taxed as business profits.

Tax on income in Box 1 is levied at progressive tax rates, with a maximum tax rate of 49.5% on income over EUR75,518 (see *Rates*). Wage tax is levied throughout the year (pay-as-you-earn) on employment income and directors’ fees if a Dutch wage tax withholding agent is available. The wage tax paid serves as an advance payment of the final income tax payable. Penalty taxes for employers can apply for excessive severance payments (rate of 75%) and certain early retirement payments (rate of 52%).

*Employment income.* Employment income includes salaries, wages, pensions, stock options, bonuses and allowances (for example, home leave and cost-of-living). Housing allowances may be taxable in certain situations. Some allowances for expenses may be paid as a tax-free allowance, subject to certain limitations and restrictions. The system of tax-free employment benefits and allowances is embodied in the work-related costs scheme (in Dutch: *werkkostenregeling*; see *Deductions and allowances*). This scheme has a major impact on employment conditions policy as a whole. Expatriates may qualify for a special tax regime, the 30% facility. This facility exempts 30% of certain employment income from taxation (see *30% facility*).

Income and gains derived by private equity managers and other individuals from investments in which they are deemed to have a so-called “lucrative interest” is subject to the progressive income tax rates up to a maximum of 49.5% in a manner similar to entrepreneur income (the 30% facility is not applicable).

A nonresident individual receiving income from employment actually carried on in the Netherlands is subject to Dutch income tax. In certain situations involving multinational companies, the so-called 60-days rule applies. Under this rule, the Netherlands gives up its right to levy tax on employment income if the employee works in the Netherlands less than 60 days in any

12-month period. The Decree was updated in December 2023 and specifies that as of 1 January 2024 the 60-days rules can only be applied for “incidental” assignments only. A nonresident who is employed by a Dutch public entity is also subject to Dutch income tax, even if the employment is carried on outside the Netherlands, unless an applicable tax treaty indicates otherwise. A nonresident who is employed by a Dutch employer and is working in the Netherlands for part of the time may be liable to tax in the Netherlands on the full remuneration received from the employer. However, in this situation, tax treaties generally do not allow the Netherlands to tax income related to non-Dutch work-days.

*Self-employment income.* Annual profit derived from a business must be calculated in a consistent manner and in accordance with sound business practices. Annual profit is reduced by related business expenses, and taxable income is then determined by subtracting the deductions and the personal allowances described in *Deductions and allowances*.

A nonresident individual earning income from an enterprise carried on through either a permanent establishment or a permanent representative in the Netherlands is subject to Dutch income tax. Profits of a permanent establishment are calculated on the same basis as profits of resident taxpayers.

For the allocation of profit between a foreign head office and a Dutch permanent establishment, the permanent establishment is deemed, in principle, to be a separate entity dealing at arm’s length.

Developments are underway about the position of freelancers and other self-employed persons and their clients in the areas of employment law, tax law and social security law, as well as to combat “bogus” self-employment. These rules should be implemented by 1 January 2026. However, as of 1 January 2025, the Dutch tax authorities will start enforcing with respect to “bogus” self-employment. From then on, companies risk supplementary assessments for wage tax, social security contributions and fines if the contract with an (assumed) self-employed person turns out to be a (deemed) labor contract. Until 1 January 2025, the Dutch tax authorities will only enforce in the case of evident “bogus” self-employment.

*Directors’ fees.* Directors’ fees are treated as ordinary employment income.

An employee who is a 5% or greater shareholder is deemed to earn a salary of at least EUR56,000 a year. A lower amount may be taken into account for a shareholder who can prove that his or her actual salary at arm’s length is less than EUR56,000. However, if the tax authorities can prove that a salary at arm’s length would be higher than EUR56,000, the director’s salary must equal this salary at arm’s length (with a minimum of EUR56,000) and at least as much as 100% of the highest salary of other non-shareholder employees. These rules do not apply if the salary at arm’s length of the employee/shareholder does not exceed the amount of EUR5,000 a year.

A nonresident receiving income as a director of a company resident in the Netherlands is subject to Dutch income tax. Tax treaties entered into by the Netherlands generally grant the right to



tax this income in the resident country of the company that pays the directors' fees. Exemptions are made, among others, in the tax treaties with Switzerland, the United Kingdom and the United States.

For resident taxpayers (subject to income tax on their worldwide income) receiving income as a director of a company that is not resident in the Netherlands, double taxation is eliminated by either the tax exemption method (with progression clause) or the credit method. The Netherlands withdrew the approval to use the (more advantageous) tax exemption method instead of the credit method as of the 2023 tax year. As a result, in most cases, the credit method will apply to directors' fees.

*Approval of foreign pension schemes.* Expatriates in the Netherlands often want to continue their foreign pension scheme during the period they work in the Netherlands. The main rule is that the employee contributions to the foreign pension scheme are not tax deductible in the Netherlands and the employer contributions are taxable. However, a "corresponding approval" can be requested from the Dutch tax authorities. When the approval is granted, the employee contributions to the pension scheme are tax deductible and the employer contributions will not be taxable; for EU-pension schemes the treatment of the pension contributions is the same as the treatment in the country of origin. To receive a corresponding approval, several conditions need to be fulfilled. The approval procedure makes a distinction between EU and non-EU pension schemes. The corresponding approval can be received for the period of employment in the Netherlands but in principle no longer than five years (a longer period can be agreed upon in tax treaties).

*Precautionary tax assessment.* The Dutch tax authorities can impose a precautionary tax assessment on pension entitlements when an individual emigrates and ceases to be tax resident in the Netherlands. The payment of this tax is suspended for a period of 10 years. If certain forbidden transactions take place (for example, receiving the pension in a lump-sum payment) during the 10-year period, the precautionary tax assessment is collected. Otherwise, after 10 years, an individual can request that the tax inspector withdraw the assessment. The Dutch precautionary tax assessment has the potential to conflict with some tax treaties. In these situations, an appeal could be filed. The Netherlands is increasingly pursuing changes in its tax treaties regarding the taxation of pension income. In a deviation from the Organisation for Economic Cooperation and Development (OECD) Model Tax Convention, the state of source rather than the resident state may tax pension income. Readers should always check the applicable tax treaty and corresponding protocols and consult a tax professional.

*Income from a primary residence.* The owner of a primary residence is taxed on the deemed rental value of the residence which is determined based on the so-called "real estate valuation act," which aims to reflect fair market value. For dwellings with a value exceeding EUR75,000, in general, a rate of 0.35% applies to calculate the deemed rental value. For dwellings with a value exceeding EUR1,310,000, a rate of 2.35% applies on the excess.

Besides this taxable income from the primary residency, tax deductions related to the primary residency are available. For a period of up to 30 years, mortgage interest paid for the acquisition, maintenance or improvement of a primary residence is deductible for tax purposes from Box 1 income. Restrictions are imposed on the deduction of mortgage interest. One of the restrictions is that the mortgage should include at least an annuity scheme for paying off the mortgage; that is, there is a prohibition on interest-only mortgages. Annual installments must be made within a maximum of 30 years. Transitional rules apply to mortgages in existence before 2013. In general, the acquisition of a primary residence cannot be fully financed by a mortgage if a capital gain on the previous primary residence was realized within three years before the purchase of the new residence. In principle, income from a second residence is taxed as Box 3 income.

The mortgage interest is deductible against the basic tax rate of 36.97% in 2024.

**Box 2 income.** Box 2 income includes profits from a substantial shareholding, which is a shareholding of at least 5% of a certain class of shares of a company resident in or outside the Netherlands. Both capital gains and regular income (dividends) are taxed. As of 2024, the rate for Box 2 income consists of the following two tiers:

- 24.5% on the first EUR67,000 (EUR134,000 for tax partners) of income
- A rate of 33% on the excess

As of 1 January 2025, the rate for the upper tier will be reduced from 33% to 31%.

Nonresidents are taxable on capital gains and regular income from a substantial interest in a company resident in the Netherlands.

**Box 3 income.** Box 3 income consists of income from savings and investments, including shares and bank accounts (excluding the value of loans with respect to a primary residence) and income from savings accounts maintained outside the Netherlands. Nonresident taxpayers are only taxable on the net value of real estate located in the Netherlands or on profit rights in an enterprise resident in the Netherlands.

The value at 1 January of the calendar year of a taxpayer's savings and investments is considered for Box 3 taxation purposes. A general exemption of EUR57,000 (EUR57,684 in 2025) per taxpayer (doubled for fiscal partners) applies. If the total value of the savings and investments exceed the exemption, the notional income should be determined. To make this determination, Box 3 income is split into three categories, each with specific rates to determine the deemed income. The following rates conditionally apply for the 2024 tax year and will be finally confirmed after year-end:

- Savings: deemed income percentage of 1.03%
- Debts: deemed income percentage of 2.47%
- Other investments: deemed income percentage of 6.04%

The deemed income is taxed at a flat rate of 36% in 2024.

A dividend withholding tax is imposed on dividends paid by resident companies to resident or nonresident recipients. The withholding tax rate is 15%, unless reduced or eliminated by an applicable tax treaty. Resident individuals may credit domestic withholding tax against their total income tax due. A credit may be granted against Dutch income tax for foreign taxes paid on dividends and interest.

A 15% withholding tax is levied on dividends derived by non-residents, unless the rate is reduced by an applicable double tax treaty. Nonresident taxpayers cannot credit the Dutch dividend withholding tax against the final income tax payable. No further tax is imposed unless the shares constitute a substantial interest, in which case, income tax may be levied and dividend withholding tax may be credited.

Interest and royalties derived by a nonresident natural person are not subject to withholding tax. However, interest is included in taxable income if the recipient holds a substantial interest in the payer. As of 2021, other rules apply for legal entities.

**Taxation of employer-provided stock options.** As of 2023, the taxable moment is the moment the shares received by exercising the stock options become tradable. Shares should be considered tradeable when the employee is able to sell the shares to any other person, even if only to a limited group of potential buyers. It is irrelevant whether the shares are actually sold. However, the employee can choose taxation at the moment of exercise, by submitting a written request with the employer by the moment of exercise. The taxable benefit is the fair market value of the underlying shares at the taxable moment less exercise price. Benefits received in the period between exercise and the taxable event (for example, dividend payments) are considered taxable wages.

**Cross-border severance packages.** The allocation of cross-border severance payments varies depending on age of the applicable tax treaty. This is a result of a ruling by the Dutch Supreme Court indicating that a tax treaty should be explained by the OECD commentary applicable at the moment the tax treaty was signed.

For tax treaties signed before the publication of the 2014 OECD commentary, in principle, the international allocation of a severance payment should be based on a 2004 ruling of the Dutch Supreme Court, indicating that absent of specific facts and circumstances supporting a different allocation, in general, the severance payment should be allocated to the employment in the year of termination and four preceding years. However, an individual may also appeal to a decree in which an individual may read that the following explanation of the current OECD commentary — applicable to tax treaties signed after publication of the 2014 OECD commentary — has been declared for general application.

The main rule in the guidelines of the OECD Model Tax Convention regarding the taxation of a cross-border severance package is that the severance payment is taxable in the country where the employee worked in the 12 months before the termination of his or her employment contract. If an individual has worked in several countries, the allocation is made on a pro rata

basis. However, in February 2022, the Netherlands decided to change its interpretation of the OECD commentary so that going forward the Netherlands will allocate severance payments by reference to the length of service. This is usually the full length of service with the employer making the severance payment. If full details of the employment history are not known so that the correct allocation cannot be reasonably estimated, the last 12 months of the employment will be used as before. The right to tax the severance payment will not automatically fall to the jurisdiction where the employment was actually performed. In principle, it is decisive whether that jurisdiction, on the basis of the tax treaty, actually had the right to tax the regular wages paid for those activities. Whether the severance payment is borne wholly or partly by an employer in the other treaty jurisdiction will not be relevant to the interpretation of the OECD guidance in the Netherlands.

**Capital gains.** Capital gains generally are exempt from tax. However, exceptions apply at the applicable 2024 tax rates indicated in the following table.

Taxable gains	Rate
Capital gains realized on the disposal of business assets (including real estate) and on the disposal of other assets that qualify as income from independently performed activities	Normal rates apply*
Capital gains on liquidation of a company	Normal rates apply*
Capital gains derived from the sale of a substantial interest in a company (that is, 5% of the issued share capital); 2024 rate	24.5% on the first EUR67,000 of income, and 33% on the excess

\* For normal rates, see *Rates*.

Nonresidents are subject to income tax at normal rates on capital gains derived from the disposal of business assets and on capital gains derived from transfers of shares in a domestic corporation if the shares constitute a substantial interest.

### Deductions and allowances

*Dutch wage tax regulation.* Allowances for business expenses are tax-free or taxable, according to the rules of the so-called “work related costs scheme” (*werkkostenregeling* in Dutch). The principle of this scheme is that fewer rules apply with respect to tax-free allowances and employment benefits, and that all allowances and benefits granted to employees by employers essentially constitute taxable wages. Specific exemptions are provided, such as for certain business expenses and education. The employer is entitled to a tax-free work-related costs budget per year of 1.92% of the first EUR400,000 of the total taxable wage bill and 1.18% of the total taxable wage bill above EUR400,000 (in 2024). If the actual work-related costs exceed this budget, an employer’s final levy of 80% on the excess is due.

*Deductible expenses and tax-free allowances.* Under certain measures, taxpayers may claim the following deductions and tax-free allowances:

- Deduction for mortgage interest for the acquisition, maintenance or improvement of the taxpayer's primary residence (see *Income from a primary residence*).
- Deduction for certain life insurance premiums that entitle individuals to annuity payments. The amount depends on the available pension rights of the individual.
- Deduction for alimony payments to the ex-partner.
- Deduction for extraordinary expenses exceeding a certain threshold, including medical expenses, support provided to direct relatives, education expenses within a certain range and qualifying gifts.
- A moving allowance, up to a maximum of EUR7,750, may be granted besides reimbursing for the actual cost to transport the goods. If the employer does not reimburse the employee for the moving costs, these amounts are not deductible by the employee.
- An allowance for business travel, including commuting expenses, may be granted for private transportation, subject to certain limitations. Commuting expenses for public transportation may be reimbursed tax-free in full. If the employer does not reimburse the employee for the travel costs, these amounts are not deductible by the employee.

Tax deductions can be claimed against the basic tax rate of 36.97%.

The deductions listed above for certain life insurance premiums, alimony payments, extraordinary expenses and gifts are in principle not available to nonresidents. An exception may be applicable for certain residents of the EU, Switzerland or one of the Member States of the EEA.

Under certain circumstances, a tax-free allowance for extraterritorial costs may also be available (see *30% facility*) for qualifying expatriates.

*30% facility.* Expatriates in the Netherlands may qualify for a special tax facility, the 30% facility. This facility enables an employer to pay an employee a tax-free allowance of up to a maximum of 30% of present employment income (no upper limit) and a tax-free reimbursement of school fees for children attending international schools. A 30% statement issued by the tax authorities is required.

On request, the employee may be considered a nonresident taxpayer of the Netherlands for certain items of income (partial nonresident status). A nonresident taxpayer is exempt from the tax on income from savings and investments, unless this income relates to the net value of real estate located in the Netherlands or on profit rights in an enterprise resident in the Netherlands (see *Box 3 income*). As of 1 January 2025, the partial nonresident status will be abolished. Based on transitional law, this can be postponed to 1 January 2027 if the 30% facility was applied by 2023 at the latest.

The maximum term for the 30% facility is limited to 60 months. The possibility of paying a tax-free allowance for the extraterritorial costs actually incurred will also lapse after five years. The

period of 60 months is reduced if the employee has worked or stayed in the Netherlands for a period of time in the past. Periods of tax liability in the Netherlands as a result of employment without physically being present are also deducted. An example is a director of a Dutch company who lives abroad.

To qualify for the 30% facility, certain conditions must be met, including the following:

- The employee must be recruited or assigned from abroad to work in the Netherlands.
- Dutch wage tax must be withheld.
- In the employment contract (or in an addendum to the contract), the employer and employee must agree that a tax-free allowance for extraterritorial costs up to a maximum of 30% is included in the compensation package.
- The employee must have highly skilled specific expertise that is “scarce or not available” in the Dutch labor market.
- Before employment in the Netherlands, the foreign employee must have resided for more than 16 months of the 24 months prior to his or her Dutch employment in an area more than 150 kilometers from the Dutch border. This distance is measured “as a crow flies.” If not, the employee is excluded from the 30% facility. The tax authorities demand strong and extended proof that before the start of his or her employment in the Netherlands, the recruited employee was living outside the range of 150 kilometers.

The requirement that the employee from abroad has specific expertise is solely met with a standard taxable salary (for 2024) of more than EUR46,107 (excluding the 30% allowance). Foreign income may also be included in this salary level. An exception is made for certain groups of employees, such as graduates under the age of 30 holding a master’s degree, in which case the taxable salary must exceed EUR35,048. No salary standard applies to certain groups of academics and medical trainees at designated academic institutions. The salary standards will be indexed annually.

If an employee meets the income standard, he or she is deemed to hold specific expertise. In addition, the employee must continue to meet the condition that the specific expertise is either scarce or not available in the Netherlands. The following factors are taken into account in this scarcity criterion:

- The level of education attained by the employee
- The employee’s experience relevant to the position
- The remuneration standard of the position in question in the Netherlands relative to the remuneration level in the employee’s own country

Bonuses and other emoluments paid after the end of the month following the month in which the Dutch employment ends is excluded from the 30% facility.

As of 1 January 2024, the salary on which the 30% facility can be applied is capped at the maximum salary for top executives in the (semi) public sector (EUR233,000 in 2024 and EUR246,000 in 2025). This would mean that the maximum tax-free allowance will be EUR69,900 (based on the 2024 amount). Any income in

excess of EUR233,000 will not qualify for any additional tax-free allowance.

Grandfathering rules will apply for those employees for whom the 30% facility is applied in the payroll administration in the last wage tax period of 2022, typically being December 2022. For those employees, the salary cap will apply as of 1 January 2026.

Furthermore, in 2024, it was decided to reduce the 30% facility to a so-called 30-20-10% facility. This amendment provided that the tax-free allowance for the first 20 months of employment would amount to 30% of the taxable salary. For a maximum of the following 20 months, the compensation would amount to a maximum of 20% of the taxable salary. For a maximum of the following 20 months, the compensation would amount to a maximum of 10% of the taxable salary. After 60 months, the maximum duration of the scheme would expire.

These reductions to the 30% facility will largely be reversed. It is now announced that a flat-rate reimbursement of 30% will apply for the years 2025 and 2026. In other words, the planned phase-out schedule will be eliminated.

Starting 1 January 2027, the maximum tax-free reimbursement will be reduced to a flat rate of 27%, and the salary threshold for eligibility will be increased to EUR50,436, and to EUR38,338 for young master's graduates. These amounts will be indexed based on the correction factor, so they will be higher than the amounts specified for 2027.

A transitional provision will apply to employees who received the 30% ruling before 2024.

Practically, the changes mean that from 2027 onward, the following salary thresholds and maximum tax-free reimbursements apply.

Category	Salary threshold	Maximum tax-free reimbursement
30% facility, first applied before 2024	Current threshold (EUR46,107*)	30%
30% facility, first applied in 2024	Current threshold (EUR46,107*)	30% (as of 1 January 2027, reduced to 27%)
30% facility, first applied from 2025 onward	Current in 2025 and 2026 (EUR46,107*); increased threshold as of 1 January 2027 (EUR50,436*)	30% (as of 1 January 2027, reduced to 27%)
Young master, 30% facility first applied before 2024	Current threshold (EUR35,048*)	30%

Category	Salary threshold	Maximum tax-free reimbursement
Young master, 30% facility, first applied in 2024	Current threshold (EUR35,048*)	30% (as of 1 January 2027, reduced to 27%)
Young master, 30% facility first applied from 2025 onward	Current in 2025 and 2026 (EUR35,048*); increased threshold as of 1 January 2027 (EUR38,338*)	30% (as of 1 January 2027, reduced to 27%)

\* Amounts subject to annual indexation.

The tax-free allowance is intended to cover all “extraterritorial costs.” As a result, no additional tax-exempt reimbursements of extraterritorial costs are allowed on top of the 30% tax-free allowance.

Instead of applying the 30% facility, reimbursement of the actual extraterritorial costs free of tax is allowed for a maximum of five years even if this amount is higher than 30% of the present employment income. Consequently, the employer must maintain records of all actual extraterritorial costs reimbursed free of tax.

As of 2023 the choice between reimbursing actual extraterritorial costs or to pay out the 30% tax-free allowance must be made in the first wage tax period of each calendar year. Few exemptions apply.

**Rates.** The rates applicable to income from Box 1, effective from 1 January 2024 are set forth in the following table.

Taxable income			National Insurance contributions		Total rate	
Exceeding EUR	Not exceeding EUR	Rate of tax %	A %	B %	A %	B %
0	38,139	9.32	9.75	27.65	19.07	36.97
38,139	75,624	36.97	0.00	0.00	36.97	36.97
75,624	—	49.50	0.00	0.00	49.50	49.50

A These rates apply to persons who are entitled to a pension on the basis of the General Old Age Pensions Act (AOW). In 2024, this entitlement starts at the age of 67 years.

B These rates apply to persons not included in the category “A” above.

Income from Box 2 is subject to tax at a rate of 24.5% on the first EUR67,000 of income, and 33% on the excess in 2024. Income from Box 3 is subject to tax at a rate of 36%.

**Personal tax credits.** Personal tax credits are fixed amounts that directly decrease the income tax payable.

The personal tax credits consist of an income-related general credit, an income-related employment credit for recipients of income from profits and employment and other credits, such as for children, single parents and senior citizens. In general, the personal tax credits may not exceed tax payable plus National



Insurance contributions, and, consequently, application of the credits cannot result in a refund.

The amount of the general credit and the employment credit differ depending on the age and/or income of the individual. The maximum general credit is EUR3,362 and is reduced step by step from an income of EUR24,813, resulting in a general credit of EUR0 for income exceeding EUR75,518. The maximum employment credit is EUR5,532 and is reduced step by step from an income of EUR39,957, resulting in an employment credit of EUR0 for employment income exceeding EUR124,935.

Approximately 25% of the credits relates to income tax or wage tax. The other 75% relates to National Insurance contributions due (see Section C). The share of the personal tax credits that relates to tax is, in principle, reserved for resident taxpayers and for foreign taxpayers who are resident in Bonaire, St. Eustatius and Saba (BES-Islands), the EU, the EEA or Switzerland. Taxpayers living in other countries are not entitled to the tax part of the personal tax credits. Employees living abroad who have social security coverage in the Netherlands retain their right to the social security share of the personal tax credits.

**Relief for losses.** Resident and nonresident individual taxpayers may carry losses related to Box 1 back for three years or forward for nine years. In general, positive income of one box may not be offset by negative income of another box.

## **B. Other taxes**

**Net worth tax.** The Netherlands does not impose net worth tax.

**Inheritance and gift taxes.** Inheritance tax and gift tax are levied on all property inherited from or donated by an individual who was a resident or deemed to be a resident of the Netherlands at the time of death or donation. Dutch individuals who emigrate from the Netherlands are deemed to be resident in the Netherlands for 10 years after emigration. A gift made by a former Dutch resident, regardless of nationality, who left the Netherlands less than one year before making the gift is subject to Dutch gift tax. Tax is levied on an heir or a gift recipient, regardless of his or her place of residence.

Inheritance and gift tax rates range from 10%, 20% and 30% to a maximum of 40% of the value of a taxable estate or donation after deductions, depending on the applicable exemptions and the relationship of the recipient to the deceased or donor.

*Inheritance tax exemptions.* The most important exemptions from inheritance tax are the following:

- Acquisition by the surviving spouse: a maximum exemption of EUR795,156
- Acquisition by the (grand) children: a maximum exemption of EUR25,187
- Acquisition by disabled children: a maximum exemption of EUR75,546
- Acquisition by parents: a maximum exemption of EUR59,643
- Generally, property acquired by an acknowledged charity
- In other cases: EUR2,658

*Gift tax exemptions.* The most important exemptions from gift tax are the following:

- Gifts from a parent to a child: a general one-off exemption of EUR6,633
- A general one-off gift from the parents to a child aged 18 to 40: EUR31,813, which may be increased in the case of a gift issued for or applied to the payment of the child's education expenses (EUR66,268)
- Other gifts: up to EUR2,658

*Filing obligation and payment.* The recipient of an inheritance or gift must file a tax return within eight months from the time of death. For gift tax, the return needs to be filed within two months after the calendar year in which the gift was made. The Revenue imposes a tax assessment stating the tax due after the tax return has been filed.

Nonresidents inheriting assets from an individual who was a resident or a deemed resident of the Netherlands at the time of death are subject to inheritance taxes. To provide relief from double taxation, the Netherlands has entered into inheritance tax treaties.

*Inheritance tax treaties.* The Netherlands has entered into inheritance tax treaties with Aruba, Austria, Curaçao, Finland, Israel, Sint Maarten, Sweden, Switzerland, the United Kingdom, and the United States. All treaties cover inheritance tax with respect to bequests. Only the treaties with Aruba, Austria, Curaçao, Sint Maarten and the United Kingdom also cover gift tax. If no tax treaty applies, Dutch unilateral law for the avoidance of double taxation applies, but, in practice, it does not always prevent double taxation completely.

### C. Social security

**Contributions.** The Social Security Acts can be classified into three categories, which are the following:

- National Insurance Acts
- Employee Insurance Acts
- Health Insurance Act

National Insurance Acts provide benefits to all Dutch residents and to persons who work in the Netherlands and are subject to the levy of wage tax. National Insurance contributions are payable on taxable income of up to EUR38,098 and are not deductible for tax purposes. The maximum annual National Insurance contribution payable by an employee is EUR10,534 (before taking into account the social security credit). Employee Insurance Acts provide additional benefits for wage earners. Employee Insurance contributions are EUR0 for the employee and fully paid by the employer. Contributions differ depending on the size of the employer and the nature and details of the employment contract with the employee. In addition, the employer must pay an income-related contribution for the health insurance of the employee with a maximum of EUR4,706 per employee. The employee must pay to an insurance company an insurance premium for his or her health care of approximately EUR1,752.

The following table presents the contribution rates for 2024 for employees under the National Insurance Acts.

	Percentage %	Maximum income for National Insurance premiums EUR	Maximum contribution EUR
General old age pension (AOW)	17.90	37,149	6,650
Survivor benefits (ANW)	0.10	37,149	37
Special health care (WLZ)	9.65	37,149	3,585
Minus credits (general and employment credit)			—*
Total contribution due from the employee only	27.65		10,272

\* The social security part of the amounts of these credits differs depending on the age and/or income of the individual.

The following tables present the contribution rates for 2024 for employers under the Employee Insurance Acts.

Disability	Percentage %	Maximum income liable for contribution EUR	Maximum contribution EUR
Employer's childcare contribution	0.50	66,956	335
Differentiated return to Work Fund (consists of two components; average)	1.53	66,956	1,024
Contribution Aof (Disability Fund) by small employer	5.82	66,956	3,897
Contribution Aof (Disability Fund) by medium-size employer	7.11	66,956	4,761
Contribution Aof (Disability Fund) by large employer (the contribution is determined on an individual base [per company])			
Employer's contribution, low*	2.64	66,956	1,768
Employer's contribution, high*	7.64	66,956	5,115

- \* As of 1 January 2020, the employer's contribution for unemployment depends on the nature of the employment contract with a lower contribution for written, signed and dated contracts entered into for an indefinite period, and a higher contribution for all other contracts, such as on-call contracts and minimum/maximum hour contracts. The difference between the contributions has been set at a fixed 5%. As of 2023, the higher contribution rate applies if more employment contracts/subcontracts are concluded between the same employer and employee.

An employer must pay 70% of an employee's salary for a two-year period if the employee cannot perform his or her duties because of illness. For this purpose, the maximum salary considered is EUR71,628 per year (2024). To cover its obligations under the act, an employer may obtain private insurance or establish a reserve.

**Health Insurance.** Every individual who is socially insured in the Netherlands must take out an individual Health Insurance policy. Every individual aged 18 and older pays a standard contribution averaging EUR1,752 per year for Health Insurance. Insurance claims up to EUR385 per year are for the individual's own risk. Any insurance claims in excess of EUR385 are paid by the health insurer, unless the individual has chosen a higher personal risk (in return for lower contributions). In addition to the standard contribution, an income-related contribution is payable at a rate of 6.57% (for self-employed persons, a 5.32% rate applies), capped at an income of EUR71,628. The 6.57% income-related contribution for employees is fully paid by their employers. This employers' contribution is not considered taxable income to the employee. Resident individuals who are not socially insured in the Netherlands must register with a care insurer in the Netherlands to retain their right to medical care in the Netherlands. The following table presents the contribution rates for Health Insurance.

	Percentage %	Maximum income liable for contribution EUR	Maximum contribution EUR
Employer's contribution	6.57	71,628	4,706
Self-employed contribution	5.32	71,628	3,810
Employee's standard contribution*	—	—	1,752

- \* The standard contribution for the employee can differ between the various health insurance companies.

Additional contributions for health care and coverage of risk of paying salary during the first two years of sickness are not covered in the above overview.

**Totalization agreements.** Nonresidents earning income from Dutch employment are, in principle, subject to Dutch National Insurance, Employee Insurance and Health Insurance contributions. As a result, they may be subject to social security taxes both in their home country and in the Netherlands.

To provide relief from double social security contributions and to assure that an employee is socially insured, the Netherlands has entered into agreements with several countries. As an EU Member State, the Netherlands applies EU Regulation 883/04, which

entered into force on 1 May 2010 and replaced EU Regulation 1408/71. The Regulation applies to all EU Member States and Iceland, Lichtenstein, Norway and Switzerland.

Because the United Kingdom has left the EU (Brexit) as of 31 January 2020, the United Kingdom and the EU entered into a Trade and Cooperation Agreement.

Individuals whose cross-border activities commenced prior to 1 January 2021 and are eligible for the grandfathering provisions of the Withdrawal Agreement will continue to be subject to the previous social security arrangements in place prior to 1 January 2021.

The position of individuals whose cross-border activities commenced on or after 1 January 2021 will fall under the Trade and Cooperation Agreement.

The Netherlands has also entered into social security agreements with the following non-EU jurisdictions.

Argentina	Chile	Kosovo
Australia	China Mainland	Montenegro
Bosnia and Herzegovina	Egypt	Morocco
Canada (including Quebec)	India	New Zealand
Cape Verde	Isle of Man	North Macedonia
Channel Islands	Israel (except for East Jerusalem,	Serbia
(Alderney, Guernsey, Herm, Jersey and Jethou)	the Gaza Strip, Golan and the West Bank)	South Africa
	Japan	Tunisia
	Korea (South)	Türkiye
		Uruguay
		United Kingdom
		United States

## D. Tax filing and payment procedures

The tax year in the Netherlands is the calendar year. Income tax returns relating to a calendar year must be filed before 1 May of the following year, unless an extension is obtained. If the income tax return is filed before 1 May of the following year, the Dutch tax authorities respond before 1 July of that year.

Employers withhold tax and National Insurance premiums (combined) on wages from employees under the Pay-As-You-Earn (PAYE) system. For many people, the wage tax is not only an advance payment of income tax and National Insurance premiums, but it is also the final payment. Any additional income tax and National Insurance premiums due must normally be paid within two months after receipt of an assessment rather than when filing the tax return.

Married persons are taxed separately on employment and business income. Two “partners” (see definition of “partner” below) may elect for the following categories of income and deductions to be attributed to a particular partner:

- Income from home ownership. If this income is negative because of the deduction of mortgage interest, it is advisable to attribute this income to the partner with the highest income.
- Profits from a substantial shareholding.
- Personal deductions.

Nonresidents may not make this election unless they are taxed as Dutch tax residents. Foreign taxpayers who are resident in Bonaire, St. Eustatius and Saba (BES-Islands), the EU, the EEA or Switzerland are taxed as Dutch tax residents, provided that 90% or more of their income is subject to payroll or income tax in the Netherlands. For this purpose, an income declaration from the resident state needs to be obtained to measure the 90% criterion. If this income criterion is not met, treatment as a resident taxpayer is only possible for this group if the Netherlands is required to do so under European law or a relevant tax treaty. If the 90% income criterion is not met, nonresident taxpayers may claim under certain conditions a pro rata deduction of tax-deductible expenses.

The Income Tax Law includes the term “partner.” A “partner” is understood to mean the spouse or registered partner of a taxpayer, provided he or she is not permanently separated. Unmarried adults who live together and are registered at the same address with the municipal authorities are treated as partners for tax purposes if one of the following circumstances exists:

- A child was born from their relationship.
- A child of one of the individuals was officially acknowledged by the other individual.
- The individuals are stated as partners in a pension plan.
- The individuals own a primary residence together.
- The individuals have reached the age of majority and an under-age child of one of them is registered at the same address.
- The individuals were considered to be partners in the previous calendar year.

Partner status for tax purposes provides the following advantages:

- Eligibility for several business-related facilities (working partners’ deduction and transfer of a business or a part thereof without tax consequences).
- The option of allocating to both partners at their discretion the yield assessment base for capital yield tax (Box 3), except for the year of immigration or emigration, and the joint elements of income. Joint elements of income include taxable income from home ownership, taxable income from a substantial business interest, exceptional expenses, and deductible gifts and donations.
- An increase in the personal tax credit for a partner without income or with low income to the aggregate of the general credit, employment credit, and (supplementary) combination credit applying to this partner. As an exception to the general rule, in this case, the tax credit is refundable in part or in full. However, the payment may not exceed tax and National Insurance contributions payable by the other partner.

A nonresident taxpayer may not be a partner, unless he or she elects to be taxed as a resident of the Netherlands.

Inheritance tax returns normally must be filed within eight months after the date of death. Gift tax returns should be filed within two months after the date of donation.

## **E. Double tax relief and tax treaties**

The Decree for the Avoidance of Double Taxation provides proportional relief from Dutch income tax on foreign-source Box 1

income taxed in the country of source and applies for resident taxpayers in the absence of an applicable tax treaty.

Most double tax treaties concluded by the Netherlands provide for double taxation relief, regardless of whether the income is effectively subject to income tax abroad. The relief is usually calculated in accordance with the following simplified formula.

$$\frac{\text{Foreign-source Box 1 income}}{\text{Worldwide Box 1 income}} \times \frac{\text{Tax on worldwide income}}{\text{Tax on worldwide income}} = \text{Amount deducted from Dutch tax}$$

This relief, known as the tax exemption method with progression clause, must be calculated separately for each box of income. As of 1 January 2023, relief for tax on director's fees should usually be calculated according to the less favorable credit method (depending on the tax treaty).

However, if the Multilateral Instrument (MLI) applies to the respective tax treaty and if double tax exemption would apply due to a different interpretation of the tax treaty by both treaty jurisdictions, the Netherlands grants a tax credit instead of the exemption with progression method.

The Netherlands has entered into double tax treaties with various jurisdictions. The existence of the treaties may affect an application of the national tax law. To determine Dutch individual income tax, residents of the treaty jurisdictions need to refer to the related tax treaty in addition to the general tax provisions. The Netherlands has entered into double tax treaties with the following jurisdictions.

Albania	Germany	Norway
Algeria	Ghana	Oman
Andorra (a)	Greece	Pakistan
Argentina	Hong Kong	Panama
Armenia	Hungary	Philippines
Aruba	Iceland	Poland
Australia	India	Portugal
Austria	Indonesia	Qatar
Azerbaijan	Iraq (a)	Romania
Bahrain	Ireland	Saudi Arabia
Bangladesh (b)	Israel	Serbia
Barbados	Italy	Singapore
Belarus	Japan	Sint Maarten
Belgium (b)	Jordan	Slovak Republic
Bermuda	Kazakhstan	Slovenia
BES-Islands	Kenya (c)	South Africa
Bosnia and Herzegovina	Korea (South)	Spain
Brazil	Kosovo	Sri Lanka
Bulgaria	Kuwait	Suriname
Canada	Kyrgyzstan (b)	Sweden
Chile	Latvia	Switzerland
China Mainland	Liechtenstein	Taiwan
Colombia (a)	Lithuania	Thailand
Croatia	Luxembourg	Tunisia
Curaçao	Malawi (a)	Türkiye
Cyprus	Malaysia	Uganda
Czech Republic	Malta	Ukraine
	Mexico	United Arab Emirates

Denmark	Moldova	United Kingdom
Egypt	Mongolia	United States
Estonia	Montenegro	Uzbekistan
Ethiopia	Morocco	Venezuela
Finland	New Zealand	Vietnam
France	Nigeria	Zambia
Georgia	North Macedonia	Zimbabwe

- (a) The treaty has been signed but it is not yet in force.  
 (b) A new tax treaty has been signed and will enter into force soon.  
 (c) The tax treaty was not signed; the draft version was withdrawn, and a new text will be negotiated.

## F. Visas

Nationals of foreign countries may not enter the Netherlands unless they have a valid passport and, if applicable, a visa. Visas may be obtained from the Dutch embassy, consulate or a VFS Global visa center abroad.

Individuals coming to the Netherlands for a short term may stay for a maximum period of 90 days in any 180-day period if they have valid passports or other travel documents, as well as visas if required, and if they can prove that they have sufficient financial means to stay in, and to leave, the Netherlands. For stays shorter than 90 days in a 180-day period, a residence permit (see Section G) is not required.

## G. Residence permits

Foreign nationals wishing to stay in the Netherlands for a period of more than 90 days need to obtain a residence permit under any of the following circumstances:

- International agreements require the permitting of entry, for example, to nationals of EU countries and to nationals of countries participating in the EEA (the EEA countries are Iceland, Liechtenstein and Norway) and nationals of Switzerland.
- The presence of the foreign national is in the national interest.
- Permission is granted on humanitarian grounds.

Before the arrival of a foreign national wishing to stay in the Netherlands for a period of more than 90 days, an Admission and Residence (Toegang en Verblijf, or TEV) application must be submitted. A fee must be paid for the processing of the application.

A legalized marriage certificate for the spouse and legalized birth certificates for the children are needed with respect to the TEV application for dependents. The legalization procedure depends on the country where the event took place. This procedure can be time-consuming, and applicants should check the requirements at an early stage.

After approval of the TEV application, most nationals must visit the Dutch embassy or consulate in the country of origin or the country of permanent residence to obtain an entry visa (D-visa or MVV).

Nationals of the following jurisdictions do not need to obtain an entry visa from a Dutch embassy or consulate abroad before traveling to the Netherlands for a period exceeding 90 days.



EU Member States	Korea (South)	Vatican City
EEA Member States	Monaco	United
Australia	New Zealand	Kingdom
Canada	Switzerland	United States
Japan		

After arriving in the Netherlands, a foreign national must visit the Immigration and Naturalization Service (Immigratie en Naturalisatiedienst, or IND) to collect the residence permit in the Netherlands.

Foreign nationals who want to live in the Netherlands must satisfy all of the following conditions before they are issued residence permits:

- They must have sufficient means of financial support.
- They must not represent a threat to public order or national security.
- They must have already found work for which a work permit has been, or will be, issued. However, employers of European (EU, EEA and Switzerland) employees are not required to obtain work permits.

EU, EEA and Swiss nationals do not need residence permits to stay lawfully in the Netherlands.

If a foreign national has held a residence permit for five consecutive years, he or she may apply for a permanent residence permit. For permanent residence permit applications, integration courses must be completed.

## **H. Work permits and self-employment**

In principle, all non-European nationals (nationals from countries other than EU countries, EEA countries and Switzerland) who wish to be employed in the Netherlands need Dutch work permits. The existing law in the Netherlands seeks to limit the possibilities of Dutch employers' hiring non-European personnel.

Employers who want to hire foreign nationals must obtain work permits from the UWV WERKbedrijf (public employment service) before the start of the employment. If a work permit has not been obtained, the employer is subject to a fine of EUR8,000 per illegal foreign national.

**Grounds for refusal.** A work permit is not granted if one of the following compulsory grounds for refusal is met:

- A suitable unemployed person with greater priority is located. Top priority is given to qualified unemployed Dutch people and to qualified unemployed individuals in European countries.
- The vacancy has not been registered with the UWV WERKbedrijf for at least five weeks before the work permit request.
- The employer does not make enough of an effort to find labor within the European labor market.
- A residence permit has not been requested or was not granted.
- The conditions of employment are substandard compared to those of other employees in the same position, and consequently, no one from the European labor market is available to work under such conditions.
- The employer does not pay at least the minimum monthly wage for an adult.

- A foreign national performing the labor is not in the best interest of the Netherlands.
- A quota applies for the number of work permits to be granted for the activities performed, and this quota has been reached for the specific period.

Certain exceptions to the above compulsory grounds can be made for specific situations, such as the transfer of an employee within an international group of companies (see *Intra Corporate Transferees*), highly skilled migrants (see *Highly skilled migrants*) who will bring their specific expertise to the Netherlands and cross-border workers with a valid residence permit from another EU country.

The work permit application may also be denied on other grounds in addition to the compulsory refusal grounds. These additional refusal grounds include, but are not limited to, the following:

- It is expected that in the foreseeable future suitable unemployed persons with greater priority will be available.
- The foreign national is younger than 18 years of age.
- No suitable accommodation is available for the employee.

Work permits are not required in certain specific situations, including, but not limited to, the following:

- The foreign national (and his or her partner) has a residence permit for a highly skilled migrant (see *Highly skilled migrants*).
- The foreign national has a residence permit for an intra-corporate transfer. See *Intra Corporate Transferees*.
- The foreign national has obtained a residence permit that allowed him or her to work without obtaining a further work permit.
- After a five-year period, an employee may qualify for an endorsement on his or her residence permit, stating that he or she is allowed to perform labor and is no longer required to have a work permit.
- The employee has his or her permanent residence outside the Netherlands and the employee works only occasionally (for a maximum period of 12 consecutive weeks in 36 weeks) in the Netherlands. The employee's employment in the Netherlands must involve installing or repairing machinery delivered by an employer located outside the Netherlands, and installing and amending software, including providing or operating the machinery and software.
- The employee works for no longer than 13 weeks in a period of 52 weeks in the Netherlands for the purpose of attending business meetings or entering into agreements.

**Period of validity.** After the conditions for the issuance of a work permit are met, the permit may be issued for different time periods. If a work permit is granted after a labor market test, a work permit is issued for one year only. To receive another work permit, a labor market test should be redone near the end of that year. A work permit based on a transfer within an international group of companies can be granted for maximum of three years. After a five-year period, an employee may qualify for an endorsement on his or her residence permit, stating that he or she is allowed to perform labor and is no longer required to have a work permit.

**Population Registrar.** Each individual who stays in the Netherlands for more than four months in a six-month period must report his or her home address in the Netherlands to the Population Registrar in the town where he or she is residing. An original and translated legalized birth certificate, an original legalized and translated marriage certificate (if applicable) and a rental contract for accommodation are required.

If an individual stays in the Netherlands for less than four months in a six-month period, registration is done at the office for short-term registration (RNI office).

**Self-employment.** A self-employed person does not need a work permit. However, if a self-employed foreign national applies for a residence permit, the IND asks the Ministry of Economic Affairs whether the self-employed person is allowed to work in the Netherlands.

**Highly skilled migrants.** To attract highly skilled foreign employees to the Netherlands, a special procedure exists for so-called highly skilled migrants. Employers must be accredited sponsors to use the highly skilled migrant procedure. Accredited sponsors must fulfill certain obligations throughout the period in which the employee is in the Netherlands, and maintain full administration regarding the employee for the five years after the end of employment of the individual. Employers can apply to the IND for the status of accredited sponsor. The application fee is EUR4,560 (2024 amount). For companies with less than 50 employees, the fee is EUR2,279 (2024 amount). The status of accredited sponsor is granted for an unlimited time. However, the IND can withdraw the status if the accredited sponsor has not employed any highly skilled migrants for three years.

An employer is not required to apply for a work permit on behalf of the highly skilled migrants. The employer needs only to apply to the IND for a residence permit on behalf of the employee.

For 2024, an employee must earn a gross monthly salary of EUR5,331 (excluding 8% holiday allowance) or more to qualify for a residence permit as a highly skilled migrant. Employees under 30 years of age must earn a gross monthly salary of EUR3,909 (excluding 8% holiday allowance) or more to apply. Recent graduates must earn a gross monthly salary of EUR2,801 (excluding 8% holiday allowance) or more to apply. Salary levels are adjusted annually.

A special salary requirement applies to highly skilled migrants after an orientation year for highly educated persons (see *Orientation year for highly educated persons*). A monthly gross salary of at least EUR2,801 (excluding 8% holiday allowance) applies for these highly skilled migrants.

Salary payments must be contractually agreed and must be made through bank transfers to a bank account in the name of the employee on a monthly basis. Uncertain, non-regular payments and the value of a payment made in kind may not be considered for meeting the salary threshold.

The IND commits itself to grant the residence permit (TEV approval, if applicable) within two weeks. The residence permit

is granted for a maximum period of five years under the restriction “highly skilled migrant” and can be renewed.

Football players, spiritual leaders, clerics and individuals performing activities in a sexually related business are excluded from the highly skilled migrant category.

If the individual falls within the scope of the Intra Corporate Transferees (ICT) directive, the ICT permit has priority over the highly skilled migrant permit. See *Intra Corporate Transferees*.

**Orientation year for highly educated persons.** Students who obtained a bachelor’s or master’s degree in the Netherlands or who have graduated from a top university abroad can apply for a Residence Permit Orientation Year for Highly Educated Persons. In addition, scientific researchers may apply for this residence permit.

This type of residence permit can be obtained within three years after completing a study or after obtaining a PhD. This residence permit is valid for a maximum of one year. The student may work during this year without a separate work permit.

**Intra Corporate Transferees.** The ICT permit is implemented as of 29 November 2016 and is intended to improve the process by which third-country foreign nationals working for related companies abroad come into the EU to work, and to facilitate the mobility of such transferees within the EU.

An individual falls within the scope of the ICT directive if the following conditions are met:

- The individual does not have the nationality of an EU Member State.
- The individual has his or her main residence outside the EU at the moment of application.
- The individual will serve in the position of manager, specialist or trainee.

The following criteria apply to obtain an ICT permit:

- The individual is coming to the Netherlands to work for a related company with operations in the Netherlands.
- The individual must keep his employment contract with the entity outside the EU.
- The individual must have been employed by the group of companies for at least three months prior to the assignment.
- The remuneration must be in accordance with Dutch market levels (generally the salary thresholds for highly skilled migrants are considered sufficient).

Within the framework of intra-EU mobility, subject to certain conditions, the individual can also be transferred to a branch of this company within another EU Member State that has implemented the directive (Denmark and Ireland do not participate).

The ICT permit application can be denied on the following grounds:

- The employer or branch in the Netherlands must not have been fined, during the five years immediately before the application, in connection with a violation of Article 2 of the Aliens Employment Act or due to nonpayment or insufficient payment

of wage tax, premiums for employee insurance schemes or national insurance premiums.

- There is no existing economic activity between the entity outside the EU and the Dutch entity.
- The employee was resident in the Netherlands immediately before the application based on an ICT permit.

The employer does not have to be an accredited sponsor to apply for an ICT permit for its assignees. However, in case of the applications of accredited sponsors, the same processing times apply for the applications for highly skilled migrants.

**EU Blue Card.** The EU Blue Card is intended for employees who perform highly qualified labor within the EU. The EU Blue Card is issued by a certain Member State and only gives the right to stay and work in this specific Member State. However, for holders of an EU Blue Card, it is easier to apply for a residence permit in a different EU Member State. Furthermore, the EU Blue Card holders are allowed to accumulate periods of residence in different Member States to fulfill the requirement of five years of legal and continuous stay for the application for a permanent EU long-term residence permit.

The employer does not need to be an accredited sponsor to apply for an EU Blue Card for its employee. However, with accredited sponsorship, the processing time is only 30 days.

To qualify for the EU Blue Card in the Netherlands, employees must satisfy the monthly gross salary requirement of EUR5,331 (excluding 8% holiday allowance) or more. The reduced EU Blue Card salary threshold of EUR4,265 applies to graduates who have completed a higher education program within three years before the submission of the application. The candidate must have a diploma showing that he or she completed a higher education degree program with a duration of at least three years or evidence showing that he or she has five years of relevant work experience. A foreign higher education diploma must be evaluated. Information technology professionals/managers lacking the required education can still qualify for the EU Blue Card if they have a minimum of three years of relevant work experience during the period of seven years before the application. The employee must have an employment contract for a highly qualified position for at least six months.

## I. Family and personal considerations

**Family members.** Dutch law provides for the unification of families. For individuals who plan to bring their spouses and children under 18 years of age to the Netherlands, proof of sufficient means of subsistence and acceptable accommodation is necessary. Depending on the type of permit for the main application, the partner's requirements to work in the Netherlands need to be verified. The partner of a highly skilled migrant or ICT may work in the Netherlands without a work permit. As a result, the partner of a highly skilled migrant or ICT is only required to hold a residence permit.

**Marital property regime.** As of 1 January 2018, the default marital property regime in the Netherlands is the limited community

property regime. On entering into the marriage, only the property that the spouses build up during the marriage falls within the community of goods. All of the property that the spouses had before entering into the marriage, as well as inheritances and gifts, fall outside the community of property. Only property that is acquired through the effort of both spouses during the marriage is therefore shared. In the event of a divorce, the property that is divided is only the property that had been jointly acquired by the spouses during the marriage. Each spouse retains in divorce the property that he or she had before the marriage.

Marriages before 2018 remain under the former marital property regime of community property. The limited property law applies to heterosexual and homosexual married couples. Other couples who are not married may form a “registered partnership,” but the consequences are less extensive than for married couples (for example, with respect to heirship). If the marital property regime of expatriates working in the Netherlands becomes relevant, the tax authorities respect the regime or the arrangements in the country where they were married.

In addition to potential gift and inheritance tax consequences, the limited community property law may also affect an individual’s personal income tax liability. This is generally the case only for nonresidents who have Dutch-source income taxable in the Netherlands, for example, income from Dutch real estate. If married, this income is allocated between the spouses based on the applicable marital property regime. Under community property, the allocation is 50% to each spouse. If a loss is incurred, it may be carried back or carried forward. If one spouse has no positive income to offset the loss, the carryover does not result in a tax benefit. For tax residents, no personal income tax consequences result from the marital property regime.

**Forced heirship rules.** Parents may disinherit their children. However, a child may always claim his or her legal portion of the estate.

**Driver’s permits.** In certain cases, a driver’s license obtained outside the Netherlands can be exchanged for a Dutch driver’s license. However, this is only possible if all of the following conditions are satisfied:

- The individual is a Dutch resident.
- His or her foreign driver’s license is still valid.
- He or she has a valid Dutch residence status or permit.

For driver’s licenses issued outside the EU, the following two additional requirements must be fulfilled before an exchange is possible:

- The driver’s license must have been issued in a year in which the individual was resident in the issuing country for at least 185 days.
- The individual must meet the age limit set by Dutch law regarding the different categories.

To prove that the individual resided for at least 185 days in the issuing country, he or she may provide evidence such as airplane tickets, a copy of the passport, or an employment statement containing salary and tax documents.

Within the EU it is possible to exchange an expired European driver's license. However, for this exception, the individual must obtain a declaration from the issuing authority in which the authority declares that it has no objection to the exchange of the expired driver's license for a Dutch driver's license.

Valid driver's licenses issued in the following jurisdictions can be exchanged.

Alberta (province of Canada) (a)	Greece	Poland
Andorra	Hungary	Portugal (Azores and Madeira)
Aruba	Iceland	Québec (province of Canada) (a)
Austria	Ireland	Romania
Belgium	Isle of Man	Singapore
BES-Islands	Israel (a)	Sint Maarten
Bulgaria	Italy	Slovak Republic
Croatia	Japan (a)	Slovenia
Curaçao	Jersey	Spain (Canary Islands)
Cyprus (b)	Korea (South) (a)	Sweden
Czech Republic	Latvia	Switzerland
Denmark	Liechtenstein	Taiwan (a)
Estonia	Lithuania	United Kingdom
Finland	Luxembourg	
France	Malta	
Germany	Monaco	
	Norway	

(a) For these jurisdictions, a valid foreign driver's license can be exchanged only for a Dutch driver's license if the foreign driver's license is valid in a specific category.

(b) It is only possible for the Greek part, not the Turkish part.

It is not possible to exchange an international or European driver's license for a Dutch driver's license. Only the original driver's license issued by the proper authorities from the country of issue can be exchanged. Every driver's license is checked for validity and authenticity. This means that the person may have to prove its soundness by asking the embassy or the consulate of the country where the license was issued for a confirmation for the Dutch authorities. The person may also be requested to have his or her driver's license translated by an attested translator.

*Exam to retake the driving test.* If the abovementioned conditions are not met or if the 30% tax facility does not apply (see *Special rule for driver's license procedure in case of the 30% facility*), the individual must take the regular theory and practical test. The exam is administered by the Central Office for Motor Vehicle Driver Testing (Centraal Bureau Rijvaardigheidsbewijzen, or CBR).

*Special rule for driver's license procedure in case of the 30% facility.* An individual who benefits from the 30% facility and his or her family members can directly apply for a Dutch license at the local Dutch municipal office without taking a driving test. To exchange the foreign driver's license for a Dutch driver's license, the individual must go to the local Dutch municipal office. He or she must at the moment of application pay a fee (the amount varies) and submit the following:

- The completed and signed request form (3 E 0397). A "User manual Application for the exchange of a foreign driving

licence for a Dutch driving licence” can be found on the governmental website ([www.rdw.nl](http://www.rdw.nl)).

- A copy of the statement issued by the International Tax Office in Heerlen proving that the individuals or another member of his or her family is entitled to benefit from the 30% facility.
- The individual’s original, valid foreign driver’s license, issued in a country where he or she has been a resident for longer than a period of 185 days (the individual must hand in the license).
- An extract from the municipal register, proving that the individual is registered and stating his or her address in the Netherlands.
- A Certificate of Capability, which is a questionnaire available at the local government office. To obtain a Dutch driver’s license, the individual must fill out a personal declaration, which is required by the CBR. A medical team reviews this declaration and decides whether the individual gets the driver’s license.
- One passport photograph in a color that meets the demands of the Fotomatrix Model 2020. An overview of these criteria can be obtained from the governmental website ([www.rijksoverheid.nl](http://www.rijksoverheid.nl)).
- Under certain circumstances, a translation of the individual’s driver’s license by an attested translator (for example, if written in Chinese characters or in Cyrillic writing). This is needed when the text on the foreign license consists of characters that are not used in the Netherlands.

The individual must hand in his or her foreign driver’s license at the moment of application and is not allowed to drive until the Dutch permit is issued. The foreign license will be returned by the municipality to the country of issuance.



## New Caledonia

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### A. Income tax

**Who is liable.** Individual income taxation is based on residence. Taxpayers are categorized as residents or nonresidents. Treaty rules on tax residence override domestic rules.

*Residents.* Persons are considered residents for tax purposes if their home, principal place of abode, professional activity or center of economic interest is located in New Caledonia. A resident individual is taxed on his or her worldwide income, subject to applicable treaty exemptions. New Caledonia has entered into a double tax treaty with France. It has also entered into a double tax treaty with Canada to a certain extent, because New Caledonia is included with France for the purpose of the tax treaty between France and Canada.

*Nonresidents.* Persons not considered resident are taxed on New Caledonian-source income only.

#### Taxable income

*Employment and self-employment income.* Taxable income includes employment income and self-employment and business income, and all other payments for remuneration, reimbursements for expenses and allowances. Employment income also includes director's remuneration to the extent that it is deductible for corporate income tax purposes.

Taxable income or profit is total assessable income in cash or in kind, less expenses incurred in acquiring or deriving the income.

Income in New Caledonia is taxed on an annual cash basis.

Taxable income is subject to the progressive tax rates that apply to resident individuals (see *Rates*), plus an additional contribution (Contribution Calédonienne de Solidarité, or CCS) at a rate of 2% or 4%.

Individuals carrying on a business or a self-employment activity in New Caledonia are also subject to a business tax (Patente), which is imposed at various rates.

Capital gains are generally exempt from tax for individuals unless they derive from the sale of a business.

*Investment income.* Dividends distributed by companies established in New Caledonia are subject to a global withholding tax of 20%. This consists of the Tax on Income Derived from Securities (Impôt sur le Revenu des Valeurs Mobilières, or IRVM) at a rate of 11.5% plus a 4% CCS plus an additional contribution and duties at rates of 2% and 2.5%.

No additional income tax is due.

Interest income is generally subject to the following taxes:

- Withholding Tax on Receivables, Deposits and Guarantees (Impôt sur le Revenu des Créances, Dépôts et Cautionnements, or IRCDC) at 8%
- CCS at 4%

After payment of IRCDC, interest income received from deposits with local banks and from shareholders' loans in local companies, at up to an official published rate, is exempt from income tax but is subject to 4% CCS.

*Directors' fees.* Under New Caledonian law, directors' fees are treated as dividends.

*Rental income.* Net income derived from the rental of real estate is taxed as ordinary income.

*Benefits in kind.* Benefits in kind are not taxable except for benefits deriving from the use of a house or a car belonging to or rented by the employer company. These benefits are normally assessed at their actual value.

This valuation may not be challenged if it is equal to or more than the following:

- Housing benefit: 12% of the gross salary. However, this rule does not apply to Chief Executive Officers.
- Car benefit: XPF6,000 per month for each unit of horsepower of the vehicle.

Reimbursements of expenses incurred by an employee on behalf of the employer are not regarded as taxable benefits in kind.

*Exempt income.* Relief from income tax is available for foreign-source income that has already been subject to foreign income tax. In such case, the individual is entitled to relief from New Caledonian tax on that foreign income to the extent that foreign income tax has already been imposed. If an individual can prove that foreign income has already suffered foreign income tax, the income is excluded from the tax base for purposes of the individual income tax.

The following are other types of exempt income:

- Profits from the sale of shares and real estate
- Allowances paid to cover necessary employment expenses
- Family allowances and health care reimbursements

**Capital gains.** Capital gains derived from the disposal of shareholdings and real estate by individuals are not subject to tax in New Caledonia unless the gains are derived by a business.

**Deductions and credits**

*Deductible expenses.* Expenses incurred in earning or realizing income are generally deductible from such income, and credits may also be available. The following deductions and credits are specifically allowed:

- Taxpayers may either deduct 10% of net taxable employment income, limited to XPF800,000 as an allowance for unreimbursed business expenses, without providing proof of expenditure, or they may elect to deduct actual expenses and provide a detailed listing.
- Taxpayers may deduct 20% of their net salary (reduced by the 10% business deduction), subject to a maximum deduction of XFP1,800,000.
- Tax deductions are granted for loan interest under certain conditions.
- Tax deductions are granted for childcare expenses and for domestic employees' expenses.
- Tax credits are granted, within certain limits, for charitable donations to recognized charitable institutions.
- Amounts paid for alimony and child support and for limited dependent parent support are deductible under certain conditions.
- Tax incentives and tax credits are granted for certain investments.

Numerous other allowances and deductions may also be available.

*Personal deductions and allowances.* The family coefficient rules discussed in *Rates* are used in calculating tax at progressive rates and take into account the size and taxpaying capacity of the household.

*Business deductions.* In general, deductible expenses for commercial, professional and agricultural activities are similar. They include the following items:

- The cost of materials and stock
- General expenses of a business nature, including personnel expenses, certain taxes, rental and leasing expenses, finance charges and self-employed individuals' social security taxes
- Depreciation expenses

**Rates.** New Caledonian individual income tax is levied at progressive rates, with a maximum rate of 40%. Family coefficient rules are used to combine the progressive tax rate with the taxpaying capacity of the household. New Caledonia has a regime of joint taxation for married couples and individuals who have contracted a civil union (Pacte Civil de Solidarité, or PACS).

Income tax is assessed on the combined income of the members of the household including dependents. No option to file separately is available.

*Family coefficient system.* Under the family coefficient system, the income brackets to which the tax rates apply are determined by dividing taxable income by the number of allowances available to an individual. The final tax liability is then calculated by multiplying the tax computed for one allowance by the number of

allowances claimed. Available allowances are shown in the following table.

<b>Family composition</b>	<b>Allowances</b>
Single individual	1
Married couple	
No children	2
One child	2.5
Two children	3
One child pursuing his or her studies outside New Caledonia (under certain conditions)	1

Limits are imposed on the tax savings resulting from the application of the family coefficient system.

The table below provides the income tax brackets and rates for individuals.

<b>Annual taxable income</b>		<b>Tax rate</b>
<b>Exceeding XPF</b>	<b>Not exceeding XPF</b>	
1,000,000	1,800,000	4
1,800,000	3,000,000	12
3,000,000	4,500,000	25
4,500,000	—	40

*Nonresidents.* Wages of nonresident employees who are seconded to New Caledonia by a company established outside New Caledonia are subject to a withholding tax on New Caledonian-source remuneration, after the deduction of statutory employee social security contributions and the 10% and 20% standard deductions (see *Deductible expenses*).

New Caledonian-source income of nonresident individuals are determined by reference to the rules applicable to revenues of the same nature that are received by resident individuals. However, a XPF1 million tax rebate is applicable to the net amount of pensions.

The following types of income, among others, are considered to be New Caledonia-source income:

- Real estate income derived from real estate in New Caledonia
- New Caledonian-source investment income
- Income derived from professional activities carried on in New Caledonia

A nonresident's tax liability may not be less than 25% of net taxable income. However, if a nonresident can prove that the effective rate of tax computed on his or her worldwide income, according to New Caledonian tax rules, is less than 25%, the progressive income tax rates may apply on request.

*Effective rate rule (exemption with progression).* If an individual has income exempt from tax under treaty provisions (that is, under the New Caledonia-France/Canada treaty [see *Who is liable*]), the effective rate rule generally applies. Under this rule, the taxpayer's income tax liability is calculated based on worldwide income using the progressive rates and other New Caledonian tax rules. Total income tax is then divided by worldwide income to

yield the effective percentage rate, which is then applied to income taxable in New Caledonia to determine total tax payable in New Caledonia.

**Relief for losses.** Taxable income is determined for each category of revenue. Expenses incurred in producing income are deductible from the income produced. In general, losses from a category of income may offset profits from the same category and may be carried forward for the following five years.

## B. Other taxes

**Inheritance and gift taxes.** If a decedent or donor was resident in New Caledonia, inheritance tax is payable on gifts and inheritances of worldwide net assets. For nonresident decedents or donors, only gifts and inheritances of New Caledonian assets are taxable.

The following are the inheritance and gift tax rates.

Bequeathed or gifted to	Up to XPF1 million	XPF1 million to XPF3 million	XPF3 million to XPF10 million	More than XPF10 million
Spouse or direct descendent or ascendant	5%	10%	15%	20%
Sibling	30%	30%	30%	30%
Relative up to fourth degree	40%	40%	40%	40%
Others	50%	50%	50%	50%

Many tax reductions and allowances are available, depending on the situations.

## C. Social security

### Contributions

*Employees.* The employee's part of social security contributions is withheld monthly by the employer from the gross salary increased by the fringe benefits and allowances. The employee's and employer's contributions are paid quarterly by the employer to the Family Allowance and Work-Related Accidents Office (Caisse des Allocations Familiales et des Accidents du Travail, or CAFAT). The employee contribution equals 9.64% of gross salary. The rate of the employer contribution is approximately 35%, depending on its activity. CCS (see Section A) at a rate of 2% is also payable. A compulsory additional retirement fund contribution also applies.

*Self-employed.* Self-employed individuals must make social security contributions for the Unified Sickness and Maternity Insurance Plan (Régime Unifié d'Assurance Maladie et Maternité, or RUAMM) at a rate of approximately 6% to 9% of the annual revenue. CCS (see Section A) at a rate of 2% is also payable.

**Social security agreements.** New Caledonia has entered into a social security agreement with France.

## D. Tax filing and payment procedures

**Filing.** New Caledonian residents are required to file annual tax returns by 31 March following the end of the relevant tax year (calendar year). This deadline is normally extended for tax returns filled via the internet process.

Married couples and individuals who have entered into a PACS must file a joint return for all types of income.

**Payment.** New Caledonian income tax for resident taxpayers is payable in three installments with two installment payments equal to one-third of the previous year's tax liability payable on 31 March and 15 July and a balancing payment generally payable by October.

**Nonresidents.** The filing date for the annual nonresident tax return is generally by the end of June.

## E. Double tax relief and tax treaties

If a double tax treaty does not apply, income that has been subject to a personal tax abroad is exempted from tax in New Caledonia. However, this income less the taxes imposed in the country of origin and for which the payment is the responsibility of the beneficiary must be declared in the New Caledonian tax return. The amount declared is taken into account in determining the effective rate, which applies only to New Caledonian income.

New Caledonia has signed one tax treaty with France.

New Caledonia has also entered into a double tax treaty with Canada to a certain extent, because New Caledonia is included with France for the purpose of the tax treaty between France and Canada.

## F. Visas and work authorizations

Although attached to France, New Caledonia is an overseas collectivity with special provisions, in particular with respect to the conditions of entry and residence of foreigners.

Unless expressly exempted by a visa waiver (see below), foreigners wishing to travel to New Caledonia are subject to visa requirements.

**Short-stay visas.** Nationals of European Union (EU) or European Economic Area Member States or Switzerland and holders of a long-duration residence permit issued by France are exempt from the requirement to obtain short-stay visas (duration up to three months). This rule also applies to states associated with the Schengen Area and a large number of other states.

**Long-stay visas.** Foreigners must hold a long-stay visa for long stays (three months or longer) in New Caledonia. The only exception is EU nationals.

**Working in New Caledonia.** For non-French citizens, it is necessary to obtain a work authorization in advance in order to work in New Caledonia. The employer must also make representations to various public services to ensure that the hiring of a foreign employee does not harm the local labor market.

If the authorization is granted by the government of New Caledonia, the worker may apply for a residence permit corresponding to his or her situation.

# New Zealand

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## A. Income tax

**Who is liable.** Resident individuals are subject to income tax on worldwide income. Nonresident individuals pay tax on New Zealand-source income only.

Individuals are considered resident in New Zealand for tax purposes if they meet either of the following conditions:

- They have a permanent place of abode in New Zealand, regardless of whether they also have a permanent place of abode outside New Zealand.
- They are physically present in New Zealand for more than 183 days in any consecutive 12-month period.

Once a person has become resident in New Zealand for tax purposes, he or she will only cease to be tax resident once he or she has met the following conditions:

- He or she does not have a permanent place of abode in New Zealand.
- He or she is physically absent from New Zealand for more than 325 days in any consecutive 12-month period.

For the purpose of the days of physical presence in New Zealand, each partial day of presence is treated as a full day in New Zealand.

*Transitional residents' exemption.* Resident individuals arriving for the first time in New Zealand after 1 April 2006 or who have been absent for at least 10 years as nonresidents before returning to New Zealand and have never claimed the transitional residents' exemption are considered to be transitional residents and are eligible for an exemption on certain income arising from sources outside New Zealand for the first 48 months of their residence. However, persons qualifying to be transitional residents can elect to waive the exemption.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Generally, the responsibility for determining the taxability of employment income paid to an employee

rests with the employer. Employers are also generally responsible for reporting employment income on behalf of employees and for correctly withholding income taxes through the Pay-As-You-Earn (PAYE) withholding tax system.

For employees without tax file numbers, employment income is subject to PAYE at a rate of 45%. Unless a tax file number is obtained and the employer's reporting is retrospectively amended to reflect the number, this rate is effectively a final liability for the employee.

Gross income includes all salaries, wages, bonuses, retirement payments and other compensation. Employer-paid items, including reimbursing payments, allowances such as hardship allowances, meal allowances and cost-of-living allowances, tuition for dependent children, per diems, and payments made on an employee's account are generally considered gross income as a starting point. The value of employer-provided or reimbursed accommodation is also generally included in an employee's gross income.

There are exemptions for particular employer payments and reimbursements, including for certain meals, accommodation, travel, relocations and other employment-related expenses in limited circumstances. For example, there is an exemption for employer-provided or reimbursed accommodation for up to three months after arrival as a result of a work-related relocation. Other specific exemptions include accommodation provided for out-of-town secondments or capital projects (subject to time limits), multiple-workplace situations, certain mobile or remote workplaces, and some shift worker accommodation.

The provision of benefits in kind to employees is generally subject to New Zealand's fringe benefit tax regime and does not form part of an employee's gross income. Benefits subject to the fringe benefit tax regime rather than the income tax regime include the availability of a motor vehicle for private use, employees' education expenses, medical insurance premiums, certain pension plan contributions, life insurance premiums, imputed interest on below-market rate loans, non-cash gifts or prizes, and other goods and services provided to employees.

Employers are subject to fringe benefit tax on pension or retirement savings contributions that are not otherwise subject to withholding taxes in New Zealand.

New Zealand has a work-based retirement savings initiative called KiwiSaver. Most New Zealand registered employers must make compulsory contributions to a KiwiSaver fund or a complying superannuation fund for all eligible employees who have elected to participate. To be eligible, employees must satisfy all of the following conditions:

- They must be New Zealand citizens or entitled to live permanently in New Zealand.
- They must normally live in New Zealand.
- They are under 65 years old.

Employers are subject to withholding tax on all KiwiSaver contributions.

Participating employees are also subject to minimum KiwiSaver contributions at either default or employee-elected rates, which are withheld from net (after-tax) pay.

Income from personal services (salary and wages) rendered by a nonresident in New Zealand is often not taxable if the nonresident is physically present in New Zealand for 92 days or less within a consecutive 12-month period, if the services are provided for or on behalf of a nonresident employer and if the income is taxable in the nonresident individual's country of tax residence. This period is often extended to 183 days by double tax treaties.

*Self-employment and business income.* Self-employed persons, including independent contractors, are subject to tax on profits derived from any business or income-earning activity, including the sale of goods, services and commissions. Although New Zealand's tax system does not have a dependent contractor regime, withholding taxes apply to many forms of payments made to individuals in business.

Self-employed persons and other individuals carrying on business activities may be subject to New Zealand's Goods and Services Tax regime.

A partnership must submit an income tax return setting forth the amount of profit or loss shared among the partners, but income tax is not assessed on the partnership. Each partner must file a separate tax return for all income, including his or her share of partnership income. The rules applying to limited partnerships are similar to those applying to general partnerships, but specific provisions may restrict limited partners' ability to claim deductions in any given year for their shares of the partnership's expenditure and losses to their "partner's basis" amounts.

Owners of certain closely held New Zealand resident companies may elect that those companies be treated as look-through companies (LTCs). The income tax treatment of LTCs is generally similar to that for partnerships, with LTC income attributed to owners in proportion to their ownership interests and taxed at their personal tax rates. Until 31 March 2017, the owners' ability to claim deductions for their shares of LTC expenditure and losses in any given year was limited by reference to their "owner's basis" amounts. From 1 April 2017, this "owner's basis" limitation no longer applies for most LTC owners, unless the LTC is in a partnership or joint venture.

Nonresident entertainers are generally subject to withholding tax at a rate of 20%. This tax may be treated as a final tax. Nonresident contractors are generally subject to withholding tax at a rate of 15% for income from contract services. This tax is neither a minimum nor a final tax and is paid on account of any annual income tax liability.

Payers may not be required to withhold tax if either of the following circumstances exists:

- The contractor is eligible for total relief from tax under a double tax treaty and he or she is physically present in New Zealand for 92 days or less in any 12-month period.
- The total amount of contract payments made for the contract activities is NZD15,000 or less in any 12-month period.

*Directors' fees.* Directors who are not also ordinary employees of a company are generally taxed as self-employed persons. Directors' fees paid by New Zealand companies to nonresident individual directors are generally taxable in New Zealand. No special provisions apply other than a requirement for the payer to deduct withholding tax, generally at a rate of 33%.

*Attributed income from personal services.* Personal services income earned through an interposed entity, including a company or trust, may be attributed to the individuals performing the services and taxed at their personal tax rates. This attribution may occur if the individual and interposed entity are associated persons and the services are supplied to a single or limited number of clients. Attribution will not apply if both the individual and interposed entity are nonresidents.

*Investment income.* Dividends received from a New Zealand resident company may have imputation credits attached. The imputation credits represent tax paid by the company on the underlying profit from which the dividends are paid that is passed on to the shareholder. A resident shareholder is assessed on the combined amount of the dividend plus the imputation credits, and receives a tax credit for the amount of the imputation credits. Nonresidents are only assessed on the dividend amount and potentially a supplementary dividend amount and do not receive a tax credit for the amount of the imputation credits.

Income earned on investments in certain unlisted portfolio investment entities (PIEs) may be allocated and taxed at the fund level at individual investor rates, with a maximum rate of 28% and no further tax on distribution. Listed PIE distributions may also be excluded from gross income.

Dividends (other than PIE distributions) and interest paid by New Zealand resident companies to New Zealand resident individuals are generally subject to an interim tax through a resident withholding tax (RWT) deduction.

The RWT rate on dividends is 33%, reduced by any imputation credits attached to the dividends.

Certain types of interest are exempt from RWT, including interest payable on trade debts or interest received under a hire-purchase agreement. Other items that are exempt are payments made to entities or persons holding valid certificates of exemption. These may include banks, building societies, moneylenders, and local or public authorities, and persons whose total gross income is expected to exceed NZD2 million in the next accounting year.

The rates of RWT on interest are elective rates of 10.5%, 17.5%, 30%, 33% or 39% if the interest recipients supply their tax identification numbers. The RWT rate on interest paid to companies is generally 28% if the recipients supply their tax identification numbers. The default RWT rate if interest recipients do not supply their tax identification numbers is 45% for all recipients. The recipients include the gross interest and dividends in their gross income and receive a credit for RWT.

Nonresidents are subject to withholding tax at a rate of 30% on dividends. This rate is reduced to 15% to the extent that cash

dividends are fully imputed or to the extent that imputation credits are passed on through the payment of supplementary dividends under the foreign investor tax credit regime. The rate is reduced to 0% to the extent that noncash dividends are fully imputed.

A 0% rate also applies to fully imputed cash dividends paid to nonresidents if the nonresidents have a direct voting interest of at least 10% in the paying entity or if a double tax treaty would reduce the New Zealand tax rate below 15%.

Nonresidents are subject to withholding tax at a rate of 15% for interest and royalties. Certain double tax treaties may reduce this rate.

Nonresident withholding tax is a final tax on dividends, cultural royalties and interest paid to non-related persons. It is a minimum tax on non-cultural royalties and on interest paid to related persons. Nonresident withholding tax rates may be reduced under New Zealand's double tax treaties. A 0% rate of nonresident withholding tax may apply to interest paid to unrelated nonresidents by transitional residents (see *Transitional residents' exemption* in section A) in relation to money borrowed while they were nonresidents, so long as the interest does not relate to carrying on a business through a fixed establishment in New Zealand.

As an alternative to nonresident withholding tax on interest, if the borrower and lender are not related persons and if the interest is paid by a person registered as an approved issuer with respect to a registered security, the interest may be subject only to an approved issuer levy of 2% of the interest actually paid. The New Zealand government pays the 2% levy on interest paid on its loans from nonresidents that meet these criteria. Nonresident withholding tax and approved issuer levy may be imposed at a rate of 0% on interest paid to nonresident holders of certain widely held corporate bonds and similar securities.

The foreign investor tax credit (FITC) provisions reduce the effective rate of New Zealand tax imposed on dividends received by a nonresident investor from a New Zealand company. To the extent that a New Zealand company is owned by nonresident investors and imputation credits are attached to dividends paid, the company may claim a partial refund or credit of its New Zealand company tax liability. The company then passes on the refund or credit to the nonresident investors through supplementary dividends. The effective rate of tax on fully imputed dividends received by nonresident investors with supplementary dividends under the FITC provisions is 28%, which effectively equates to the company tax rate on the company's underlying profits and the extent of the credits passed to resident investors. However, the residents may need to pay further tax, depending on their individual marginal tax rates. The FITC mechanism is intended to allow nonresident investors to claim a full tax credit in their home countries for New Zealand nonresident withholding tax.

The FITC provisions generally apply for dividends paid to nonresidents only if they hold less than 10% direct voting interests and if the New Zealand tax rate, after any double tax treaty relief, is at least 15%.

*Attributed income from controlled foreign investments.* Under the controlled foreign company (CFC) regime, New Zealand residents may be taxed on passive income attributed to them that is derived by foreign entities in which they hold an interest if either of the following circumstances exists:

- Five or fewer New Zealand residents own over 50% of the foreign entity.
- New Zealand residents have de facto control of the company.

Exemptions from CFC attribution may apply if the CFC is resident in Australia and meets certain criteria or if the CFC's income meets a 95% active income test.

Under the foreign investment fund (FIF) regime, New Zealand residents may be taxed on income attributed to them that is derived by foreign entities in which they hold an interest not meeting the conditions for the applicability of the CFC regime. The FIF regime may apply to interests in the following:

- Companies and unit trusts
- Foreign superannuation schemes (however, different rules apply to some schemes, effective from 1 April 2014; see *Foreign superannuation scheme interests*)
- Foreign life insurance policies that have an investment component

Several exceptions apply, including exemptions for the following:

- Shares held in certain Australian companies listed on the Australian Stock Exchange
- Certain Australian unit trusts or superannuation schemes
- Individuals holding FIF investments that cost less than NZD50,000 in total
- Certain interests in employment-related foreign superannuation schemes and qualifying foreign private annuities
- Holdings of transitional residents

Investors who own interests of less than 10% in foreign companies, unit trusts, superannuation funds and life insurance policies can calculate their FIF income under the fair dividend rate method (FDR). Under the FDR method, investors are taxed on 5% of the market value of investments held at the beginning of the year and up to 5% of gains made as a result of the purchase and subsequent resale during the same tax year. Dividends and capital gains are not separately taxed under this method.

An active income exemption and approach, similar in some respects to that applying for interests in CFCs, may apply with respect to direct income interests of at least 10% in FIF companies and unit trusts.

Transitional residents (see *Transitional residents' exemption*) are exempt from the attribution of CFC or FIF income.

*Foreign superannuation scheme interests.* In certain circumstances, individuals who have applied FIF treatment to foreign superannuation scheme interests in previous returns of income may continue to apply FIF treatment to those interests. Otherwise, effective from 1 April 2014, the FIF rules do not apply to interests in foreign superannuation schemes that were first acquired by individuals when they were nonresidents. Interests that were

first acquired by individuals when they were New Zealand residents remain subject to the FIF rules.

In general, no New Zealand income tax liability arises on lump-sum withdrawals or transfers in the first four years of an individual's New Zealand residence. After the end of that period, the extent to which lump-sum withdrawals or transfers to Australian or New Zealand superannuation schemes are taxed in New Zealand under the "schedule method" in the new rules generally depends on how long individuals have been New Zealand residents. Alternatively, individuals may use a "formula method" to determine any New Zealand income tax liability for such lump-sum withdrawals or transfers from defined contribution schemes if they have sufficient information to carry out the required calculations. Transfers between foreign superannuation schemes, other than to Australian schemes, are exempt from New Zealand income tax.

Specific rules apply to interests in certain Australian superannuation schemes. Effective from 1 July 2013, taxpayers moving between Australia and New Zealand may elect to transfer their superannuation savings between certain Australian and New Zealand superannuation schemes without tax liabilities arising in either country at that time.

Periodic pensions and annuities arising from foreign superannuation scheme interests continue generally to be taxable in full in New Zealand on receipt by residents other than transitional residents (see *Transitional residents' exemption*).

*Trust income.* Trust income is generally taxed in New Zealand if it is sourced in New Zealand or if it is derived by a beneficiary who is resident in New Zealand. Foreign-source income derived by a trustee may generally be taxed in New Zealand if a settlor of the trust (generally any person that provides some benefit to the trust) is a New Zealand resident. A beneficiary might be treated as a settlor in certain circumstances. If the income is vested in, paid to or applied for the benefit of a beneficiary within the same income year or within six months after the end of the income year, the income is taxable to that beneficiary at their applicable marginal tax rate. Otherwise, trust income is taxable to the trustee or, if the trustee is not resident in New Zealand, then to any New Zealand-resident settlor at a rate of 39% with effect from the 2024-25 tax year. If the income of a trust has not been fully liable to New Zealand income tax, certain distributions to New Zealand beneficiaries may be taxable to them at their personal tax rates if the trust is regarded as a "foreign trust" or at a higher rate of 45% if the trust is regarded as a "non-complying trust" even though legally they may be considered distributions of capital. Beneficiary income derived by New Zealand-resident minors (younger than 16 years of age on the trust's balance date) is generally taxable at a rate of 39% with effect from the 2024-25 tax year.

**Taxation of employer-provided stock options.** In New Zealand, any benefit conferred under an agreement to sell or issue shares to an employee is taxable to the employee as remuneration. The benefit is calculated as the difference between the fair market value of the shares on the day they are acquired and the amount paid for the shares by the employee.

Resident individuals who exercise share options are subject to tax on the difference between the strike price and the fair market value of the shares on the date of exercise. The liability arises in the income year in which the 20th day after the day the options are exercised occurs.

If the employee is a transitional resident (see *Transitional residents' exemption*) at the time the options are exercised, the value of the benefit is apportioned based on the ratio of the employee's transitional residency period in New Zealand to the total employment period during the sourcing period (the sourcing period is generally from the grant date to the vesting date).

From 1 April 2018, resident individuals, including transitional residents, may apportion the value of the benefit based on the ratio of the time that the individual was a nonresident of New Zealand under New Zealand domestic tax law to the total employment period during the sourcing period.

From 1 April 2017, employers can choose to withhold tax on share options under the PAYE system. If PAYE is withheld at the correct extra pay tax rate (up to 39%), an employee should have no further tax to pay with respect to the share-option benefit. If the employer chooses not to withhold at source, employees need to account for tax on the value of the share-option benefit themselves, either through provisional tax installments paid throughout the year, or in one lump-sum payment after the year-end (see Section D).

Employers are required to disclose the share-option benefits received by employees to Inland Revenue (New Zealand's tax authority) through their payroll reporting, regardless of whether PAYE is withheld. This reporting requirement applies from 1 April 2017. Penalties may be payable by employers for under disclosure of share-option benefits.

The same principles apply to most other forms of employee-share schemes, but the taxing point and market value measurement date differs, depending on the terms of the particular scheme.

**Capital gains and losses.** New Zealand has no general capital gains tax, but profits from the sale of real and personal property may be subject to income tax in certain circumstances, including the following:

- The taxpayer's business consists of dealing in that real or personal property.
- The taxpayer's purpose at the time of acquisition was to sell the property at a later date.

In addition, profits on the disposal of certain residential property (other than a "main home") acquired from 1 October 2015 may be taxable if sold within a two-year period, regardless of the taxpayer's purpose for the acquisition. This two-year period was extended to a five-year period if the taxpayer entered into an agreement to purchase residential property on or after 29 March 2018. The five-year period was extended to a 10-year period if the taxpayer entered into an agreement to purchase residential property on or after 27 March 2021. These rules continue to apply to property



sold before 1 July 2024. For property sold on or after 1 July 2024, the profits on the sale may be taxable if the property was acquired within two years of the sale date.

From 1 July 2016, residential land withholding tax (RLWT) applies to the sale of residential property located in New Zealand by “offshore RLWT persons” if the land was acquired on or after 1 October 2015 and is sold within a two-year period. This two-year period is extended to a five-year period if the taxpayer enters into an agreement to purchase residential property on or after 29 March 2018. The five-year period is extended to a 10-year period if the taxpayer enters into an agreement to purchase residential property on or after 27 March 2021. These rules continue to apply to property sold before 1 July 2024. For property sold on or after 1 July 2024, the profits on the sale may be taxable if the property was acquired within two years of the sale date. An “offshore RLWT person” is defined broadly for individuals and other entities, with reference to citizenship, immigration status and physical absence throughout specific time frames for an individual vendor. RLWT is not a minimum or final tax but is deducted on account of any annual income tax liability. Any excess RLWT is refundable.

An accrual taxation system applies to New Zealand resident individuals who are parties to various types of financial arrangements, including debts and debt instruments. Under the accrual system, foreign-exchange variations related to the financial arrangements are included in calculations of income and expenditure. A cash-basis system may be adopted by taxpayers deriving income and incurring expenditure of less than NZD100,000 from financial arrangements in an income year and by taxpayers with financial arrangement assets and liabilities with a total absolute value of NZD1 million or less. For the cash basis to apply, the cumulative difference between the actual income and expenditure and the notional income and expenditure on an accrual basis must be less than NZD40,000.

The accrual taxation regime does not apply to nonresidents, unless the transaction involves a business they carry on in New Zealand, or to transitional residents if the other parties to an arrangement are nonresidents and if the arrangement is not for the purposes of a business carried on in New Zealand by any of the parties.

## **Deductions**

*Deductible expenses.* Employees are not permitted deductions for employment-related expenditure, except for tax return preparation fees and premiums for loss of earnings insurance if the insurance proceeds would be taxable. However, employers are able to reimburse employees on a tax-free basis for certain expenses that relate to the employee’s employment.

*Personal deductions and allowances.* Taxpayers with dependent children may be entitled to family support payments based on family size, income and other circumstances. This assistance is generally not available to nonresidents or transitional residents.

An independent earner tax credit (IETC) may apply to individual tax residents who have annual income between NZD24,000 and NZD70,000 and who do not directly or indirectly receive family support, income-tested benefits, New Zealand superannuation,

certain pensions or other amounts. The IETC is a maximum of NZD520 per year and abates at 13 cents per dollar earned over NZD66,000.

Donation tax credits are available for most donations of money over NZD5 made by individuals to registered charities or school boards if receipts are provided.

*Business deductions.* Expenses necessary to produce gross income (other than employment income) are deductible. However, only 50% of specified business entertainment expenses incurred by self-employed individuals is deductible. Interest deductions may be limited under the thin-capitalization rules in certain circumstances if nonresidents own or control New Zealand entities or assets or if New Zealand residents hold interests of at least 10% in CFCs or certain types of FIFs.

The deductibility of mortgage interest on residential investment property in New Zealand was being phased out but is now being phased in again.

Any disallowed interest will only be deductible if the property was sold and the proceeds of the sale are taxable.

In general, no interest deductions were allowed for interest incurred on or after 1 October 2021 until 31 March 2024 for any New Zealand residential investment property acquired on or after 27 March 2021. From 1 April 2024, interest deductions became allowable again for these properties, as indicated in the following table:

<b>Standard balance date income year</b>	<b>Percentage of interest deductible</b>
1 April 2024 to 31 March 2025	80%
1 April 2025 onward	100%

For properties acquired before 27 March 2021, interest deductions were being phased out and now are being phased back in as indicated in the following table:

<b>Standard balance date income year</b>	<b>Percentage of interest deductible</b>
1 April 2021 to 31 March 2022	100% for 1 April 2021 to 30 September 2021 75% for 1 October 2021 to 31 March 2022
1 April 2022 to 31 March 2023	75%
1 April 2023 to 31 March 2024	50%
1 April 2024 to 31 March 2025	80%
1 April 2025 onward	100%

There are some exceptions to the interest limitation rules. In particular, homes defined as “new builds” were exempted from these rules, and interest remained fully deductible for 20 years following receipt of their code compliance certificate.

All interest incurred under foreign currency-denominated loans financing New Zealand residential properties was denied, effective from 1 October 2021 to 31 March 2024.

**Rates.** The tax rates applied to taxable income for both resident and nonresident individuals from 1 April 2024 to 31 March 2025

are set forth in the following table. The thresholds at which each tax rate applies changed during the year; the following table reflects the composite rates for the year.

Taxable income NZD	Tax rate %	Tax due NZD	Cumulative tax due NZD
First 14,000	10.50	1,470.00	1,470.00
Next 1,600	12.82	205.12	1,675.12
Next 32,400	17.50	5,670.00	7,345.12
Next 5,500	21.64	1,190.20	8,535.32
Next 16,500	30.00	4,950.00	13,485.32
Next 8,100	30.99	2,510.19	15,995.51
Next 101,900	33.00	33,627.00	49,622.51
Above 180,000	39.00	—	—

Married persons are taxed separately, not jointly, on all types of income.

For withholding tax rates, see *Investment income*.

**Relief for losses.** Business losses of individual taxpayers may be offset against the individuals' other net income in the year in which the loss is sustained. The balance of any loss may be carried forward and offset against future net income of the taxpayer. The use of losses may be restricted if they are derived by the following:

- Limited partners through limited partnerships
- Owners of certain LTCs
- Nonresidents deriving income subject to nonresident withholding tax as a final tax

Specific restrictions apply to losses incurred in deriving income from residential land (rental income or land disposal) from 1 April 2019.

## B. Estate and gift taxes

Estate duty is not levied in New Zealand, and gift duty has been abolished.

## C. Social security

New Zealand does not have a social security system requiring compulsory contributions from employees. However, under the Accident Compensation Act 2001, levies are payable by employers, employees and self-employed persons to fund the comprehensive no-fault accident compensation scheme, which covers all accidents at home and at work. The levies are payable on employment income up to a maximum threshold of NZD142,283 for the year ending 31 March 2025. For employers and self-employed persons, the rate of the levy depends on the relevant industry classification. For employees, the rate of the levy is 1.6% for the year ending 31 March 2025. Employers are responsible for withholding employee levies as part of the PAYE withholding tax system.

New Zealand has entered into reciprocal social security agreements with Australia, Canada, Denmark, Greece, Guernsey, Ireland, Jersey, Malta, the Netherlands and the United Kingdom.

## **D. Tax filing and payment procedures**

The tax year in New Zealand runs from 1 April to 31 March of the following calendar year. Salary and wage earners generally have tax deducted from their salaries at source under the PAYE system. Income tax on other income is generally due on 7 February (7 April if on a tax agency list) following the end of the fiscal year.

Individuals who earn income only from reported sources (for example, employment income, bank interest and dividends) in New Zealand do not generally have a return filing requirement. Instead, these individuals are generally provided with automated assessments. Individuals who have income from reported sources and from unreported sources are required to amend any automated assessment to reflect their unreported income correctly.

If an automated assessment results in a refund, this will be paid by electronic transfer to the individual's nominated bank account. Assessments of tax to pay are written off if under NZD50.

An individual with unreported income may choose (or in some cases, be required) to file an income tax return. Income tax returns are due by the 7 July immediately following the end of the income year, or by the following 31 March if on a tax agency list.

Certain taxpayers must pay advance payments of provisional tax, generally in the fifth, ninth and 13th months following the beginning of their income years. These taxpayers are generally persons whose preceding year's tax liability on income from which no tax was withheld was greater than NZD5,000 if the preceding tax year was the tax year ended 31 March 2020 or a future tax year. The rules relating to the imposition of interest on the late payment of provisional tax have changed several times in recent years. For provisional tax payable with respect to the year ended 31 March 2023 and future tax years, interest may be imposed on persons whose tax liability on income from which no tax was withheld was greater than NZD60,000 if the provisional tax paid by each installment date is less than the minimum amounts deemed due at those installment dates. Interest may also be imposed from the third installment date on persons whose tax liability on income from which no tax was withheld was greater than NZD60,000 if the provisional tax paid by the third installment date is less than the actual tax liability for the year.

A nonresident individual must file an income tax return showing all taxable New Zealand-source income, except income subject to a final nonresident withholding tax.

From 1 October 2015, "offshore persons" must generally have a fully functional New Zealand bank account to obtain a tax identification number, which is necessary to meet their tax filing and payment obligations. Individuals without a New Zealand bank account are generally required to satisfy comprehensive due diligence documentation requirements, including providing notarized copies of identification documents and proof of a bank account held in a country with which New Zealand has an exchange-of-information agreement in order to satisfy the Commissioner of Inland Revenue of the applicant's identity and background.

## E. Double tax relief and tax treaties

If a New Zealand resident derives income from a foreign jurisdiction, foreign income tax paid on that income is allowed as a credit against income tax payable in New Zealand. The credit is limited to the amount of tax payable in New Zealand on the same foreign-source income.

New Zealand has entered into comprehensive double tax treaties with the following jurisdictions.

Australia	Indonesia	Samoa
Austria	Ireland	Singapore
Belgium	Italy	South Africa
Canada	Japan	Spain
Chile	Korea (South)	Sweden
China Mainland	Malaysia	Switzerland
Czech Republic	Mexico	Taiwan
Denmark	Netherlands	Thailand
Fiji	Norway	Türkiye
Finland	Papua New Guinea	United Arab Emirates
France	Philippines	United Kingdom
Germany	Poland	United States
Hong Kong	Russian Federation	Vietnam
India		

New Zealand has also signed a double tax treaty with the Slovak Republic which enters into force on 1 November 2024 and into effect in 2025.

## F. Temporary visas

**New Zealand Electronic Travel Authority.** All travelers to New Zealand from visa-waiver jurisdictions (see list below), and travelers who hold a valid Australian Permanent Resident Visa or Australian citizenship are required to obtain a travel authorization through Immigration New Zealand's Electronic Travel Authority (NZeTA) system before traveling to New Zealand.

Travelers should apply for the NZeTA as soon as their plans are confirmed. It is strongly advised that they apply no later than 72 hours before travel to New Zealand. An approved NZeTA travel authorization is valid for multiple entries into New Zealand and is generally valid, unless revoked, for up to two years. An NZeTA is not a guarantee of admission to New Zealand. Travelers on an NZeTA are required to meet entry requirements at the border (for example, funds, genuine intention to stay as a visitor).

**Visitors' visas.** In general, all visitors to New Zealand must apply for a visa to enter the country. Some exceptions to the general rule exist. Travelers from visa-waiver jurisdictions, Australian citizens and individuals who hold a current Australian permanent residence visa are directed to apply for the NZeTA instead of a formal New Zealand visitor visa. The NZeTA is a travel authority to allow boarding in an aircraft. The actual visa will be granted at the border prior to entry.

United Kingdom passport holders who produce evidence of the right to reside permanently in the United Kingdom can be granted a visitor visa for up to six months on arrival in New Zealand. Individuals from certain jurisdictions (see below) who will be in

New Zealand for no more than three months as a visitor do not need to apply for a visa before traveling to New Zealand. Visitors are not permitted to work in New Zealand. All visitors must provide travel tickets or evidence of onward travel arrangements and evidence of funds to support themselves while in New Zealand. Although visa-waiver citizens and permanent residents of Australia are exempt from applying for a visitor visa ahead of their travel to New Zealand, they still must apply for an NZeTA. The following is the list of the visa-waiver jurisdictions.

Andorra	Hungary	Oman
Argentina	Iceland	Poland
Austria	Ireland	Portugal (e)
Bahrain	Israel	Qatar
Belgium	Italy	Romania
Brazil	Japan	San Marino
Brunei	Korea (South)	Saudi Arabia
Darussalam	Kuwait	Seychelles
Bulgaria	Latvia (a)	Singapore
Canada	Liechtenstein	Slovak Republic
Chile	Lithuania (a)	Slovenia
Croatia	Luxembourg	Spain
Cyprus	Macau (d)	Sweden
Czech Republic	Malaysia	Switzerland
Denmark	Malta	Taiwan (f)
Estonia (a)	Mauritius	United Arab Emirates
Finland	Mexico	United States (g)
France	Monaco	Uruguay
Germany	Netherlands	Vatican City
Greece (b)	Norway	
Hong Kong (c)		

- (a) Visa waiver does not apply to people traveling on alien (noncitizen) passports issued by these countries.
- (b) Visa waiver applies to Greek passport holders whose passports were issued on and after 1 January 2006. Greek passports issued before 1 January 2006 are not acceptable for travel after 1 January 2007.
- (c) Visa waiver applies to residents of Hong Kong traveling on Hong Kong Special Administrative Region or British National (Overseas) passports.
- (d) Visa waiver applies to residents of Macau traveling on Macau Special Administrative Region passports.
- (e) Portuguese passport holders must also have the right to live permanently in Portugal.
- (f) Visa waiver applies to permanent residents of Taiwan travelling on Taiwan passports. A personal identity number printed within the visible section of the biographical page of the Taiwan passport demonstrates that the holder is a permanent resident of Taiwan.
- (g) Visa waiver includes nationals of the United States.

**Business visitors' visas.** Business visitors from Australia, the United Kingdom or the visa-waiver jurisdictions mentioned above are not required to formally apply for business visitors' visa before traveling to New Zealand. They can obtain an NZeTA prior to their business visit and be granted a business visitors' visa at the border. Business visitors are allowed to undertake the following activities:

- A representative on official trade missions recognized by the New Zealand government
- A sales representative from an overseas company
- An overseas buyer of New Zealand goods or services
- A person undertaking business consultations or negotiations in New Zealand with respect to the establishment, expansion or

winding up of a business enterprise in New Zealand involving the authorized representatives of an overseas company

Business visitors must not undertake work in New Zealand regardless of where or how they are remunerated. Because Business Visitor Visas are granted for a maximum of three months in any 12-month period, if an individual will be in New Zealand for periods totaling more than three months in any one year or if he or she is not undertaking one of the activities noted above, the individual must apply for a work visa.

Business visitors who are not from Australia, the United Kingdom or the visa-waiver jurisdictions mentioned above are required to formally apply for a Business Visitors' Visa before traveling to New Zealand.

**Student visas.** Student visas are issued to foreign nationals who intend to undertake studies in New Zealand. The duration of the visa depends on the length of the study program. In general, students are permitted to work part time while studying in New Zealand subject to meeting certain conditions on their study program. Please check with the Immigration New Zealand (INZ) team for further information.

**Working holiday visas.** Working holiday schemes are open to citizens from the following jurisdictions who satisfy certain conditions.

Argentina	Hungary	Philippines
Austria	Ireland	Poland
Belgium	Israel	Portugal
Brazil	Italy	Singapore
Canada	Japan	Slovak Republic
Chile	Korea (South)	Slovenia
China Mainland	Latvia	Spain
Croatia	Lithuania	Sweden
Czech Republic	Luxembourg	Taiwan
Denmark	Malaysia	Thailand
Estonia	Malta	Türkiye
Finland	Mexico	United Kingdom
France	Netherlands	United States
Germany	Norway	Uruguay
Hong Kong	Peru	Vietnam

To qualify for a visa under a working holiday scheme, an applicant must satisfy the following conditions:

- He or she must be aged between 18 and 30 (or 35 in some cases).
- He or she may not bring children.
- He or she must hold a return ticket or sufficient funds to purchase such a ticket.
- He or she must have available funds to meet living costs while in New Zealand, as prescribed by the scheme under which the individual is applying.
- He or she must meet health and character requirements.
- He or she must hold medical and comprehensive hospitalization insurance for the length of the stay if required by the scheme under which the individual is applying.
- He or she must be the holder of a valid temporary visa if applying in New Zealand.

- He or she must not have been previously approved for a visa under a working holiday scheme.

Applicants who apply for a working holiday visa are not required to provide evidence of a job offer. If a scheme has an “ordinarily resident” requirement, the applicant must apply under the country of permanent residence. This requirement is considered to be met if the applicant has not been absent from that country for more than two years immediately preceding the application. Successful applicants must not undertake permanent employment unless they apply for, and obtain, a work visa that allows such employment. Successful applicants may also enroll in one or more courses of training or study of up to six months’ duration in total during their visit to New Zealand.

**Work visas.** *From 4 July 2022, six existing temporary work visas (including the Essential Skills and Talent Visa referenced below) have been replaced with a single Accredited Employer Work Visa (AEWV) and a mandatory accreditation process has been established for any New Zealand business intending to support a migrant worker for an AEWV temporary work visa.*

From April 2024, the maximum continuous stay was changed as outlined in the following table.

Category	Years
Australian and New Zealand Standard Classification of Occupations (ANZSCO) Skill Level 1, 2, or 3, on the Green List, on the on the Transport Sector: Work to Residence instructions or paid at or above 1.5 times the median wage	8      5
ANZSCO Skill Level 4 or 5	3

The visa holders will have a stand-down period of 12 months after completing the allowed maximum continuous stay. This means that AEWV holders who do not have a pathway for residency must leave New Zealand for at least 12 months after meeting the limit on the maximum continuous stay. However, if the AEWV holder can demonstrate that they are on a pathway to skilled residence they may be granted a further AEWV (without undergoing the stand-down period).

All work visa applicants must meet the generic temporary entry instructions. This includes health and character requirements.

The Specific Purpose or Event instructions apply if the applicant is entering New Zealand for a specific purpose or event (for example, a short-term intercompany secondment). The applicant is required to have demonstrated skills, expertise or attributes that are likely to benefit individuals and/or New Zealand while proving there is no negative impact on opportunities for New Zealand citizens or residents. Under these instructions, a labor market test is not required, but the employer is required to provide either a support letter or a copy of the job offer or assignment agreement. Work visas under the Specific Purpose or Event instructions are generally valid for the duration of the activity in New Zealand.



There are special categories open to partners of New Zealand citizens or residents, partners of higher-skilled work visa holders, entertainers, athletes and professional coaches.

The processing time for a work visa varies with each application, but the process generally takes four to eight weeks from the date of filing if no medical or character issues exist.

**Health and character requirements for all visa applicants.** All individuals who enter New Zealand must meet applicable good health and character requirements. If an applicant is not from a low-tuberculosis incidence country and intends to be in New Zealand for more than six months, he or she must obtain a chest X-ray certificate from a panel radiologist. If an applicant intends to be in New Zealand for longer than 12 months, he or she must obtain full medical and chest X-ray certificates from a panel physician. The panel physician and/or panel radiologist submits the medical and chest X-ray certificates directly to INZ online. Once the medical and chest X-ray certificates are submitted electronically, the applicant has three months to file his or her visa application with INZ. If an applicant is applying for a temporary visa and intends to be in New Zealand for 24 months or longer, he or she must also obtain a police clearance certificate from his or her country or countries of citizenship and any country in which he or she has lived for five years or more since the age of 17. If an applicant is applying for a residence visa, he or she must obtain a police clearance certificate from his or her country or countries of citizenship and any country in which he or she has lived for 12 months or more in the last 10 years. Police clearance certificates are only valid for filing within six months after the date of issuance.

**General requirements for all temporary visitors (work and holiday) to New Zealand.** An applicant coming to New Zealand to work must provide evidence of qualifications and/or work experience, and a job offer. Applicants coming for a visit must provide evidence that they plan on leaving New Zealand and that they have funds to support themselves while in New Zealand. All applicants must also hold a valid passport for the duration of their intended stay.

## G. Entrepreneur category visa

Experienced businesspersons who wish to obtain a work visa to enter New Zealand to establish and operate a business can apply under the Entrepreneur work visa category. If certain conditions are met, the applicant can eventually obtain New Zealand residence under the Entrepreneur residence visa category. To apply for an Entrepreneur work visa, applicants must satisfy the following requirements:

- They must have a minimum capital investment of NZD100,000.
- They must meet or exceed the pass mark on a scale that awards points for factors relating to the likely success of the proposed business and its value to New Zealand.
- They must be competent users of English.
- They must have a business plan, which is assessed by Immigration New Zealand as having the ability to be profitable and provide “substantial benefit” to New Zealand.
- They must all meet health and character requirements.

## H. Investor category visa

The Investor category is open to applicants who wish to obtain residence in New Zealand through investment. The New Zealand government announced the new investor category named the Active Investor Plus Visa (AI+). Under the Active Investor Plus category, an applicant must have at least NZD15 million or the weighted equivalent in available assets or funds. There are no minimum requirements on age, business experience or settlement funds, but visa applicants will need to meet an English-language requirement.

Applicants must transfer their funds via the banking system and demonstrate that they acquired the investment funds lawfully.

Like all visa categories, all applicants in the above categories must also meet New Zealand's health and character requirements. Investor applicants must also be physically present in New Zealand for prescribed time periods for each of the investment years.

## I. Residence visas

Residence visas and permanent residence visas are issued to foreign nationals who intend to establish permanent residence in New Zealand. Various paths and policies to gain residency are available. Some of the most common paths are through the skilled residence program or the Investor category. Although the holder of a residence visa can stay in New Zealand indefinitely, residence visas are subject to travel conditions, which allow the holder to travel in and out of New Zealand for 24 months. After 24 months, a residence visa holder can apply for a permanent residence visa by demonstrating his or her commitment to New Zealand. Permanent residence visas do not have travel conditions and allow the holder to stay and travel in and out of New Zealand indefinitely.

A new simplified points system was introduced for the Skilled Migrant Category (SMC) Resident Visa on 9 October 2023. Under the new system, all SMC applicants must have a job offer or current employment that meets the following conditions:

- From an accredited employer in New Zealand
- Full time (at least 30 hours a week)
- On a permanent contract or fixed-term contract/contract for services for at least 12 months
- Pays the median wage (currently NZD31.61 per hour) for Australian and New Zealand Standard Classification of Occupations (ANZSCO) skill level 1-3 roles or pays 1.5 times the median wage (currently NZD47.42 per hour) for ANZSCO skill level 4-5 roles

In addition, applicants need six points to apply. This can be made up from the following:

- Skill categories: three to six points based on one of the following:
  - Income (at least 1.5 times the median wage)
  - A recognized qualification
  - New Zealand occupational registration
  - Skilled work experience category

- One point per year of work in a New Zealand skilled job, up to a maximum of three points.

## **J. Family and personal considerations**

**Family members.** In general, the partner or spouse of a work visa holder can apply for his or her own visa to enter New Zealand based on their relationship. If the primary applicant will be holding or holds a work visa that is valid for more than six months, his or her partner is eligible for a work visa for the same time period as the primary applicant if the relevant partnership requirements are met. If the primary applicant will be holding or holds a work visa that is valid for less than six months, his or her partner is eligible for a visitor visa that is valid for the same time period as the primary applicant if the relevant partnership requirements are met.

Partners of an AEWV or Essential Skills work visa holder may be granted a work visa with conditions that allow work for any employer if his or her partner is working in a role that pays at least twice the median wage or is on the Green List and he or she meets the applicable Green List requirements.

Partners of an AEWV or an Essential Skills work visa holder whose role pays at least the median wage but below twice the median wage and is not on the Green List will be granted a work visa subject to conditions. Holders of this visa must only work as an employee for an employer accredited under the AEWV scheme and in a role either paid at or above the median wage or in a role earning at least the relevant wage threshold if a sector agreement is in place. In addition, they are not allowed to work in a role covered by a capped sector agreement.

A partner holding a visitor visa cannot work in New Zealand. Dependent children of a work visa holder are granted either a student or visitor visa, depending on their age, and may attend primary and secondary schools in New Zealand as domestic students.

**Driver's permits.** Foreign nationals may drive legally using their home country driver's licenses for up to 12 months. Foreign nationals in New Zealand must obtain New Zealand driver's licenses within a year.

Visitors whose licenses or permits are not in English must carry an accurate translation. Visitors holding international driver's licenses may also drive in New Zealand for up to 12 months. Visitors without overseas or international driver's licenses must apply for a New Zealand license before driving in New Zealand.

Applicants are required to pass a theoretical test and take a practical driving test to obtain a New Zealand driver's license. Applicants with valid driver's licenses from certain European Union (EU) countries, Australia, Canada, Norway, South Africa, Switzerland or the United States may be exempt from the theoretical and the practical test. In general, a physical examination is not required, but eyesight is checked.

## **K. Other matters**

**Publicly funded health entitlements.** The length of a person's visa determines whether they are entitled to publicly funded health in

New Zealand. In general, a person who holds a work visa that entitles the person to remain in New Zealand for two years or more is eligible for publicly funded health and disability services. Eligibility for all publicly funded health and disability services is determined by the Ministry of Health and not INZ.

**Licensed immigration advisors.** Anyone who provides immigration advice, both onshore and offshore, must be licensed or exempt from licensing. Immigration advice is defined in the Immigration Advisers Licensing Act 2007 as “using, or purporting to use, knowledge of or experience in immigration to advise, direct, assist or represent another person in regard to an immigration matter relating to New Zealand, whether directly or indirectly and whether or not for gain or reward.” The Immigration Advisers Authority regulates the provision of immigration advice. INZ no longer accepts applications from representatives of applicants, unless they are licensed or exempt.

A person who provides immigration advice who is not licensed or exempt from licensing is liable to imprisonment for a term not exceeding seven years or a fine not exceeding NZD100,000, or both.

# Nicaragua

[ey.com/globaltaxguides](http://ey.com/globaltaxguides)

Please direct all inquiries regarding Nicaragua to the persons listed below in the San José, Costa Rica, office of EY. All engagements are coordinated by the San José, Costa Rica, office.

## Managua

GMT -6

### EY

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## A. Income tax

**Who is liable.** Resident and nonresident individuals, regardless of their nationality, are taxed on their income earned in Nicaragua and its links abroad as determined in the law. Foreign-source income is not taxed.

Nicaraguan nationals are considered resident.

A foreign individual is considered a resident for tax purposes if he or she meets either of the following criteria:

- He or she stays in Nicaragua for more than 180 consecutive or non-consecutive days during the calendar year.
- The center of his or her economic interests is located in Nicaragua, unless he or she can prove his or her residence or tax domicile is located in another country by submitting a certificate issued by the relevant tax authorities, provided that the country of domicile is not considered a tax haven under the Nicaraguan income tax law.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Annual employment income in excess of NIO100,000 is taxable, including salary, bonuses, premiums, commissions and allowances (for example, housing). However, the 13th month salary (*aguinaldo*), labor indemnification (up to five months' base salary), indemnification up to NIO500,000

received in addition to five months' salary and social security contributions are exempt from tax.

*Self-employment and business income.* Income derived from self-employment or from trade or business activities is taxable. Resident individuals are subject to progressive tax rates ranging from 10% to 30% of net self-employment and business income. Nonresident individuals are subject to a flat 20% withholding tax on this income. This income is taxable as income from economic activities.

*Investment income.* Dividends paid or credited by local companies to resident or nonresident individuals are subject to a 15% withholding tax.

*Per diem directors' fees.* Per diem directors' fees paid to resident or nonresident individuals are subject to 25% withholding tax.

**Capital gains.** Capital gains derived by residents and nonresidents are subject to a final withholding tax at a rate of 15%.

A special rule applies to transfers of property subject to registration with a public deed in the Public Registry. Progressive withholding tax rates ranging from 1% to 7% of the value of the property apply to these transfers.

**Deductions.** The following are personal deductions and allowances:

- Social security contributions of employed individuals
- 25% of expenses on education, health and professional services, up to a maximum amount of NIO20,000 per year (in this case, a tax return is required)

**Rates.** Employment income earned by resident individuals is taxable at the following rates:

Annual taxable income		Tax on lower amount NIO	Rate %
Exceeding NIO	Not exceeding NIO		
0	100,000	0	0
100,000	200,000	0	15
200,000	350,000	15,000	20
350,000	500,000	45,000	25
500,000	—	82,500	30

Payments to nonresident individuals for employment income (salaries, other remuneration, pensions, commissions, directors' fees and similar compensation items) are subject to a 20% final withholding tax.

Self-employment and business income earned by resident individuals (with annual gross income of NIO12 million or less) is taxable at the following rates.

Annual taxable income		Rate %
Exceeding NIO	Not exceeding NIO	
0	100,000	10
100,000	200,000	15
200,000	350,000	20
350,000	500,000	25
500,000	—	30

If an individual's gross income exceeds NIO12 million, the tax rate for self-employment and business income is 30%.

Payments to nonresident individuals for professional services or technical advice are subject to a 20% final withholding tax.

## **B. Inheritance and gift taxes**

Gifts or inheritances from Nicaraguan sources are treated as capital gains and subject to a flat 15% tax.

## **C. Social security**

Social security has two special schemes, which are compulsory and optional. The compulsory scheme applies when there is an employment relationship, and the optional scheme applies to independent professionals who voluntarily register for social security purposes.

In the compulsory scheme, the employer acts as a collector of percentage deductions made to the employee's salary (7%). In addition, the employer must contribute 22.5% (companies with more than 50 employees) or 21.5% (companies with less than 50 employees) of payroll for social security. In principle, social charges apply monthly to nationals and legal residents from the first day of employment. Social security contributions are calculated on the gross salary of the employee.

Under the optional scheme, independent professionals must pay 22.25% of their income to get complete coverage.

## **D. Tax filing and payment procedures**

The ordinary tax year runs from 1 January through 31 December.

Employers are responsible for withholding income taxes and social security contributions from the employees' salaries on a monthly basis. Employees are not required to file an annual income tax return if their only source of income is employment compensation.

Returns must be filed and any tax due must be paid within two months after the end of the tax year. Self-employed individuals and individuals with a trade or business must pay installments of advance income tax.

## **E. Double tax relief and tax treaties**

Nicaragua has not entered into tax treaties with any other countries.

## **F. Temporary visas**

Nicaraguan law provides a three-tier classification system that imposes visa requirements based on the nationality and passport type of the traveler. Tiers may be amended from time to time without prior notice, according to agreements between Nicaragua and other jurisdictions.

**Tier A.** Nonresident foreign nationals holding passports issued by Tier A jurisdictions are visa exempt. On arrival into Nicaragua, each traveler must pay a USD10 fee (cash only) and is issued a tourist permit valid for up to 90 days that may be extended for up to a total of 180 days.

The following are the Tier A jurisdictions.

Abkhazia	Honduras	Qatar
Andorra	Hong Kong	Romania
Antigua and Barbuda	Hungary	St. Kitts and Nevis
Argentina	Iceland	St. Lucia
Australia	Iran	St. Vincent and the Grenadines
Austria	Ireland	San Marino
Bahamas	Israel	São Tomé and Príncipe
Bahrain	Italy	Saudi Arabia
Barbados	Japan	Singapore
Belarus	Kazakhstan	Slovak Republic
Belgium	Korea (South)	Slovenia
Belize	Kuwait	Solomon Islands
Brazil	Latvia	South Africa
Brunei Darussalam	Liechtenstein	South Ossetia
Bulgaria	Lithuania	Spain
Canada	Luxembourg	Sweden
Chile	Macau	Switzerland
Costa Rica	Madagascar	Taiwan
Croatia	Malta	Trinidad and Tobago
Cyprus	Marshall Islands	Türkiye
Czech Republic	Mexico	Tuvalu
Denmark	Monaco	Ukraine
Ecuador	Netherlands	United Arab Emirates
El Salvador	New Zealand	United Kingdom
Estonia	North Macedonia	United States
Fiji	Norway	Uruguay
Finland	Palestinian Authority	Vanuatu
France (including overseas territories and collectivities)	Panama	Vatican City
Germany	Paraguay	Venezuela
Greece	Poland	
Guatemala	Portugal	

**Tier B.** Nonresident foreign nationals holding passports issued by Tier B jurisdictions are subject to visa requirements. An entry visa may be obtained at a Nicaraguan consular bureau before travel or at the port of entry. However, Nicaraguan authorities strongly recommend travelers to check in advance as to whether airlines allow boarding in the absence of a visa stamped on the passport. Normally, visas are valid for up to 30 days, renewable for up to a total of 90 days. Tier B travelers who arrive in Nicaragua without a visa stamped on the passport may be required to pay an entry fee of up to USD50 (cash only).

The following are the Tier B jurisdictions.

Algeria	Gambia	Myanmar
Angola	Georgia	Namibia
Azerbaijan	Ghana	Nauru
Benin	Grenada	Niger
Bhutan	Guinea	Oman
Bolivia	Guinea-Bissau	Palau
Burkina Faso	Guyana	Papua New Guinea
Burundi	Indonesia	Peru
Cambodia	Jamaica	Philippines



Cape Verde	Jordan	Rwanda
Central African Republic	Kazakhstan	Samoa
Chad	Kiribati	Senegal
Colombia	Korea (North)	Serbia
Comoros	Kyrgyzstan	Seychelles
Côte d'Ivoire	Lesotho	Suriname
Djibouti	Libya	Tajikistan
Dominica	Malawi	Tanzania
Dominican Republic	Malaysia	Thailand
Egypt	Maldives	Togo
Equatorial Guinea	Mauritania	Tonga
Eswatini	Mauritius	Tunisia
Ethiopia	Micronesia	Turkmenistan
Gabon	Moldova	Uganda
	Montenegro	Uzbekistan
	Morocco	Zambia
	Mozambique	Zimbabwe

**Tier C.** Visas for nonresident foreign nationals holding passports from Tier C jurisdictions are issued on a case-by-case basis and only on express authorization from the General Directorate of Migrations and Foreign Citizens. The authorities may require extensive documentation, and the process may take from two months to one year.

The following are the Tier C jurisdictions.

Afghanistan	Haiti	Nigeria
Albania	India	Pakistan
Armenia	Iraq	Sierra Leone
Bangladesh	Kenya	Somalia
Bosnia and Herzegovina	Laos	Sri Lanka
Botswana	Lebanon	Sudan
Cameroon	Liberia	Syria
China Mainland	Mali	Timor-Leste
Cuba	Mongolia	Vietnam
Eritrea	Nepal	Yemen

**General.** The immigration authorities require that passports of nonresident foreign nationals be valid for at least six months beyond the date of expected departure from Nicaragua.

Travelers entering Nicaragua from certain countries, including Argentina, Bolivia, Brazil, Colombia, Ecuador, French Guiana, Panama, Paraguay, Peru, Venezuela and most African countries are required to present proof of yellow fever vaccination as a condition for entry into Nicaragua. This requirement applies to Nicaraguan and foreign nationals who have visited or been in transit for more than 12 hours in any of these countries. Travelers affected by this requirement must show an International Certificate of Vaccination issued at least 10 days prior to arrival in Nicaragua as proof of immunization at the port of entry.

## **G. Work visas (and/or permits)**

Under Nicaraguan law, travelers seeking to enter the country to perform professional activities or undertake employment must obtain a work permit following admission into the country. However, according to the Visa and Residence Permits subdivision

of the General Directorate of Migrations and Foreign Citizens, travelers seeking to enter Nicaragua to exercise professional activities for short time periods (up to 90 days) are not normally issued any type of special permit. The issuance of work visas requires the submission of extensive documentation. Please consult a professional advisor for further information.

## **H. Residency visas (and/or permits)**

Foreign nationals may apply for permanent or temporary residency after entry into the country. The application process requires documentation issued and authenticated or *apostilled* in the foreign national's home country and, if necessary, translated into Spanish.

## **I. Entry and exit restrictions as a result of the COVID-19 outbreak**

Since 21 June 2023, a COVID-19 vaccination certificate or a negative result RT-PCR is not required for travelers arriving in Nicaragua.

## **J. Family and personal considerations**

**Family members.** Dependents are not entitled to work in Nicaragua without a valid work permit. The application process for obtaining a Nicaraguan work permit may involve the submission of extensive documentation. Please consult a professional advisor for further information.

**Marital property regime.** According to the Family Code, the marital economic regime will be separation of property, unless the parties establish community property.

**Forced heirship.** Nicaraguan law requires intestate estates be settled through probate. In the case of intestacy, the Civil Code lists the order in which eligible persons may inherit.

**Driver's permits.** Holders of foreign-issued driver's licenses can drive in Nicaragua as long as their existing foreign license is valid. On expiration, drivers are expected to obtain a local driver's license.

# Nigeria

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## A. Income tax

**Who is liable.** Residents are generally subject to tax on their worldwide income. However, foreign earnings derived by Nigerian residents are exempt from tax if the earnings are repatriated into Nigeria in convertible currency through a domiciliary account with an approved Nigerian bank. Income earned by a Nigerian from employment with the Nigerian government is considered Nigerian-source income, even if services are performed abroad. Nonresidents are subject to tax on Nigerian-source income only.

Individuals are considered residents if they are in one of the following categories:

- Nigerian and non-Nigerian individuals who reside in Nigeria
- Expatriate employees of a resident company who are present in Nigeria for employment purposes
- Expatriate employees of a nonresident company who are present in Nigeria for more than 183 days in a 12-month period
- Expatriate employees of a non-Nigerian company if their remuneration is recharged to a Nigerian company or borne by a fixed base in Nigeria and if they are not liable to tax in another country that has entered into a double tax treaty with Nigeria

### Income subject to tax

**Employment income.** Taxable income includes salaries, wages, fees, allowances and other gains or profits from employment, such as bonuses, premiums, noncash benefits and other perquisites.

Gratuities paid to employees at the end of assignments are fully exempt from tax. Compensation for loss of office is also fully exempt from personal income tax. However, compensation for

loss of office in excess of NGN10 million is subject to capital gains tax at 10%.

*Self-employment and business income.* Resident individuals who carry on a trade, business, profession or vocation are subject to tax on income derived from activities in and outside Nigeria. Self-employment income derived by nonresidents is subject to tax in Nigeria if the trade, business, profession or vocation is carried on even partly in Nigeria. However, only the gains or profits attributable to the part of the operations carried on in Nigeria are taxable.

Partners are taxed on their shares of partnership income, regardless of whether the income is distributed.

For residents, a 5% tax is withheld from consulting, professional, management, commission and technical fees as well as brokerage fees while a 2% tax is withheld from the payments for the supply of other services, payments for the supply of goods or products other than by manufacturer, and payments with respect to construction of roads, bridges, building and power plants (other forms of construction and related services have a 5% withholding tax). The recipient must include the income in his or her tax return but may claim a credit for the tax withheld.

For nonresidents, a 10% tax is withheld from consultancy, professional, management, commission and technical fees (which is a final tax) as well as brokerage fees while a 5% tax is withheld from the supply of other services and payments with respect to the construction of roads, bridges, building and power plants (other forms of construction and related services have a 10% withholding tax, which is the final tax). The recipient must include the income in his or her tax return but may claim a credit for the tax withheld.

Taxable income is calculated by deducting allowable expenses, statutory reliefs and losses from gross income. Resident and nonresident self-employed individuals are taxed at the rates set forth in *Rates*.

*Investment income.* Withholding tax at a rate of 10% is imposed on dividends, interest and income from the rental of movable or immovable property, while the withholding tax rate on royalties is 5%. For nonresidents, the withholding taxes are final taxes. For residents, the withholding taxes on dividends, interest and royalties are final taxes, but the withholding tax on rent is treated as an advance tax payment.

Investment income earned abroad and brought into Nigeria through the Central Bank of Nigeria, or through any other authorized dealer appointed by the Minister of Finance, is exempt from tax.

*Directors' fees.* Companies paying directors' fees must withhold tax on the fees at a rate of 15% for residents and 20% for nonresidents. Final tax is assessed when the individual files a tax return that includes income from all sources.

**Capital gains.** Capital gains consist of the disposal proceeds of an asset, less its cost and disposal expenses. Capital gains are taxed separately from ordinary income at a rate of 10%.

Amounts derived from the disposition of capital assets are taxable. These assets include the following:

- Land and buildings
- Options, debts, digital assets and incorporeal property generally
- Any currency other than Nigerian currency
- Any form of property created by the disposing person or otherwise coming to be owned without being acquired
- Movable assets including motor vehicles

If these assets are located in Nigeria, they are taxable in Nigeria, regardless of where the beneficial owner is resident. Assets located outside Nigeria are taxable in Nigeria if the beneficial owner is resident in Nigeria or if he or she is a foreigner who is present in Nigeria for a period, or for an aggregate of periods, exceeding 183 days within a 12-month period. Capital gains derived from the disposal of capital assets located outside Nigeria, and administered by a trustee of a trust or settlement with a seat of administration outside Nigeria, are taxable if the seat of administration is transferred to Nigeria during the year of assessment and if the disposal of the asset occurred while the seat of administration was in Nigeria. For capital assets located outside Nigeria, a capital gains tax is levied on the proportionate amount of gain remitted to or received in Nigeria by nonresidents. For example, if 40% of the sales proceeds is remitted to Nigeria, 40% of the capital gain is subject to tax in Nigeria.

The taxation of gains accruing from the disposal of trade or business assets, including real property, may be deferred if the assets are replaced within one year before or after disposal.

### Deductions

*Deductible expenses.* The following expenses are deductible from employment income:

- Contributions to approved pension funds in Nigeria
- Contributions to the National Housing Fund
- Contributions to the National Health Insurance Scheme
- Compensation for loss of office (also, see *Employment income*)
- Mortgage interest on a loan to develop an owner-occupied residential house
- Reasonable relocation allowance
- Gratuity
- The annual amount of any premium paid by the individual with respect to insurance on his or her life or the life of his or her spouse or contract for a deferred annuity on his or her own life or the life of his or her spouse

*Personal allowances.* Nigeria provides the following personal reliefs.

Type of allowance	Amount of allowance
Consolidated relief allowance (CRA); gross income for CRA purposes is the total income earned less nontaxable income, income on which no further tax is payable, business-related expenses and tax-exempt items provided in the Sixth Schedule to	NGN200,000 or 1% of gross income, whichever is higher, plus 20% of gross income

Type of allowance	Amount of allowance
the Nigerian Personal Income Tax Act.	
Life insurance premiums (self)	No limit
Any expenses proved to the satisfaction of the relevant tax authority to have been incurred by the individual on research during the period, including the amount of levy paid to the National Agency for Science and Engineering Infrastructure Act	No limit

**Business deductions.** Expenses are deductible if they are reasonable and are incurred wholly, exclusively and necessarily in producing income. Expenses of a capital, private or domestic nature are not deductible.

Allowable expenses include the following:

- Interest on money borrowed and employed as capital in acquiring income
- Rental payments on business premises
- Repair and maintenance expenses
- Salaries, wages, allowances, utility costs and insurance premiums
- Bad debts

Any loss incurred in a previous year is deductible from the income of the same trade or business for up to four years.

**Rates.** The following rates apply to residents and nonresidents.

Taxable income	Rate	Tax	Cumulative tax
NGN	%	NGN	NGN
First 300,000	7	21,000	21,000
Next 300,000	11	33,000	54,000
Next 500,000	15	75,000	129,000
Next 500,000	19	95,000	224,000
Next 1,600,000	21	336,000	560,000
Above 3,200,000	24	—	—

Minimum tax of 1% of gross income is due, even if applicable reliefs reduce tax liability below zero.

Individuals who earn the monthly minimum wage or below are exempted from any requirement to pay personal income tax or file a tax return.

**Relief for losses.** Business losses of a self-employed person may be carried forward for four years. Loss carrybacks are not allowed.

## B. Inheritance and gift taxes

Nigeria does not impose inheritance and gift tax.

## C. Social security

**Pension.** The mandatory minimum contribution to the Nigerian Pension Scheme is 18% of an employee's monthly emoluments. Employers and employees are required to make contributions of

10% and 8%, respectively. Monthly emoluments are total emoluments as may be defined in the employee's employment contract but cannot be less than the sum of basic salary, housing allowance and transport allowance.

In addition to the above contributions, employees may make voluntary contributions to their retirement savings accounts. An employer may agree to the payment of additional benefits to the employee on retirement or elect to bear full responsibility for the scheme provided that the employer's contribution is not less than 20% of the monthly emoluments of the employee. In addition, every employer must maintain a group life insurance policy in favor of each employee for a minimum of three times the annual total emoluments of the employee. The premium must be paid not later than the date of commencement of coverage.

Also, a portion of the individual's pension asset is allowed for use as equity contribution for payment of a residential mortgage by holders of a retirement savings account.

**National Housing Fund.** Public-sector employees who earn the national minimum wage and above are required to contribute 2.5% of their monthly income to the National Housing Fund (NHF), administered by the Federal Mortgage Bank of Nigeria. Also, self-employed individuals who earn the national minimum wage and above are required to contribute 2.5% of their monthly income to the NHF.

The NHF contribution is voluntary for employees in the private sector of the country.

**Employee Compensation Scheme.** The Employee Compensation Scheme (ECS) is designed to provide adequate compensation for all employees or their dependents for any death, injury, disease or disability arising out of or in the course of employment. Under the ECS, employers are required to remit on a monthly basis to the National Social Insurance Trust Fund 1% of the employer's total monthly payroll as ECS contributions. This guarantees the registration of the employees for the benefits of the scheme. The contribution is mandatory for employers.

**Industrial Training Fund.** Employers with 25 or more employees that are not operating within a free trade zone are required to contribute 1% of their total payroll costs to the Industrial Training Fund (ITF). The term "employee" includes temporary employees who work for periods of not less than three months. The ITF may refund up to 50% of the amount contributed by an employer if the employer has engaged in approved training for its employees.

## **D. Tax filing and payment procedures**

The federal government is responsible for enacting individual income tax legislation. The Internal Revenue office in each state administers and collects taxes from taxable residents. The federal government collects taxes from the armed forces, police personnel and External Affairs Officers as well as tax levied on nonresidents for income derived from Nigeria.

The tax year in Nigeria is the calendar year. Income tax is assessed on employment income on a current-year basis. Tax on income

from a trade, business, profession or vocation is assessed on a preceding-year basis. The basis period is the financial year chosen for the trade, business, profession or vocation. Investment income and other income are also assessed on a preceding-year basis.

Employers are obliged to file annual returns with respect to a year of assessment for employees no later than 31 January of the following year of assessment. Every taxable individual is required to file an individual tax return within 90 days after the beginning of each year of assessment. Individuals who earn the monthly minimum wage of NGN30,000 or less are not required to file a tax return.

Like residents, nonresidents earning income in Nigeria must account for such income in their tax returns.

Tax on employment income is paid by withholding from salary under the Pay-As-You-Earn (PAYE) system. For business income, the tax due must be paid within 60 days after the receipt of an assessment notice from the Internal Revenue.

Married persons are taxed separately, not jointly, on all types of income.

### **E. Double tax relief and tax treaties**

Foreign tax paid on income brought into Nigeria through the Central Bank of Nigeria, or through any other authorized dealer approved by the Minister of Finance, may be credited against tax payable in Nigeria on the same income.

Nigeria has entered into double tax treaties with the following jurisdictions.

Belgium	France	Romania
Canada	Netherlands	Slovak Republic
China Mainland	Pakistan	South Africa
Czech Republic	Philippines	United Kingdom

### **F. Entry visas**

Nigerian consulates abroad issue various types of entry visas to bona fide business travelers, expatriate assignees (either on short- or long-term assignments) and visitors traveling for holidays. Entry visas are typically issued for a single entry into Nigeria, but visitors on tourist and business visa platforms may be granted multiple entries at the discretion of the Nigeria consulates abroad.

The various entry visas include transit visas issued to individuals who are passing through Nigeria en route to other destinations but expect to stay in the country for up to seven days. Travelers in direct transit or whose transition period does not exceed 48 hours do not need transit visas.

Tourist visas are issued to applicants coming to Nigeria to visit families and friends or for tourism purposes. The visitor's stay in Nigeria can be extended subject to the approval of Nigeria Immigration Service (NIS), and relevant statutory fees may apply.



Business visas are issued to visitors and investors coming to Nigeria for discussions or meetings relating to business purposes. Any form of work-related activity is prohibited for holders of this visa. An extension of stay in Nigeria is permissible subject to NIS approval, and relevant statutory fees may apply.

A few years ago, the federal government introduced the Visa on Arrival (VOA) program to promote foreign direct investment and to ease doing business in Nigeria. The VOA program facilitates expedited entry into Nigeria for top executives of multinationals, high net worth private investors and business travelers from countries where no Nigerian consulates are located. In addition, consideration is given to other business travelers who need to urgently attend meetings, seminars and conferences in Nigeria on short notice. The approval of this facility is at the sole discretion of the Comptroller General (CG) of the NIS.

Temporary work permit (TWP) visas are issued to expatriates with specialized skills for work on short-term specific projects that are based in Nigeria. The visa application process is initiated in Nigeria by obtaining a local approval (a TWP pre-approval) for up to two months, which is granted by the CG of the NIS. The expatriates then present the approval, together with other supporting documents at the relevant Nigerian consulate abroad. An extension of stay in Nigeria is permissible subject to NIS approval, and relevant statutory fees may apply. For further details regarding the TWP visas, see Section G.

The subject-to-regularization (STR) visa is issued to expatriate assignees (including their dependents if applicable) who will be coming to work and live in Nigeria on a long-term basis. Expatriate assignees on this work visa platform are expected to be placed in the host company's approved Expatriate Quota (EQ) positions. On arrival in Nigeria, a Combined Resident Permit and Alien Card (CERPAC) is issued to an expatriate assignee as a temporary resident permit receipt. Subsequently, a Green Card, which is a permanent resident permit, is expected to be issued within 90 days.

## **G. Work permits and self-employment**

The federal government, through its relevant agencies, regulate the employment of expatriates in Nigeria to ensure that the right skills are imported or transferred and, at the same time, to promote employment opportunities for qualified Nigerians. Applications for entry visas into Nigeria are screened for security as well as the potential for foreign direct investment.

The TWP visa application process is initiated in Nigeria by obtaining an electronic TWP pre-approval from the headquarters of the NIS. Specific information about the expatriate, including a copy of the international passport data page, the nature of assignment to be performed and country of visa application must be well articulated in the application. On approval of the CG of the NIS, a TWP pre-approval is issued for presentation at the relevant Nigeria consulate abroad.

The following documents are generally required to process a TWP visa application:

- Completed visa application form

- Copy or original TWP pre-approval as approved by the CG of the NIS
- Letter of invitation or visa application letter (to be provided by the host company on its letterhead and addressed to the specific Nigerian consulate abroad)
- Acknowledgment receipt confirming payment of visa fee
- Postal order made payable to the Nigeria consulate office and additional administrative charges for express service (this may not apply to all Nigerian consulates)
- International passport with a minimum of six months' validity and with two blank facing pages
- Return flight ticket

The above list is not exhaustive because visa requirements are determined by the various Nigerian consulates abroad.

Companies that require services of foreign nationals for permanent or long-term employment must have previously obtained an approval for specific EQ positions at the Federal Ministry of Interior (FMI) in Abuja as well as a business permit for non-indigenous companies. After the validity and availability of the EQ positions are confirmed, host companies can bring their qualified expatriate assignees to Nigeria on the STR visa platform (see Section F).

Foreign nationals taking up employment in Nigeria are classified into the following categories for visa application purposes:

- Individuals taking up employment in Free Trade Zones in Nigeria. This category is not subject to EQ conditions.
- Individuals taking up employment with partially government-owned organizations and private sector companies and organizations. This category is subject to EQ conditions.

Expatriates coming to Nigeria for employment under the above categories must apply for entry visas through Nigerian consulates abroad. The Nigerian consulates may issue entry visas, including STR visas (see Section F).

Applications for STR visas must be supported with quadruplicate copies of the following documents, stamped by the appropriate Nigerian consulate in the applicant's home country or country of residence:

- Completed visa application form (Form IMM/22)
- Credentials and academic qualifications or certificates
- Valid EQ approval letter
- Business permit and certificate of incorporation of the host company
- Offer of employment letter
- Acceptance of employment letter
- Board of directors' resolution (applicable if roles are to be assigned for senior management positions, such as Managing Director, Chief Executive Officer and General Manager)
- Letter of invitation or visa application letter (to be provided by the host company on its letterhead and addressed to the specific Nigerian consulate abroad)
- Acknowledgment receipt confirming payment of visa fee, as well as a postal order made payable to the Nigeria consulate for additional administrative charges and express service (this may not apply to all Nigerian consulates)

- International passport with a minimum of six months' validity and with two blank facing pages

Requirements may vary slightly among Nigerian embassies in different countries.

STR visas are granted for three months. The required documents must be approved and endorsed by the Nigerian embassy abroad and given to the expatriate in a sealed envelope, for presentation to the NIS on the expatriate's arrival in Nigeria. The host company must present these documents to the NIS together with a CERPAC usually referred to as a temporary residence permit and an application letter for "Regularization of Stay." On approval of the CG of the NIS, a permanent residence permit (Green Card) is issued.

The CG of the NIS abolished the use of re-entry visas (single and multiple re-entry visas) by resident expatriates, effective from 6 March 2015. Consequently, resident expatriates can commute in and out of Nigeria based on endorsed CERPACs or valid Green Cards. Expatriates employed in Nigeria are issued CERPACs on application for regularization of stay, which must be made within three months of arrival in the country. Permanent resident permits (Green Cards) are issued on completion of this process.

Expatriates may transfer from one company to another if the prior consent of the NIS is obtained. To obtain consent, the previous employer must signify in writing it has no objection to the change of employment, and the new company then applies to the NIS for the transfer of the expatriate.

Economic Community of West African States (ECOWAS) nationals are exempted from EQ conditions and are only required to obtain ECOWAS residence cards for work purposes. This type of residence permit is valid for two years, subject to the validity of the assignee's international passport.

All resident expatriates or visitors who wish to remain in Nigeria for a period of more than 90 days must complete the migrant e-registration process, as mandated by the federal government.

Foreign nationals may establish businesses in Nigeria and own up to 100% of the share capital of their companies. Companies that are partly or wholly owned by foreign nationals must be registered with the Nigerian Investment Promotion Commission or the FMI in Abuja after incorporation.

## **H. Migrant e-registration**

Migrant e-registration is applicable to expatriates who intend to stay in Nigeria for a period of 90 days or longer.

NIS launched the e-registration scheme to achieve an effective tracking mechanism for migrants in Nigeria, as well as address some of the security challenges being experienced in the country. The registration process applies to all resident expatriates and their dependents, as well as visitors on tourist, business and TWP visa platforms who will be staying in Nigeria for over 90 days.

The above directive is in line with provisions of the Immigration Regulations 2017, which stipulates that "Foreigners who intend

to stay in Nigeria beyond ninety (90) days are mandated to undergo a biometric registration, in person, at the Immigration office.” The procedure entails the collection of fingerprints and facial capture, culminating in the issuance of a migrant registration slip that would indicate the expatriate’s migrant/alien number.

A copy of the e-registration slip is now required for residence permit issuance and renewal purposes at the NIS office. Therefore, all expatriates are expected to comply in this regard on arrival in Nigeria.

## **I. Family and personal considerations**

**Family members.** Family members of expatriates must show evidence of their relationships, including marriage certificates and birth certificates. Dependents above 18 years of age are also issued CERPACs. Dependent minors are issued “Minor” immigration status endorsements, subject to the validity of their parents’ residence permits. This allows them travel in and out of the country. Dependent minors are permitted to attend public or private schools.

A dependent with CERPAC status may be employed by a Nigerian company if he or she is at least 18 years of age, with requisite academic qualifications and if the company has vacant expatriate quota positions. An application is forwarded by the Nigerian company to the NIS with copies of the applicant’s résumé and academic professional certificates. On NIS approval of the application, the status of the applicant is upgraded from the status of dependent to principal residence expatriate.

**Driver’s permits.** Foreign nationals are not permitted to drive legally in Nigeria with their home country driver’s licenses. They must have international driver’s licenses or prove that they have applied for Nigerian driver’s licenses.

Nigeria does not have driver’s license reciprocity with any other country. Foreign nationals must apply for Nigerian driver’s licenses after obtaining their residence permits.

The following documents must be submitted with an application form and payment of the necessary fee to obtain a driver’s license:

- A copy of the residence permit
- A copy of the foreign driver’s license
- Two passport-size photographs
- The applicant’s blood group
- Evidence of good eyesight

No actual driving test is required of a license applicant. However, a physical examination is conducted if considered necessary by the issuing authority.

# North Macedonia

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## A. Income tax

### Who is liable

**Territoriality.** Individuals resident in the Republic of North Macedonia (North Macedonia) are subject to income tax on their worldwide income. Nonresident individuals are subject to income tax on their income earned in North Macedonia.

**Definition of resident.** An individual is a resident of North Macedonia if he or she has a permanent or temporary residence in North Macedonia. An individual is considered to be resident in North Macedonia if he or she is present in North Macedonia either continuously or with interruptions for 183 or more days in any 12-month period.

**Income subject to tax.** Under the Macedonian Law on Personal Income Tax, the following types of income are subject to tax:

- Labor income
- Self-employment income
- Income from the sale of own agricultural products
- Income from property and property rights
- Income from copyrights and industrial property rights
- Investment income
- Capital gains
- Insurance income, including insurance premiums
- Gains from games of chance
- Other income, including income generated from sale of solid waste, e-trading, e-marketing services, unused financial help intended for medical treatments, unused financial donations for humanitarian purposes and inventory shortages that are not a result of vis major or theft and are not borne by the employer

The various types of income are discussed below.

**Labor income.** Labor income consists of any income earned by an individual on the basis of employment, including income derived from a temporary contract or the temporary rendering of

services, with state administrative bodies and domestic and foreign legal entities and individuals, as well as income derived by domestic and foreign individuals performing an independent activity, unless exempted from taxation. The following items are included in labor income:

- Salaries and allowances (to the extent that the amounts exceed the legal threshold amounts for allowances) arising from employment, performance-based remuneration (for example, bonuses) and fringe benefits
- Use of residential buildings or apartments owned or leased by the employer
- Use of corporate motor vehicles or other means of transportation for private purposes, including transportation to and from the workplace
- Granting of securities and participation in the equity of the employer or of its related parties free of charge or at a lower price than the market price
- Pensions
- Income realized by members of management and supervisory boards of enterprises
- Income realized by officials, members of parliament, advisors and similar high-level persons
- Income realized by professional sportspersons (for example, premiums and transfers)
- Remuneration for practical work by pupils and practical lessons by students (to the extent that the amounts exceed the legal threshold)
- Sick-leave allowances
- Annual leave allowances
- Allowances for judges and jury members, forensic experts and bankruptcy trustees not employed by the respective institutions or enterprises
- Compensation and remuneration paid to the members of the Macedonian Academy of Sciences and Arts
- Salaries earned and paid abroad based on employment contracts with Macedonian employers
- Pension allowances from a voluntary funded pension insurance
- Contributions to a voluntary funded pension insurance fund paid by legal entity or individual performing an independent activity
- Income derived from rendering services under contracts with entities and individuals on a temporary or occasional basis
- Remuneration for internship work in accordance with the Law on Internship

*Self-employment income.* Self-employment income includes income from the following types of activities:

- Business activities
- Professional and other intellectual services
- Agricultural activities
- Other activities with the objective of realizing revenues

Self-employed persons must maintain accounting books, except for self-employed persons and taxpayers registered for the sale of their own agricultural products on the green markets that pay personal income tax assessed as a lump sum of the net income. The tax base for self-employment income is the net income, calculated as the difference between total revenues and total

expenditures, increased by the unrecognized expenditures for tax purposes.

*Income from sale of own agricultural products.* The tax base for income realized from the sale of agricultural products is the difference between the total income realized and the recognized normative expenses in the amount of 80% (that is, 80% of the expenses incurred by the taxpayer are recognized as deductible for personal income tax purposes). Taxpayers whose income realized from the sale of agricultural products does not exceed MKD1 million are entitled to claim back the tax paid, provided that they did not realize any other personal income in the reporting year.

*Income from property and property rights.* Income from property and property rights includes income earned through the lease or sublease of movable and immovable property (for example, land, residential or business premises, garages, leisure and recreational premises, equipment, transportation vehicles and other types of property). The tax base for income from property and property rights is calculated as the gross income decreased for the recognized normative expenses in the amount of 10% for empty leased property and 15% for furnished leased property.

*Income from copyrights and industrial property rights.* Income from royalties is considered to be payments received for the use of, or the right to use, copyrights and industrial property rights.

*Investment income.* Under the Macedonian Law on Personal Income Tax, investment income includes the following items:

- Dividends and other income received from participations in the profits of legal entities
- Interest on loans granted to natural persons and legal entities
- Interest on deposits
- Interests on securities
- Other income from securities or financial instruments

The gross amounts of the above items are taxable.

*Capital gains.* Capital gains consist of income realized through the difference between the sale and the purchase price when selling or exchanging immovable property, securities, equity interests, and other tangible and intangible assets. If the difference is negative, a capital loss is generated. As of 1 January 2023, taxation of capital gains from the sale of securities and shares issued by investment funds acquired as of the date of adoption has been introduced as well as amendments concerning tax concepts regarding the vesting period, tax rate and the method for calculation and payment of the tax due. There are new obligations for payers of capital gains prior to the payment.

*Gains from games of chance and other prize games.* The gains amounting to MKD5,000 from general games of chance (lottery, electronic games of chance, prize games and interactive games of chance) are exempt from personal income tax. If the gains from general games of chance are higher than MKD5,000, the full amount is subject to personal income tax. Gains from special games of chance (games of chance in a casino, sports betting and games of chance in a slot machine club) are fully subject to personal income tax. The tax rate for the gains from games of chance and other prize games is 15%.

*Insurance income.* Insurance income includes the following:

- Life insurance premiums paid by legal entities or self-employed individuals
- Voluntary health insurance premiums paid by legal entities or self-employed individuals
- General insurance premiums paid by legal entities or self-employed individuals, except for premiums that are exempt from tax
- The insured amount paid, except damage compensation that is exempt from tax under the provision of the law

Under amendments of the Law on Personal Income Tax, from 1 January 2023, the personal income tax exemption from taxation of premiums paid for life insurance, voluntary health insurance and voluntary pension fund paid by the employer for its employees or by the self-employed individual were abolished. They are all now taxable at a 10% rate.

The following are the tax bases for calculating the tax on income from insurance:

- The amount of the premium for life insurance paid by a legal entity or self-employed individual
- The amount of the paid voluntary health insurance premium paid by a legal entity or self-employed individual
- The amount of the premium for non-life insurance paid by a legal entity or self-employed individual
- The insured amount reduced by the amount of the paid life insurance premiums if the premiums are paid by a natural person (that is, the insured amount reduced by the amount of the paid life insurance premiums subject to tax)

*Other income.* Any income that is not specifically mentioned in the Law on Personal Income Tax as being exempt from tax is considered to be other income, including income from e-trading, e-marketing services, income generated from the sale of solid waste, unused financial help intended for medical treatments, unused financial donations for humanitarian purposes and costs for inventory shortages that are not a result of *vis major* or theft and are not on account of the employer. The base for calculating the income tax on income referred to in the preceding sentence is gross income. However, the base for calculating the tax on the income generated from selling useful solid waste equals the gross income reduced by the tax-deductible costs in the amount of 50% of gross income.

**Taxation of employer-provided stock options.** As of 1 January 2023, for employer-provided stock options, if the stock options are provided for the price that is below the market price or without any payment, the income is taxed at a flat rate of 10%. The personal income tax base is the market price of the securities and the participation (stake) in the share capital on the day of acquisition or the difference between the market price and the price paid by the employee.

**Personal income tax exemption and relief for nonresidents.** As of 1 January 2023, the procedure for personal tax exemption and relief of income realized by foreign individuals based on the applicable double tax treaties has been specified, whereby the tax rate to apply should not exceed the rate agreed to in the respective treaty.



**Deductions**

*Deductible expenses.* Deductible expenses for personal income tax purposes include the following:

- Contributions by an individual for pension, disability and health insurance and for employment
- Contributions by the individual for voluntary pension and disability insurance
- Fees and other public duties paid

Nonresident individuals may not claim the above deductions.

*Personal deductions and allowances.* Resident individuals may claim a deductible personal exemption in the annual income tax calculation. For 2024, the annual personal exemption equals MKD114,480. Nonresident individuals may not claim such exemption.

**Rates.** Under amendments to the Law on Personal Income Tax, no progressive taxation with personal income tax will be introduced (that is, taxation of all types of income under the single flat rate of 10% will apply, except for income from the games of chance, for which a personal income tax rate of 15% will continue to apply).

**Tax credit.** Individuals donating financial resources to a legal entity under the Law on Donations and Sponsorship of Welfare Activities may claim a credit against personal income tax in their annual tax return. The credit may not exceed an amount equal to the first 20% of the annual tax debt, up to a maximum of MKD24,000.

**Relief for losses.** Annual capital losses from sales of shares can be compensated with the annual capital gains from sales of shares in the same year.

**B. Other taxes**

**Property tax.** Property tax is imposed on the owners of real estate, non-agricultural land, residential buildings or flats, business areas, administrative buildings, buildings or flats for rest and recreation, garages and other constructions. Property tax rates range between 0.1% and 0.2%, depending on the type and location of the property.

Property owners who fail to report that they own a property that is not being used, will be under the obligation to pay increased property taxes at rates of 0.5% to 1%, depending on the type and location of the property.

**Real estate transfer tax.** Transfers of real estate are subject to real estate transfer tax at a rate of 2% to 4% of the market value of the real estate.

**Inheritance and gift taxes.** Inheritance and gift taxes are imposed on the transfer of certain property by inheritance or gift. Inheritances and gifts are subject to tax if the market value of the inheritance or gift is higher than the amount of the average annual salary in North Macedonia in the preceding year, according to the data from the State Statistics Bureau. The following types of property are subject to tax:

- Immovable property

- Money and claims of money
- Securities and other movable property

The inheritance and gift tax rates vary depending on the order of succession of the recipient. The tax rate is 0% for taxpayers in the first line of succession. For taxpayers in the second line of succession, the tax rate is between 2% and 3%. For other taxpayers, the rate is between 4% and 5%. The municipal authorities fix the actual rate of tax.

### C. Social security

**Contributions.** Employers are required to withhold the contributions listed in the table below from gross salary. No employer contributions are required. The following are the rates for the contributions.

Contribution	Rate (%)
Pension insurance	18.8
Health insurance	7.5
Unemployment insurance	1.2
Additional health insurance	0.5

The minimum base for social security contributions equals 50% of the average gross national salary (50% of MKD57,609 [approximately EUR937]). The maximum base for social security contributions equals 16 times the average gross national salary (MKD921,744 [approximately EUR14,988]).

Self-employed individuals must pay the contributions at the above rates. Their minimum base is the same while the maximum base equals 12 times the average gross national salary (MKD691,308 [approximately EUR11,241]).

**Totalization agreements.** To provide relief from double social security contributions and to assure benefit coverage, North Macedonia has entered into totalization agreements, which usually apply for a maximum of two years, with the following jurisdictions.

Albania	France	Poland
Australia	Germany	Romania
Austria	Hungary	Serbia
Belgium	Italy	Slovak Republic
Bosnia and Herzegovina	Kosovo	Slovenia
Bulgaria	Luxembourg	Sweden
Canada	Montenegro	Switzerland
Croatia	Netherlands	Türkiye
Czech Republic	Norway	United Kingdom
Denmark*		

\* This agreement has not yet entered into force.

### D. Tax filing and payment procedures

**Reporting obligations for individuals.** Resident individuals must submit an e-calculation (E-PDD) with the Public Revenue Office (PRO) and report any income received from local individuals and income received from abroad. Nonresident individuals must electronically report their Macedonian-source income received from local individuals.

The submission of the E-PDD must be made by the 10th of the month following the month in which the income is received.

The tax obligation is calculated by the PRO on the submission of the E-PDD and the payment must be made by the 15th of the month following the month in which the income is received.

**Reporting obligations for legal entities.** Legal entities that pay personal income to resident and nonresident individuals must submit an e-calculation with the PRO and report the income paid to individuals. The tax obligation is calculated by the PRO on the submission of the E-PDD and Monthly Calculation for Integrated Payment (MPIN), and the tax should be paid simultaneously with the payment of the income. The MPIN is an electronic software of the tax authorities used for salary calculation. The taxpayer is obliged to calculate and report the monthly social security contributions and personal income tax on the MPIN form by the 10th of the month for the employment income paid out in the previous month. The MPIN form is then processed by the tax authorities, which further issue a salary declaration and payment order. The payment of the social security contributions and personal income tax due should be made no later than the 15th of the month for the employment income paid out in the previous month.

**Tax returns.** The annual tax returns are prepared by the tax authorities based on the data provided by the legal entities that pay personal income and the individuals through the E-PDD and MPIN system.

The completed tax returns are provided to the individuals by 30 April in the year following the reporting year. Individuals are entitled to review and to correct (if necessary) the tax return no later than 31 May. The annual tax obligation is determined from the tax returns provided by the PRO or from the tax clearance issued by the PRO based on the corrected tax returns.

The deadline for payment of the tax determined with the tax return is 30 June. The deadline for payment of the tax determined with tax clearance is 30 days after receiving the clearance.

**Other rules.** Tax at a rate of 10% (see *Rates*) is withheld from the following types of income:

- Employment income
- Income from the sale of agricultural products if the income payer maintains business records
- Income from royalties
- Investment income
- Income from property and property rights
- Income from property and property rights if the income payer maintains business records
- Capital gains
- Income from insurance, including insurance premiums
- Other income, including income generated from sale of solid waste, from e-trading, e-marketing services, unused financial help intended for medical treatments, unused financial donations for humanitarian purposes and costs for inventory shortages that are not a result of vis major or theft and are not borne by the employer

A fixed tax rate of 15% is withheld from gains from games of chance.

Individuals must pay the difference between the annual tax amount and the advance payments within 15 days after receiving the decision on tax liability based on the submitted annual tax return (DLD-GDP form).

### **E. Double tax relief and tax treaties**

North Macedonia has entered into double tax treaties with the following jurisdictions.

Albania	India	Romania
Austria	Iran	Russian
Azerbaijan	Ireland	Federation
Belarus	Israel	Saudi Arabia
Belgium	Italy	Serbia
Bosnia and Herzegovina	Kazakhstan	Slovak Republic
Bulgaria	Kosovo	Slovenia
China Mainland	Kuwait	Spain
Croatia	Latvia	Sweden
Czech Republic	Lithuania	Switzerland
Denmark	Luxembourg	Taiwan
Egypt*	Moldova	Türkiye
Estonia	Montenegro	Ukraine
Finland	Morocco	United Arab Emirates
France	Netherlands	United Kingdom
Germany	Norway	Vietnam*
Hungary	Poland	
	Qatar	

\* These treaties have not yet been ratified and entered into force.

### **F. Temporary visas**

Under Macedonian law, foreign nationals may request a temporary visa for touristic, business, personal and other purposes. The duration of the temporary visa is usually up to one year.

### **G. Work visas and permits**

The reciprocity principle in international relations is considered in evaluating applications for work and residence permits. Apart from reciprocity criteria, only domestic economic problems may cause difficulties in the obtaining of work and residence permits. The Macedonian law provides for the following types of working visas:

- Self-employment visas, which are issued for a period of one year or three years or as permanent visas. Permanent visas may be issued to members of families in North Macedonia, foreign citizens from humanitarian programs or foreign individuals granted asylum.
- Employment visas, which are issued for up to one year.
- Work permits, which have a duration that depends on the nature of the work.

### **H. Residence visas and permits**

The Macedonian law provides for the following three types of residence visas and permits:

- Residence permits, which are issued for six months to one year.
- Temporary visas, which are issued to foreign citizens who intend to stay longer than three months. They are usually issued for a duration of up to one year, depending on the reason for the visit

(for example, employment, self-employment, study, scientific research or visiting family members). Temporary visas are renewable.

- Permanent visas, which are issued to foreign nationals who have been residing in North Macedonia with a temporary visa for five years or more and, during this period, the individual has not left the country for a continuous period of six months or for a discontinuous period of 10 months.

Nationals of Albania and Serbia who seek to apply to enter and work in North Macedonia may do so under the Open Balkan Initiative, for which North Macedonia, Albania and Serbia signed the Agreement on Conditions for Free Access to the Labor Market in the Western Balkans in December 2021. The agreement aims to simplify entry, work and residence procedures for nationals of each country in the two other countries.

Eligible nationals of Albania and Serbia (and not companies) must submit a request under the Agreement through the online platform available as of March 2024. To do so, individuals must create a profile on the Open Balkan online platform of their home country and obtain an Open Balkan ID number. They may submit the request for free access prior to entering North Macedonia, or no later than 90 days from the date of arrival in North Macedonia. Requests will be processed within 30 days of submission. Successful applicants will receive an electronic document by email that authorizes them to stay and work in North Macedonia for up to two years, with the possibility of extension. These individuals will not be required to separately obtain work and residence authorization.

## **I. Family and personal considerations**

**Family members.** After a foreign national obtains a residence permit or visa, the spouse and children may apply for their own residence permits on the basis of a family reunification.

Family members of foreign nationals holding residence permits or visas receive priority in North Macedonia for the obtaining of work permits.

Individuals who seek to apply for work and residence purposes in North Macedonia under the Open Balkan Initiative will not be eligible to sponsor permits for family members.

**Marital property regime.** The ordinary marital property regime in North Macedonia is participation in jointly acquired properties.

**Driver's permits.** Foreign or international driver's licenses may be used in North Macedonia.

Foreigners that reside in the country for a period longer than six months are required to obtain a local driver's license.

# Northern Mariana Islands, Commonwealth of the

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## A. Income tax

**Who is liable.** Commonwealth of the Northern Mariana Islands (CNMI) residents are subject to tax on their total income regardless of source. An individual who is not a US citizen or permanent resident or a CNMI resident is subject to tax on income from sources within the CNMI only.

Foreign nationals who are not lawful US permanent residents (who do not hold US immigrant visas) are considered CNMI residents under a “substantial presence” test if they meet either of the following conditions:

- They are deemed to be present in the CNMI for at least 31 days during the current year.
- They are deemed to have been present in the CNMI for at least 183 days during a test period of three consecutive years, including the current year, using a formula weighted with the following percentages:
  - Current year: 100%
  - First preceding year: 33.33%
  - Second preceding year: 16.67%

Among the exceptions to the substantial presence test are the following:

- An individual may claim to be a nonresident of the CNMI in the year of departure by having a “closer connection” to a foreign country.
- Under certain circumstances, it may be beneficial to be considered a resident of the CNMI for income tax purposes. If certain conditions are met, an individual may elect to be a resident in the year of arrival (first-year election) for tax purposes.

Citizens and permanent residents of the United States are generally considered bona fide residents of the CNMI if they satisfy both of the following conditions:

- They are physically present in the CNMI for 183 days or more during the tax year.
- They do not have a tax home outside the CNMI during any part of the tax year and do not have a closer connection to the United States or a foreign country during any part of the tax year.

The CNMI, part of the post-World War II Trust Territory of the Pacific Islands, is now a self-governing commonwealth in political union with, and under the sovereignty of, the United States. Because of this connection with the United States, US citizens and permanent residents with CNMI income are taxed somewhat differently from nonresidents. In addition to its wage and salary tax and earnings tax system, the CNMI has adopted the US Internal Revenue Code (IRC) as its income tax law, with “CNMI” substituted for all references to “United States.” US citizens and permanent residents who are bona fide residents of the CNMI must file their individual tax returns with the CNMI instead of with the US Internal Revenue Service (IRS).

**Income subject to tax.** A nonresident alien is subject to CNMI tax on income that is effectively connected with a CNMI trade or business and on CNMI-source gains, profits and fixed or determinable, annual or periodical income (generally includes investment income, dividends, interest and rental income).

*Employment income.* A two-tier tax system applies to all employees in the CNMI, one under the IRC and the other under the CNMI wage and salary tax and earnings tax laws.

Under the IRC, gross income and deductions in the CNMI are determined as they are in the United States. Taxable income from personal services includes all cash wages, salaries, commissions and fees paid for services performed in the CNMI, no matter where the payments are made. In addition, taxable income includes the value of an employee’s expenses paid by the employer and the fair-market value of noncash goods and services provided by the employer, including housing and vehicles.

Under the CNMI wage and salary tax and earnings tax rules, taxable income is determined as in the preceding paragraph, except that reasonable travel and per diem allowances furnished by the employer are excluded.

Individuals are subject to the earnings tax on nonbusiness income earned in the CNMI. Examples of nonbusiness income include the following:

- Gain from the sale of personal property
- One-half of the gain from the sale of real property located in the CNMI
- Gross gambling winnings
- All other CNMI income, except retirement plan income, alimony, social security or unemployment compensation

A nonresident alien who performs personal services as an employee in the CNMI any time during the tax year is considered to be engaged in a CNMI trade or business. A limited exception to this rule applies to a nonresident alien performing services in the CNMI

if the services are performed for a foreign employer, if the employee is present in the CNMI for no more than 90 days during the year and if compensation for the services does not exceed USD3,000.

Compensation is considered to be from a CNMI source if it is paid for services performed in the CNMI, regardless of where the income is paid or received. If income is paid for services rendered partly in the CNMI and partly in a foreign country, and if the amount of income attributable to services performed in the CNMI cannot be accurately determined, the CNMI portion is determined based on a workday ratio. Fringe benefits that meet certain requirements are sourced to the person's principal place of work. These benefits include moving expenses, housing, primary and secondary education for dependents and local transportation.

Educational allowances provided by employers to their local or expatriate employees' children 18 years of age and under are taxable for income tax and social security tax purposes.

*Self-employment and business income.* Every CNMI resident who operates a business is taxable on the worldwide income of the business. Nonresidents are taxable on business income derived from CNMI sources only. Nonresidents are taxed on income effectively connected with a CNMI trade or business after related deductions at the graduated rates of tax set forth in *Rates*. The rules for the computation of an individual's taxable income from a business are similar to the US rules. An individual's self-employment income is combined with income from other sources and is subject to individual income tax at the rates discussed in *Rates*. The rebate provisions described in *Rates* also apply to income tax on self-employment income. Business gross revenue tax (see Section B) also applies on income earned by an individual in connection with a business in the CNMI.

*Investment income.* In general, dividend and interest income earned by residents is taxed at the ordinary rates.

Nonresident alien individuals with investment income are subject to special rules. Investment income received by nonresidents from CNMI sources is ordinarily taxed at a flat rate of 30% of gross income, which may be withheld by the payer. The nonresident alien must then file an individual tax return to obtain the 90% rebate (see *Rates*). Portfolio interest from the sale of stock in a CNMI company is exempt from the 30% tax. An election to tax rental income on a net basis is available.

*Directors' fees.* In general, directors' fees are considered earnings from self-employment. The business gross revenue tax (see Section B) applies to directors' fees earned in the CNMI.

*Income from certain foreign corporations.* Under a complex set of rules, US citizens and CNMI residents with ownership interests in "controlled foreign corporations" may be subject to tax on certain categories of income, even if the income has not been distributed to them as a dividend.

**Capital gains and losses.** Net capital gain income is taxed at ordinary rates, except that the maximum rate for long-term gains is limited to the following for 2024:



- 0% for married individuals filing jointly, with a maximum taxable income of USD94,050 (USD47,025 for single individuals)
- 15% for married individuals filing jointly, with a maximum taxable income of USD583,750 (USD518,900 for single individuals)
- 20% for married individuals filing jointly, with taxable income of more than USD583,750 (USD518,900 for single individuals)

Net capital gain is equal to the difference between net long-term capital gains over net short-term capital losses. Long-term refers to assets held longer than 12 months. Short-term capital gains are taxed as ordinary income at the rates set forth in *Rates*.

Investors who hold “qualified small business stock” may be entitled to exclude from income part or all of the gain realized on disposition of the stock.

Once every two years, CNMI taxpayers, including resident aliens, may exclude up to USD250,000 (USD500,000 for married taxpayers filing jointly) of gain derived from the sale of a principal residence. To be eligible for the exclusion, the taxpayer must generally have owned the residence and used it as a principal residence for at least two of the five years immediately preceding the sale. However, if a taxpayer moves as a result of a change in place of employment, for health reasons or as a result of unforeseen circumstances, a fraction of the maximum exclusion amount is allowed in determining whether any taxable gain must be reported. The numerator of the fraction is generally the length of time the home is used as a principal residence, and the denominator is two years. The repayment of a foreign currency mortgage obligation may result in a taxable exchange-rate gain, regardless of any economic gain or loss on the sale of the principal residence. In certain cases, part of the gain on the sale of a principal residence may not be eligible for exclusion. To the extent the taxpayer has “non-qualified use” of the property, that portion of the gain (determined on a time basis over the total holding period of the property) is not eligible for exclusion from income. A complex set of rules applies to determine whether a particular use of the property, such as renting out the property or leaving it vacant, is considered a “non-qualified use.”

Capital losses are fully deductible against capital gains. However, net capital losses are deductible against other income only up to an annual limit of USD3,000. Unused capital losses may be carried forward indefinitely. Losses attributable to personal assets (for example, a personal residence or an automobile) are not deductible.

When the IRC took effect in the CNMI on 1 January 1985, a provision was adopted to exempt pre-1985 appreciation of CNMI property from income tax. For the purposes of determining gains and allowances for depreciation and amortization, the basis of CNMI real and personal property is the greater of the basis determined under the IRC or the fair-market value as of 1 January 1985. Fair-market value may be established either by independent appraisal or by discounting the ultimate sales price back to 1 January 1985, using discount factors specified in the tax regulations. Rates published by the IRS are currently used.

In general, capital gains received by nonresidents from the sale of stock in a CNMI company are exempt from the 30% tax that applies to investment income received by nonresidents. Gains from sales of CNMI real property interests, however, are generally considered to be “effectively connected income,” and special complex rules apply.

**Dividends.** Dividends received by individuals from domestic corporations and “qualified foreign corporations” are taxed at the same special rates as those applicable to net capital gains, for both the regular tax and the alternative minimum tax. See *Capital gains and losses* for the tax rates.

To qualify for the 15% (or 0% or 20%) tax rate, the shareholder must hold a share of stock for more than 60 days during the 120-day period beginning 60 days before the ex-dividend date. Other dividends are taxed at ordinary rates.

**Deductions.** Deductions are allowed under the same rules that apply in the United States.

**Rates.** Taxes on income derived within the CNMI by CNMI residents are low, but their computation is complicated. The following factors affect the amount of taxes paid:

- The wage and salary tax, earnings tax and business gross revenue tax (see Section B)
- The tax under the IRC
- A rebate, usually at a rate of 90%, of the excess of taxes under the IRC over the combined total of wage and salary tax and earnings tax, and business gross revenue tax (see *Credit and rebate*)

*Wage and salary tax and earnings tax.* The following wage and salary tax and earnings tax rates apply to total taxable income in the CNMI.

Total taxable income		Rate on
Exceeding	Not exceeding	total taxable
USD	USD	income
		%
0	1,000	0
1,000	5,000	2
5,000	7,000	3
7,000	15,000	4
15,000	22,000	5
22,000	30,000	6
30,000	40,000	7
40,000	50,000	8
50,000	—	9

*Individual income tax.* Under the IRC, the applicable CNMI tax rate, like the US rate, depends on whether an individual is married and, if married, whether the individual elects to file a joint return with his or her spouse. Certain individuals also qualify to file as a head of household. For 2024, the graduated tax rates listed below apply in the CNMI.

**Married filing joint return**

<b>Taxable income</b>	<b>Amount of tax</b>
Not over USD23,200	10% of the taxable income
Over USD23,200 but not over USD94,300	USD2,320 plus 12% of the excess over USD23,200
Over USD94,300 but not over USD201,050	USD10,852 plus 22% of the excess over USD94,300
Over USD201,050 but not over USD383,900	USD34,337 plus 24% of the excess over USD201,050
Over USD383,900 but not over USD487,450	USD78,221 plus 32% of the excess over USD383,900
Over USD487,450 but not over USD731,200	USD111,357 plus 35% of the excess over USD487,450
Over USD731,200	USD196,669.50 plus 37% of the excess over USD731,200

**Married filing separate return**

<b>Taxable income</b>	<b>Amount of tax</b>
Not over USD11,600	10% of the taxable income
Over USD11,600 but not over USD47,150	USD1,160 plus 12% of the excess over USD11,600
Over USD47,150 but not over USD100,525	USD5,426 plus 22% of the excess over USD47,150
Over USD100,525 but not over USD191,950	USD17,168.50 plus 24% of the excess over USD100,525
Over USD191,950 but not over USD243,725	USD39,110.50 plus 32% of the excess over USD191,150
Over USD243,725 but not over USD365,600	USD55,678.50 plus 35% of the excess over USD243,725
Over USD365,600	USD98,334.75 plus 37% of the excess over USD365,600

**Head of household**

<b>Taxable income</b>	<b>Amount of tax</b>
Not over USD16,550	10% of the taxable income
Over USD16,550 but not over USD63,100	USD1,655 plus 12% of the excess over USD16,550
Over USD63,100 but not over USD100,500	USD7,241 plus 22% of the excess over USD63,100
Over USD100,500 but not over USD191,950	USD15,469 plus 24% of the excess over USD100,500
Over USD191,950 but not over USD243,700	USD37,417 plus 32% of the excess over USD191,150
Over USD243,700 but not over USD609,350	USD53,977 plus 35% of the excess over USD243,700
Over USD609,350	USD181,954.50 plus 37% of the excess over USD609,350

**Single individual**

<b>Taxable income</b>	<b>Amount of tax</b>
Not over USD11,600	10% of the taxable income
Over USD11,600 but not over USD47,150	USD1,160 plus 12% of the excess over USD11,600
Over USD47,150 but not over USD100,525	USD5,426 plus 22% of the excess over USD47,150
Over USD100,525 but not over USD191,950	USD17,168.50 plus 24% of the excess over USD100,525

**Single individual**

<b>Taxable income</b>	<b>Amount of tax</b>
Over USD191,950 but not over USD243,725	USD39,110.50 plus 32% of the excess over USD191,150
Over USD243,725 but not over USD609,350	USD55,678.50 plus 35% of the excess over USD243,725
Over USD609,350	USD183,647.25 plus 37% of the excess over USD609,350

The brackets of taxable income are indexed annually for inflation.

The preceding rates are used to compute an individual's regular CNMI income tax liability. In addition, higher income taxpayers (income over USD250,000 for married filing jointly and USD200,000 for single) are subject to a 3.8% tax on their "net investment income." The definition of "net investment income" is broad and essentially includes all income other than income from a trade or business. Compensation from personal services is generally excluded from this tax.

CNMI also imposes alternative minimum tax (AMT) at a rate of 26% on alternative minimum taxable income, up to USD232,600 and at a rate of 28% on alternative minimum taxable income exceeding USD232,600 (long-term capital gains and qualified dividends are generally taxed at lower rates of 15% or 20%; see *Capital gains and losses* and *Dividends*). The primary purpose of AMT is to prevent individuals with substantial income from using preferential tax deductions (such as accelerated depreciation), exclusions (such as certain tax-exempt income) and credits to substantially reduce or to eliminate their tax liability. It is an alternative tax because, after an individual computes both the regular tax and AMT liabilities, the greater of the two amounts constitutes the final liability.

*Credit and rebate.* The income tax, wage and salary tax, earnings tax and business gross revenue tax (see Section B) are applied against the same income, but two provisions in the CNMI laws provide substantial tax benefits. To avoid double taxation, the law provides a credit against income tax for the wage and salary tax, earnings tax and business gross revenue tax paid on income earned in the CNMI. If income tax on CNMI income exceeds the sum of wage and salary tax, earnings tax and business gross revenue tax, part of the excess income tax is rebated. The following are the rebate percentages.

<b>Excess income tax</b>		<b>Rebate on lower amount</b>	<b>Rebate on excess</b>
<b>Exceeding USD</b>	<b>Not exceeding USD</b>		
0	20,000	0	90
20,000	100,000	18,000	70
100,000	—	74,000	50

Income earned by CNMI residents from foreign sources is subject to the full amount of income tax under the IRC. A special rule prevents US residents from taking advantage of the rebate by changing their residence to report gains derived on the sale of US property or stock in US companies on their CNMI tax return.

**Relief for losses.** In general, passive losses, including those generated from limited-partnership investments or rental real estate,

may be offset only against income generated from passive activities.

Limited relief may be available for real estate rental losses. For example, an individual who actively participates in rental activity may use up to USD25,000 of losses to offset other types of income. The USD25,000 offset is phased out for taxpayers with adjusted gross income of between USD100,000 and USD150,000, and special rules apply to married individuals filing separate tax returns.

Disallowed losses may be carried forward indefinitely and used to offset net passive income in future years. Any remaining loss may be used in full when a taxpayer sells the investment in a transaction that is recognized for tax purposes.

### B. Other taxes

**Business gross revenue tax.** The following table presents the brackets and rates for the business gross revenue tax.

Gross revenue		Rate on total gross revenue %
Exceeding USD	Not exceeding USD	
0	5,000	0
5,000	50,000	1.5
50,000	100,000	2
100,000	250,000	2.5
250,000	500,000	3
500,000	750,000	4
750,000	—	5

Manufacturers, ocean shippers and wholesalers are taxed at a maximum rate of 2%.

The business gross revenue tax on income earned in the CNMI may be credited against income tax paid on income earned in the CNMI. The rebate provisions described in Section A also apply to income tax on business income.

**Estate and gift taxes.** Non-US citizens and US citizens who receive their citizenship by birth or naturalization in the CNMI and are CNMI residents at the time of death are subject to US estate and gift taxes on assets located in the United States only, not on those located in the CNMI. US citizens other than those who receive their citizenship by birth or naturalization in the CNMI are subject to US estate and gift taxes on all of their assets, including those located in the CNMI.

The CNMI imposes an estate tax that applies only to estates that have US estate tax liability. The CNMI estate tax equals the lesser of the amount of the foreign death tax credit allowed under Section 2014 of the United States Internal Revenue Code, or the amount derived by multiplying the US estate tax less any allowable credits by the quotient of the value of the property situated in the CNMI, divided by the value of the gross estate.

### C. Social security taxes

**Social security tax.** CNMI is covered under the US social security system. Under the Federal Insurance Contributions Act (FICA), social security tax is imposed on wages or salaries

received by individual employees to fund retirement benefits paid by the federal government. The following two taxes are imposed under FICA:

- Old-age, survivors and disability insurance (OASDI)
- Hospital insurance (Medicare)

For 2024, the OASDI tax is imposed on the first USD168,600 at a rate of 6.2% on the employee and 6.2% on the employer. Medicare tax is imposed, without limit, at a rate of 1.45% on the employee and 1.45% on the employer. In addition, higher income employees (but not their employers) pay an extra 0.9% Medicare tax. The income threshold varies by tax return filing status. Married couples filing jointly pay the extra tax on their combined wages in excess of USD250,000, single taxpayers and heads of households on wages exceeding USD200,000, and married taxpayers filing separately on wages exceeding USD125,000. Self-employment income (see below) is added to the amount of wages when determining the threshold.

FICA tax is imposed on compensation for services performed in the CNMI, regardless of the citizenship or residence of the employee or employer. Consequently, absent an exception, non-resident alien employees who perform services in the CNMI are subject to FICA tax. Certain categories of individuals are exempt from FICA tax, including foreign government employees, exchange visitors in the CNMI under J visas, foreign students holding F, M or Q visas, and individuals covered under social security totalization agreements between the United States and other countries. These agreements allow qualifying individuals to continue paying into the social security system of their home countries, usually for a period of five years.

Filipino and Korean nonresidents are exempt from FICA under treaty provisions. A CNMI or foreign employer is responsible for withholding social security taxes from compensation paid to nonresident alien employees.

**Self-employment tax.** Self-employment tax is imposed under the Self-Employment Contributions Act (SECA) on self-employment income, net of business expenses, that is derived by US citizens and CNMI residents. The following two taxes are imposed under SECA:

- OASDI
- Hospital insurance (Medicare)

For 2024, the OASDI tax is imposed on the first USD168,600 of the net earnings of a self-employed individual at a rate of 12.4%. Medicare tax is imposed, without limit, at a rate of 2.9%. In addition, higher income individuals pay an extra 0.9% Medicare tax. The income threshold varies by tax return filing status. Married couples filing jointly pay the extra tax on their combined self-employment income in excess of USD250,000, single taxpayers and heads of households on self-employment income exceeding USD200,000, and married taxpayers filing separately on self-employment income exceeding USD125,000. Wage income (see above) is added to the amount of self-employment income when determining the threshold.

Self-employed individuals must pay the entire tax (unlike an employee who pays half the tax while the employer pays the other

half of the tax) but may deduct 50% (not including the extra 0.9% Medicare tax) as a trade or business expense on their federal income tax return. No tax is payable if net earnings for the year are less than USD400. If a taxpayer has both wages subject to FICA tax and income subject to SECA tax, the wage base subject to FICA tax is used to reduce the income base subject to SECA tax. SECA tax is computed on the individual's US income tax return (Form 1040-SS). Nonresident aliens are not subject to SECA tax unless they are required to pay the tax under a totalization agreement (see *Social security tax*).

## **D. Tax filing and payment procedures**

CNMI income tax returns are filed under the rules of the United States, but they are filed with the CNMI government instead of with the IRS. Residents of the CNMI report their US income on their CNMI returns, and residents of the United States report their CNMI income on their US returns. Income taxes withheld on CNMI wages may offset CNMI income tax liability reported on a US return, and taxes withheld on US wages may offset US income tax liability reported on a CNMI return. Estimated tax payments are filed with the CNMI or the United States, depending on where the taxpayer resides the day the payment is due. Self-employment taxes are paid to the IRS.

Nonresidents must file tax returns if they are engaged in a trade or business in the CNMI, even if they earn no income from the business. Individuals not engaged in a CNMI trade or business must file returns if they have any CNMI-source income on which all of the tax due is not withheld. If all of the tax is withheld, the returns must be filed to obtain the 90% rebate. Nonresident employees subject to CNMI income tax withholding must file tax returns by 15 April. Other nonresidents must file returns by 15 June.

## **E. Double tax relief and tax treaties**

Foreign tax credits offset CNMI taxes on foreign income in the same manner as in the United States. However, none of the US double tax treaties applies to the CNMI, and the CNMI has no double tax treaties of its own.

## **F. Non-immigrant and immigrant visas**

On 28 November 2009, the CNMI transitioned from the CNMI immigration laws to the immigration laws of the United States. The transition period to the US immigration laws ended on 31 December 2014. The transitional worker non-immigrant visa classification (CW) for foreign workers only in the CNMI was scheduled to expire on 31 December 2019 but was extended through 2029 by the Northern Mariana Island U.S. Workforce Act of 2018. The CW-1 program allows employers within the CNMI to apply for permission to employ foreign (nonimmigrant) workers who are otherwise ineligible to work in the CNMI under other nonimmigrant worker categories. Beginning with the 2020 fiscal year, all CW-1 filings must include an approved temporary labor certification from the U.S. Department of Labor. For details regarding the US immigration laws, see the chapter on the United States in this book.

# Norway

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## A. Income tax

**Who is liable.** Individuals resident in Norway are subject to tax on their worldwide income. Nonresidents are taxable on Norwegian-sourced income only. Wages and remuneration may be considered Norwegian-sourced even if an employer has no permanent establishment in Norway.

Individuals present for a period or periods exceeding in aggregate 183 days in any 12-month period or 270 days in any 36-month period are considered to be residents for tax purposes. After emigrating from Norway, an individual continues to be considered a resident for tax purposes if the individual, or someone closely related to him or her, maintains a home in Norway. After emigrating from Norway, an individual who does not maintain a home in Norway is considered to be a resident if the individual stays in Norway for more than 61 days per income year.

Notwithstanding the conditions mentioned above, an individual who has been resident in Norway for more than 10 years is considered to be resident for tax purposes in the three-year period after emigration and for as long as he or she maintains a home in Norway or stays in Norway for more than 61 days during a year.

Special rules may apply to individuals working on the Norwegian Continental Shelf.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable income generally includes salaries and wages, bonuses, directors' fees, benefits in kind, annuities and pensions, whether the benefit is earned over a period of time, occasionally or on a single occasion. Most allowances and fringe benefits are considered taxable income.



Nonresidents are subject to tax at various rates on income earned from work carried out in Norway and on wages earned on ships registered with the Norwegian common shipping register.

*Self-employment and business income.* Residents are subject to tax on worldwide self-employment and business income. Nonresidents are subject to tax if they engage or participate in business or other economic activities carried on or administered in Norway. Furthermore, persons with assets in Norway in the form of real property or tangible assets are subject to tax on income derived from such assets at the ordinary 22% rate described in *Rates*. Special rules may apply to shipping activities.

Partnerships are subject to so-called net assessment. The partnership model applies to general partnerships (ANS), limited partnerships (KS), silent partnerships (IS) and shipping partnerships (Partsrederier). Effective from 2016, new regulations were introduced for distributed income to personal shareholders and participants in partnerships. As a result of the reduction of the corporate tax rate from 23% to 22%, the basis for the calculation of distributed income is increased by an adjustment factor of 1.72 (2024 rate).

For 2024, such partnership taxation ensures the same level of taxation on both retained and distributed profits as in limited companies. The maximum marginal tax rate for distributed income is 51.5% for 2024.

The partnership model applies to all partners, regardless of whether the partners are active. However, partners, other than partners who are individuals, are not subject to additional taxation at distribution under the exemption method.

For self-employed individuals, all business profits exceeding a risk-free interest on the capital invested are taxed as personal income.

Taxable personal income serves as the basis for levying both personal income tax (step tax) at a rate of up to 17.6% (2024) and the social security contribution at a rate of 11% (2024). It also entitles an individual to pension points in the social security system.

Nonresidents are also subject to tax at the same rates that apply to residents on the following amounts:

- Income from, and capital invested in, activities carried on or managed either in Norway or on the Norwegian Continental Shelf
- Income derived from providing employees for principals who are carrying on activities in Norway
- Income derived from, and capital invested in, real and movable property located in Norway
- Fees paid to foreign entertainers and artists for performances in Norway

Nonresidents may also be subject to Norwegian taxes if they participate as general partners or limited partners in businesses carried on in Norway. For example, a leasing business with property in Norway is taxable, even if the activity is not carried out through a fixed place of business in Norway.

*Investment income.* Interest, rental income and royalties are subject to tax with other ordinary income at a rate of 22%.

For dividends received by shareholders who are individuals, a shareholders' model has been introduced. Under the shareholders' model, dividends exceeding a risk-free return on the investment (the cost base of the shares) are taxed as general income when distributed to individual shareholders. The part of the dividend that does not exceed a risk-free return on the investment is not taxed in the hands of the shareholder. If the dividend for one year is less than the calculated risk-free interest, the tax-free surplus amount can be carried forward to be offset against dividends distributed in a subsequent year or any capital gain derived from the alienation of the shares on which the dividend is paid.

The shareholders' model applies to dividends received by Norwegian individuals and to individuals resident in other European Economic Area (EEA) states who are subject to Norwegian withholding tax.

For the 2024 income year, dividends are multiplied by an adjustment factor of 1.72, and the adjusted basis is then taxed as ordinary income at a rate of 22%. As a result, the effective tax rate for dividends is 37.84%.

Nonresidents are subject to a 22% withholding tax on dividends paid by Norwegian companies, unless a lower treaty rate applies. Withholding tax is not imposed on interest and royalties paid to nonresidents.

*Directors' fees.* Nonresident and resident directors are taxed on directors' fees from Norwegian companies. Directors' fees are taxed in the same manner as employment income.

**Optional simplified tax regime for foreign workers.** From 2019, a simplified tax regime, Pay As You Earn (PAYE), for foreign workers is introduced to the Norwegian tax system. The simplified tax regime is optional; that is, the individual can choose to be part of the regular tax regime, as described above, or the simplified tax regime. In the simplified tax regime, employment income is taxed based on a gross method with a fixed rate of 25% (including the employee social security contribution). If an A1/Certificate of Coverage form is provided, an individual can be exempt from social security contributions of 7.8%, resulting in a fixed rate of 17.2%. No deductions from the tax base are allowed. In addition, the tax is determined and assessed as final on an ongoing basis through the employer's tax withholding and reporting to the tax administration.

To be eligible for the simplified tax regime, the individual must be considered a nonresident or first-year resident according to Norwegian law. The regime does not apply to offshore workers and foreign seafarers. In addition, the annual employment income must be below a certain threshold. Other conditions may apply; therefore, a case-by-case evaluation is required.

Individuals who are part of the simplified tax regime do not have an obligation to submit an annual individual tax return (see Section D).

**Taxation of employer-provided stock options.** Stock options provided by employers to employees are taxed at the date of exercise as income from employment.

The taxable value at the date of exercise is the fair market value of the shares at the date of exercise, less the exercise price and any other costs incurred by the employee related to the grant of the options or the conversion of the options to shares.

**Capital gains and losses.** Capital gains derived from disposals of business assets, including real property, are subject to ordinary income tax at a rate of 22%.

Capital gains from the disposal of shares are multiplied by an adjustment factor of 1.72 (2024 rate), and the adjusted basis is then taxed as ordinary income at a rate of 22%. As a result, the effective tax rate for capital gains from the disposal of shares is 37.84%.

Capital losses derived from disposals of shares are deductible against ordinary income (22%). However, the taxable gain may be reduced by any unused tax-free amount with respect to dividends received (see *Investment income*).

The gain derived from the sale of a personal residence is not subject to tax if the owner lived in the residence for at least 12 months during the 24 months before the sale. Otherwise, the gain derived from the sale of a private residence is subject to ordinary income tax, and losses are deductible from ordinary income.

Nonresidents are taxed on capital gains from capital assets located in Norway only.

*Exit tax.* Norway imposes an exit tax on unrealized profits on shares or share units in Norwegian or foreign companies, including units in securities funds and stock options. The exit tax applies only to profit exceeding NOK500,000.

Individuals who have been resident in Norway for tax purposes are taxed on profits as if the shares, units, options and similar instruments were realized on the last day the individual was considered a tax resident of Norway for either domestic or tax treaty purposes. The deemed gain after an adjustment of 1.72 is subject to capital gains tax at the normal rate of 22%.

For individuals who have resided in Norway for more than 10 years or were born in Norway, the profit is calculated as the spread between the original cost price of the asset and the market value at the time of emigration. However, individuals who have resided in Norway for less than 10 years may choose to use the market price at the time he or she became tax resident in Norway instead of the actual cost basis. However, this rule applies only to shares and share units owned by the individual when he or she took up residence in Norway.

Effective from 29 November 2022, the rule to cease exit tax if gains were not realized within five years after emigrating from Norway no longer applies. It is not possible to cease exit tax; it is only possible to defer the payment under certain conditions. The new rules also apply if such assets are transferred to family members living abroad.

It is possible to defer the payment of the exit tax until actual realization of gain takes place. To achieve this deferral, the taxpayer needs to furnish adequate security for the payment obligation or move to a state within the EEA with which Norway has entered into an agreement for the exchange of information and assistance with recovery of taxes.

Deemed losses on emigration are also calculated using the same rules, and any loss is offset against gains chargeable at the capital gains rate of 37.84%. However, the loss may be excluded on emigration outside the EEA, and no loss is granted as a result of step-up of the historic cost price.

In general, strict documentation requirements apply at the time of emigration and for the following income years if the taxpayer chooses to defer the payment. If the deemed profit is less than NOK500,000 and, consequently, no exit tax applies, the taxpayer is still required to report the unrealized profit to the Norwegian tax authorities.

Changes to the exit tax are suggested in the 2025 Fiscal Budget with effect from 20 March 2024; however, the outcome is uncertain. There is an ongoing debate in the parliament, and the final budget must be accepted by the parliament by 15 December 2024.

New legislation implies exit tax being payable within a 12-year period, either by 1/12-part annually or all after 12 years. The exit tax is abolished if the individual moves back to Norway within 12 years. Exit tax applies only for a latent gain (an unrealized capital gain or profit on shares or other financial instruments) above NOK3 million. There are separate regulations if dividends on shares and other instruments subject to exit tax are distributed with exit tax then being payable.

The exit tax is complicated and changes regularly; therefore, a case-by-case evaluation is required.

## **Deductions**

*Deductible expenses.* A 10% standard deduction can be claimed by foreign seafarers and shelf workers because they cannot be included in the new regime for foreign workers (see *Optional simplified tax regime for foreign workers*).

*Personal allowances.* In calculating ordinary income tax for 2024, individuals are allowed a standard minimum allowance of 46% of gross compensation, with a maximum of NOK104,450. This allowance is reduced proportionately if the individual is taxable in Norway for only part of the fiscal year.

*Business deductions.* To be deductible for tax purposes, items must be included in the statutory financial statements. In principle, all expenses for earning, securing or maintaining income, with the exception of gifts and entertainment expenses, are deductible. Valuation and depreciation rules for individuals earning self-employment or business income are the same as those for corporations.

## **Rates**

*Personal income tax.* Personal income tax (step tax) is levied on income from employment and pensions, and no deductions are

allowed. The step tax rates for 2024 are set forth in the following table.

Taxable income		Rate %
Exceeding NOK	Not exceeding NOK	
0	208,050	0
208,050	292,850	1.7
292,850	670,000	4.0
670,000	937,900	13.6
937,901	1,350,000	16.6
1,350,001	—	17.6

*Ordinary income tax.* A 22% ordinary income tax (county municipal tax, municipal tax and state tax) is levied on taxable net income from all sources after taxable income is reduced by NOK88,250 for individuals both with and without dependents. The personal allowance in tax Class 2 for individuals with dependents was terminated from 1 January 2018.

If an individual is taxable in Norway for part of a fiscal year only, the income brackets and excludable amounts are reduced proportionately.

**Relief for losses.** In general, losses may be carried forward for 10 years.

## B. Other taxes

**Wealth tax.** A municipal and national wealth tax is levied at a rate of 0.7% on taxable net assets exceeding NOK1.7 million. An additional 0.3% is levied for taxable net assets between the values of NOK1.7 million and NOK20 million. This levy rises to 0.4% for taxable net assets exceeding NOK20 million.

**Inheritance and gift taxes.** Effective from 1 January 2014, inheritance and gift taxes no longer apply in Norway.

## C. Social security

**Contributions.** Employers and employees, as well as self-employed individuals, must make social security contributions. Contributions are payable on all taxable salaries, wages and allowances and, for self-employed individuals, on personal income.

For employees, contributions are withheld by employers together with income tax, and the total amount is paid to the tax authorities. Employers' contributions, payable bimonthly, are deductible for income tax purposes. Employees' and self-employed individuals' contributions are not deductible. The 2024 contribution rates are 7.8% of salary for employees and 11% for self-employed individuals. For 2024, the employer's contribution is 14.1%. In certain municipalities, the employer rate is lower.

An additional employer's contribution was introduced from 1 January 2023. In 2024, an additional employer's contribution of 5% is applied for employees with salary income exceeding NOK85,000. The additional employer's contribution is proposed to be discontinued from 1 January 2025.

Expatriates and foreign employers of employees working in Norway are subject to these contributions if an exemption (or reduction) is not available under a social security convention

between Norway and the country where the expatriate or the employer is domiciled.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Norway has entered into social security agreements with the following jurisdictions.

Australia	France (a)	Poland (a)
Austria (a)	Germany (a)	Portugal (a)
Belgium (a)	Greece (a)	Romania (a)
Bosnia and Herzegovina	Hungary (a)	Serbia and Montenegro
Bulgaria (a)	Iceland (a)	Slovak Republic (a)
Canada (b)	India	Slovenia (a)
Chile	Ireland (a)	Spain (a)
Croatia	Israel	Sweden (a)
Cyprus (a)	Italy (a)	Switzerland
Czech Republic (a)	Latvia (a)	Türkiye
Denmark (a)	Liechtenstein (a)	United Kingdom (c)
Estonia (a)	Lithuania (a)	United States
Finland (a)	Luxembourg (a)	
	Malta (a)	
	Netherlands (a)	

(a) EEA countries' agreement. European Union (EU) Regulation 883/2004 was implemented 1 June 2012 in Norway.

(b) Separate agreement with Quebec.

(c) New agreement effective from 1 January 2024.

## D. Tax filing and payment procedures

Income tax and wealth tax on net taxable assets are assessed for a fiscal year ending 31 December. For most individuals resident in Norway who do not have trading income, annual tax returns must be submitted by 30 April in the year following the income year. An extension of one month may normally be obtained. For self-employed individuals, annual tax returns filed electronically must be submitted by 31 May.

Individuals who are self-employed or who have income from sources other than salaries, wages and similar compensation, receive from the tax authorities an individual estimate of taxes to be paid during the tax year. These estimated taxes are due in four equal installments on 15 March, 15 June, 15 September and 15 December. Assessments have normally been made in the third quarter of the year following the income year. Beginning with 2011, the Norwegian authorities announce the assessments in four different months. An individual may receive an assessment in June, August, September or October. At the time of assessment, an individual receives a tax computation showing total assessed taxes compared to taxes paid. Any amount of tax overpaid is refunded to the taxpayer, and any tax due is payable in two equal installments.

Taxes are withheld by employers from salaries, wages and other remuneration paid to employees. Nonresident employees who do not provide their employers their tax-deduction cards issued by the tax authorities are subject to 50% withholding. Employees who present their tax-deduction cards are eligible for the reduced rate specified in the cards. The withholding taxes are preliminary

payments and are credited to the taxpayers in their tax assessments.

Individuals who are part of the simplified tax regime are not required to file an annual individual tax return.

## E. Tax treaties

Norway's double tax treaties generally follow the Organisation for Economic Co-operation and Development (OECD) model. Norway has entered into double tax treaties with the following jurisdictions.

Albania	Greenland	Portugal
Argentina	Hungary	Qatar
Australia	Iceland	Romania
Austria	India	Russian Federation
Azerbaijan	Indonesia	Senegal
Bangladesh	Ireland	Serbia
Barbados	Israel	Sierra Leone
Belgium	Italy	Singapore
Benin	Jamaica	Slovak Republic
Bosnia and Herzegovina	Japan	Slovenia
Brazil	Kazakhstan	South Africa
Bulgaria	Kenya	Spain
Canada	Korea (South)	Sri Lanka
Chile	Latvia	Sweden
China Mainland	Lithuania	Switzerland
Côte d'Ivoire	Luxembourg	Tanzania
Croatia	Malawi	Thailand
Cyprus	Malaysia	Trinidad and Tobago
Czech Republic	Malta	Tunisia
Denmark	Mexico	Türkiye
Egypt	Morocco	Uganda
Estonia	Nepal	Ukraine
Faroe Islands	Netherlands	United Kingdom
Finland	Netherlands	United States
France	Antilles	Venezuela
Gambia	New Zealand	Vietnam
Germany	Pakistan	Zambia
Greece	Philippines	Zimbabwe
	Poland	

## F. Immigration regulations

All foreign nationals, except EEA nationals, are required to obtain a work permit before entering the country. Entrance for short-term visits, tourist visits, family visits, business trips and certain other purposes for a duration up to three months is allowed in accordance with the applicable visa.

All foreign nationals (except Nordic nationals) who wish to enter Norway must also carry valid passports or other identification officially recognized as valid travel documents.

Norway entered into the Schengen Agreement on 25 March 2001. Under the agreement, no passport controls apply to pass borders within the Schengen area. Passport controls will apply to pass the Schengen area's outer border, both to enter and depart the area. Non-EEA nationals are subject to extended controls, that is, a

search of the Schengen Information System to determine whether the individual is registered with a denial to enter. As a general rule, under the agreement, visas issued by Norwegian authorities are valid to enter the entire Schengen area. Likewise, visas issued by other Schengen countries are valid to enter Norway.

Norway has visa-free arrangements for short-term visitors with 63 jurisdictions, in addition to all of the EU/EEA countries. Citizens of these countries are not required to obtain visas to enter Norway for short-term visits. Other exceptions to the visa requirement may exist. For further details, contact a Norwegian Foreign Service mission or the Directorate of Immigration (UDI).

A new practice from the Norwegian authorities allows for some remote work activities for non-EEA nationals who are visiting Norway. For example, individuals can check and answer emails, make telephone calls, and participate in digital meetings. It is a prerequisite that the remote work is not the main purpose of a person's stay and that the remote work does not create value in Norway or is connected to Norway. Individuals cannot perform remote work for an employer or client in Norway, nor can they perform remote work as part of running a business in Norway.

## G. Work permits

Foreign nationals for whom a visa is required must apply for a visa or residence permit in order to stay or work in Norway for any length of time. Once the permit is granted, visa-required nationals will also be issued an entry visa.

Residence permits are granted only if a particular reason for living or working in Norway exists, such as a work assignment, a trainee assignment, cultural exchange or family immigration. Any person who applies for a work permit must receive a concrete offer of employment in advance. The applicant must also have adequate income.

Nordic citizens do not need a residence permit to reside or work in Norway.

EU/EEA nationals do not need to apply for residence permits in Norway. They can do an advance registration online and attend an appointment with the authorities in person on arrival in Norway. EU/EEA nationals need to register in Norway only if they intend to work and stay in Norway for more than three months.

**Work permit application process.** The residence permit application must generally be submitted from abroad before an individual enters Norway. An application can also be submitted through a power of attorney by a third party in Norway. A first-time work permit must be granted before entry. However, for individuals holding a legal immigration status in Norway, such as visa-free travelers and skilled workers, a residence permit application can be submitted after entry. If they apply in Norway, they can submit the application either to the police district where they live or at a service center for foreign workers.

Prior to submission, all applications must be registered through the Application Portal, and the relevant documents can be uploaded electronically to the immigration authorities. The



Foreign Service mission can provide information about documents that must be included with the application.

The Foreign Service mission sends the work or residence permit application to the Directorate of Immigration, which decides whether to grant the permit. After the application is considered, the applicant is informed of the results by the Foreign Service mission in the applicant's home country or via a third party in Norway with a power of attorney. Foreign nationals from certain countries are requested by the police to complete a mandatory and free tuberculosis test within the first weeks after arrival in Norway.

**Non-EEA nationals with an EEA employer.** A non-EEA national may have the right to work in Norway without a work permit if he or she is employed by an EEA employer and if the following additional conditions are met:

- The assignment is of temporary nature.
- The assignee holds a work permit in the EEA country and has the right to return to that country.

For stays in Norway above three months, the assignee must apply for a residence card.

**Exempt categories.** The following foreign nationals are exempt from the work permit requirement for work travel lasting up to three months:

- Commercial travelers, business travelers or individuals who will attend meetings or seminars, receive training or attend pre-contract sales or negotiations.
- Research workers, lecturers and others invited to Norway by educational or research institutions for professional or charity reasons.
- Technical experts, technicians, consultants or instructors. The purpose must be to install, check, repair or maintain machines or technical equipment or to provide information on their use. The need for these workers may not exceed three months.
- Employees in private households or foreign nationals who are staying in Norway on visits.
- Professional athletes attending sports engagements in Norway.
- Civil servants who are paid by their own countries.
- Personnel of foreign rail, air, bus or truck services working internationally, and necessary watchmen and maintenance personnel on ships laid up in Norway.
- Journalists, foreign newspaper staff and radio or television teams on assignment in Norway, who are paid by foreign employers.

**Self-employment.** Non-EEA nationals who are self-employed and have established a business abroad may be granted a residence permit for a period of up to four years. Also, self-employed persons who intend to engage in a permanent business activity are entitled to a residence permit if the presence of the self-employed person in Norway and active participation in running the business is necessary for the establishment or continued operation of the business.

## H. Permanent residence

A permanent residence permit entitles the holder to permanently reside and work in Norway. This permit is granted, upon application, to persons who have had permits for a total of three years that form the basis for a permanent residence permit in Norway.

## I. Family and personal considerations

**Family members.** Family members of a foreign national who has a residence permit in Norway have certain privileges concerning the right to receive their own residence permits.

Close relatives of a person in Norway may receive residence permits, which are granted primarily to the spouse and to children younger than 18 years of age. In general, the person who is granted a residence permit for family reunification must be guaranteed sufficient economic support.

In general, an application for family reunification must be submitted from abroad, or via a family member or a third party with a power of attorney in Norway.

EEA nationals employed in Norway may normally be accompanied by a spouse, children and parents. If the family member is an EEA national, he or she can also register through the registration scheme for EEA nationals. If not, he or she must apply for a residence permit.

A family immigration permit gives the right to work, regardless of whether job offers have been received.

Depending on nationality, different relation documents are required for family immigration. Relation documents, such as marriage contracts, divorce contracts and birth certificates, are officially required to have an *apostille*. However, this is not always enforced.

**Driver's permits.** Foreign nationals may drive in Norway with their home countries' driver's licenses under the following circumstances:

- To drive a car with foreign license plates, the foreign driver's license must be valid for at least one year.
- To drive a car with Norwegian license plates, the foreign driver's license must be valid for at least three months.

After the end of the allowed periods, a foreign license must be changed to a Norwegian driver's license. A theoretical and a practical test may be required. The expatriate must apply for a Norwegian driver's license at the Biltilsynet office in the county where he or she lives within one year of arriving in Norway. If an application for a driver's license is made later than this time, it is difficult to obtain a driver's license. In general, to obtain a driver's license in Norway, an individual must attend an authorized driving school and take both theoretical and practical lessons.

A driver's permit issued by another EEA country is accepted on an equal basis with a Norwegian driver's license.

# Oman

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## A. Income tax

There is no personal income tax in Oman. Employer-paid allowances provided as part of employment income to local and expatriate employees are not taxable for income tax purposes. However, individuals conducting business activities in Oman may be subject to Oman corporate income tax.

It is expected that a personal income tax regime will be introduced in Oman after 2026. On 27 June 2024, Oman's Shura Council passed a draft personal income tax law that was forwarded to the State Council for approval. Personal income tax is intended to be imposed on foreign nationals and Omani citizens.

**Tax residency.** According to the Income Tax Law, a natural person is considered a tax resident in Oman if he or she spends 183 days or more (consecutive or intermittent) in Oman during the tax year.

It is possible to apply for a Tax Residency Certificate in Oman confirming the tax residency of the individual based on Oman's domestic legislation and, if the conditions are met, a tax residency certificate for the purposes of a double tax treaty signed with Oman.

## B. Other taxes

No capital gains tax is presently imposed in Oman. Capital gains are taxed as part of regular business profits.

Oman does not impose wealth, inheritance/estate or gift taxes.

## C. Social security

**Omani nationals.** Omani nationals working in the private sector are subject to the Omani social security system. Monthly contributions are calculated on the wage (that is, the total remuneration paid to an employee, including basic salary and any additional

allowances or benefits provided by the employer) up to a maximum of OMR3,000. The applicable rates are outlined below.

Total employer contribution amounts to 13.5%. The following is a breakdown of the contribution:

- Old age, disability and death insurance: 11%
- Occupational diseases and work injuries: 1%
- Employment security scheme: 0.5% (not subject to the cap of OMR3,000)
- Maternity (and paternity) leave: 1% (not subject to the cap of OMR3,000)

Total employee contribution amounts to 8%. The following is a breakdown of the contribution:

- Old age, disability, and death insurance: 7.5%
- Employment security scheme: 0.5% (not subject to the cap of OMR3,000)

**Gulf Cooperation Council (non-Omani) nationals.** Gulf Cooperation Council (GCC) (non-Omani) nationals will continue to be subject to their home countries' social security system while working in Oman based on the GCC Unified Law of Insurance Protection Extension passed by the Supreme Council of the GCC. Consequently, the home country social security rates and caps apply.

**Non-GCC nationals.** Monthly employer contributions are due for maternity (and paternity) leave at a rate of 1% for non-GCC national employees. Separately, employees are entitled to receive an end-of-service benefit on termination of their tenure.

**End-of-service benefits.** Non-GCC national employees working in the private sector are entitled to an end-of-service benefit if they have completed more than one year of continuous employment. Employees are entitled to receive the benefit on termination. The benefit consists of 15 days' base salary for each year below three years of service and 30 days' base salary as from the fourth year.

In addition, the new Social Securities Law recently introduced the establishment of a "savings fund" to maintain such end-of-service gratuities. However, further guidance on the implementation of the "savings fund" has not been issued, and its effective date is not yet known.

**Wage Protection System.** The Wage Protection System (WPS) is an electronic salary transfer that allows employers to pay workers' wages through authorized banks and financial institutions in Oman. WPS enables the authorities to create and maintain a database of wage payments in the private sector.

#### D. Tax treaties

Oman has concluded double tax treaties with the following jurisdictions:

Algeria	Lebanon	Spain
Belarus	Mauritius	Sri Lanka
Brunei	Moldova	Sudan
Canada	Morocco	Switzerland
China Mainland	Netherlands	Syria

Croatia	Pakistan	Thailand
France	Portugal	Tunisia
Hungary	Qatar	Türkiye
India	Russian Federation	United Kingdom
Iran	Seychelles	Uzbekistan
Italy	Singapore	Vietnam
Japan	Slovak Republic	Yemen
Korea (South)	South Africa	

Oman's double tax treaties with the following jurisdictions are in various stages of negotiation, signature and ratification.

Belgium	India	Lithuania
Bulgaria	Indonesia	Luxembourg
Cyprus	Ireland	Malta
Czech Republic	Kazakhstan	Mauritius
Egypt	Kyrgyzstan	Nepal
Estonia	Libya	Tanzania
Germany		

## E. Visit visas

The Royal Oman Police (ROP) administers the issuance of visas in Oman.

All foreign nationals must obtain valid entry visas to enter Oman except for GCC nationals from Bahrain, Kuwait, Qatar, Saudi Arabia and the United Arab Emirates.

Several types of visit visas are issued based on the purpose of the visit, such as business, tourism, family visit and real estate ownership. Stays are limited to one month from the date of entry, except for family visit visas, which are valid for three months.

**Express visas.** Express visas are intended solely for business visits and require an authorized local sponsor. The duration of the business express visa is 21 days and extendable for seven days only. The fee for express visas is OMR30 for the ROP and OMR5 for the government transaction.

**Multiple-entry visas.** Multiple-entry visas can be granted to businesspersons for entry into Oman more than once. This visa is valid for only one year (the six-month validity that is mentioned on the ROP website is for applicants who are part of an exhibition or for governmental work). Visa holders can enter the country during the validity period of the visa and stay in Oman for a maximum period of one month each visit.

These visas must be supported by a local sponsor. As an exception, multiple-entry visas can be issued without a local sponsor to nationals of specified jurisdictions.

The fee for the multiple-entry visa is OMR50.

**Investor visa (not considered as a multi-entry visa).** A foreign investor in a housing unit in approved tourism complexes in Oman and his or her immediate family members (spouse, child and parent) can be granted a multiple-trip investors visa. Under an investor visa, an individual can stay in Oman for either five or 10 years, depending on the type and value of the investment made.

The fee for an investor visa is OMR300.

**Business partner visa.** A foreigner investing in a company in Oman as a shareholder can be granted a business partner visa, and his or her immediate family members (spouse, child and parent) can be granted a family visa. Visa holders can stay in Oman for a maximum period of two years.

## F. Employment visas

**Employment (work) visas.** Employers must obtain employment visas for their expatriate employees aged 21 or older to enter Oman. The application process requires a labor clearance from the Ministry of Labor. The ministry reviews the labor clearance request from the employer and considers whether the position meets with approval criteria, which includes the level of Omanization (nationalization) achieved or planned.

The duration of employment visas is limited to two years from the date of entry and can be renewed every two years. Applicants may not work in Oman until all requirements are completely processed. The employment visa must be used within three months after the date of its issuance.

Individuals holding employment visas in Oman must not stay outside Oman for more than six months. However, this rule does not apply to family members of employment visa holders.

Oman has recently implemented new restrictions for foreign nationals engaged in certain job professions. This is to make sure that more jobs are available to the local workforce, and it aims to replace foreign workers with trained Omani nationals.

**Resident cards.** Expatriates on work visas in Oman must have a resident card which is issued by the Directorate General of Civil Status. This card must be obtained within 30 days after entry into Oman. The card is valid for two years from the date of issuance.

## G. Family joining visa

Applications for family joining visas must be sponsored by an Omani national/company or by an expatriate employee with commercial registration in Oman. Also, the family joining visa is granted to an expatriate employee's spouse and children below 21 years of age.

# Pakistan

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## A. Income tax

**Who is liable.** Taxation in Pakistan is based on an individual's residential status and not on his or her nationality or citizenship. Expatriates who stay in Pakistan for 183 days or more in aggregate in a tax year (1 July to 30 June) are considered to be residents for tax purposes. Citizens of Pakistan who are not present in any other country for more than 182 days during a tax year or are not resident taxpayers of any other country are also considered to be residents for tax purposes in Pakistan. Residents of Pakistan are taxed on their worldwide income regardless of where it is received, while nonresidents are taxed on their Pakistan-source income only. Foreign-source income of an individual who is a resident solely by reason of his or her employment in Pakistan and who is present in Pakistan for a period or periods not exceeding in aggregate three years is exempt from tax unless such foreign-source income is brought into or received in Pakistan by the individual or unless the income is derived from a business of the person established in Pakistan. Any foreign-source salary received by a resident individual is also exempt from tax provided that the individual has paid foreign income tax with respect to that salary. Additionally, any foreign-source income derived by a citizen of Pakistan in a tax year who was not a resident in any of the four preceding tax years is exempt from tax in the tax year in which the individual became a resident individual as well as in the following tax year. If a citizen of Pakistan leaves Pakistan during a tax year and remains abroad during that tax year, any salary income earned by him or her outside Pakistan during that year is also exempt from tax.

### Income subject to tax

**Employment income.** Income from salary is considered Pakistan-source income to the extent it is received from an employment

exercised in Pakistan, regardless of where it is received. Consequently, an expatriate is taxable on the salary income in Pakistan, regardless of his or her residential status. Taxable income includes directors' fees and all remuneration for employment, including allowances and additions for certain noncash benefits.

Employer contributions to recognized retirement benefit funds, including provident funds (up to certain limits), gratuity funds and superannuation pension funds, do not constitute taxable income for an employee. A gratuity is a lump-sum payment made to an employee at the time of separation from the employer. A gratuity fund is a separately administered fund created for the purpose of making gratuity payments to employees. If they exceed certain specified limits, gratuity payments from unapproved gratuity funds are taxable when received by employees.

For employees, the entire salary amount, including allowances and benefits, is subject to tax, with the following exceptions:

- Free provision of medical treatment and/or hospitalization by the employer to the employee or the reimbursement of medical expenses is 100% exempt, if paid in accordance with the terms of the employment agreement. If no such medical benefit is provided for in the terms of employment, a medical allowance up to a maximum of 10% of basic salary is exempt.
- For employer-provided automobiles that are partly for business and partly for personal use, the amount included in the salary is 5% of either of the following:
  - The cost of acquisition of the automobile to the employer.
  - If the automobile is leased by the employer, the fair market value of the automobile at the beginning of the lease.
- For employer-provided automobiles that are solely for personal use, the amount included in the salary is 10% of either of the following:
  - The cost of acquisition of the automobile to the employer.
  - If the automobile is leased by the employer, the fair market value of the automobile at the beginning of the lease.
- For employer-provided rent-free accommodation, the notional value of the benefit of accommodation provided by the employer is the amount that would have been paid by the employer if such accommodation was not provided. However, such amount may not be less than 45% of the basic salary of the employee.

*Self-employment and business income.* All individuals who are self-employed or engaged in business are taxed on their business income.

Business income of a resident person is treated as Pakistan-source income if it is derived from any business carried on in Pakistan. Business income of a nonresident person is also considered Pakistan-source income to the extent the income is directly or indirectly attributable to a permanent establishment of the nonresident person in Pakistan, sales in Pakistan of goods or merchandise of the same or similar kind as those sold by the person through a permanent establishment in Pakistan, other business activities carried on in Pakistan of the same or similar kind as those effected by the nonresident through a permanent establishment in Pakistan or any business connection in Pakistan. For this purpose, business connection in Pakistan also includes



“significant economic presence in Pakistan” of a nonresident person. “Significant economic presence” in Pakistan means a transaction with respect to any goods, services or property carried out by a nonresident with any person in Pakistan, including the downloading of data or software in Pakistan and systematic and continuous soliciting of business activities or engaging in interaction through digital means, subject to certain conditions.

*Investment income.* Amendments introduced by the 2019 Finance Act changed the concept of “filers” and “non-filers” to “Persons Appearing in the Active Taxpayers’ List (ATL)” and “Persons Not Appearing in the ATL.”

In general, for mutual funds and non-specified cases, dividends are subject to a withholding tax at a rate of 15% for Persons Appearing in the ATL and 30% for Persons Not Appearing in the ATL.

The rate of withholding tax is 25% on dividend received from mutual funds deriving 50% or more income from profit on debt and 50% for Persons Not Appearing in the ATL. Payment of dividends to nonresidents is not subject to the doubling of withholding tax rates. A dividend paid by an Independent Power Producer that is a pass-through item under an Implementation Agreement, Power Purchase Agreement or Energy Purchase Agreement and that is required to be reimbursed by the Central Power Purchasing Agency (CPPA-G) or its predecessor or successor entity is taxable at 7.5% for Persons Appearing in the ATL and 15% for Persons Not Appearing in the ATL. If a person receives dividends from a company whereby no tax is payable by the company due to an exemption from income tax, the carryforward of business losses under Part VIII of Chapter III of the Income Tax Ordinance, 2001, or a claim of tax credits under Part X of Chapter III of the Income Tax Ordinance, 2001, the rate of tax is 25% for Persons Appearing in the ATL and 50% for Persons Not Appearing in the ATL. The rate of tax is 0% if dividends are received by a Real Estate Investment Trust scheme from a Special Purpose Vehicle, and the rate of tax is 35% (70% in case of Persons Not Appearing in the ATL) if dividends are received by others from a Special Purpose Vehicle, as defined under the Real Estate Investment Trust Regulations of 2015.

Interest or profit on debt income from investments and deposits, unless otherwise exempt from tax, is subject to a 15% withholding tax for Persons Appearing in the ATL and 35% for Persons Not Appearing in the ATL. This interest income or profit on debt is subject to tax as a separate block of income in the case of individuals at the rate of 15%, which is a final tax, if the total interest income for the year is up to PKR5 million. If the total interest income for an individual exceeds PKR5 million, the total interest income is subject to tax at normal slab tax rates applicable to individuals. The withholding tax deducted is offset against the tax so determined.

The withholding tax provisions do not apply to profits on investments in Behbood Saving Certificates or Pensioner’s Benefit Accounts, provided that the tax on these profits is taxable at normal slab tax rates. However, the tax payable with respect to this income shall not exceed 5% of such profits.

Income from prize bonds and crossword puzzles is subject to a final withholding tax at a rate of 15% (30% in case of Persons Not Appearing in the ATL). Income from raffles, lotteries and winnings from quizzes or sales promotions offered by companies is subject to a final withholding tax at a rate of 20% (40% in case of Persons Not Appearing in the ATL).

Nonresidents are subject to tax on investment income as described in *Rates*.

**Taxation of employer-provided stock options and employee share schemes.** The grant of an option or a right to acquire shares at a future date is not subject to tax at the date of grant. If an employee is issued shares in a tax year under an employee share scheme, including when the option or right to acquire shares is exercised by the employee, the difference between the market value of the shares on the date of issuance and any amount paid by the employee is subject to tax.

If the shares acquired by the employee are subject to a transfer restriction, the employee is subject to tax at the earlier of the time the employee has a free right to transfer the shares or the time the employee disposes of the shares. In such a case, the difference, if any, between the fair market value of the shares at the time of getting the free right to transfer the shares or at the time of sale of the shares, and the cost to the employee, is considered to be part of the taxable salary of the employee.

**Capital gains and losses.** Previously, for assets held for more than 12 months, only 75% of the capital gain was subject to tax at the normal rates. After the amendments introduced through the 2022 Finance Act, this provision has been removed and the entire gain on capital disposals is now taxable.

These provisions do not apply to capital gains derived from transfers of public company shares, vouchers of Pakistan Telecommunication Corporation, modaraba certificates, instruments of redeemable capital, derivative instruments, units of exchange traded funds and debt securities (collectively referred to as “securities”).

The tax rate on disposal of securities acquired on or after 1 July 2024 is 15% for Persons Appearing in the ATL on the date of acquisition and the date of disposal of securities and at the normal slab tax rate for Persons Not Appearing in the ATL on the date of acquisition and the date of disposal of securities. However, the rate of tax for Persons Not Appearing in the ATL shall not be less than 15% in any case.

Capital gains derived from the disposal of securities acquired between 1 July 2022 and 30 June 2024 (both dates inclusive) are taxable at the following rates, which vary according to the holding period.

Holding period	Rate (%)
Up to 12 months	15
More than 12 months but not more than 24 months	12.5
More than 24 months but not more than 36 months	10

<b>Holding period</b>	<b>Rate (%)</b>
More than 36 months but not more than 48 months	7.5
More than 48 months but not more than 60 months	5
More than 60 months but not more than 72 months	2.5
More than 72 months	0

The rate for capital gains on future commodity contracts is 5%

The rates of capital gain tax on the disposal of immovable property, effective as of 1 July 2024, are shown in the following table for properties acquired on or before 30 June 2024.

<b>S No.</b>		<b>Open plots (%)</b>	<b>Constructed property (%)</b>	<b>Flats (%)</b>
1	Where the holding period does not exceed one year	15	15	15
2	Where the holding period exceeds one year, but does not exceed two years	12.5	10	7.5
3	Where the holding period exceeds two years, but does not exceed three years	10	7.5	0
4	Where the holding period exceeds three years, but does not exceed four years	7.5	5	0
5	Where the holding period exceeds four years, but does not exceed five years	5	0	0
6	Where the holding period exceeds five years, but does not exceed six years	2.5	0	0
7	Where the holding period exceeds six years	0	0	0

Effective as of 1 July 2024, for properties acquired on or after 1 July 2024, the rate is 15% for Persons Appearing in the ATL on the date of disposal of property and at the normal slab tax rates for Persons Not Appearing in the ATL on the date of disposal of property, provided that the tax rate for Persons Not Appearing in the ATL on the date of disposal shall not be less than 15% of the gain.

The amount of the gain arising from the disposal of immovable property is computed as consideration received by a person less the cost of the asset.

Advance tax on the sale or transfer of immovable property is collected from sellers, at the time of registering, recoding or attesting the transfer, subject to certain exceptions provided in law.

The person responsible for registering, recording or attesting the transfer of immovable property is required to collect, at the time of registration or attestation, advance tax from the seller or transferor of the property at the rate of 3% to 4% of the gross amount of consideration received in case of Persons Appearing in the ATL, and 10% for Persons Not Appearing in the ATL. Also, advance tax at a rate of 3% to 4% and 12% to 20% of the fair market value of the property is required to be paid on the purchase or transfer of immovable property from Persons Appearing in the ATL and Persons Not Appearing in the ATL, respectively.

The 2024 Finance Act introduced separate rates for deduction or collection of advance tax on the sale, purchase, or transfer of immovable property for a person who does not file a return of income and who, only on the sale, purchase, or transfer of immovable property, files the return of income in order to appear in the ATL to avoid higher rates for non-filers. The advance tax rates are 6% to 8% of the gross amount of consideration received or fair market value.

The advance tax is offset against the tax liability of the person from whom tax has been collected. Advance tax is not collected from the federal government and provincial government.

However, provincial governments levy stamp duties on all transactions involving immovable property.

Capital losses may be set off against capital gains only.

**Super tax on high-earning persons.** The 2022 Finance Act introduced a super tax, which applied from the 2022 tax year and onward to income from all sources, including capital gains, and to all persons, including insurance companies, oil and gas and mineral companies, and banking companies. To compute income for super tax purposes, business losses carried forward and depreciation carried forward are not taken into account. This tax applies to all types of income, whether taxable under the normal tax regime or the final tax regime. The following are the rates for the 2023 tax year and onward:

Income	Rate (%)
Income exceeds PKR150 million	0% of the income
Income exceeds PKR150 million but does not exceed PKR200 million	1% of the income
Income exceeds PKR200 million but does not exceed PKR250 million	2% of the income
Income exceeds PKR250 million but not exceed PKR300 million	3% of the income
Income exceeds PKR300 million but not exceed PKR350 million	4% of the income
Income exceeds PKR350 million but not exceed PKR400 million	6% of the income
Income exceeds PKR400 million but not exceed PKR500 million	8% of the income
Income exceeds PKR500 million	10% of the income

For the 2022 tax year for persons engaged, whether partly or wholly, in the business of airlines, automobiles, beverages, cement, chemicals, cigarette and tobacco, fertilizer, iron and steel, liquefied natural gas terminal, oil marketing, oil refining, petroleum and gas exploration and production, pharmaceuticals, sugar and textiles, the tax rate is 10% if the income exceeds PKR300 million.

For banking companies, the tax rate for the 2023 tax year is 10% if the income exceeds PKR300 million.

## **Deductions**

*Deductible expenses.* Muslim taxpayers may claim a deduction for *zakat* paid (see Section B) in a tax year.

An individual may claim a deduction for tuition fees paid in a tax year (deductible allowance for education expenses) if the individual's taxable income is less than PKR1,500,000. The amount of the deduction may not exceed the lower of the following:

- 5% of the total tuition fees paid by the individual
- 25% of the individual's taxable income for the year
- An amount computed by multiplying 60,000 by the number of children of the individual

In general, taxpayers may deduct all expenses (excluding personal or capital expenditures) incurred in carrying on a business in Pakistan, provided that the expenses were incurred wholly and exclusively for a business purpose and proper withholding was made with respect to such expenses. Depreciation on fixed assets used in a business is allowed at specified rates.

## **Tax credits**

*Tax credit for charitable donations.* An individual may claim a tax credit for charitable donations, including donations in kind, made by him or her to any of the following:

- A board of education or any university in Pakistan established by or under a federal or provincial law
- An educational institution, hospital or relief fund established or run in Pakistan by the federal government, provincial government or a local government
- A nonprofit organization
- An entity mentioned in the 13th Schedule to the Income Tax Ordinance, 2001

To compute the above tax credit, the average rate of tax is applied to the lesser of the following amounts:

- The amount of the donation including the fair market value of any property donated
- 30% of the taxable income of an individual or association of persons donor and 20% of the taxable income of a company

*Tax credit for contribution to an approved pension fund.* Certain resident individuals are entitled to a tax credit with respect to premiums paid in an approved pension fund under the Voluntary Pension System Rules, 2005. This tax credit is available to individuals who have obtained a valid National Tax Number or a National Identity Card.

To compute the above tax credit, the average rate of tax is applied to the lesser of the following amounts:

- The total contributions or premiums paid by the individual in a tax year
- 20% of the taxable income of the individual, provided that for an individual joining the pension fund at the age of 41 years or above, during the first 10 years, the individual is allowed an additional contribution of 2% per year for each year of age exceeding 40 years, and provided further that the total contribution allowed to such individual may not exceed 50% of the total taxable income of the preceding year

**Rates.** The amounts of tax imposed on the income of individuals and associations of persons, except for salaried individuals, are shown in the following table.

<b>Taxable income</b>	<b>Amount of tax</b>
Up to PKR600,000	0
PKR600,001 to PKR1,200,000	15% of the amount exceeding PKR600,000
PKR1,200,001 to PKR1,600,000	PKR90,000 plus 20% of the amount exceeding PKR1,200,000
PKR1,600,001 to PKR3,200,000	PKR170,000 plus 30% of the amount exceeding PKR1,600,000
PKR3,200,001 to PKR5,600,000	PKR650,000 plus 40% of the amount exceeding PKR 3,200,000
Amount exceeding PKR5,600,000	PKR1,610,000 plus 45% of the amount exceeding PKR5,600,000

The amounts of tax imposed on the income of individuals whose income chargeable under the head “Salary” exceeds 75% of his or her taxable income is shown in the following table.

<b>Taxable income</b>	<b>Amount of tax</b>
Up to PKR600,000	0
PKR600,001 to PKR1,200,000	5% of the amount exceeding PKR600,000
PKR1,200,001 to PKR2,200,000	PKR30,000 plus 15% of the amount exceeding PKR1,200,000
PKR2,200,001 to PKR3,200,000	PKR180,000 plus 25% of the amount exceeding PKR2,200,000
PKR3,200,001 to PKR4,100,000	PKR430,000 plus 30% of the amount exceeding PKR3,200,000
Exceeds PKR4,100,000	PKR700,000 plus 35% of the amount exceeding PKR4,100,000

Additionally, the 2024 Finance Act also levied a surcharge payable by every individual and association of persons at a rate of 10% of the income tax computed as per the above-mentioned slab tax rates, in cases in which the taxable income exceeds PKR10 million.

*Nonresidents.* Income of nonresidents pertaining to Pakistan-source employment, self-employment or business income is taxed at the rates applicable to residents.

*Withholding tax.* Individuals are subject to withholding tax at source at the following rates.

Type of income or activity	Rate	
	Persons Appearing in the ATL	Persons Not Appearing in the ATL
Dividends		
Dividends paid by Independent Power Producers if such dividends are pass-through items under an Implementation Agreement, Power Purchase Agreement or Energy Purchase Agreement and are required to be reimbursed by the Central Power Purchasing Agency (CPPA-G) or its predecessor or successor entity	7.5%	15%
Dividends paid by a company from income for which no tax payable by the company due to an exemption of income, the carryforward of business losses under Part VIII of Chapter III or a claim of tax credits under Part X of Chapter III	25%	50%
Dividends received by Real Estate Investment Trust schemes from Special Purpose Vehicles, as defined under the Real Estate Investment Trust Regulations, 2015	0%	0%
Dividends received by others from Special Purpose Vehicles as defined under the Real Estate Investment Trust Regulations, 2015	35%	70%
Dividends in mutual funds, Real Estate Investment Trusts and cases other than mentioned above (if 50% or more of income derived by mutual funds is not from profit on debt)	15%	30%
Dividends in mutual funds, Real Estate Investment Trusts and cases other than mentioned above (if 50% or more income derived by mutual funds is from profit on debt)	25%	50%
Dividends declared by a company as are “attributable” to profits and gains derived from a bagasse- and biomass-based co-generation power project qualifying for exemption under Clause (132C) of Part-I of 2nd Schedule	7.5%	—

Type of income or activity	Rate	
	Persons Appearing in the ATL	Persons Not Appearing in the ATL
Payments to nonresidents		
Interest paid to nonresidents without a permanent establishment in Pakistan	10%	10%
Fees for technical services and royalties	15%	15%
Execution of a contract		
Contract or subcontract under a construction, assembly or installation project in Pakistan, including a contract for the supply of supervisory activities in relation to such project	7%	7%
Any other contract for construction or services rendered or a contract relating to advertising services rendered by television satellite channels	7%	7%
Others (excluding those specifically mentioned)	20%	20%
Advertisement services to a media person relaying from outside Pakistan	10%	10%
Brokerage and commission		
Advertising agents	10%	20%
Life insurance agents (less than PKR500,000 per year)	8%	16%
Other cases	12%	24%
Exports		
Realization of foreign exchange proceeds on account of the export of goods by an exporter	1%	1%
Proceeds from the sale of goods to an exporter under an inland back-to-back letter of credit or any other arrangement; rate applied to export proceeds	1%	1%
Export of goods by an industrial undertaking located in an export-processing zone	1%	1%
Collection by the collector of customs at the time clearing goods are exported	1%	1%
Payment by direct exporter and export house for a firm contract to an indirect exporter	1%	1%
Payment by an exporter or export house to a resident person or permanent establishment in Pakistan of a resident person for rendering of or providing services of stitching, dying, printing, embroidery, washing, sizing and weaving	1%	1%
Export of services		
Realization of foreign-exchange proceeds on account of		



Type of income or activity	Rate	
	Persons Appearing in the ATL	Persons Not Appearing in the ATL
Export of computer software, information technology (IT) services or IT-enabled services (where exporter is registered and certified by Pakistan Software Export Board)	0.25%	0.25%
Services or technical services rendered outside Pakistan or exported from Pakistan	1%	1%
Construction contracts executed outside Pakistan	1%	1%
Foreign indenting commission	1%	1%
Other services rendered outside Pakistan	1%	1%
<b>Tax on imports</b>		
Persons importing goods classified on Part I of the 12th Schedule in Section 148 of the Income Tax Ordinance, 2001	1%	2%
Persons importing goods classified in Part II of the 12th Schedule (other than commercial importers)	2%	4%
Commercial importers importing goods classified in Part II of the 12th Schedule	3.5%	7%
Persons importing goods classified on Part III of the 12th Schedule (other than commercial importers)	5.5%	11%
Commercial importers importing goods classified on Part III of the 12th Schedule	6%	12%
Import of finished pharmaceutical products that are not manufactured otherwise in Pakistan as certified by the Drug Regulatory Authority of Pakistan	4%	8%
Goods covered under rescinded SRO 1125(I)/2011, dated 31 December 2011	1%	2%
Import of complete knock down (CKD) kits of electric vehicles for small cars (sport utility vehicle [SUV] with 50 kwh battery and light commercial vehicle [LCV] with 150 kwh battery)	1%	2%
Prizes from prize bonds and crossword puzzles	15%	30%
Prizes from raffles, lotteries, winning of quizzes and promotions of sales	20%	40%

**Relief for losses.** Business losses, other than losses arising out of speculative transactions, may be carried forward to offset profit in the following six years. Unabsorbed depreciation can be

carried forward indefinitely. However, under the amended provisions of the law, the adjustment of unabsorbed depreciation and amortization is now available against “Income from Business” only to the extent of 50% of taxable income (after offsetting business losses, if any) in a tax year. Nevertheless, if the income from business in a tax year is less than PKR10 million, the unabsorbed depreciation and amortization can be set off without any limitations (that is, to the extent of taxable income). Speculation business losses may be carried forward to offset only speculation business profit in the following six years.

## B. Other taxes

**Tax on Deemed Income.** For the 2022 tax year and onward, a tax is imposed at the rate of 20% on the deemed income of a resident person. For this purpose, a resident person is treated to have derived income equal to 5% of the fair market value of capital assets situated in Pakistan held on the last day of tax year, excluding the following:

- One capital asset owned by a resident person
- Self-owned business premises from which business is carried out by a person appearing in the ATL
- Self-owned agriculture land where agriculture activity is carried out by the person but does not include a farmhouse and the land annexed thereto
- Any property from which income is chargeable to tax and the tax leviable is paid thereon
- Capital asset in the first tax year of acquisition where tax under section 236K has been paid
- Capital asset allotted to a *shaheed* or dependents of a *shaheed* belonging to the Pakistan Armed Forces, a person or dependents of a person who dies while in the service of Pakistan armed forces or federal or provincial government, a war wounded person while in service of the Pakistan armed forces or federal or provincial government, an ex-serviceman and serving personnel of armed forces or ex-employees or serving personnel of federal and provincial governments, being original allottees of the capital asset duly certified by the allotment authority
- If the fair market value of the property or properties, in aggregate, excluding properties mentioned above, does not exceed PKR25 million.

**Capital Value Tax.** Under the 2022 Finance Act, a Capital Value Tax (CVT) tax is levied on the value of the following assets:

- 1% of the value of a motor vehicle held in Pakistan having engine capacity exceeding 1,300 cc or in case of electric vehicles, the battery power capacity exceeding 50 kwh.
- 1% of the value of “foreign assets” of a resident individual, if the value of such assets on the last day of the tax year in aggregate exceeds PKR100 million. For this purpose, the term “foreign assets” means “any movable or immovable assets held outside Pakistan, whether directly or indirectly, and includes, but not limited to, real estate, mortgaged assets, stock and shares, bank accounts, bullion, cash, jewels, jewelry, paintings, accounts and loan receivables, assets held in dependents’ name, beneficial ownership or beneficial interests or contributions in offshore entities or trusts.”

However, the CVT on a farmhouse and a residential house, within the territorial limits of the Islamabad Capital Territory, is levied, charged, collected and paid on the basis of the area of the farmhouse and residential house, regardless of its value.

**Professional tax.** Professional tax is a form of direct tax imposed on persons who earn income from their professional activities or services rendered. Professional tax is levied and collected by the provinces on various persons or class of persons engaged in a profession, trade or employment.

**Zakat.** *Zakat*, an Islamic wealth tax on specified assets, is levied at a rate of 2.5%. This tax applies only to Muslim citizens of Pakistan.

**Estate and gift taxes.** The federal law in Pakistan does not levy estate taxes. However, under the tax laws, the fair market value of a gift is included in taxable income, unless received from immediate family members or certain relatives.

### C. Social security and employees' old age benefit

Pakistan offers benefits to employees for death, disability, injury, medical expenses and pensions, as well as academic scholarships for workers' children. Employees earning less than PKR25,000 a month are generally covered by these benefits, with employers making contributions to the government at the following rates.

Benefit	Employer contribution
Employees' old age benefits	5% of minimum wage
Provincial employees' social security (Sindh)	7% of monthly salary
Provincial employees' social security (Punjab)	6% of monthly salary
Workers' children (education)	PKR100 annually

Pakistan has not entered into any social security totalization agreements.

### D. Tax filing and payment procedures

The tax year in Pakistan for all individuals is from 1 July to 30 June. Individuals can obtain special permission from the tax authorities to select a different tax year or accounting year-end. All individuals must file their income tax returns by 30 September following the tax year-end. Non-salaried individuals must also file their income tax returns by 30 September following the tax year-end.

Employers must withhold taxes from the salaries of their employees and deposit the same in the government treasury within seven days from the end of the week in which the taxes were withheld.

Individuals, other than employees, having taxable income of PKR1 million or more must pay advance tax in four equal installments on 15 September, 15 December, 15 March and 15 June. Tax due after adjustment for both advance tax payments and tax paid at source must be paid with the tax return. However, in computing the quarterly advance tax, taxes relating to the dividend income and income on which tax collected or deducted are

deemed to be a full and final discharge of the tax liability on such income (under the final tax regime) and are not to be considered.

### E. Double tax relief and tax treaties

Under Pakistani tax law, residents are taxed on worldwide income. However, a tax credit is generally granted for income from sources outside Pakistan (from both treaty and non-treaty jurisdictions), at the lower of the average foreign tax paid or the average Pakistani tax attributable to the foreign income.

Pakistan has concluded double tax treaties with the following jurisdictions.

Austria	Italy	Saudi Arabia
Azerbaijan	Japan	Serbia
Bahrain	Jordan	Singapore
Bangladesh	Kazakhstan	South Africa
Belarus	Korea (South)	Spain
Belgium	Kuwait	Sri Lanka
Bosnia and Herzegovina	Kyrgyzstan	Sweden
Brunei Darussalam	Latvia	Switzerland
Bulgaria	Lebanon	Syria
Canada	Libya	Tajikistan
China Mainland	Malaysia	Thailand
Czech Republic	Malta	Tunisia
Denmark	Mauritius	Türkiye
Egypt	Morocco	Turkmenistan
Finland	Nepal	Ukraine
France	Netherlands	United Arab Emirates
Germany	Nigeria	United Kingdom
Hong Kong SAR	Norway	United States
Hungary	Oman	Uzbekistan
Indonesia	Philippines	Vietnam
Iran	Poland	Yemen
Ireland	Portugal	
	Qatar	
	Romania	

This list does not include treaties that relate only to shipping and air transport.

Most of these treaties exempt from Pakistan tax any profits or remuneration received for personal services performed in Pakistan in an assessment year if one or more of the following conditions are satisfied:

- The individual is present in Pakistan for less than a specified period (usually not in excess of 183 days).
- The services are performed for, or on behalf of, a resident of the other country.
- The profits or remuneration are subject to tax in the other country.
- If self-employed, the individual has no regularly available fixed base in Pakistan.
- The remuneration is paid by, or on behalf of, an employer who is not a resident of Pakistan.
- The remuneration is not borne by a permanent establishment or a fixed base maintained by the employer in Pakistan.

## F. Visas

To promote domestic and foreign investment, enhance Pakistan's international competitiveness, and contribute to economic and social development, Pakistan has a liberal visa policy. The significant aspects of the new visa policy are described below.

Visas on arrival are granted to nationals of 50 jurisdictions. E-visas are provided to citizens of 191 jurisdictions.

Business visas for a period of up to five years are granted to the investors and businesspersons of 97 jurisdictions.

Pakistan missions abroad are authorized to grant entry work visas to foreign expatriates on the recommendation of the Board of Investment (BOI) for one year (multiple entry) with the validity extendable on a yearly basis in Pakistan. The BOI processes work visa applications within four weeks and makes recommendations to the Ministry of Interior regarding the authorization of granting visas by concerned missions.

Currently, the conversion of business visas into work visas is not permissible.

Pakistan missions abroad have the authority to restrict the granting of visas to nationals of the country where the mission is located. The granting of Pakistan visas to third-country citizens residing in a country and holding a valid residence permit for that country can only be decided by the Ambassador, High Commissioner or the Head of Mission or Consulate.

Details regarding the various types of visas issued by Pakistan are provided below.

**Business visas on arrival.** Pakistan has a policy of granting visas on arrival (non-reporting) at the airports in Pakistan to foreign investors or businesspersons from many jurisdictions. Single-entry visas are granted for 30 days on production of the following documents:

- Recommendation letter from the Chamber of Commerce and Industry of the respective country of the visitor
- Invitation letter from a business organization recommended by the concerned trade organization or association in Pakistan
- Recommendation letter by an Honorary Investment Counselor of the Board of Investment posted at Pakistan missions abroad

The following documents must be submitted for a business visa on arrival:

- Invitation letter from the sponsor
- Two latest passport-size photographs of the foreigner
- Photocopy of passport of visitor or employee, including pages with picture and particulars of passport holder
- Certificate of registration of the employer with the Chamber of Commerce and Industry, if any
- Copy of NTN certificate of sponsor
- Copy of registration certificate of company or firm registered in Pakistan
- Exact travel plan of the visitor, including flight details
- Company profile of member firm (member of trade organization, such as the Chamber of Commerce)

- Company profile of foreign national duly attested
- Undertaking on stamp paper worth PKR100 with signature and National Identification Card (NIC) number duly attested

A prescribed visa fee is payable at the visa counter at the Pakistan International Airport on arrival.

Although the visa on arrival is granted based on production of the required documents, it is suggested that the required documents be filed in advance with the immigration authorities at the airport. Individuals should retain the invitation letter from the sponsor and a copy of the certificate from the Chamber of Commerce and Industry, because the immigration authorities may ask for these documents at the time of arrival.

Visas are not granted to nationals of countries not recognized by Pakistan. Pakistan does not recognize Israel.

**Tourist visas.** Tourist visas are issued to foreign nationals of 191 countries (List A) who intend to visit Pakistan for recreational purposes but who intend neither to immigrate to Pakistan nor engage in remunerated activities.

A tourist visa is valid for a maximum period of 90 days. If a foreign national wishes to extend his or her stay in Pakistan beyond this period, to obtain an extension of the visa of up to or greater than six months, he or she must apply to the relevant regional passport office located in their city or the visa desk of the Ministry of Interior (MOI).

Tourist visas generally are not granted to nationals of Bhutan, India, Israel and Somalia. They are also not granted to members of the Palestinian Liberation Organization. However, temporary visas may be issued to these individuals for certain specific reasons, including visiting relatives or attending weddings or funerals.

### **Work visas**

*Permissible activities.* A work visa allows the foreign national to exercise employment in Pakistan in the entity for which the visa is granted. Such employment can be exercised for the period for which the visa is valid. A renewal of the visa allows the foreign national to remain employed. The work visa does not entitle the foreign national to work for another employer without submitting a new application and obtaining permission for employment with the other employer. The visa of a foreign national found to be engaged in activities other than employment with the approved employer is canceled and the foreign national is deported.

No written policy allows a foreign national to begin work in Pakistan while his or her application for a work visa is in process. However, as a result of the liberal policy followed by Pakistan, no serious exception is taken for beginning work before the issuance of a work visa if the foreign national has a valid business visa and if his or her application for a work visa is ultimately approved and business visa conversion instructions are issued by the MOI.

*Documents required.* Five sets of the following documents must be submitted for employees with respect to applications for work

visas and work visa extensions after online submission on the National Database and Registration Authority portal:

- Properly completed application signed by the person authorized by the employer.
- Employment contract signed by both parties or job letter stating the term, designation and salary.
- Latest passport-size photographs of employee.
- Photocopy of passport of employee, including pages with the picture and particulars of the passport holder. A copy of the visa page is also required if the person is already in Pakistan. The visa page is not required if the person is not in Pakistan.
- Local and international address of the applicant.
- Qualification.
- Professional experience.
- Copy of membership certificate from the Karachi Chamber of Commerce and Technology
- Certificate of incorporation or certificate of registration, if the entity is a local company or a subsidiary of a nonresident company in Pakistan, or a permission letter issued by the BOI to a foreign company for opening the branch office where the applicant will be employed.
- National tax number of entity for which the employment will be exercised.
- Undertaking in favor of the person or firm authorized to represent the entity with respect to the handling of the visa applications.
- Company's profile.
- Curriculum vitae (CV) of the applicant.
- Bio data verification pro forma with photograph.
- Computer pro forma of the foreigner (computer-generated prescribed form for inserting information or details regarding the applicant).
- Clearance verification pro forma.
- Processing fee of USD100 (or equivalent in PKR) per applicant for a one-year work visa, or USD200 (or equivalent in PKR) for a two-year work visa, payable in the form of a money order or pay order made out to Board of Investment, Government of Pakistan.

The following documents must be submitted for an accompanying spouse and children with respect to applications for work visas and work visa extensions:

- Five latest passport-size photographs.
- Five sets of photocopies of passports of spouse and children, including pages with the picture and particulars of the passport holder. Copies of the visa page are also required if the person is already in Pakistan. If the person is outside Pakistan, copies of the visa page are not required.
- Power of attorney in favor of the person authorized to represent the entity with respect to the handling of the visa applications.

*Applications.* Applications for work visas and family visas are initially filed electronically with the BOI in Pakistan by the person authorized by the employer, who could be the principal officer or the head of Human Resources of the employer in Pakistan or any consultant. After e-filing, all documents must be filed in person along with the visa processing fee. After the work visa and family visa are approved by the BOI, if the foreign

national is already in Pakistan on a business visa and his family is also already in Pakistan on any visa, a further application is filed with the MOI by the employee and his or her family for the issue of instructions to the concerned Passport Office for endorsement of the visas on the passports. If the foreign national is not in Pakistan, the work visa approval is sent to the concerned Pakistan Embassy, Mission or Consulate Office located in the country of the foreign national.

Although no requirement exists for the presence of a registered entity in Pakistan for the issuance of a business visa, the presence of a registered entity in Pakistan where the employment will be exercised is essential for the issuance of a work visa.

### **Business visas**

*Permissible activities.* An approved list of activities that could be carried out by a foreign national visiting Pakistan on a business visa has not been issued. However, the following are permissible activities:

- Attend business meetings
- Negotiate and sign contracts
- Attend exhibitions, displays, conferences, symposiums, workshops and similar events
- Conduct training of short duration
- Deliver lectures, make presentations and engage in similar activities
- Provide technical services of short duration, including removal of faults during the warranty period of equipment supplied by foreign suppliers, installation of software, troubleshooting to correct faults in software, software training and transfer of technical know-how
- Visiting project sites to obtain information, technical specifications or material required for executing a contract for the supply of goods or providing of technical or consultancy services to an entity in Pakistan
- Setting up of a branch office or a local company for doing business in Pakistan
- Hiring of local personnel for utilizing their services in a Pakistan project or a Pakistan entity
- Inspection of the goods that the entity intends to purchase from Pakistan

*Extensions.* The following documents must be submitted for a business visa extension:

- Two sets of the properly completed application signed by the applicant.
- Two latest passport-size photographs.
- Two sets of photocopies of the visitor's passport, including pages with the picture and particulars of the passport holder, and the visa page.
- Invitation letter from the employer.
- Documents showing substantial investment, exports or imports during the preceding year.
- Business documents, such as a letter from the Chamber of Commerce and Industry (CCI) or Registrar of Companies, partnership deed or articles of association, or, in special cases only, a copy of CCI membership documents. Extension of a visa beyond one year is granted by the Ministry of Interior on production of the requisite business documents.



*Applications.* The application for a business visa must be filed by the applicant with the Pakistan Mission or Visa Consulate in the country of the applicant.

**Family visas.** A family visa entitles the spouse and children to stay with the foreign national who is entitled to exercise employment in Pakistan based on a work visa. A spouse who wants to exercise employment for remuneration needs the approval of the Board of Investment.

## **G. Application for citizenship by investors**

To encourage foreign investment in Pakistan, the government allows foreign investors to apply for Pakistani citizenship. Nationals of countries recognized by Pakistan may receive Pakistani citizenship by making a one-time investment of at least USD750,000 in tangible assets and USD250,000 (or the equivalent in a major foreign currency) in cash on a non-repatriable basis (that is, the funds may not be taken out of Pakistan). The amount must be brought into Pakistan through normal banking channels, must be converted into rupees and may not subsequently be remitted through the free market. Citizenship is also subject to the fulfillment of the general conditions for Pakistani citizenship and the security situation in Pakistan.

## **H. Family and personal considerations**

**Family members.** Family members of working expatriates may reside with the expatriates in Pakistan. Family members must obtain their own work visas if they plan to work in Pakistan or stay in Pakistan with their family.

Children of expatriates do not need student visas to attend school in Pakistan.

**Driver's permits.** Expatriates may not drive legally in Pakistan with their home country driver's licenses. However, they generally may drive legally in Pakistan with international driver's licenses.

Pakistan does not have driver's license reciprocity with any other country. Therefore, a home country driver's license may not be automatically exchanged for a Pakistani driver's license.

To obtain a driver's license in Pakistan, an applicant must submit an application form, a copy of his or her passport, a copy of his or her foreign driver's license and two passport-size photographs to the license-issuing authority. The license-issuing authority then examines all the documents and, at its discretion, may grant exemption to the applicant. If the license-issuing authority grants an exemption to an applicant, the applicant is issued a driver's license in one day on payment of the required fee. If the license-issuing authority does not grant an exemption, an applicant must acquire a learner's permit. About six weeks after obtaining a learner's permit, an applicant must take physical and verbal tests. If the applicant passes the tests, a driver's license is issued on payment of the required fee.

## **I. Other matters**

**Overstay surcharge.** An overstay surcharge is imposed on foreigners who overstay the duration of their visas.

The following are the amounts of the surcharge for foreign nationals other than Indian nationals and nationals of Pakistani origin.

<b>Period of overstay</b>	<b>Overstay surcharge (USD)</b>
Up to two weeks	0
More than two weeks and up to one month	50
More than one month and up to three months	200
More than three months and up to one year	400

In addition to imposing the above surcharge, the Ministry of Interior (MOI) may exercise its powers of externment (deportation) and any of its other powers with respect to the overstaying individual. No surcharge is imposed on holders of diplomatic passports.

The following are the amounts of the surcharge for foreign nationals of Pakistani origin:

<b>Period of overstay</b>	<b>Overstay surcharge (USD)</b>
Up to one month	0
More than one month and up to six months	40
More than six months and up to one year	80
More than one year	200 per year

Overstay charges are not condoned.

No surcharge is imposed for children up to 12 years of age, and a 50% surcharge is imposed for children over 12 years of age, but not older than 18 years of age.

For Indian nationals, a surcharge of PKR40 per day is imposed for any period of overstay.

**Indians working for certain international organizations and multinational companies.** Indian passport holders working for the World Bank, Asian Development Bank, International Monetary Fund, the United Nations or multinational companies may obtain a visa under an expedited procedure from the respective Ambassador to Pakistan after clearing with the link offices (the office of the employer of the Indian national).

# Palestinian Authority

[ey.com/globaltaxguides](http://ey.com/globaltaxguides)

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The exchange rates between the new Israel shekel and the US dollar are USD0.27 = ILS1 and USD 1 = ILS 3.7.

## A. Income tax

**Who is liable.** Unless otherwise stated in the law, income tax in Palestine is imposed on all income realized by any individual in Palestine.

A Palestinian national is considered resident for tax purposes if he or she resides in Palestine for a total period of at least 120 days in a calendar year.

A non-Palestinian national is considered resident for tax purposes if he or she resides in Palestine for a total period of at least 183 days in a calendar year.

### Income subject to tax

*General.* As stated above in *Who is liable*, all income derived by individuals is subject to tax unless otherwise provided in the law.

*Investment income.* Under the Income Tax Law amendments in 2014, dividends are subject to income tax. Dividends distributed by companies that are resident in Palestine are subject to withholding tax at a rate of 10%. The Ministry of Finance has put on hold the application of this rate and treats dividends as exempt income. The current treatment is that no taxes are imposed on dividends paid to individuals.

Interest income is taxable.

Rental income is treated as ordinary income and is taxed at the rates set forth in *Rates*.

*Exempt income.* The following types of income are exempt from income tax:

- Pension payments or lump-sum amounts paid in accordance with Labor Law. Amounts paid in excess of that required by the Labor Law are taxed.

- Salaries and allowances paid by the United Nations from its budget to its staff and employees.
- Income earned by funds approved by the Minister of Finance, such as retirement, savings, social security and health insurance funds, provided that the exemption is limited to income from the contributions of both employers and employees.
- Compensation paid for work injuries or death and employees' medical expenses.
- Travel mission or representation allowances that are paid to public or private sector employees, provided that they are spent for purposes of the job.
- Income from jobs or services earned by blind or disabled persons with 50% disability according to the report of the competent medical committee.
- Tax-exempt income pursuant to a special law or a bilateral or multilateral agreement concluded by the national authority.
- Additional amounts that are paid as allowances or bonuses to Palestinians while working abroad in the diplomatic or consular corps. This exemption does not include a cost-of-living allowance.
- The wages of non-Palestinian staff of the diplomatic or consular corps who represent other countries in Palestine, subject to reciprocal treatment.
- Income earned abroad unless originating from taxpayers' funds or deposits in Palestine.
- Inheritances, except for revenues generated from inherited properties.
- The income of cooperative associations in relation to their transactions with their members.
- Severance payments that are paid according to the legislation in force and not exceeding one month for each year.
- Tax refunds resulting from settling previous years.

**Capital gains and losses.** In general, capital gains are taxable. An exception is the exemption for gains derived from the sale of financial securities from an investment portfolio, but a certain percentage of the entity's expenses must be added back to income as disallowed expenses.

## **Deductions**

*Personal deductions and allowances.* Nationals and foreigners who are considered residents are granted the following annual allowances that are deductible.

- Residency allowance in the amount of ILS36,000
- A one-time allowance in the amount of ILS30,000 for the building or purchase of a house, or an allowance for actual interest paid on a housing loan for a maximum of 10 years, up to a maximum of ILS4,000 per year
- The lesser of actual transportation expenses or 10% of gross salary
- University student exemption for the individual himself or his spouse or his children in the amount of ILS6,000 annually, with a maximum of two students
- An employee's contributions to retirement plans, provident funds, medical insurance or other funds approved by the Minister of Finance

*Business deductions.* All business expenses incurred in generating income are deductible. However, certain limitations apply to

donations, write-offs of accounts receivable, and hospitality and training expenses.

**Rates.** Personal income, net of deductions, is subject to income tax at the following rates.

Taxable income ILS	Tax rate %	Tax due ILS	Cumulative tax due ILS
First 75,000	5	3,750	3,750
Next 75,000	10	7,500	11,250
Above 150,000	15	—	—

**Withholding tax.** Payments made by resident taxpayers to non-resident individuals or companies who are subject to tax under the provisions of the tax law are subject to withholding tax at a rate of 10% of the gross amount paid.

All governmental agencies and shareholding companies that pay rent to local persons and make payments to local providers of services and suppliers of goods should request a Deduction at Source Certificate. Payments exceeding ILS2,500 are subject to withholding tax at the rate stated in the certificate. If the beneficiary does not provide a Deduction at Source Certificate, payments are subject to withholding tax at a rate of 10%.

**Relief for losses.** Losses may be carried forward and deducted from future profits for five years if the individual maintains proper accounting records. Losses cannot be carried back.

## B. Other taxes

Property tax is levied on the assessed rental value of real property at a rate of 17%. Twenty percent of the assessed or rental value is deducted from the tax base.

## C. Tax filing and payment procedures

The tax year in Palestine is the calendar year. Tax returns must be filed in Arabic using a prescribed form within four months after the end of each calendar year. The total amount of tax due must be paid at the time the return is filed.

Married persons can be taxed jointly or separately on all types of income. However, if they decide to be taxed separately, the housing allowance (see Section A) is granted to only one of them.

The tax regulations provide incentives to taxpayers who make advance tax payments. These taxpayers are entitled to the following credits (approved by the Minister of Finance at the beginning of each tax year):

- 7% on payments made in the first and second month of the calendar year.
- 5% on payments made in the third month of the calendar year.

In addition, the following special incentives are granted to taxpayers who pay the tax due and file their tax returns within the filing period.

Month of payment	Incentive (%)
First month	4
Second and third months	2

A resident individual is exempted from filing for income tax if the individual does any of the following:

- Undertakes business for which annual sales or revenues do not exceed ILS50,000
- Derives income only from salaries
- Undertakes agricultural activities and his or her annual sales or purchases do not exceed ILS30,000
- Generates income from property rentals that does not exceed ILS30,000 annually

#### **D. Tax treaties**

The Palestinian Authority has entered into double tax treaties with Ethiopia, Jordan, Serbia, Sri Lanka, Sudan, Türkiye, the United Arab Emirates, Venezuela and Vietnam.

The Palestinian Authority has initialed a tax treaty with Oman. Tax treaty negotiations are underway with Turkmenistan.

#### **E. Temporary visas**

All visitors must obtain entry visas to visit Palestine. Nationals of Canada, the United States and Western European countries may obtain a three-month temporary visa at the time of entry.

An exit fee may be required, depending on the port of exit.

#### **F. Work permits**

Individuals of all nationalities must apply for working permits if they want to work in Palestine. Work permits are issued by the Ministry of Interior.

An applicant may not begin working in Palestine before obtaining a work permit. Work permits may not be transferred from one employer to another; therefore, if an employee changes employers, the previous work permit is canceled, and the worker must apply for a new permit.

Foreign investors may engage in almost any type of economic activity. The Palestinian Authority does not limit foreigners' investments, except for certain sectors, including energy, manufacturing of firearms, oil and gas, which require prior approval. In addition, foreign ownership of a public shareholding company may not exceed 49%.

Foreign investment for the establishment of a new company requires prior registration and authorization from the Palestinian Ministry of National Economy. To register and obtain authorization, the articles of incorporation, bylaws and board of directors' authorization must be filed, and a resident representative must be appointed.

#### **G. Family and personal considerations**

**Family members.** The spouse of a foreign national with a work permit does not automatically receive the same type of work permit as the primary applicant. He or she must file independently for a work permit to work in Palestine.

**Driver's permits.** Foreign nationals in Palestine may exchange their home countries driver's licenses for a Palestinian license after passing a simple driving test.

# Panama

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## Panama

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## A. Income tax

**Who is liable.** Resident and nonresident individuals are taxed on their Panamanian-source income regardless of the nationality of the individual and the location of the payment of the income. For tax purposes, the nationality of the individual is irrelevant. Individuals are considered resident for tax purposes if they reside or remain in Panama for more than 183 continuous or noncontinuous days in the calendar year or in the immediate preceding year or if they have established their permanent residence in Panama.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable income includes wages, salaries (including salaries in kind), bonuses, pensions, directors' fees, profit sharing, severance payments, seniority premium payments and other remuneration for personal services.

Education allowances are considered to be taxable salary and, consequently, they are subject to income tax and social security contributions.

Amounts received by the taxpayer for representation expenses are subject to a flat 10% withholding tax rate on amounts up to PAB25,000. Representation expenses in excess of PAB25,000 are subject to withholding tax at a rate of 10% on the first PAB25,000 and 15% on the excess. All representation expenses are subject to social security contributions.

*Self-employment and business income.* Profits derived from business, commercial and agricultural activities in Panama are subject to tax. Farming income is exempt from tax if gross sales are less than PAB300,000.

If self-employment and business income is received in addition to employment income, the total income is taxed at the rates listed in *Rates*.

*Investment income.* Panamanian-source dividends earned by residents and nonresidents are subject to a final 10% withholding tax. The tax rate is 20% for dividends paid on bearer shares. A final 5% withholding tax applies to dividends distributed by companies operating in free-trade zones in Panama and to foreign-source dividends distributed by companies with local operations. Foreign-source dividends distributed by Panamanian companies that do not require a Notice of Operations, that are not established in a Free Zone and that do not produce taxable income in Panama are exempt from dividend tax.

Dividends distributed from interest and gains on the sale of government securities and other interest from deposits with Panamanian banks are subject to a final 5% withholding tax. Other interest income and royalties derived from Panamanian sources are subject to tax under the common regime for resident taxpayers and for nonresident taxpayers. This tax is withheld at 50% of the ordinary tax rate on a gross basis.

However, interest is exempt from tax if it is earned with respect to any of the following:

- Savings or time-deposit accounts maintained in banking institutions established in Panama
- Government securities

Foreign-source interest and royalties are exempt from tax. Royalties received or earned by foreign persons from businesses established in the Colon Free Zone (a duty-free zone) are exempt from tax and are not deductible for the payers of the royalties.

**Stock option plans.** In principle, the benefit derived from stock option plans granted by the employer is subject to tax at the time of sale of the shares. However, gains derived from sales of shares issued by companies registered on the Panama Stock Exchange and negotiated through the stock exchange are exempt from tax.

**Capital gains and losses.** Net capital gains derived from the sale of bonds, shares, quotas and other securities issued by legal entities are subject to income tax at a rate of 10%.

Capital gains derived from the sale of shares (or other forms of equity participation) of a Panamanian company are considered Panamanian-source income, regardless of where the transaction takes place, if the company has operations in Panama or has assets located in Panama.

The buyer must withhold and deposit 5% of the gross purchase price paid to the seller with the tax authorities. The 5% withholding tax must be remitted to the tax authorities within 10 days after the date on which the withholding obligation arose. The 5% withholding tax may be considered the final capital gain tax due.



If the 5% withholding tax is greater than 10% of the net capital gain, the taxpayer may credit the 5% withholding tax against the 10% capital gain tax that is finally determined. The excess amount may be refunded, credited against other tax liabilities or transferred to other taxpayers.

Indirect transfers of shares “economically invested in Panama” are also subject to Panamanian capital gains tax, even if the seller and buyer are nonresidents.

In addition, gains derived from the sale of real estate are subject to tax at a rate of 10%. The tax base equals the sales price minus the sum of the original cost of the property and expenses incurred on the sale. However, if the sale is made in the ordinary course of trade or business of the taxpayer, the general income tax rates apply.

For purposes of capital gains on real estate taxed at the 10% rate, the seller must pay 3% of the sales price or the recorded value of the property, whichever is greater, as a capital gains tax advance. The 3% tax may be considered the final capital gain tax due. If the 3% tax is greater than 10% of the net capital gain, the taxpayer may credit the 3% tax against the 10% capital gain tax that is finally determined. The excess amount may be refunded, credited against other tax liabilities or transferred to other taxpayers. The transfer of real estate is also subject to an additional tax of 2%.

## **Deductions**

*Deductible expenses.* Individuals may deduct the following from gross taxable income:

- Mortgage interest related to loans for a principal residence, up to PAB15,000 a year
- Interest paid on educational loans
- Donations up to USD50,000 if made to charitable organizations recognized by the tax authorities
- Medical expenses incurred in Panama and not reimbursed by insurance
- Medical and hospitalization insurance premiums (excluding payments or withholdings for social security)
- Certain investments in tourism
- School expenses up to USD3,600 for each dependent
- Contributions up to 10% of gross salary or up to PAB15,000 to pension plans

*Personal deductions and allowances.* Individuals are entitled to a PAB800 deduction when filing jointly with the spouse.

Recipients of severance and seniority premium payments on termination of employment are entitled to a deduction at a rate of 1% of the payments for each complete year of service with the same employer. In addition, PAB5,000 may be deducted from the payments.

Nonresidents may not claim any deductions or personal exemptions.

*Business deductions.* All costs and expenses that are necessary to generate taxable income and protect investments are deductible.

**Rates.** Employment income and self-employment income are taxable at the following rates.

Taxable income		Tax on lower amount PAB	Rate on excess %
Exceeding PAB	Not exceeding PAB		
0	11,000	0	0
11,000	50,000	0	15
50,000	—	5,850	25

Withholding tax is levied on the income of nonresidents at a rate of 15% plus the educational tax at a rate of 2.75%.

**Relief for losses.** Self-employed individuals incurring a loss in a tax year may deduct 20% of the loss in each of the five subsequent tax years. However, the deduction is limited to 50% of taxable income in each subsequent tax year, and any nondeductible amount may not be carried forward.

## B. Other taxes

**Estate or gift taxes.** Panama does not tax estates or gifts.

**Real property tax.** A real property tax applies to land, buildings and other permanent structures located in Panama. These properties are subject to tax at progressive rates, which are shown below.

The following are the tax rates if the property is considered a Tributary Family Patrimony (Patrimonio Familiar Tributario) or a Primary Residence (Vivienda Principal).

Tax base		Rate %
Exceeding USD	Not exceeding USD	
0	120,000	0
120,000	700,000	0.5
700,000	—	0.7

A Tributary Family Patrimony is a property that is destined for permanent family habitation use by its owner(s), in accordance with the Article 476 of the Family Code.

A Primary Residence is a property that is destined for permanent residential habitation use by its owner (whether it is a natural person or juridical person) and that does not constitute a Tributary Family Patrimony.

The following are the tax rates for Secondary Residences and commercial and industrial properties.

Tax base		Rate %
Exceeding USD	Not exceeding USD	
0	30,000	0
30,000	250,000	0.60
250,000	500,000	0.8
500,000	—	1

Horizontal Properties (condominiums) that have an existing property tax exemption will continue to receive the benefits of

that exemption. However, if the owner files the form requesting Primary Residence status, the remaining years of property tax exemption are lost. The owner is then subject to the normal Primary Residence property tax rates.

All new residential construction that is the purchasers' first residence and is considered a Tributary Family Patrimony or Primary Residence and that has a registered cadastral value of between USD120,000 and USD300,000 is exempt from property tax for a period of three years, as of the date of the issuance of the occupation permit or the date of inscription in the Public Registry, whichever occurs first.

Properties under the Horizontal Property Regime that are exempt for their improvements are subject to tax at a rate of 1% of the value of the land until the expiration of the exemption for the improvements. After the exemption for improvements expires, the regular progressive rates apply.

**Education tax.** Education tax is imposed on employers and employees. The rates are 1.5% for employers and 1.25% for employees.

### C. Social security

Social security contributions are levied on salaries, at a rate of 12.25% for the employer and 9.75% for the employee. Contributions are computed based on an employee's gross compensation. No ceiling applies to the amount of remuneration subject to social security contributions. In addition, employers must pay workers' compensation insurance, which covers work-related personal injuries and death and occupational diseases, at rates that vary from 0.056% to 5.67%, depending on the type of business and other risk factors.

Panama has not entered into any social security totalization agreements with other countries.

### D. Tax filing and payment procedures

Employers are responsible for withholding income taxes and social security contributions from an employee's salary on a monthly basis. Employees are not required to file an annual income tax return if their only source of income is employment compensation. Nonresidents are not required to file an annual income tax return if their income tax liability has been satisfied through withholding at source.

By 31 May of each year, employers must file an annual form providing all information on taxes withheld from employees. Individuals earning more than one salary or receiving other taxable income not subject to withholding tax must file an annual income tax return. If individuals earn taxable income from their own business, they must file annual income tax returns, even if the net result for the period is a loss.

The ordinary tax year is the calendar year. Tax returns are due on 15 March of the year following the tax year. The regulations provide for an extension of up to one month to file an income tax

return. The late payment of taxes is subject to a 10% surcharge and late payment interest, which is imposed at a rate of approximately 0.79% to 1%. This interest rate equals the annual market interest rate determined by the Banking Supervisory Authority, plus two basis points for every month or fraction thereof that the tax payment is late. Tax returns are filed on electronic forms provided by the Ministry of Finance and Treasury.

Estimated tax, which is calculated in the annual income tax return of the preceding tax year, is due by 30 June or in equal installments on 30 June, 30 September and 31 December of the tax year. If the actual taxable income is lower than estimated income, any overpaid tax is applied toward the following year's estimated income tax liability.

Married persons are taxed jointly or separately, at the taxpayers' election, on all types of income.

## **E. Double tax relief and tax treaties**

Panama has entered into double tax treaties (DTTs) with Barbados, the Czech Republic, France, Ireland, Israel, Italy, Korea (South), Luxembourg, Mexico, the Netherlands, Portugal, Qatar, Singapore, Spain, the United Arab Emirates, the United Kingdom and Vietnam.

*Dependent personal services clause.* The DTTs follow the Organisation for Economic Co-operation and Development (OECD) Model Convention. Accordingly, salaries earned by a resident of the other state (non-Panamanian resident) from employment exercised within Panama should not be taxable in Panama if all of the following requirements are met:

- The recipient of the salary is present in Panama for a period or periods not exceeding, in the aggregate, 183 days in any 12-month period commencing or ending in the tax year concerned.
- The remuneration is paid by, or on behalf of, an employer who is not a Panamanian resident.
- The remuneration is not borne by a permanent establishment in Panama.

## **F. Temporary visas**

Depending on their country of citizenship, individuals may be required to apply for and obtain an entry visa before traveling to Panama. A Panamanian consulate overseas grants the visa. Because the rules indicating the countries of citizenship of individuals who are required to obtain an entry visa before entering Panama and requirements for obtaining a visa often vary, it is necessary to check the entry visa requirements on a case-by-case basis.

To enter Panama as a tourist, the following is required:

- Ticket to the individual's home country or next destination
- Demonstration of economic solvency, which is not less than USD1,000 or the equivalent in credit cards, bank references, work letters or travelers' checks
- Passport or travel document valid for at least six months

- Authorized tourism card or visa, if applicable according to the nationality of the tourist
- Proof of payment from the hotel where the individual will be staying, if applicable

Passport holders from the following jurisdictions must apply for a Panama authorized tourist visa before coming to Panama.

Afghanistan	Guinea	Palau
Albania	Guinea-Bissau	Palestinian
Algeria	India	Authority
Angola	Indonesia	Papua New
Anguilla	Iran	Guinea
Armenia	Iraq	Qatar
Azerbaijan	Jordan	Romania
Bahrain	Kazakhstan	Rwanda
Bangladesh	Kenya	Saudi Arabia
Belarus	Kiribati	Senegal
Benin	Korea (North)	Seychelles
Bhutan	Kuwait	Sierra Leone
Bosnia and	Kyrgyzstan	Slovak Republic
Herzegovina	Laos	Slovenia
Brunei Darussalam	Lebanon	Solomon Islands
Bulgaria	Lesotho	Somalia
Burkina Faso	Liberia	South Africa
Burundi	Libya	Sri Lanka
Cambodia	Madagascar	Sudan
Cameroon	Malaysia	Swaziland
Cape Verde	Malawi	Syria
Central African	Maldives	Tanzania
Republic	Mali	Tajikistan
China Mainland	Marshall Islands	Togo
Comoros	Mauritania	Tonga
Congo (Democratic	Mauritius	Tunisia
Republic of)	Micronesia	Türkiye
Côte d'Ivoire	Moldova	Turkmenistan
Cuba	Mongolia	Tuvalu
Dominican	Morocco	Ukraine
Republic	Mozambique	United Arab
Equatorial Guinea	Myanmar	Emirates
Eritrea	Namibia	Uzbekistan
Ethiopia	Nauru	Vanuatu
Fiji	Nepal	Vietnam
Gabon	Niger	Yemen
Gambia	Nigeria	Zambia
Georgia	North Macedonia	Zimbabwe
Ghana	Oman	

Executive Decree No. 248 of 2009 allows citizens of any of the above-mentioned jurisdictions to be granted a visa to enter Panama if they possess a visa to enter Australia, any European Union (EU) Member State, Canada or the United States.

Foreigners may stay in Panama as tourists for up to 90 days. Foreigners from certain jurisdictions are only allowed to stay in Panama for 15 days subject to the discretion of the immigration authorities and on a case-by-case basis.

## G. Work visas (and/or permits)

The government of Panama grants work permits to foreign employees who have special knowledge or experience in a certain field and whose country of origin maintains economic, professional and friendly ties with the Republic of Panama. The granting of a work authorization is subject to certain rules that have to be checked on a case-by-case basis because these rules often vary. The Ministry of Labor and Employment Development grants the work permit after the foreigner obtains the residence permit granted by the National Immigration Service.

Foreign nationals may work in Panama only if they have obtained a permanent or temporary residence permit and the work permit that allows them to work. Depending on the category, a visa may be valid for one year and may be renewed for the same period, up to five additional years. Certain types of visas are issued indefinitely, and others are issued for up to five years and are renewable for the same period.

**Residence and temporary work permit in the capacity of personnel hired as executives of international companies, whose functions take effect abroad.** Special temporary visitors' visas may be obtained by international executives of companies that have Panamanian operations and by press correspondents.

International executives with a special temporary visa who receive a monthly salary of at least USD1,000 that comes from a foreign source for transactions or services executed or having effects abroad are not subject to income tax, educational tax and or social security tax in Panama.

**Visa for short stay as remote worker.** Executive Decree No. 198 of 7 May 2021 created the visa for short stay as remote worker as part of the nonresident category, an alternative for those workers who wish to be in Panama for no longer than 18 months under a remote worker status. Once granted, this type of visa entitles the holder to work as a remote worker in Panama. The holder does not need to perform any additional processes or obtain any permits from other government entities to work or reside in the country. The duration of the visa is nine months and may be extended for an equivalent period.

To apply for the visa for short stay as remote worker, the foreigner must meet the following conditions:

- He or she must have an employment contract with a foreign transnational company or work independently under a telecommuter mode.
- He or she must perform duties that have effects abroad.
- He or she must receive income from a foreign source in an annual amount of no less than PAB36,000 or its equivalent in foreign currency.

If the foreigner receiving this visa conducts the representation of the foreign company for local activities, the visa will be canceled.

**Residence permit for permanent employee hired by Multinational Company Headquarters.** Under the Multinational Company Headquarters (MHQ) Law (Law No. 41 of 27 August 2007; known as SEM for its acronym in Spanish), foreign personnel

and their dependents may obtain an MHQ Permanent Personnel Visa or a Dependent of MHQ Permanent Personnel Visa. Under Article 26 of the Law 41 of 2007 and its amendments, salary and other labor remuneration, including salary in kind, received by employees who hold an MHQ Permanent Personnel Visa are exempt from income tax, social security contributions and educational insurance tax, provided that such salary and other labor remunerations are assumed, paid and recognized as payroll expenses in the MHQ company's accounting.

**Migratory and labor options for a company hiring a foreigner.** The migratory and labor options for a company hiring a foreigner include, among others, the following:

- 10% of the ordinary personnel (10% category).
- 15% of the specialized personnel (15% category).
- Marrakesh Agreement. The residence and work permit under this agreement applies to foreigners who enter the country to work in a company with less than 10 Panamanian employees.

The 10% category can be requested by foreigners who will be hired by private companies in Panama and who earn a monthly salary not less than USD850. Foreigners hired under the 10% category must hold ordinary positions, which do not denote hierarchy, command or specialization within the company, and their hiring must not exceed the percentage established by the labor legislation in relation to national workers, according to the detail of the payroll reported to the Social Security Authority.

The 15% category may be requested by foreigners who will be hired by private companies in Panama and who earn a monthly salary not less than USD850. Foreigners hired in the 15% category must hold a position of technician, expert or manager, and/or be considered trustworthy personnel (as defined in Article 84 of the Labor Code) within the company, and their hiring must not exceed the percentage established by the labor legislation in relation to national workers, according to the detail of the payroll reported to the Social Security Authority.

After the term of two years of the provisional residence permit, the foreigner can apply for permanent residence.

**Amendments to Labor Code.** Executive Decree No. 6, which was implemented on 13 April 2023, amended Articles 17, 18 and 19 of the Labor Code. The amendments included a restructuring of work permit categories through the introduction of six new categories of work permits (that is, Local Workforce, Labor Code Quotas, Special Laws, Humanitarian Protection, Special Conditions and Temporary Workers), updated application processing times and new conditions for filing extension applications.

**Temporary Workers.** The Temporary Workers work permit allows a Panama-based company to hire foreign nationals or visitors who will perform, on a temporary basis, technical work for a Panamanian company for a specific work or project, provided both the company and the visitor meet all requirements and responsibilities regulated by the National Immigration Service and the Panamanian Ministry of Labor and Workforce Development

Temporary Workers are not included in the percentages established by Article 17 of the Labor Code (15% quota). The foreigners have the obligation to pay taxes to the General Revenue Department (DGI) if they perform activities that generate local income. Prior entry of the worker into the country to begin the process is possible.

## H. Residence visas (and/or permits)

The government of Panama may grant a temporary residence permit or a permanent residence permit, depending on the category in which the foreigner falls. All residence permits must be submitted to and processed by the National Immigration Service. The applicable requirements may vary depending on the foreigner's immigration category. Consequently, it is necessary to check in advance the requirements in each case.

A foreign national with a residence visa may transfer his or her residence to Panama for an indefinite period of time. The foreign national may be employed as a professional by a Panamanian employer if he or she obtains a work permit or may establish his or her own business, or both.

**Friendly Countries Visa.** Executive Decree No. 343 of 16 May 2012 created the immigration category of permanent resident for foreign nationals from specific jurisdictions who maintain friendly, professional, economic and investment relations with Panama. This Executive Decree has been modified by Executive Decree No. 197 of 7 May 2021, which provides that an applicant may acquire a temporary permit that will be granted for two years and then apply for a permanent residence permit and a work permit for three years, which is renewable for the same period in Panama. Citizens of the 50 jurisdictions considered "friendly" can move to Panama with their immediate family and acquire a permanent residence permit more quickly than citizens from other jurisdictions. To qualify as a citizen of a "friendly" jurisdiction, the applicant must demonstrate the purpose of requesting their residence in Panama based on the economic or professional activity to be carried out (except professions reserved by law for nationals). These activities may be demonstrated through a real estate investment (that may be financed by a local bank) or a fixed-term deposit (free of liens). Both investments must be for an amount of no less than USD200,000 and may be in a personal capacity or through a legal entity of which the applicant is the final beneficiary of the shares. For labor reasons, the applicant and the employer are required to process the work permit with the Ministry of Labor and Labor Development, which authorizes the applicant to work in the country.

Citizens of the following jurisdictions may obtain a permanent residence permit under the category of Friendly Countries Visa.

Andorra	Greece	Norway
Argentina	Hong Kong SAR	Paraguay
Australia	Hungary	Peru
Austria	Ireland	Poland
Belgium	Israel	Portugal
Brazil	Japan	San Marino
Canada	Korea (South)	Serbia



Chile	Latvia	Singapore
Costa Rica	Liechtenstein	Slovak Republic
Croatia	Lithuania	South Africa
Cyprus	Luxembourg	Spain
Czech Republic	Malta	Sweden
Denmark	Mexico	Switzerland
Estonia	Monaco	United
Finland	Montenegro	Kingdom
France	Netherlands	United States
Germany	New Zealand	Uruguay

**Professional Foreigner.** The residence permit of a Professional Foreigner is a migratory permit that grants a provisional residence for two years, and after the end of this period, gives the option of applying for permanent residence, based on the quality of a foreign professional graduate with the corresponding university degree, master's degree or doctorate.

Through immigration reform published on 13 May 2015, the National Immigration Service established as a new requirement of homologation of diplomas or university degrees before the submissions of applications for residence and work permits.

In Panama, the institutions that make such homologations are the University of Panama, the Technological University of Panama or the national authority that corresponds to the diploma or degree that is being presented.

A professional foreigner who applies for this permit must graduate in a profession that is not restricted to only Panamanians by law or the Constitution.

The list of professions reserved for Panamanian are the following:

- Security agent
- Dental assistant
- Medical assistant
- Barber and cosmetology
- Agricultural sciences (agronomy, agricultural botany, forestry, edaphology, economy agriculture, agricultural vocational education, entomology, agricultural extension, phytopathology, breeding, horticulture, agricultural engineering, agricultural chemistry, agricultural zoology, zootechnical and other sciences that are declared by the Technical Council National Agriculture)
- Accounting
- Law
- Education (history, geography and civics)
- Economics
- Nursing
- Pharmacy
- Physiotherapy
- Engineering and architecture (agricultural engineer, architectural engineer, civil engineer, electrical engineer, mechanical engineer, mining engineer, chemical engineer, industrial engineer, geologist engineer, surveyor and work master)
- Medicine
- Nutrition
- Dentistry
- Journalism

- Psychology
- Chemistry
- Chiropractor
- Radiology
- Public relations
- Sociology
- Laboratory technician
- Speech therapist
- Social work
- Veterinary

**Treaty of friendship, trade and navigation between Panama and Italy.** Under a treaty between Panama and Italy, citizens of each of the contracting parties are allowed to enjoy in the territory of the other national treatment with respect to the admission to economic or professional activities of any kind and the exercise of such activities with the exception of the exercise of retail trade.

Based on the treaty, Panama has developed a special category of migration and labor for Italian nationals so that they can obtain a permanent residence permit, foreign certificate and indefinite work permit, if the Italian nationals fulfill the requirements for these items.

**Permanent resident permit for qualified investors.** Executive Decree No. 722 of 15 October 2020 created the category of permanent resident as a qualified investor, which offers international investors the opportunity to obtain permanent legal residence status in Panama in an expedited manner through a procedure at a special window. After five years of permanent residence have elapsed, the investor may choose to naturalize and obtain citizenship in Panama.

Among the benefits of this residence permit is that the investor's physical presence in the country is not necessarily required to submit the initial application. The application may be filed through a special power of attorney, which must be apostilled or authenticated by the Panamanian consulate in the country where it was signed.

To obtain this permit, the investor must make an investment in Panama through one of the following methods:

- Real estate investment: On 15 October 2024, Decree 193 was published, modifying Executive Decree No. 722 of 2020. It confirmed that the investment amount in real estate is permanently set at USD300,000. This investment must be free of liens up to that amount, from foreign sources, which may be done personally or through a legal entity of which the applicant is the final beneficiary of the shares.
- Investments made through a brokerage house with license approved by the Superintendence of the Panama Stock Exchange: The minimum investment is USD500,000 in securities of issuers whose businesses are conducted in the country, through the Panama Stock Exchange.
- Fixed-term deposits: The minimum investment amount is USD750,000, free of liens.

To maintain permanent residence as a qualified investor, the investment must be maintained for a minimum of five years, counted from the date of the resolution of approval.

## **I. Family and personal considerations**

**Family members.** By law, only family members or dependents in the following categories can apply as dependents of the applicant:

- Spouses (formally married).
- Children under 18. If the dependent is older than 18 but younger than 25, single and a student in an authorized academic institution in Panama, he or she can also apply as a dependent of the applicant.
- Parents of the applicant.

Executive Decree No. 6 of 13 April 2023 allows dependents to apply for a work permit that authorizes them to work legally in the country, under the category of Family Reunification Work Permit for Dependents.

**Marital property regime.** Agreement regarding the matrimonial regime can be reached before the marriage ceremony. The agreements to establish the matrimonial regime are called matrimonial capitulations. The Family Code recognizes the following three matrimonial regimes:

- Profit-sharing regime
- Separation of property regime
- Partnership regime

The spouses choose the matrimonial regime that will govern their marriage. In Panama, if the spouses do not expressly establish the matrimonial regime that will govern the marriage, the law indicates that the profit-sharing regime applies automatically to all marriages entered into after 1995.

**Forced heirship.** If an individual dies without leaving a will, the beneficiaries of the individual's assets and patrimony according to the law are descendants, ascendants, the spouse, father and mother, collaterals, and brothers. The priority order is set by the Civil Code, according to a series of different combinations. Amounts to pay maintenance and other obligations of the deceased are removed from the deceased's estate before the estate is distributed among the beneficiaries.

**Driver's permits.** The Authority of Transit and Land Transport allows tourists (individuals who do not have an approved residence permit and are visiting Panama) to drive vehicles with their current license from their country of origin. Tourists are allowed to drive with the current license from their country of origin up to a period of 90 days. Once the foreigner changes his or her migratory status that allows him or her to reside in Panama, he or she must apply to the Panamanian authorities for a local driver's license.

# Papua New Guinea

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## A. Income tax

**Who is liable.** Residents of Papua New Guinea (PNG) are subject to PNG Salary and Wages Tax (SWT) on worldwide income. Nonresidents are subject to SWT on PNG-source income only.

PNG's domestic law contains the following definition of a "resident" or "resident of Papua New Guinea:"

"(a) in relation to a person, other than a company, means a person who resides in Papua New Guinea, and includes a person

- (i) whose domicile is in Papua New Guinea, unless the Chief Collector is satisfied that his permanent place of abode is outside Papua New Guinea;
- (ii) who has actually been in Papua New Guinea, continuously or intermittently more than one half of the year of income, unless the Chief Collector is satisfied that his usual place of abode is outside Papua New Guinea, and that he does not intend to take up residence in Papua New Guinea; or
- (iii) who is a contributor to a prescribed superannuation fund or is the spouse, or a child under 16 years of age, or such a contributor ..."

If an individual does not satisfy the above definition, he or she is considered to be a nonresident of PNG. The residency of an individual may be affected if PNG has entered into a double tax treaty with a relevant country.

The residence tests, and in particular, the overriding "resides" test (see paragraph [a] of the definition above) can potentially be met relatively easily. The PNG Internal Revenue Commission (IRC) may consider a person who is in PNG for employment

purposes for as little as six months to be a resident of PNG for domestic tax purposes. For purposes of the residency tests, a person's facts and circumstances should be weighed and considered appropriately. For example, whether a person has a usual place of abode outside PNG should also be considered. Because PNG has a relatively limited treaty network, the residency test under PNG domestic law can be very important.

**Income subject to tax.** Except for salary and wages, income is calculated by subtracting deductible expenses and losses from the assessable income of the taxpayer. The taxability of various types of income is discussed below.

*Employment income.* Salary, wages, allowances and most cash compensation is included in the employee's assessable income in the year of receipt. Noncash benefits are either taxed in the employee's hands (often at concessional rates) or are exempt from tax. No specific PNG tax is imposed on employers with respect to the provision of noncash benefits. However, SWT withholding obligations exist for employers to the extent that employees are taxed on such benefits.

*Self-employment and business income.* Taxable income from self-employment or from a business is subject to PNG tax. Each partner in a partnership is taxed on his or her share of the partnership's taxable income.

*Directors' fees.* Directors' fees are included in assessable income as personal earnings and are taxed in the year of receipt.

*Dividends.* Dividends paid to resident individuals, resident trust estates and nonresidents by PNG companies are subject to a 15% dividend withholding tax unless the income is expressly exempt.

Dividends that have been subject to dividend withholding tax are excluded from the assessable income of resident persons, resident trust estates and nonresidents.

For dividends derived from nonresident sources, a foreign tax credit (FTC) may be allowed for foreign taxes paid. The FTC allowed is equal to the lesser of the foreign tax paid or the amount of PNG tax payable on that income.

*Interest, royalties and rental income.* Interest, royalties and rental income derived by residents are included in assessable income with a deduction allowed for applicable expenses.

If tax is paid in the foreign country on foreign income, the resident may be able to claim an FTC. If the foreign investment results in a tax loss (that is, deductible expenses exceed assessable income), the tax loss is quarantined and can only be offset against other foreign-source investment income.

Interest paid by residents to nonresident lenders is generally subject to a final withholding tax of 15% (subject to any reductions available under an applicable double tax treaty).

*Accrued foreign company income.* The PNG tax law does not currently contain controlled foreign company rules or any similar measures. Accordingly, income or gains accumulating in foreign companies or foreign trusts are typically only taxed on a receipt basis.

*Converting transactions denominated in foreign currency into PNG kina amounts.* Taxpayers are generally required to convert income amounts denominated in foreign currency into PNG kina (PGK) amounts at the time of derivation of the income. Likewise, taxpayers must convert expense amounts into kina amounts at the time of payment.

Realized foreign-exchange gains are assessable and realized foreign-exchange losses are allowable deductions, to the extent they relate to the derivation of income assessable in PNG.

*Concessions for individuals on short-term assignments.* PNG tax legislation does not contain concessions with respect to living away from home allowances. Any such allowances paid in cash are fully taxable to employees.

**Taxation of employer-provided stock and stock options.** The PNG tax law does not contain any specific rules that deal with the taxation of employer-provided stock options. However, discounts provided to employees on stock or options acquired under an employee stock scheme are generally taxed as ordinary income in the employees' hands.

**Capital gains and losses.** Capital gains are generally not subject to tax in PNG. However, the disposal of a capital asset may be subject to tax to the extent the disposal takes place as part of a profit-making scheme or is part of the ordinary business of the taxpayer.

### Deductions

*Deductible expenses.* To claim deductions, an individual must file an income tax return (see Section C). Expenses of a capital, private or domestic nature, and expenses incurred in producing exempt income are not deductible.

Some employment-related expenses may be rebated.

*Business deductions.* Losses and expenses are generally fully deductible to the extent they are incurred in producing assessable income or are necessarily incurred in carrying on a business for that purpose, and are not capital or of a capital, private or domestic nature. Deductions are allowed for salaries and wages paid to employees, as well as for interest, rent, repairs, commissions and similar expenses incurred in carrying on a business.

Specific records must be kept for all business expenses incurred.

Expenditure for the acquisition or improvement of assets is not deductible, but depreciation deductions may be claimed.

**Rates.** Personal income tax rates from 1 January 2024 are shown in the following tables:

		Residents	
Taxable income		Tax on lower amount	Rate on excess
Exceeding PGK	Not exceeding PGK		
0	20,000	0	0
20,000	33,000	0	30
33,000	70,000	3,900	35
70,000	250,000	16,850	40
250,000	—	88,850	42

		Nonresidents	
Taxable income		Tax on lower amount PGK	Rate on excess %
Exceeding PGK	Not exceeding PGK		
0	33,000	0	30
33,000	70,000	9,900	35
70,000	250,000	22,850	40
250,000	—	94,850	42

## B. Social security taxes

**Superannuation/pension contributions.** Under the Superannuation (General Provision) Act 2000 (PNG Superannuation Act), a PNG employer with 15 or more employees that has employed an employee for three months or more must make a minimum contribution to an Authorised Superannuation Fund (ASF). An ASF is a PNG resident superannuation fund that has been authorized to operate by the Bank of PNG.

Currently, the requirement to make superannuation contributions into an ASF exists only with respect to PNG-citizen employees. Contributions are currently optional for noncitizen employees. Under certain proposals, contributions would be required with respect to noncitizens.

The compulsory employer contribution is 8.4% of an employee's gross ordinary time earnings. It is also compulsory for PNG-citizen employees to contribute 6% of their gross ordinary time earnings into an ASF from their post-tax salary. This contribution is in addition to the compulsory employer contribution of 8.4%. It is deducted and remitted by the employer.

A tax deduction is not available for employers who make contributions to nonresident superannuation funds.

## C. Tax filing and payment procedures

The PNG tax year is the calendar year (1 January to 31 December).

Returns for the year must be filed by 28 February of the following year. Extensions are available if the return is filed by a registered tax agent and if a request for extension of time is made. Nonresidents are subject to the same filing requirements as residents. No specific additional filing requirements are imposed on persons arriving in, or persons preparing to depart from, PNG.

Married persons are taxed separately, not jointly, on all types of income. Joint filing of returns by spouses is not permitted.

Individuals who derive employment income only are not required to file an income tax return in PNG. SWT withheld by an employer is a final tax. PNG national or expatriate employees who derive income other than employment income must file an income tax return in PNG. No return is required for dividend income that has been subject to PNG dividend withholding tax. An income tax return is required if any of the following circumstances exist:

- The individual has income of more than PGK100 from other sources.
- The individual is claiming a rebate for work-related expenses or donations.

- The individual received a housing allowance, and a variation was granted by the Commissioner General of Internal Revenue for the individual to receive the housing allowance before tax.

The IRC issues a tax assessment after a tax return is filed. After an assessment is issued and served on the taxpayer, the taxpayer must pay the amount of tax due within 30 days. If the taxpayer files an objection, the IRC requires that the amount of tax assessed be paid pending the review of the objection. A taxpayer may request the Commissioner General of Internal Revenue to grant an extension to pay the tax or allow the taxpayer to make the payment in installments.

## D. Double tax relief and tax treaties

**Foreign tax credit.** A foreign tax credit (FTC) may be allowed for foreign taxes paid. The FTC equals the lesser of the foreign tax paid and the amount of PNG tax payable on the relevant income.

For FTC purposes, income derived from treaty and non-treaty countries are treated the same.

**Double tax treaties.** PNG has entered into double tax treaties with the following jurisdictions.

Australia	Germany*	New Zealand
Canada	Indonesia	Singapore
China Mainland	Korea (South)	United Kingdom
Fiji	Malaysia	

\* This treaty has been signed, but it has not yet been ratified.

## E. Temporary visas

Nonresidents seeking entry into PNG must obtain an appropriate visa prior to entry.

Temporary residence visas are granted to individuals whose activities are considered to benefit PNG, including individuals entering for business, skilled employment, cultural or social activities.

The types of temporary residence visas, and the conditions that must be fulfilled prior to such visas being issued, are discussed below.

**Visitors.** The following are the four categories of visitor visas:

- Visitor (tourism)
- Sportsperson
- Filmmaker (non-commercial)
- Business visa

Nonresidents seeking entry into PNG for purposes such as tourism can either obtain the visa at a PNG consulate prior to entry or, for eligible country passport holders, online or on arrival at a designated port of entry.

**Business visa.** The three types of business visitor visas are described below.

*Single-entry business visa.* Single-entry business visas allow for a single visit of up to 30 days from the date of arrival (to attend business meetings, board meetings, conferences, conduct an



exploratory business visit or participate in a business negotiation).

*Multiple-entry business visa.* Multiple-entry business visas allow for multiple visits of up to 60 days from the date of arrival and are valid for 12 months. They allow for similar activities described in the previous visa category.

*Business visa on arrival.* Business visas on arrival are available for certain passport holders. They allow for a single visit of up to 30 days from the date of arrival at designated port of entries.

Employment is prohibited for these visas. For eligible country passport holders, this visa can be applied for online or through a PNG consulate prior to travel. Nationals from high-risk jurisdictions must seek approval from the PNG Immigration and Citizenship Services Authority (PNGICSA) before they can apply through a PNG consulate prior to travel.

*Asia-Pacific Economic Cooperation Card.* Individuals from fully participating Asia-Pacific Economic Cooperation (APEC) economies can be issued a five-year travel card that serves as the entry authority to other fully participating economies that have granted pre-clearance for short-term business travel of up to 60 or 90 days.

**Work.** The three types of work visas are the following:

- Journalist
- Restricted Employment Visa (REV)
- Employment

The two primary work visas that allow employment activity are described below.

*Restricted Employment Visa.* A Restricted Employment Visa (REV) is a temporary visa for foreign specialists or experts urgently required if no such specialist is immediately available in the country to perform short-term, highly specialized work that is not ongoing or to assist in a national emergency relief situation.

A REV can be used in the following sectors:

- Mining
- Gas
- Petroleum
- Agriculture
- Fisheries
- Forestry
- Building infrastructure
- Aviation

The REV has the following restrictions:

- Limited to a single-entry visa for a stay of up to 30 days per visit
- Permits a maximum of four entries in a 12-month period
- Extensions permitted in limited circumstances
- Requires a PNG entity as a visa sponsor (with employment only for the sponsoring PNG entity specified)

The REV can be obtained online or through a PNG consulate prior to travel.

**Employment.** Noncitizens seeking to enter PNG for employment in the private sector may apply for a work and employment permit. The work permit can be issued for short- or long-term periods from six months and up to five years.

The work and employment permit process consists of the following three steps, which are completed sequentially:

- A work permit application must be submitted to the PNGICSA.
- Once the work permit is approved, an entry permit application must be submitted to the PNGICSA.
- Once the work permit and entry permit are approved, the visa will be telexed to the nearest PNG embassy or consulate (or Australian mission if there is no PNG mission) for the consular visa issuance.

Long-term work permits can be renewed in the country or out of the country three months prior to the expiration of the work permit. However, any changes to the applicant's employer or occupation (including promotion) will require the individual to apply for a new work permit. If individuals repatriate prior to the expiration of their work permits, they will be required to submit a work permit cancellation application with PNGICSA within 14 days of exiting PNG.

Failure to provide the required original documents and information can lead to financial penalties and other sanctions.

Applicants may be required to apply for membership and registration with professional bodies in PNG prior to the submission of their work permit application. For example, engineers are required to apply for membership with the Institution of Engineers Papua New Guinea (IEPNG), and accountants are required to apply for membership with Certified Practising Accountants Papua New Guinea (CPA PNG). Spouses (including de facto spouses) and dependents can apply for a dependent entry permit with PNGICSA. Family members who are not included in a temporary resident's initial visa application may generally apply for a visa at a later date.

## **F. Permanent residence**

To qualify for permanent residence, an individual must have lived in PNG on a valid visa for at least five years and must meet the criteria of one of the following classes of visa (subject to change at any time):

- Chief executive officer of a large company
- Majority owner of a business
- Skilled professional
- Missionary and religious worker
- Retired persons
- Spouses and children of PNG citizen aged 19 years or more

## **G. Family and personal considerations**

Spouses (including de facto spouses) and dependents of temporary and permanent visa applicants can be included in the same

visa application as the primary applicant and are granted visas for the purpose of residing in PNG with the primary applicant. Family members who are not included in a temporary resident's initial visa application may generally apply for a visa at a later date.

# Paraguay

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*This chapter reflects the general tax reform introduced in Paraguay by Law No. 6380/19 and its regulations.*

## A. Income tax

**Who is liable.** The personal income tax is imposed on national or foreign individuals who are residents of Paraguay. The following are also considered liable to personal income tax by law:

- Undivided estates with the scope established in the law
- Parents, guardians or curators for the income obtained by those under their custody, guardianship or curatorship
- Persons of Paraguayan nationality by virtue of their status as the following:
  - Members of Paraguayan diplomatic missions, including the head of mission and members of the diplomatic, administrative, technical or service staff of the mission.
  - Members of Paraguayan consular offices, including the head of the mission and the official or service staff thereof. Exceptions are made for honorary consuls or honorary consular agents and their dependent staff.
  - Members of the delegations and permanent representations of Paraguay accredited to international organizations or forming part of delegations or observer missions abroad.
  - Officials or contracted personnel serving abroad who are not of a diplomatic or consular nature, unless they can prove their tax residency in the country in which they serve.

## Income subject to tax

*Income and capital gains, excluding income taxed by the Dividends and Profit Tax.* Income subject to tax includes income and capital gains, excluding those taxed by the Dividends and Profit Tax (IDU, for its Spanish acronym). For this purpose, income and capital gains consist of income, in money or in kind, which comes directly or indirectly from patrimony, goods or rights,

whose ownership corresponds to the taxpayer of the tax. It also includes positive variations in the value of assets made by the taxpayer that do not come from income derived from the rendering of personal services. The IDU is levied on dividends or profits that are made available or paid to resident or nonresident individuals or legal entities that are owners, partners or shareholders of sole proprietorships, all types of partnerships or consortiums. The applicable rates are 8% if the recipient of the income is a resident of Paraguay and 15% if the recipient is a nonresident of Paraguay. Income subject to personal income tax includes income from the following:

- Dividends, profits, surpluses and any other benefits derived by shareholders or members of simple societies, cooperatives and societies or entities resident or constituted in the country, excluding income taxed by IDU.
- Interest or income paid by individuals, legal entities, entities or patrimonies resident in the country, derived from the following:
  - Money deposits
  - The investment of money in financial instruments, credit operations and contracts, such as the opening of credit, discounts, documentary credit or money loans
  - The holding of credit titles such as promissory notes, bills of exchange, bonds or debentures, or the holding of other public or private securities
  - Price differences in repurchase agreements, regardless of the denomination given to them by the parties
  - Other income obtained from the assignment of own capital, financial leasing, factoring, asset securitization and any type of credit, financing, capital investment or savings transaction
- Income generated by transparent legal structures, whether it comes from financial income, interest, valuation of goods and assets derived from the execution of trust business or investments made, excluding income taxed by the IDU.
- Royalties received in Paraguay or those coming from rights used in Paraguay. Among others, royalties include payments for the use or assignment of the use of copyright and related rights; industrial property rights; rights or licenses to computer programs or their updating; information relating to industrial, commercial or scientific knowledge or experience; personal rights susceptible to assignment, such as rights to images, names, nicknames and artistic names; and rights to other intangible assets.
- Capital gains arising from the disposal of rights, shares or interests in a resident or nonresident entity, which give its owner the right to enjoy movable or immovable property located in Paraguay.
- Capital gains derived from the sale or assignment of real estate, including leasing, subleasing, as well as from the constitution or assignment of rights or faculties (prerogatives, authorities or licenses) of use or enjoyment thereof, whatever their name or nature.
- Capital gains arising from the disposal or assignment of movable property, regardless of whether it is registrable, located in Paraguay, or in rem rights thereon.
- The prizes of lotteries, raffles, draws, bingos and similar events held in Paraguay.

- The incorporation free of charge to the patrimony of the taxpayer of movable and immovable assets located in Paraguay or rights that must be complied with or exercised in the country.
- The total or partial redemption of shares or quotas of entities resident or incorporated in the country, on the portion exceeding the capital contributed, as well as reserves, whatever their denomination, excluding income taxed by IDU.
- Any unjustified increase in capital (a capital increase with no verifiable source).

*Income derived from the provision of independent personal services and in a labor relationship.* Income derived from the rendering of personal services of Paraguayan origin is deemed to be income that comes from personal work, professional or otherwise, performed by a resident in a relationship of dependence or not, consisting of any type of consideration, remuneration or income, whatever its denomination or nature. This includes income from the following:

- Remuneration originating from the provision of independent personal services.
- Salaries, wages, bonuses or per diems not subject to accountability and other remunerations in any concept, paid by individuals, public or private entities, binational entities and autonomous patrimonies, to their representatives, officials or employees in Paraguay or in other countries.
- The salaries, wages, bonuses and other remunerations of crew members of air, river or sea vessels and land vehicles, provided that such vessels or vehicles have their base port in Paraguay or are registered or recorded in the country, regardless of the nationality or domicile of the beneficiaries of the income and the countries between which the traffic takes place.
- Remunerations, salaries, commissions, per diems not subject to accounting, representation expenses, gratuities or remunerations paid or accredited by entities with or without legal personality resident in the country to members of their boards of directors and other management or advisory bodies.
- Income corresponding to retirement incentive schemes established for public officials.
- Any other remuneration received in money or in kind, in consideration of an independent personal service and in a relationship of dependence under the Labor Code.

Every individual is liable for tax on income derived from personal services, once the total gross income taxed under that heading, computed as from 1 January of that year, exceeds PYG80 million. The person who reaches this amount settles this tax on the total gross income received minus deductible expenses incurred in the first fiscal year following the day on which the amount is reached.

*Exempt income.* Income derived from the following activities is exempt:

- Interest on public debt securities issued by the state through the Ministry of Finance and by municipalities.
- Income and capital gains derived from the sale of property by expropriation.
- Income and capital gains from the sale or disposal of movable property, provided that the sum of these in the year does not exceed PYG20 million.

- Exchange differences arising from the holding of foreign currency or from deposits or credits in such currency.
- The 13th salary required by the Labor Code.
- Compensation for dismissal adjusted to the legal minimum. Compensation established in collective bargaining agreements is not considered adjusted to the legal minimum. Therefore, the amount that exceeds the legal minimum is not exempt.
- Remuneration that diplomats, consular agents and other official foreign representatives of countries or international organizations accredited to the Paraguayan government receive for the performance of their functions, on condition of reciprocity.
- Ex gratia or non-contributory pensions.
- Interest and profits from the sale of stock market bonds placed through the stock exchange regulated by the National Securities Commission.
- Interest, yields and profits coming from greater value obtained from the negotiation of titles and securities through the stock exchange regulated by the National Securities Commission, including debt titles issued by issuing companies authorized by such entity.
- Returns from the valuation of the participation quota or the higher value from the negotiation or liquidation of the same of patrimonial investment funds foreseen in Law No. 5452/2015.
- Interest, commissions or yields for deposits or capital placements in banking and financial entities in the country, governed by Law No. 861/1996, as well as in cooperatives and mutuals that carry out savings and credit activities.
- Prizes under PYG500,000 won in lotteries, raffles, drawings, bingos and similar events held in Paraguay.
- Remuneration received as a scholarship holder under national scholarship programs abroad promoted by the national government, intended to cover subsistence and travel expenses.

**Capital gains.** For details regarding the taxation of capital gains, see *Income subject to tax*.

**Deductions.** Individuals may deduct expenses from income derived from the provision of independent personal services and in a labor relationship. Expenses are fully deductible if they are supported by documentation that complies with the tax rules. Deductible expenses incurred in Paraguay include, among others, the following:

- Food
- Clothing
- Rent of the house and the maintenance of the same, whether owned or rented
- Purchase of furniture, household appliances and household goods
- Entertainment allowances
- Other personal expenses

For other income and capital gains, excluding income taxed by IDU, no deductions are allowed.

**Rates.** The applicable rate for income and capital gains is 8%. The tax corresponding to income derived from the provision of personal services is determined by applying progressive rates linked to a scale of net income. For such purposes, the rate corresponding to each section of the scale is applied to the portion of net income

included in that section. The following are the progressive tax rates.

<b>Net income</b>	<b>Rate (%)</b>
Up to PYG50,000,000	8
From PYG50,000,001 to PYG150,000,000	9
Equal to or higher than PYG150,000,001	10

**Relief for losses.** The negative results derived from the expenditures provided in the law will not be subject to compensation or carryover in the following fiscal years, with the exception of the acquisition of real estate, including the construction, remodeling or renovation of a home.

## **B. Social security**

Social security tax is levied on employees' compensation. Employees pay contributions at a rate of 9% (11% for banking employees), and employers at a rate of 16.5% (17% for banks), on employees' compensation.

**Totalization agreements.** To provide relief from double social security taxation and to assure benefits coverage, Paraguay entered into totalization agreements with several countries, including, among others, Argentina, Bolivia, Brazil, Chile, Ecuador, Spain and Uruguay.

In practice, the Paraguayan Social Security Institution is very formal regarding the documents and deadlines required for issuing Certificates of Coverage for foreign individuals.

## **C. Tax filing and payment procedures**

The tax year in Paraguay is the calendar year (1 January through 31 December).

Individuals must file a tax return by March of the following year. The exact date depends on the taxpayer's Tax Identification Number.

## **D. Tax treaties**

Paraguay has entered into double tax treaties with Chile, Qatar, Spain, Taiwan, the United Arab Emirates and Uruguay to avoid double taxation on income tax, including personal income tax.

## **E. Residence permits**

All foreigners wishing to maintain residency in Paraguay must obtain residence permits. The Paraguayan migratory legislation does not provide work visas. Individuals may enter as tourists for a maximum period of 90 days (renewable). During this period, they can start the process to obtain spontaneous, temporary or permanent residence permits.

Spontaneous or occasional residence permits allow their holders to reside in Paraguay. They are valid for 90 days and may be renewed for the same term up to one time during the same year. The following documents are required:

- Identity card or passport from the country of origin
- Certificate of entrance in Paraguay (entry ticket or country entry stamp)



Temporary residence permits allow their holders to reside in Paraguay. They are valid for two years and may be renewed for the same time period. The following documents are required:

- Identity card or passport from the country of origin
- Birth certificate
- Marriage certificate or divorce decree (to demonstrate civil status)
- Police or criminal records (from the age of 14) from the country of origin or residence during the previous five years
- Police records certificate for foreigners issued by the Department of Informatics of the National Police (from the age of 14)
- Certificate of entrance in Paraguay (entry ticket or country entry stamp)
- Consular visa for countries that require it (verified by the Paraguayan Ministry of Foreign Affairs)
- Two passport-size photos (2.5 centimeters by 2.5 centimeters) in color
- Signed affidavit to obey Paraguayan laws, signed before the migration authority
- Signed affidavit regarding the economic activity to be performed in the country, signed before the migration authority

An individual with temporary residence must renew his or her permit every two years or apply for permanent residence. This residence allows foreigners to apply for a Paraguayan Identity Card for two years.

To obtain permanent residence, foreigners must hold the temporary resident status for two years. The following additional items are required:

- Paraguayan Identity Card
- Temporary Residence Card
- Certificate of Good Conduct, issued by the Identification Department of the National Police (from the age of 14)
- Certificate of Life and Residence, issued by the Jurisdictional Police Station
- Judicial records issued by the Supreme Court
- Proof of economic solvency

A permanent residence card is valid for 10 years and is renewable for the same period indefinitely. Foreigners with permanent residence must obtain a Paraguayan Identity Card, which must be renewed every 10 years. Investors who meet the conditions established by the regulations in force will be exempt from complying with the two-year period as temporary residents.

All original documents must be valid and also filed with two complete copies authenticated by a notary public. The documents in foreign languages (except Portuguese) must be translated into Spanish (including the passport) by a translator certified by the Paraguayan Supreme Court of Justice. Documentation from the country of origin or residence must be endorsed by the Paraguayan consulate abroad and legalized by the Ministry of Foreign Affairs in Asunción or *apostilled*.

**F. Work permits**

Spontaneous, temporary and permanent residents do not need to obtain a work permit in Paraguay. The residence permit is sufficient for performing gainful activities in the country.

**G. Family and personal considerations**

**Family members.** Family members of a working expatriate must have separate permits to reside in Paraguay. However, the family members may file jointly with the working expatriate for residence permits. The dependents of a working expatriate may attend schools in Paraguay without student visas.

**Driver's licenses.** International driver's licenses are permitted in Paraguay.

# Peru

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## A. Income tax

### Who is liable

*Territoriality.* Individuals resident in Peru are taxed on their worldwide income. Nonresidents are taxed on their Peruvian-source income only.

In general, Peruvian-source income is any income obtained in Peru, regardless of the citizenship or residence of the individual.

Under the Peruvian Income Tax Law, Peruvian-source income includes, among other items, the following:

- Income earned for services rendered in Peru or for civil, commercial or business activities performed in the country, regardless of where it is paid
- Personal work-related income

- Income earned for selling, transferring or renting property or land located in Peru
- Income earned for selling, transferring, renting assets or rights, if such assets are physically located in Peru or such rights are used economically in Peru
- Royalties if they originate in assets or rights that are economically used in Peru or if the payer is a Peruvian resident
- Capital gains, interest, commissions, premiums and any amount additional to the agreed interest with respect to loans, credits or other financial transactions, if the capital is allocated or economically used in Peru or if the payer is a Peruvian resident
- Dividends and any other forms of profit-sharing distribution, if the payer (company or society) is domiciled in Peru
- Income earned from the sale, transfer or redemption of shares, participations, bonds, securities and other instruments representing the capital stock
- Income received for serving as a member of a board (performing abroad) if the payer company is domiciled in Peru

*Definition of resident.* Residence for income tax purposes is generally bound to the physical presence of an individual in Peru. In general, remaining more than 183 days in Peru results in residency and remaining 183 days abroad loses it. Residency of foreign citizens is acquired as of 1 January of the calendar year after the foreign citizen's cumulative physical presence in Peruvian territory for more than 183 days, measured in any 12-month period. An exception applies to individuals who leave the country after signing a long-term contract (at least one year) or who hold a resident visa of the destination country. For these individuals, residence status changes immediately as of the departure date, from resident to nonresident.

Peruvian citizens who lost tax residence may regain such status on the first day of the first calendar year after they return to Peru, unless they do it temporarily and stay in Peru no more than 183 days in any 12-month period.

### **Income subject to tax**

*Employment income.* Tax is imposed on all remuneration received by an employee in the form of salaries, bonuses, living and housing allowances, tax reimbursements, benefits in kind and any other fringe benefits at the rates set forth in *Rates*.

Salaries and remuneration received by nonresidents for services provided in Peru are taxed at a flat rate of 30%.

*Self-employment and business income.* Taxable self-employment income includes fees from independent professional, artistic and scientific activities, and from skilled occupations carried out by individuals, and is taxed at the rates set forth in *Rates*. Taxable income for self-employed persons equals their gross income minus a deduction of 20%. Such deduction is allowed up to a maximum of PEN123,600, which equals 24 annual tax units (ATUs; see *Rates*).

Nonresidents are allowed a deduction equivalent to 20% of gross income received as remuneration for services as an independent

professional. As a result, they are subject to an effective withholding tax rate of 24%.

Business income includes profits from personal business and is taxed at a rate of 29.5% of net income. For information regarding the deductibility of expenses, see *Deductions*.

*Directors' fees.* Directors' fees are included in taxable income and are subject to tax at the rates set forth in *Rates*. In addition, directors' fees are subject to an 8% withholding tax, which may be taken as a credit against the director's final income tax liability.

*Investment income.* Dividends and other forms of profit distributions, as well as remittances of net profits by branches, are subject to a 5% withholding tax if paid to resident individuals or to nonresident individuals or entities.

For residents and nonresident individuals, interest on deposits and savings in Peruvian banks and interest from bonds issued by the government are exempt from income tax. Other interest and royalties are considered taxable income.

Income from the rental of real estate received by residents is taxed as a capital gain at a rate of 6.25%. A deduction of 20% of gross rental income is allowed. As a result, the effective rate is 5%.

Income from the rental of real estate received by nonresidents is subject to an effective final withholding tax at a rate of 5%.

**Taxation of employer-provided stock options.** The Peruvian Income Tax Law has not established specific rules regarding taxation of equity awards. Under the general taxation rules, the benefit obtained from a stock option plan equals the spread between the purchase price and the fair market value of the shares. Such spread must be recognized as compensation income because it is provided as part of an employment relationship. However, on the sale of the shares, the individual derives a capital gain equal to the difference between the sale price and the purchase price. Because no specific rule allows the purchase price to include the spread previously taxed as compensation income, a double taxation issue may arise.

**Capital gains.** For both resident and nonresident individuals, capital gains derived from the sale of real estate (except for real estate occupied as dwellings) are subject to a definitive payment, which equals 5% of the sale value.

Taxable capital gains include profits derived from the sale of shares issued by Peruvian entities and gains derived from an indirect sale of shares (including, among others, the sale of more than 10% of the shares of a nonresident company in any 12-month period, provided the total share value of such nonresident company included 50% or more of a Peruvian company's shares in any month in the 12-month period before the sale). If the sale of shares is made on the Peruvian Stock Exchange Market and if the shares meet specific requirements (generally speaking,

permanence in the Peruvian Stock Exchange Market of at least 12 months and trade activity during that period for less than 10% of the total number of shares issued by such company), the capital gains can be exempted from tax.

Net taxable income for resident individuals derived from capital gains on Peruvian shares equals their gross income minus a deduction equal to 20%. Withholding tax is imposed on this amount at a rate of 6.25%. As a result, such income is subject to an effective withholding tax rate of 5%.

Nonresidents are taxed at a rate of 5% if the Peruvian shares are listed and traded on the Peruvian Stock Exchange Market. Otherwise, they are subject to tax at a rate of 30% on their gross income.

Capital gains also include profits derived through investment funds, trust funds or pension funds established in Peru. These profits are taxed at an effective rate of 5% for residents and non-resident individuals.

For capital gains on foreign shares, the tax treatment varies depending on the residence status of the individual and the exchange market on which the shares are traded.

Gains derived from sales of personal property are not considered capital gains.

### **Deductions**

*Deductible expenses.* Individuals receiving business income may deduct expenses incurred to earn the income or maintain the source of income.

*Personal deductions.* Individuals earning employment and self-employment income may deduct from taxable income the first PEN36,050 of income earned, which is equivalent to seven ATUs (for information regarding ATUs, see *Rates*) without proof of expenses. It is possible to deduct up to three additional ATUs, based on actual expenses related to housing rental, services rendered by independent professionals, social security of housemaids and amounts paid for accommodation in hotels and consumption in restaurants, subject to specific requirements and limits for each type of expense.

In addition, individuals earning employment or self-employment income may deduct donations to public agencies and nonprofit organizations that are certified by the Ministry of Economy and that are dedicated to educational, social welfare and other similar activities. Donations made by taxpayers as sports sponsors to sports beneficiaries, such as athletes, are deductible if the activity sponsored is authorized by the Peruvian Institute of Sport. If a location is declared to be in a state of emergency as a result of a natural disaster, donations made to help the population of such location during the state of emergency can also be deducted. The total donation deduction may not exceed 10% of net employment income or net self-employment income.

**Rates.** For resident employees, the tax rates are applied on a progressive scale expressed in ATUs, as set forth in the table below. ATUs are established by the government at the beginning of each

year. For 2024, one ATU equals PEN5,150 (approximately USD1,355). The following are the tax rates.

Taxable income		Rate on excess %
Exceeding ATU	Not exceeding ATU	
0	5	8
5	20	14
20	35	17
35	45	20
45	—	30

**Relief for losses.** No relief is provided for nonbusiness losses incurred by individuals. However, individuals may select either of the following two systems to carry forward losses related to business income:

- Carrying forward losses to the following four consecutive years
- Carrying forward losses indefinitely, subject to an annual limit equal to 50% of the taxpayer's taxable income in each year

Business losses may not be carried back.

## B. Other taxes

**Property tax.** Property tax is imposed on urban and rural property and is payable by the property owners. The tax is administered and collected by the government of the locality where the property is located. The property tax base equals the total value of the taxpayer's property in every jurisdiction. To determine the total value of the property, land tariff values and construction official unitary values in force as of 31 October of the preceding year and the depreciation tables formulated by the National Council of Valuation must be applied. Property tax is levied at progressive rates ranging from 0.2% to 1%.

**Vehicle tax.** Vehicle tax is imposed on automobiles, vans, buses and station wagons that are up to three years old. The tax is payable by the vehicle owners. If the ownership of the vehicle is transferred, the new owner becomes the taxpayer from 1 January of the year after the transfer. The tax base equals the original value on acquisition or importation of the vehicle, which cannot be lower than the value approved by the Ministry of Economy and Finance. Vehicle tax is levied at a rate of 1%. The amount of tax cannot be less than 1.5% of one ATU as of 1 January of the year in which the tax is payable.

**Tax on financial transactions.** The rate of the tax on financial transactions is 0.005%. This tax is generally imposed on debits and credits in Peruvian bank accounts.

## C. Social security

Employees must contribute 13% of their salaries and wages to the government-sponsored pension fund (Oficina de Normalización Previsional, or ONP). Under an alternative system, employees must contribute approximately 12% of their salaries and wages to the Private Pension Funds Trustee (Administradora de Fondo de Pensiones, or AFP). These amounts must be withheld by employers under both the ONP and AFP systems. Employers must contribute to the Health Care Fund (HCF) at a rate of 9%. Following

the procedure established by law, employers can hire private health providers (Spanish acronym EPS). This allows them to use a credit of up to 25% of the HCF contribution, subject to certain limits. The health care system provides the employee with medical attention and subsidies in case of disability.

#### **D. Tax filing and payment procedures**

Employers must withhold income tax monthly from salaries of employees. An 8% tax must also be withheld on fees paid for independent professional services that are provided to legal entities as payment toward the professional's annual income tax. Such professionals may avoid withholding up to PEN45,063 if they foresee that their income will not be higher than this amount.

The tax year is the calendar year. Individual tax returns must be filed with the tax office usually in May or by early June, and any balance due must be paid at that time. Only tax residents are subject to tax return filing obligations.

Married persons are taxed separately. However, for income derived from properties held in common, they may elect to be taxed jointly.

Individuals earning only employment income are not required to file tax returns, unless they want to apply the additional deduction of expenses up to three ATUs.

#### **E. Double tax relief and tax treaties**

A tax credit is granted for taxes paid or withheld abroad, within certain limits. Under a treaty with Bolivia, Colombia and Ecuador (signatories to the Andean Pact), income earned in those countries is excluded from taxable income in Peru to avoid double taxation, subject to certain exceptions. Peru has double tax treaties that are currently in force with Brazil, Canada, Chile, Japan, Korea (South), Mexico, Portugal and Switzerland.

#### **F. Temporary visas**

In general, all foreign nationals must obtain visas to enter Peru. However, citizens of the jurisdictions listed below may enter Peru for tourist, cultural or sporting purposes by getting tourist visas at the airport for periods of a maximum of 183 days. The visas are granted after the expatriates enter Peru.

Andorra	Hungary	Romania
Antigua	Iceland	Russian
and Barbuda	Indonesia	Federation
Argentina	Ireland	St. Kitts and
Australia	Israel	Nevis
Austria	Italy	St. Lucia
Bahamas	Jamaica	St. Vincent and
Barbados	Japan	the Grenadines
Belarus	Kiribati	Samoa
Belgium	Korea (South)	San Marino
Belize	Latvia	Serbia
Bolivia	Liechtenstein	Singapore
Brazil	Lithuania	Slovak Republic
Brunei	Luxembourg	Slovenia
Darussalam	Malaysia	Solomon Islands



Bulgaria	Malta	South Africa
Canada	Marshall Islands	Spain
Chile	Mexico	Suriname
Colombia	Micronesia	Sweden
Cook Islands	Moldova	Switzerland
Croatia	Monaco	Taiwan
Cyprus	Nauru	Thailand
Czech Republic	Netherlands	Tonga
Denmark	New Zealand	Trinidad
Dominica	Niue	and Tobago
Ecuador	North Macedonia	Türkiye
Estonia	Norway	Tuvalu
Fiji	Palau	Ukraine
Finland	Panama	United Kingdom
France	Papua New	United States
Germany	Guinea	Uruguay
Greece	Paraguay	Vanuatu
Grenada	Philippines	Vatican City
Guyana	Poland	Venezuela
Hong Kong	Portugal	

Foreign nationals may enter Peru with temporary visas, which allow entry and stays for up to 183 days and are not renewable. In some cases, depending on the nationality, the term of the stay may vary. Temporary visas are issued to individuals with tourist, business, official, artistic, religious, student, employee, designated employee and crew member status.

The granting of a visa is subject to the judgment of the Peruvian migratory office. All temporary visas are required before entry into Peru. If the expatriate will obtain the visa before entering Peru, he or she needs to pick up the visa at the Peruvian Consular Office, which can also evaluate whether a visa should be issued to the expatriate. The essential requirements for obtaining a visa are a passport and evidence of transitory status.

Foreign nationals holding the following visa statuses receive temporary visas:

- Business visas, granted to foreign nationals who enter Peru temporarily to carry out business activities that do not generate Peruvian-source income and who do not intend to establish permanent residence. Business visas are also granted to foreigners who will perform technical assistance services. These foreign nationals are permitted to sign agreements and undertake transactions. This visa can be granted for up to 183 days, and is not renewable.
- Work visas for designated employees who have an assignment for less than one year, granted to foreign nationals who are sent to work in Peru by their foreign company employers to perform agreed services. This visa can be granted for up to 183 days and is renewable for up to one year.
- Work visas for employees who have a work contract with a Peruvian entity for a term of less than one year and for foreign nationals who enter Peru to carry out activities related to their own profession. This visa can be granted for up to 183 days and is renewable for up to one year.
- Diplomatic and consular visas, which can be granted for up to a term established by the Ministry of Foreign Affairs.

- Tourist visas, granted to foreign nationals who visit Peru for recreational purposes and who do not intend to immigrate or to enter into remunerated activities. This visa can be granted for up to 183 days and may not be extended. A foreign national who is in Peru on a tourist visa can change his or her migratory status while in Peru. Depending on the nationality of the foreigner, the term of the visa can be up to 90 days and obtained on arrival at immigration control.
- Student visas, granted to foreign nationals who enter Peru to study in educational institutions recognized by the Peruvian government and who do not generate Peruvian-source income, except for professional practices or vacation jobs approved by a corresponding policy-making body. This visa can be granted for up to 90 days and is renewable up to 90 extra days.
- Artist visas, granted to foreign nationals who enter Peru with the purpose of carrying out approved remunerated artistic or performance-related activities and who do not intend to establish a permanent residence in Peru. This visa can be granted for up to 183 days and is renewable for one additional period.

### **G. Work visas and self-employment**

Domestic and foreign companies established in Peru may employ foreign nationals up to a maximum of 20% of the total personnel of a company. Salaries paid to foreign nationals may not exceed 30% of the total payroll. Specialists or management personnel of a new industry may be exempt from these limits, among others.

The following individuals are not considered foreign nationals for purposes of hiring foreign personnel:

- Foreigners with Peruvian spouses, ascendants, descendants or siblings
- Foreigners who have immigrant visas
- Foreigners whose country of origin has a treaty of labor reciprocity or a treaty of double nationality with Peru
- Personnel from foreign transport enterprises that operate under a foreign flag
- Personnel from foreign enterprises or multinational banks that have a special regulation
- Foreign personnel under bilateral or multilateral agreements honored by the Peruvian government who render services in the country
- Foreign investors, regardless of whether they have waived the right to repatriate capital investments or profits, if an investment of no less than PEN500,000 (approximately USD138,000) is maintained throughout the term of their contracts
- Artists, athletes and, in general, those who work in public events in the country for a maximum of three months during a calendar year

Documents that must be submitted to obtain a work visa include the following:

- An application addressed to the Ministry of Labor
- Affidavit of limiting percentages subscribed by the employer, attesting that the employment agreement complies with the limits set under the law for hiring foreign personnel (other documents may apply with respect to employees exempt from these limits)

- Employment agreement with all of the mandatory clauses for a term of one year or more (limit of three years)
- Affidavit stating that the expatriate is qualified to perform the service; a copy of his or her professional degree, technical study or work certificates must be in his or her personal file
- Copy of the passport or the foreign card (the passport must have a minimum validity of six months at the moment of the visa application)
- Interpol criminal records
- Negative criminal records request in home country *apostilled*
- Copy of the company's tax registration
- Receipt for payment
- Document issued by the Peruvian Public Registry proving that the Peruvian legal representative of the company is authorized to submit work contracts

Employment agreements are approved by the Ministry of Labor automatically. The hired person may begin to render services after the work visa is obtained. This visa can be granted as a temporary or resident visa, depending on the term of the work contract with the Peruvian company.

The Peruvian immigration office approves resident work visas in approximately 30 working days. This visa can be granted temporal or resident and can be renewed. Temporal visas have a maximum duration of one year, while resident visas can be renewed annually with no limit.

A foreign national with a valid work visa may change employers after notifying the Ministry of Labor and the migratory office.

For a work visa for designated employees, the following documents must be filed with the immigration authorities:

- A service agreement between the foreign company and the local company, *apostilled* or legalized by the Peruvian consulate of the place where the document was issued
- A letter of assignment from the foreign company, *apostilled* or legalized by the Peruvian consulate of the place where the document was issued
- Interpol criminal records for individuals who apply for a resident visa
- Criminal records request in home country *apostilled*
- A letter from the local company, signed by the legal representative
- A copy of the passport (the passport must have a minimum validity of six months at the time of the visa application)

The Peruvian immigration office approves designated work visas in approximately 30 working days. This visa can be granted temporal or resident and can be renewed.

Self-employed foreign nationals are required to obtain work permits in Peru.

## **H. Residence visas**

Foreign nationals holding the following visa status may receive residence visas:

- Employees who have a work contract with a Peruvian entity for a term of one to three years and foreign nationals who enter

Peru to carry out activities related to their own profession may obtain a work visa. This visa can be granted for one year and is renewable annually for up to one year.

- Foreign nationals who are sent to work in Peru by their foreign company employers to perform agreed services may obtain an assignment work visa. The service agreement and assignment letter must be for one year. This visa can be granted for one year and is renewable for up to one year.
- Diplomatic, consular and official visa holders may obtain residence visas valid for a specific period established by the Ministry of Foreign Affairs.
- Religious, student and work visa holders may obtain residence visas valid for up to one year, which are renewable.
- Immigrants (now called permanent residents) may obtain residence visas with an undetermined time period.

In these cases, a document that supports the residence must exist. For example, for work visas, a work contract for a period of one year is required for an employee. If the term of the contract is less than one year, a temporary visa applies.

Foreign nationals from Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Paraguay and Uruguay can obtain residence visas for a two-year period under the Southern Common Market (Mercado Común del Sur, or MERCOSUR) Agreement. This visa allows them to live and work in Peru. The visa is not renewable, but individuals can request permanent residency for an undetermined period three months before the expiration date. For permanent residency, it is necessary to prove that the expatriate has resources to live in Peru. In the case of Bolivia, Colombia and Ecuador, there is one more option to reside and live in Peru. This is called the Andean Migration Status (Estatuto Migratorio Andino). It is also a visa for a two-year period.

## I. Family and personal considerations

**Family members.** A resident visa allows a foreigner to obtain a visa for his or her family members, including a spouse, children younger than 18 years old, and for children 18 years or older (in this case, it is necessary to prove that the dependent is single and is studying in Peru), parents and other dependents. This visa applies also to concubines; however, there are some restrictions on the document that proves this condition. To obtain the visa for family members, the individual must submit a marriage certificate (issued no more than six months before the application) and birth certificates for children. These documents must be *apostilled* or legalized before the Peruvian consulate. If they are not in Spanish, they must be translated into Spanish by a Public Translator in Peru. Expatriates who have this type of visa are allowed to work in Peru. *Apostilled* Interpol criminal records and criminal records from the home country are required for applicants 18 or older.

**Driver's permits.** Foreign nationals may drive legally in Peru with their home country driver's licenses for the first six months after their arrival in Peru. Foreign nationals can also drive legally in Peru with their international driver's licenses, but the six-month period will apply. If the expatriate become a migratory resident in Peru, it will be necessary to obtain a Peruvian driver's license.

The following are the two ways to obtain a Peruvian driver's license:

- Taking a written test, physical test and practical driving exam
- Exchanging a local driver's license for a Peruvian one

This driver's license is granted for up to eight years depending on the category of the license.

# Philippines

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## A. Income tax

**Who is liable.** Resident citizens are subject to tax on worldwide income. Nonresident citizens, resident aliens and nonresident aliens are subject to tax on income from Philippine sources.

Under Section 22E of the Tax Code, the term “nonresident citizen” means a citizen who meets one of the following conditions:

- Establishes to the satisfaction of the Commissioner of Internal Revenue the fact of his or her physical presence abroad with a definite intention to reside therein
- Leaves the Philippines during the taxable year to reside abroad, either as an immigrant or for employment on a permanent basis
- Works and derives income from abroad and whose employment requires him or her to be physically present abroad most of the time during the taxable year
- Has been previously considered as a nonresident citizen and who arrives in the Philippines at any time during the taxable year to reside permanently in the Philippines, with respect to his or her income derived from sources abroad until the date of his or her arrival in the Philippines

The term “most of the time during the taxable year” generally means presence abroad for more than 183 days during the year. However, in determining a Filipino citizen’s residency status, the Bureau of Internal Revenue (BIR) considers other factors such as assignment term, location of payroll, assignee’s employment status in the Philippines and residency status in the host country. As the BIR’s interpretation may change from time to time, consultation with a tax advisor is highly recommended.

For foreign nationals, residence is determined by the length and nature of an individual’s stay in the Philippines. An alien who comes to the Philippines for a definite purpose that is promptly accomplished is not deemed to be resident. However, if an alien makes his or her home temporarily in the Philippines because an extended stay may be necessary for the accomplishment of the alien’s purpose for coming to the Philippines, the alien becomes a

resident even though it may be the alien's intention at all times to return to the alien's domicile abroad when the alien consummates or abandons the purpose of the stay in the Philippines. Aliens who reside in the Philippines with the intention to remain permanently are considered resident. Aliens who acquire residence in the Philippines remain residents until they depart with the intention of abandoning that residence.

Nonresident aliens are classified as either engaged or not engaged in trade or business in the Philippines. A nonresident alien who stays in the Philippines for more than a total of 180 days during any calendar year is deemed to be engaged in trade or business in the Philippines; any other nonresident alien is deemed to be not engaged in trade or business in the Philippines.

A ruling issued by the BIR stated that in applying the above rules to nonresident aliens, all the months in a calendar year covered by the period of assignment of the nonresident alien individual must be considered in evaluating if he or she exceeded the 180-day period. If an expatriate's stay in the Philippines exceeds the 180-day period during any calendar year, he or she becomes a nonresident alien doing business in the Philippines for the entire duration of his or her Philippine assignment. As a result, if an expatriate stays in the Philippines for more than 180 days in any calendar year, he or she is considered a nonresident alien engaged in a trade or business and taxed at the graduated rates of 0% to 35% (as a result of the implementation of Republic Act No. 10963), not only during the year that his or her stay in the Philippines exceeds the 180-day period, but also during the other years of assignment, even if such stay did not exceed 180 days (BIR Ruling DA-056-05).

**Income subject to tax.** Gross income includes compensation, income from the conduct of a trade, business or profession, and other income, including gains from dealings in property, interest, rent, dividends, annuities, prizes, pensions and partners' distributive shares.

The following income items are excluded from gross income (the Tax Code refers to these items as "exclusions") and are, consequently, exempt from taxation:

- Thirteenth month pay, productivity incentives, Christmas bonuses and other benefits, up to an aggregate of PHP90,000
- Proceeds of life insurance policies
- Amounts received by an insured as a return of premium
- Gifts, bequests and devises
- Compensation for injuries or sickness from accident or health insurance or under the Workers' Compensation Acts
- Income exempt under treaty provisions
- Retirement benefits received pursuant to certain laws or under a reasonable private benefit plan
- Amounts received as a consequence of separation from service as a result of death, sickness, physical disability or any cause beyond the control of the employee
- Social security benefits, retirement gratuities and other similar benefits received by resident or nonresident citizens of the Philippines or aliens who come to reside permanently in the Philippines from foreign government agencies and other public or private institutions

- Payments or benefits due or to become due to individuals residing in the Philippines under US laws administered by the US Veterans Benefits Administration
- Benefits received from or enjoyed under the social security systems
- Prizes and awards in recognition of religious, charitable, scientific, educational, artistic, literary or civic achievement, as well as awards in authorized sports competitions
- Mandated contributions to the government and private social security systems and housing fund
- Gains from the sale of bonds, debentures or other certificates of indebtedness with a maturity of longer than five years
- Gains from redemptions of shares in a mutual fund

*Employment income.* Employment income includes all remuneration for services performed by an employee for his or her employer under an employer-employee relationship. The name by which compensation is designated is immaterial. It includes salaries, wages, emoluments and honoraria, allowances, commissions, fees including director's fees for a director who is also an employee of the firm, bonuses, fringe benefits, taxable pensions and retirement pay and other income of a similar nature. Emergency cost-of-living allowances received by employees are also included in their compensation income.

Employment income received for services provided in the Philippines is subject to tax in the Philippines regardless of where the compensation is paid. Remuneration for services remains classified as compensation even if paid after the employer-employee relationship is ended.

Taxable employment income equals employment income less exclusions. With the passage of the Tax Reform for Acceleration and Inclusion (TRAIN) Act (Republic Act [RA] No. 10963), personal and additional exemptions and premium payments on health and/or hospitalization insurance are no longer considered as deductions from employment income of citizen and resident alien taxpayers. As a result, beginning with the 2018 tax year, these deductions may no longer be deducted from employment income to arrive at taxable employment income. Nonresident aliens not engaged in trade or business in the Philippines remain taxable on their gross income.

Fringe benefits are any goods, services or other benefits granted in cash or in kind by employers to employees (except rank-and-file employees, as defined) such as, but not limited to, the following:

- Housing
- Expense account
- Any vehicles
- Household personnel, such as maids, drivers and others
- Interest on loan at less than market rate to the extent of the difference between the market rate and actual rate granted
- Membership fees, dues and other expenses borne by the employer for the employee in social and athletic clubs or other similar organizations
- Expenses for foreign travel
- Holiday and vacation expenses



- Educational assistance to the employee or his or her dependents
- Life or health insurance and other non-life insurance premiums or similar amounts in excess of the amounts allowed by law

Under the tax law, the following fringe benefits are exempt from tax:

- Fringe benefits that are authorized and exempt from tax under special laws
- Contributions of employers for the benefit of employees to retirement, insurance and hospitalization benefit plans
- Benefits granted to the rank-and-file employees (as defined), regardless of whether they are granted under a collective bargaining agreement
- *De minimis* benefits (see below)
- Fringe benefits required by the nature of, or necessary to, the trade, business or profession of the employer
- Fringe benefits granted for the convenience or advantage of the employer

*De minimis* benefits are items furnished or offered by employers to their employees that are of relatively small value and are offered or furnished by the employers as a means of promoting the health, goodwill, contentment, or efficiency of their employees. *De minimis* benefits are expressly exempt from income tax as well as from fringe benefits tax (FBT).

The following are *de minimis* benefits:

- Monetized unused vacation leave credits of private employees not exceeding 10 days during the year and the monetized value of the vacation and sick leave credits paid to government officials and employees
- Medical cash allowance to dependents of employees, not exceeding PHP1,500 per employee per semester or PHP250 per month
- Actual medical assistance not exceeding PHP10,000 per year
- Laundry allowance not exceeding PHP300 per month
- Employees' achievement awards, which must be in the form of tangible personal property other than cash or gift certificates, with an annual monetary value not exceeding PHP10,000, received by the employee under an established written plan that does not discriminate in favor of highly paid employees
- Gifts given during Christmas and major anniversary celebrations not exceeding PHP5,000 per employee per year
- Daily meal allowance for overtime work not exceeding 25% of the basic minimum wage on a per-region basis (the basic minimum wage rate is not the same across jurisdictions within the Philippines because such rates are determined by a Wage Board on a per region [city or province] basis)
- Rice subsidy of PHP2,000 or one sack of 50 kilograms of rice per month amounting to not more than PHP2,000
- Uniform and clothing allowance not exceeding PHP6,000 per year
- Benefits received by an employee in accordance with a collective bargaining agreement (CBA) and productivity incentive schemes, if the total combined annual monetary value received from the CBA and the productivity incentive schemes do not exceed PHP10,000 per employee per tax year

The above list is exclusive. All other benefits granted by employers that are not included in the above list are not considered *de minimis* benefits, and accordingly are subject to income tax, withholding tax on compensation, and FBT (Revenue Regulations [RR] No. 5-2011), as amended by RR No. 11-2018 with the introduction of the TRAIN Act.

Fringe benefits are subject to FBT if the cost of the benefit is borne or claimed as an expense by the Philippine entity and if the recipient of the benefit is a non-rank-and-file employee. If the cost is not borne by the Philippine entity or if it is borne by the Philippine entity but received by a rank-and-file employee, the benefit is classified as compensation income subject to income tax and accordingly withholding tax on wages. As mentioned above, *de minimis* benefits are exempt from both FBT and income tax or withholding tax on wages.

*Business income.* Gross income from the conduct of a trade or business or the exercise of a profession are taxable but may be reduced by certain allowable deductions.

Self-employed individuals earning income purely from self-employment/business and/or practice of profession whose gross sales and/or receipts and other nonoperating income do not exceed the value-added tax (VAT) threshold of PHP3 million have the option to pay income tax based on one of the following:

- Graduated income tax rates
- 8% tax on gross sales or receipts and other nonoperating income in excess of PHP250,000 in lieu of the graduated income tax rates and percentage tax

Individuals earning income from compensation and self-employment (business or practice of profession) or mixed-income earners will apply the following:

- The compensation income is subject to graduated income tax rates.
- The income from business or practice of profession is subject to the following:
  - If the gross sales/receipts and other nonoperating income does not exceed the PHP3 million VAT threshold, the individual has the option to be taxed at graduated income tax rates or an 8% income tax rate based on gross sales/receipts and other nonoperating income in lieu of the graduated income tax rates and percentage tax.
  - If the gross sales/receipts and other nonoperating income exceeds the PHP3 million VAT threshold, the individual will be subject to the graduated income tax rates.

The following criteria should be satisfied to qualify for the 8% income tax rate option:

- The individual is a single proprietor or professional or mixed income earner who earns income from self-employment and/or practice of profession.
- The individual taxpayer's gross sales/receipts and other nonoperating income did not exceed the PHP3 million VAT threshold during the taxable year.
- The taxpayer is registered and subject only to percentage tax under Section 116 of the National Internal Revenue Code

(NIRC), as amended, or is exempt from VAT or other percentage taxes.

- The individual must have signified his or her intention to elect the 8% income tax rate.

Resident or local suppliers of goods and services, including non-resident aliens engaged in trade or business in the Philippines, are subject to a 1% creditable expanded withholding tax on their sales of goods and to a 2% creditable expanded withholding tax on their sales of services, if the payer is among the top withholding agents as classified by the BIR. Expanded withholding tax is a withholding tax that is prescribed for certain payers and that is creditable against the income tax due of the payee for the relevant tax quarter or year (RR No. 11-2018, as amended by RR No. 14-2018).

Professional fees paid to individuals are subject to a 10% creditable expanded withholding tax (EWT) if the individual earns gross income of more than PHP3 million during the year or if the individual is VAT-registered regardless of the amount of his or her gross income. If an individual has gross income during the year of PHP3 million or less, the professional fees are subject to a creditable EWT of 5% (RR No. 11-2018, as amended by RR No. 14-2018).

*Directors' fees.* Directors' fees derived by individuals who are employees of the same company are taxed as income from employment and are subject to creditable withholding tax on wages. Directors' fees derived by individuals who are not employees of the same company are included in the recipients' business income and are subject to a creditable withholding tax. The rate of the withholding tax is 10% if the gross income for the current year exceeds PHP3 million. Otherwise, the rate is 5%. Directors' fees derived by nonresident aliens deemed to be not engaged in a trade or business are subject to a final withholding tax at a rate of 25% (RR No. 11-2018).

*Investment income.* In general, interest on peso deposits and yields, or any other monetary benefit derived from deposit substitutes, trust funds and similar arrangements, is subject to a final 20% withholding tax. However, interest on certain long-term deposits or investments evidenced by qualifying certificates is exempt from the final 20% withholding tax. Final tax is imposed at rates ranging from 5% to 20% on the income from long-term deposits if the investment is withdrawn before the end of the fifth year. Interest received by residents on foreign-currency deposits is subject to a final 15% withholding tax. Interest received by non-resident individuals on foreign-currency deposits is exempt from tax (RR No. 11-2018).

In 2008, the Congress enacted Republic Act No. 9505, providing for the establishment of a Provident Personal Savings Plan known as the Personal Equity and Retirement Account (PERA). Under this Act and its implementing regulations, investment income earned from investments and reinvestments of contributor's PERA assets capped in the maximum amounts are exempt from final withholding tax, capital gains tax and income tax.

Cash or property dividends actually or constructively received by citizens and resident aliens from domestic corporations, as well

as a partner's share in the after-tax profits of a partnership (except a general professional partnership), are subject to final withholding tax at a rate of 10% (RR No. 11-2018). Nonresident aliens engaged in a trade or business in the Philippines are subject to final withholding tax on these types of income at a rate of 20%. For nonresident aliens not engaged in a trade or business in the Philippines, investment income is generally taxed at a rate of 25%, except for gains from sales of real estate and sales of shares of domestic corporations.

Under the new Ease of Paying Taxes (EOPT) Law (EOPT Law), the obligation to deduct and withhold the tax arises at the time the income becomes payable. Revenue Regulations No. 4-2024 interprets the term "payable" as the date when the obligation becomes due, demandable or legally enforceable. This rule applies to professional fees, directors' fees and similar types of compensation.

Rental income is considered business income and is taxed at the rates set forth in *Rates*.

**Taxation of employer-provided stock options.** Pursuant to the provisions of RR No. 13-2022 and Revenue Memorandum Circular (RMC) No. 143-2022, "equity-based compensation" is taxable to the employee as additional compensation at the time the equity grants are exercised or availed of by the grantee-employees. "Equity-based compensation" is defined as that which covers all types of equity schemes that come in different forms such as stock options, restricted stock units, stock appreciation rights and restricted share awards that may or may not pertain to the shares of stock of the grantor itself, but that have the common feature of being granted to employees of the grantor as a performance incentive for services rendered by the employees and are typically dependent on performance, outstanding business achievements and exemplary organizational, technical or business accomplishments.

RR No. 13-2022, which took effect on 29 October 2022, repeals the provisions of RMC No. 79-2014, and any regulations, rulings or orders, circulars or portions thereof that are inconsistent with the RR are revoked, repealed or amended accordingly. Consequently, any exercise by the employee-grantee of the granted equity income on or after 29 October 2022 will be considered as compensation for all employees regardless of rank and no longer as fringe benefits subject to fringe benefits tax in the case of non-rank and file employees (for example, those occupying a supervisory or managerial position).

However, the BIR reporting requirements that the issuing corporation must comply with upon grant of the plan and exercise thereof, as set forth under RMC 79-2014, are retained. RMC No. 143-22 also provides further clarification on the taxability of the subsequent sale or transfer by employees of equity received as compensation.

**Capital gains and losses.** In general, capital gains are included in an individual's regular taxable income and are subject to tax at the graduated rates set forth in *Rates*. The gain is the excess of the amount realized from the disposal of the asset over the

adjusted basis. If the asset is held for 12 months or less prior to disposal, the entire gain or loss is reported. For assets held longer than 12 months, 50% of the gain or loss is reported. The holding period rules do not apply to capital gains derived from the sale of real property in the Philippines or shares of stock in a domestic corporation (see below).

Capital losses are deductible only to the extent of capital gains. Losses carried over are treated as short-term capital losses. Losses incurred from wash sales of stocks or securities are not deductible, unless incurred by a dealer in the ordinary course of business. This rule does not apply to shares of stock in a domestic corporation or to sales of real property described below.

A final tax of 6% is imposed on capital gains derived from transfers of real property located in the Philippines. The tax is based on the higher of the gross sales price and the fair market value. However, capital gains presumed to have been realized by a citizen or a resident alien from the sale or disposition of his principal residence is exempt from income tax, including the 6% capital gains tax, if the proceeds of such sale or disposition are fully utilized in acquiring or constructing a new principal residence within 18 calendar months from the date of sale or disposition. The exemption is subject to compliance with all reporting requirements as set forth in the rules. It can be availed of once every 10 years.

Capital gains derived from the sale of shares in unlisted domestic corporations are taxed at a rate of 15%. The amount of the taxable gain is the excess of the sale price over the cost of the shares. In cases of transfers for less than an adequate and full consideration in money or money's worth, the amount by which the fair market value exceeded the value of the consideration is deemed to be a gift and is included in computing the amount of gifts made during the calendar year. However, transfers below consideration that are made in the ordinary course of business (a transaction that is bona fide, at arm's length, and free from any donative intent) is considered to be made for an adequate and full consideration in money or money's worth.

Gains derived from the sale of listed shares are exempt from capital gains tax. However, a percentage tax (stock transaction tax) is imposed at a rate of 0.6% on the gross selling price of the shares.

Gains derived by resident citizens from the sale of shares in foreign corporations are taxed as capital gains, subject to the regular income tax rates.

## **Deductions**

*General.* As mentioned above in *Employment income*, the TRAIN Act removed personal and additional exemptions as deductions from gross taxable compensation income, effective from 1 January 2018. Individuals who earn income from a trade, business or the practice of a profession may deduct expenses incurred in connection with their trade, business or profession subject to Philippine income tax. These expenses include ordinary and necessary business or professional expenses,

interest expense, taxes, losses, bad debts, depreciation, charitable contributions, contributions to a pension trust, and research and development. Alternatively, such taxable individual (except a nonresident alien not engaged in trade or business) may elect the optional standard deduction (OSD) of 40% of gross income instead of the itemized deductions. A taxpayer must signify his or her intention to claim the OSD in the annual tax return; otherwise, the taxpayer is deemed to have claimed the itemized deductions. After the election to claim the OSD is indicated in the return, it is irrevocable for the tax year for which the return is filed.

*Contributions to government agencies.* Employees age 60 or younger and their employers are compulsorily covered by the Social Security System (SSS). Individuals who are covered by the SSS are compulsorily covered by the Philippine National Health Insurance Program (PhilHealth) and the Home Development Mutual Fund (HDMF). Compulsory contributions to the SSS, PhilHealth and HDMF are deductible from the gross income of an individual. Voluntary contributions to these institutions in excess of the amount considered compulsory are not deductible and, accordingly, not exempt from income tax and withholding tax.

For 2024, the employee's total maximum compulsory monthly contribution to these entities amounts to PHP4,050 (SSS: PHP1,350; PhilHealth: PHP2,500; HDMF: PHP200). Employers' maximum monthly contributions to these entities amount to PHP5,580 (SSS: PHP2,880; PhilHealth: PHP2,500; HDMF: PHP200). The monthly contribution varies depending on the salary bracket of the individual.

The social security contributions mentioned above increased in January 2023 as provided in SSS Circular No. 2022-033. Per PhilHealth Circular No. 2020-0005, under R.A. No. 11223, known as the Universal Health Care Act, the applicable premium rate for 2024 for direct contributors is 5% of the monthly basic salary with a maximum base of PHP100,000. Also, HDMF issued Circular No. 421 in January 2019 informing employers to stop deducting contributions from all expatriates employed by them. This repeals Item B, Section (1)(1.1)(1.1.5) of HDMF Circular No. 274 issued in January 2010.

PhilHealth introduced new guidelines for Overseas Filipinos with the issuance of PhilHealth Circular No. 2020-0014, dated 2 April 2020, increasing the premium rates applicable from 2.75% in 2019, to 3% in 2020 and 2021, and 4% beginning June 2022, with a retroactive effective date of January 2022. The premium contribution rate remains at 4% for the 2023 calendar year in view of the suspension of premium adjustment.

**Rates.** Net taxable compensation and business income of resident and nonresident citizens, resident aliens and nonresident aliens engaged in a trade or business is consolidated and taxed at the following graduated rates effective from 1 January 2023 in accordance with the scheduled income tax rate adjustment provided for by Republic Act No. 10963 – Tax Reform for Acceleration and Inclusion (otherwise known as the TRAIN law).

Net taxable income		Tax on lower amount PHP	Rate on excess %
Exceeding PHP	Not exceeding PHP		
0	250,000	0	0
250,000	400,000	0	15
400,000	800,000	22,500	20
800,000	2,000,000	102,500	25
2,000,000	8,000,000	402,500	30
8,000,000	—	2,202,500	35

The preferential income tax rate of 15% on gross income for aliens and Filipinos employed by regional or area headquarters (RHQs) and regional operating headquarters (ROHQs) of multinational companies occupying a managerial or technical position, including those in offshore banking units (OBUs) and petroleum service contractors and subcontractors, is no longer applicable without prejudice to the application of preferential tax rates under existing international tax treaties. Beginning 1 January 2018, all employees of RHQs and ROHQs of multinational companies, offshore banking units and petroleum service contractors and subcontractors are subject to the regular income tax rate under Section 24(A)(2)(a) of the Tax Code, as amended (RR No. 8-2018).

Individuals earning income only from self-employment, business and/or the practice of a profession, whose gross sales or receipts and other nonoperating income do not exceed the value-added tax (VAT) threshold of PHP3 million have the option to be subject to an 8% final tax instead of the graduated income tax rates under Section 24(A) and the percentage tax under Section 116, respectively, of the Tax Code, as amended. The taxpayer must notify the tax authorities of his or her intention to elect the 8% income tax rate option in the first-quarter return of the tax year. If the taxpayer fails to do so, the graduated tax rates apply. The income tax rate option, once elected, is irrevocable for the tax year in which it is made. VAT-registered taxpayers whose gross sales or receipts exceeded the VAT threshold are automatically subject to the graduated income tax rates.

In calculating the FBT, the monetary value of the benefit is taken into consideration. The monetary value depends on the type of benefit granted, as well as on the manner in which the benefit is extended to the employee. For example, if the employer purchases a motor vehicle for the use of the employee (who is assumed to be a non-rank-and-file employee), the value of the benefit is the acquisition cost of the vehicle. The monetary value of the fringe benefit is the entire value of the benefit (meaning the entire acquisition cost). If the employer leases and maintains a fleet of motor vehicles for the use of the business and the employees, the value of the benefit is the amount of rental payments for motor vehicles not normally used for sales, freight, delivery, service and other nonpersonal uses. The monetary value of the benefit is 50% of the value of the benefit (rental payment). The BIR has issued specific regulations on the treatment of fringe benefits.

After the monetary value is determined, it is then grossed up and subjected to the applicable FBT rate.

The FBT rates and the gross-up factors are shown in the following table.

Type of employee	FBT rate %	Factor used in determining the grossed-up monetary value %
Resident citizen, resident alien or nonresident alien engaged in a trade or business in the Philippines	35	65
Nonresident alien not engaged in a trade or business in the Philippines	25	75
Alien employed by or Filipino employee occupying a managerial or technical position in regional or area headquarters of multinational companies, offshore banking units and petroleum contractors and subcontractors	25/35	65/75

Although the FBT is a tax on the employee, the actual payment of the tax is borne by the employer. This method is used to ensure that all benefits received by employees are subject to tax. During the deliberations of the Philippine Congress regarding the adoption of the FBT, it noted that many executives were able to avoid taxation by being paid fringe benefits rather than straight salaries. The collection of FBT from employers is intended to plug this loophole.

For nonresident aliens engaged in a trade or business in the Philippines, dividends, shares in profits of partnerships taxed as corporations, interest, royalties, prizes in excess of PHP10,000 and other winnings (including Philippine Charity Sweepstakes Office winnings) are subject to final withholding tax at a rate of 20% of the gross amount. Royalties on musical compositions, books and other literary works are subject to a final withholding tax at a rate of 10%. Nonresident aliens are taxed on capital gains derived from sales of real property or shares in domestic corporations in the manner discussed in *Capital gains and losses*.

Nonresident aliens not engaged in a trade or business in the Philippines are subject to a final withholding tax of 25% on gross income, including fringe benefits, from all sources in the Philippines. However, capital gains derived from sales of real property or from sales of shares in domestic corporations are subject to the same tax rates imposed on citizens and resident aliens.

**Relief for losses.** Under certain circumstances, self-employed persons may carry forward business losses for three years, unless a 25% change in the ownership of the business occurs. Carrybacks are not permitted.



## B. Estate and gift taxes

**Estate tax.** An estate tax is imposed at a fixed rate of 6% on the transfer of a decedent's net estate. Citizens, regardless of whether resident at the time of death, and resident aliens are taxed on their worldwide estates.

An estate tax return must be filed by the executor or administrator, or any of the legal heirs, if any of the following circumstances exist:

- Transfers that are subject to estate tax.
- Regardless of the gross value of the estate, the estate consists of registered or registrable property such as real property, motor vehicles, shares of stock or other similar property for which a clearance from the BIR is required as a condition precedent for the transfer of ownership thereof in the name of the transferee.

If the estate tax return shows a gross value exceeding PHP5 million, it must be supported with a statement certified by a certified public accountant.

For estate tax purposes, only that part of a nonresident alien decedent's estate located in the Philippines is included in the taxable estate. Under specified conditions, deductions may be permitted for certain items, including expenses, losses, indebtedness, taxes and the value of property previously subject to estate or gift tax or of property transferred for public use.

The net estate of a citizen or a resident is computed by deducting the following amounts from the total value of the decedent's real or personal, tangible or intangible, property, wherever situated:

- Standard deduction of PHP5 million
- Claims against the estate, claims against insolvent persons, and unpaid mortgages or indebtedness on property
- The value of property transferred for public use
- The value of property subject to estate or gift tax (subject to special rules) within five years prior to a decedent's death
- The value of the family home, not exceeding PHP10 million
- The amount received from the decedent's employer as a result of the death of the employee

In the case of a nonresident's estate, the following amounts are deductible:

- Standard deduction of PHP500,000
- Proportion of the deductions described in the second bullet of the preceding paragraph above which the value of such part bears to the value of his or her entire gross estate wherever situated
- The value of property transferred for public use
- The value of property subject to estate or gift tax (subject to special rules) within five years prior to the decedent's death

In the case of married decedents, the surviving spouse's net share in the conjugal partnership property may also be deducted from the net estate.

To prevent double taxation of estates, the Philippines has concluded an estate tax treaty with Denmark.

**Gift tax.** Residents and nonresidents are subject to gift tax, which is payable by the donor on total net gifts made in a

calendar year. Similar to estate taxation, citizens and resident aliens are subject to gift tax on worldwide assets. Nonresident aliens are subject to gift tax on their Philippine assets only.

In the calculation of the net taxable gift, the law allows the following items to be deducted from the total value of the donation:

- Encumbrance assumed by the donee
- Diminution of gift provided by the donor
- Gifts made to or for the use of the national government or any of its agencies
- Gifts to nonprofit organizations

The tax on the donor is imposed at a fixed rate of 6% of the total gifts in excess of the PHP250,000 exemption for gifts made during the calendar year, regardless of whether the donee is a stranger.

### C. Social security

**Contributions.** All individuals working in the Philippines under an employee-employer relationship must pay social security contributions. Coverage is mandatory as well for self-employed persons and Overseas Filipino Workers (OFWs).

Effective from 1 January 2023, the SSS implemented the New Schedule of Regular Social Security, Employee's Compensation and Mandatory Provident Fund Contributions (SSS Circular No. 2022-033), following the enactment of RA 11199 (the Social Security Act of 2018), which increased the social security contribution rate to 14% beginning with the 2023 calendar year. Under RA 11199, there is another scheduled increase to be implemented in 2025 with the current rate of 14% increasing to 15%. However, as of November 2024, there has not yet been a formal announcement from SSS. Pending any announcement from the SSS regarding the proposed increase in 2024, the employee contribution is approximately 4.5%, while the employer's contribution is approximately 9.5% of the employee's salary not exceeding PHP30,000.

The Workers' Investment and Savings Program (WISP, also known as Mandatory Provident Fund [MPF]) is similar to regular contributions in that it is shared by the employer and employee, and shouldered solely by the self-employed, voluntary or OFW member. WISP is a provident fund scheme, implemented in January 2021, intended as additional savings for private-sector workers and other individual members. It is part of the provisions under Republic Act No. 11199 (the Social Security Act of 2018). The minimum monthly salary credit (MSC) is PHP4,000 and the maximum MSC is PHP30,000. The maximum monthly contributions are PHP2,880 (PHP1,900 regular SSS, PHP30 Employee Compensation and PHP950 MPF or WISP) for employers and PHP1,350 (PHP900 regular SSS and PHP450 MPF or WISP) for employees, which apply to employees receiving monthly compensation of PHP29,750 or more.

As mentioned in *Contributions to government agencies* in Section A, employees covered by the SSS also must contribute to the PhilHealth and HDMF. Beginning in 2018, employer and employee contributions to HDMF for foreign nationals who live and work in the Philippines are no longer required.

For 2024 and 2025, the combined employee and employer PhilHealth contribution rate is 5%, calculated based on the monthly basic salary and withheld by the employer. The employer's and employee's maximum PhilHealth contribution for the 2024 and 2025 calendar years is PHP2,500 each (capped at PHP100,000 of base salary).

The maximum contributions to the HDMF is increased from PHP100 for the employee and employer to PHP200 and is applicable to employees receiving monthly compensation of PHP10,000 and more, effective from February 2024.

**Bilateral social security agreements.** The Philippines has entered into bilateral social security agreements with the following jurisdictions.

Austria	Japan (b)	Quebec
Belgium	Korea (South) (c)	Spain
Canada	Luxembourg (d)	Sweden (f)
Denmark	Netherlands (e)	Switzerland
France	Portugal	United Kingdom
Germany (a)		

- (a) This agreement entered into force on 1 June 2018.
- (b) This agreement entered into force on 1 August 2018.
- (c) This agreement was signed 25 November 2019.
- (d) This agreement entered into force on 1 January 2020.
- (e) The agreement with the Netherlands is limited to mutual administrative assistance (for example, income validation and life certification [a document that helps attest or prove that the pensioner is alive and accordingly still entitled to the benefit or pension]). The agreement does not cover a Certificate of Continuing Liability (a certification issued by the SSS regarding continuing coverage under the Philippine SSS in relation to a bilateral agreement that the Philippines has with the country of temporary assignment or employment).
- (f) This agreement entered into force on 1 November 2019.

## D. Tax filing and payment procedures

The tax year in the Philippines is the calendar year. An income tax return must be filed, and the tax due paid, on or before 15 April for income derived in the preceding year. For individual taxpayers subject to graduated tax rates, if the tax due exceeds PHP2,000, it may be paid in two equal installments, the first at the time of filing the return and the second on or before 15 October following the end of the relevant tax year. If the deadline falls on a Saturday, Sunday or holiday, the return is due the next business day. Filing and payment extensions are not allowed. Failure to file the income tax return and pay the taxes by the due date, if required, exposes the taxpayer to a 25% surcharge, interest and a compromise penalty not exceeding PHP50,000. The amount of interest to be paid is computed based on double the legal interest rate for loans or forbearance of any money, in the absence of an express stipulation, set by the Bangko Sentral ng Pilipinas from the date prescribed for payment until the amount is fully paid. Currently, this rate is 12%.

With the issuance of RR No. 5-2015, which amends RR No. 6-2014, it is now mandatory for taxpayers enumerated under RR No. 6-2014 to use the eBIR Forms facility. This means that the tax returns, including individual income tax returns (BIR Forms 1700 and 1701), must be prepared using eBIR Forms. This

provision is supported by RMC 28-2017, which reiterates the mandate of electronic filing of tax returns. Such RMC provides the guidelines on how and where to file the returns, and which attachments are required to be filed with the tax return. A penalty of PHP1,000 is imposed for each return not filed electronically if electronic filing is required. Other individual taxpayers who do not fall in the categories in RR No. 6-2014 or are exempted may still file by using the printed BIR Form or using the form generated from the Offline eBIR Forms either manually or electronically by online submission or e-Filing. RMC No. 25-2020 provides further guidelines on the payment options available for taxpayers filing through the eBIR Forms facility.

With the passage of the EOPT Law, RR No. 4-2024 provides for the removal of the civil penalty of 25% if the return is filed at the wrong venue. It further provides that filing of tax returns and payment of taxes, electronically or manually, can be made regardless of the venue or jurisdiction of the Revenue District Office (RDO).

The Philippines has the Pay-As-You-File system. Tax payments can be made over the counter on manual filing of the tax return or electronically using the online banking facilities of certain banks. Tax payments also can be made through credit cards but there is a temporary disablement of payment via the GCash app.

Minimum wage earners (MWEs) who work in the private sector and are paid the Statutory Minimum Wage (SMW), as fixed by the Regional Tripartite Wage and Productivity Board (RTWPB)/ National Wages and Productivity Commission (NWPC), applicable to the locations where they are assigned, are not subject to income tax and, consequently, to withholding tax on compensation. Likewise, employees in the public sector with compensation income of not more than the SMW in the non-agricultural sector, as fixed by RTWPB/NWPC, applicable to the locations where they are assigned, are also exempt from withholding tax on compensation.

Holiday pay, overtime pay, night shift differential pay and hazard pay earned by the MWEs mentioned above are also covered by the above exemption.

Employees do not qualify as MWEs if they earn additional compensation such as commissions, honoraria, fringe benefits, benefits in excess of the allowable statutory amount of PHP90,000, taxable allowances and other taxable compensation. Such additional compensation does not include the SMW, holiday pay, overtime pay, hazard pay and night shift differential pay. Consequently, such employees' entire earnings are subject to income tax and, accordingly, withholding tax.

MWEs receiving other income, such as income from the conduct of trade, business, or practice of profession, except income subject to final tax, in addition to compensation income are not exempt from income tax on their entire income earned during the tax year. Notwithstanding this rule, such MWEs are exempt from withholding tax on the SMW, holiday pay, overtime pay, night shift differential pay and hazard pay.

Individuals deriving business income may credit against income tax due the creditable expanded withholding tax withheld from the income by the payers of the income (see Section A).

Although spouses may compute their individual income tax liabilities separately based on their respective total taxable incomes, they must file joint returns. However, spouses (both husband and wife) that would qualify under the “substituted filing” of income tax returns (see below) may not be required to file income tax returns.

For the sale of shares not traded through a local stock exchange and the sale of real property considered to be a capital asset, the filing and payment of the tax due must be made within 30 days after the sale or disposition, using BIR Forms Nos. 1707 and 1706, respectively. For the sale of real property considered to be an ordinary asset, the remittance of tax withheld must be made on or before the 10th day following the month of the transaction, using BIR Form No. 1606.

The BIR has implemented a “hassle-free” method of filing individual income tax returns (BIR Form No. 1700). Under certain circumstances, this method recognizes the employer’s annual information return (BIR Form No. 1604CF) as the “substitute” income tax return filed by the employee, because the employer’s return contains the information (amount of income payment, the tax due and tax withheld) included in an income tax return ordinarily filed by the employee. Under “substituted filing,” an individual taxpayer who is required under the law to file an income tax return does not need to personally file an income tax return, and the employer’s filed annual information return is considered the “substitute” income tax return of the employee. On or before 31 January of the year following the tax year, the employer must issue BIR Form No. 2316 to the employee. This form must be certified by both parties under the penalty for perjury.

A taxpayer may qualify under the substituted filing method of the BIR provided that all of the following qualifications and requirements are met:

- The employee receives purely compensation income during the taxable year.
- The employee receives income from only one employer in the Philippines during the taxable year.
- The amount of tax due from the employee at the end of the year is fully covered by the amount of tax withheld by the employer.
- The employee is not classified as a nonresident alien engaged in trade or business (that is, the employee is a citizen or a resident alien). In practice, to be considered as a resident alien, his or her Philippine assignment should exceed two years.
- If the employee is married, his or her spouse also complies with all three aforementioned conditions, or otherwise receives no income.
- The employer files BIR Form No. 1604C.
- The employee has BIR Form No. 2316 issued by his or her employer.

Under RR No. 2-2015, the employer is required to scan the duplicate copies of BIR Form No. 2316 and save them in a digital versatile disk-recordable (DVD-R disk) and submit them to the

BIR no later than 28 February following the end of the calendar year. RMC No. 24-2019 mentions that a universal storage bus (USB) memory stick or other similar storage devices may be used in the absence of DVDs, provided that the scanned copies of the forms are made in an uneditable format.

The following individuals do not qualify for substituted filing:

- Individuals deriving compensation income from two or more employers during the calendar year
- Employees deriving compensation income during the calendar year from whom the tax due is not equal to the tax withheld, resulting in a collectible or refundable return
- Individuals deriving other income, in addition to compensation that was not subjected to final tax
- Individuals deriving purely compensation income from only one employer and said income has been correctly subjected to withholding tax, but said individual's spouse is not entitled to substituted filing
- Nonresident aliens engaged in trade or business in the Philippines

For income subject to final withholding tax, the taxpayer is not required to file a tax return if such income is his or her sole income from the Philippines. The withholding agent is responsible for reporting the income and remitting the tax withheld.

## E. Double tax relief and tax treaties

Foreign taxes paid or incurred in connection with a taxpayer's profession, trade or business may be deducted from gross income, subject to exceptions. Resident Filipino citizens may claim a credit for income tax due to any foreign country; the credit may not exceed the Philippine income tax payable on the same income multiplied by a fraction, the numerator of which is taxable income from foreign countries and the denominator of which is worldwide taxable income.

The Philippines has entered into double tax treaties with the following jurisdictions.

Australia	Indonesia	Romania
Austria	Israel	Russian
Bahrain	Italy	Federation
Bangladesh	Japan	Singapore
Belgium	Korea (South)	Spain
Brazil	Kuwait	Sri Lanka
Brunei Darussalam*	Malaysia	Sweden
Canada	Mexico	Switzerland
China Mainland	Netherlands	Thailand
Czech Republic	New Zealand	Türkiye
Denmark	Nigeria	United Arab
Finland	Norway	Emirates
France	Pakistan	United Kingdom
Germany	Poland	United States
Hungary	Qatar	Vietnam
India		

\* This treaty entered into force on 25 January 2024.

The Philippines is negotiating tax treaties with Cambodia, Iran, Laos, Myanmar, Oman, Papua New Guinea, Saudi Arabia (air transport only) and Tunisia.

The BIR has adopted a self-assessment system and the automatic withholding of taxes on nonresidents deriving dividends, interest and royalties from sources in the Philippines at the applicable tax treaty rates. The guidelines are set forth in RMO 14-2021, dated 31 March 2021. Under this RMO, it is imperative for nonresident taxpayers planning to take advantage of treaty benefits to always submit documents to its withholding agent or income payer prior to payment of income for the first time. These documents include the Tax Residency Certificate duly issued by the foreign tax authority and the draft BIR Form No. 0901. When the treaty rates have been applied by the withholding agent on the income earned by the nonresident, the withholding agent will file with the International Tax Affairs Division (ITAD) a request for confirmation on the propriety of the withholding tax rates applied on that item of income. If the regular rates have been imposed on the income, the nonresident will file a Tax Treaty Relief Application (TTRA) with the ITAD.

For income other than dividends, interest and royalties, the provisions in RMO No. 72-2010 continue to apply, and obtaining a ruling continues to be required.

In the case of *Deutsche Bank AG Manila v. Commissioner of Internal Revenue* (G.R. No. 188550, 19 August 2013), and reiterated in succeeding cases, the Supreme Court of the Philippines ruled that a failure to comply with the requirement under RMO No. 1-2000 (that is, to file a TTRA 15 days in advance) should not deprive the taxpayer of the benefit of the tax treaty. Nevertheless, it is advisable to file a TTRA for protection purposes, such as in the event of a BIR audit, and for confirmation of the tax implications of the relevant transaction.

## F. Types of visas

Not all foreign nationals desiring entry to the Philippines are required to submit a medical certificate to the Philippine embassy when applying for an entry visa, or to the immigration officer at the border upon arrival.

In general, foreign nationals who are not classified as restricted may visit the Philippines without obtaining entry visas before departure from their point of origin if they have valid passports and onward tickets or confirmed travel tickets for a return journey. Restricted nationals must secure an entry visa from Philippines embassies or consulates to enter the Philippines.

Unless specifically exempted or excluded by law, all foreign nationals seeking long-term (more than six months) employment in the Philippines, whether residents or nonresidents, must secure an Alien Employment Permit (AEP) from the Department of Labor and Employment (DOLE). This rule applies to nonresidents who want to work in the Philippines, to nonresidents who were admitted under non-working visas and are seeking employment, and to missionaries or religious workers who intend to engage in gainful employment. Executives of area or regional headquarters and

offshore banking units are exempt from the AEP requirement (see Section G).

**Nonimmigrant visas.** A foreign national may be granted a nonimmigrant visa as provided in Section 9 of the Philippine Immigration Act under the following categories of admission status.

*Temporary visitor's visa under Section 9(a).* Temporary visitor's visas are available to individuals coming to the Philippines for business, pleasure or health reasons. Visa-required nationals may not enter the Philippines unless they obtain entry visas from a Philippine consulate before coming to the Philippines. Visa-free nationals are not required to obtain entry visas. In general, both are allowed an initial period of stay of up to 30 days. Business visitors are foreign nationals who intend to engage in commercial, industrial or professional commerce or in any other legitimate activity if the activity is of a temporary nature (for example, attending conferences or conventions, negotiating contracts, or attending educational or business meetings). Writers, lecturers and theatrical performers are considered business visitors. Foreign nationals seeking employment of any kind in the Philippines do not qualify as temporary visitors for business, even if they intend to stay for a few months only.

Visitors who come for pleasure include tourists, those visiting relatives or friends, those who come for recreational and amusement purposes, and professional athletes who compete for prizes if they do not receive compensation or salary for their services.

Foreign nationals requiring medical treatment in the Philippines are also classified in the Section 9(a) category.

Under the existing immigration rules, foreigners holding temporary visitor visas may extend their stay in the country on a one- or two-month basis (or even six months, subject to good justification) for a total stay of 16 months. Extensions of stay beyond 16 months up to 24 months need the approval of the Chief of the Immigration Regulation Division (IRD) of the Bureau of Immigration (BI). Extensions of stay beyond 24 months need the approval of the Commissioner of the BI. Some persons take the view that this privilege applies only to visa-free nationals, and that individuals on the visa required list are allowed a maximum stay of six months only. As a result of this possible uncertainty, coordination with the officers of the BI is highly recommended.

Generally, Chinese and Indian nationals are required to secure an entry visa prior to traveling to the Philippines. However, Chinese nationals with a valid American, Japanese, Australian, Canadian or Schengen (AJACS) visa or permanent residency are granted visa-free entry for an initial authorized stay of seven days. This seven-day initial stay can be extended for another 14 days. Indian nationals holding a valid American, Japanese, Australian, Canadian, Schengen, Singapore or UK (AJACSSUK) visa or a permanent residence permit from the AJACSSUK-issuing states may enter the Philippines visa-free and stay for an initial 14 days, if traveling to the country for tourism purposes. This 14-day stay can be extended up to another seven days. Chinese and Indian nationals are granted the privilege of applying for permanent resident visas, subject to certain conditions.



Foreign nationals who will work in the Philippines on a short-term basis (not exceeding six months) must secure a Special Work Permit (SWP). This is valid for three months. A second SWP, valid for three additional months, can be secured. An SWP can only be applied for twice in a calendar year. SWP holders should maintain a valid 9(a) visa at all times while in the country. On the day of filing an SWP application, foreign nationals should have at least 21 days of 9(a) visa validity left in his or her passport, must be at least 25 years of age and must be able to provide supporting documents that show he or she holds expertise in the field to which he or she is temporarily assigned in the Philippines. Foreign nationals who will work in the Philippines for a period of more than six months must secure the appropriate work visa and, generally, an AEP.

*Transient's visa under Section 9(b).* Section 9(b) of the Philippine Immigration Act defines a transient as a person passing in transit to a destination outside the Philippines. Transient visas may be obtained at Philippine consulates abroad.

*Seafarers' visa under Section 9(c).* Seafarers and airmen may enter the Philippines as vessel or aircraft crew members only if their names appear on a crew list visa or if they possess an individual seamen's visa.

*International treaty trader/investor under Section 9(d).* A treaty trader visa is granted to a foreign national coming to the Philippines solely to carry on substantial trade between the Philippines and his or her home country, or to direct and develop the activities of an enterprise in the Philippines in which he or she has invested, pursuant to the provisions of a treaty of commerce or navigation. An individual is considered a treaty investor if the individual seeks to enter the Philippines solely for the purpose of developing and directing the operations of an enterprise in the Philippines and if either of the following requirements is satisfied:

- The individual has invested in the enterprise, or is in the process of investing, a substantial amount of capital.
- The employer of the individual has invested, or is actively in the process of investing, a substantial amount of capital in the enterprise, such employer is a foreign person or organization of the same nationality as the individual, and the individual is serving in an overall supervisory or executive capacity.

For purposes of the above rule, a substantial amount of investment is at least USD30,000 for individuals and at least USD120,000 for corporations.

Treaty trader visas currently are granted only to nationals of Germany, Japan and the United States.

*Diplomatic visa under Section 9(e).* Pursuant to international conventions and bilateral agreements, the government of the Philippines accords varying degrees of privileges and immunities to various categories of foreign government officials coming to the country for official purposes.

Officials of the United States and its specialized agencies may be issued 9(e) visas, regardless of the officials' citizenship or nationality. Officials of the United Nations and other international organizations may be granted diplomatic visas under

Section 9(e) on the basis of the United Nations' *laissez passer* (UNLP or LP). The UNLP is a travel document issued by the UN under the provisions of Article VIII of the 1946 Convention on the Privileges and Immunities of the UN in its offices in New York and Geneva, as well as by the International Labour Organization.

*Nonimmigrant student visa under Section 9(f).* Foreign nationals may secure student visas from the Philippine mission in their home country or they may apply to the BI to change or convert their admission status to Section 9(f). Foreign nationals with 9(f) visas may not change or convert their visas to another category unless they first depart from the country.

A student visa holder may not work or engage in any trade or occupation in the Philippines unless the completion of the degree requires it.

*Prearranged employee visa under Section 9(g).* Prearranged employee visas under Section 9(g) (9(g) visas) are issued to foreign nationals coming to the Philippines to engage in any lawful occupation, whether for wages or salary or for another form of compensation, if bona fide employer-employee relations exist. The visa is issued only when it has been established that no person can be found in the Philippines willing and competent to perform the labor or service for which the foreign national is desired and that his or her admission would benefit the public interest. To prove the circumstances mentioned above, a Labor Market Test (LMT) is required. The LMT is done through the publication of the job vacancy in a newspaper of general circulation.

These visas may also be granted to qualified dependents (legal spouse and unmarried children below 21 years of age) accompanying the foreign nationals. Persons coming to perform unskilled manual labor in pursuance of a promise or offer of employment, express or implied, cannot be granted a 9(g) visa.

Applicants for a 9(g) visa whose undertaking in the Philippines will involve the practice of a profession that is regulated by the Professional Regulation Commission (PRC) must submit to the BI, together with all the other requirements for the 9(g) visa, a Special/Temporary Permit issued by the professional board governing his or her profession and the PRC.

The issuance of a 9(g) visa depends on the grant of an AEP (see Section G) by the DOLE. An AEP approval is not issued if a foreign national has not obtained a Taxpayer Identification Number (TIN) from the BIR. It takes approximately two to four months to process the 9(g) visa from TIN application until the release of the Alien Certificate of Registration (ACR) I Card (this is an identification card issued to foreign nationals who have registered with the BI for purposes of working in the Philippines). An application for a Provisional Work Permit is required to allow an individual to perform services while his or her application for the issuance of the 9(g) visa is pending.

A 9(g) visa may be renewed annually for a total period not exceeding five years. It appears that this is the maximum period for holding a 9(g) visa, because labor rules state that the validity

of an AEP may not exceed five years. However, if it is reasonably expected that a foreign national's employment in the Philippines will extend beyond five years, coordination with the DOLE is advisable before filing a petition for a further extension of the AEP.

**Special nonimmigrant visa.** The Philippine Immigration Act, specifically Section 47(a)(2), as well as several special laws, provides for special nonimmigrant visas. These types of visas grant the holder multiple-entry privileges, and in some cases, exemption from registration requirements of the BI.

*47(a)(2) visa.* Acting through the appropriate government agencies, the President may allow the entry of foreign personnel of oil-exploration companies and Board of Investment-registered enterprises.

*Philippine Economic Zone Authority visa.* A Philippine Economic Zone Authority (PEZA) visa (PV) is granted to foreign personnel of PEZA-registered ecozone-locator enterprises and to their qualified dependents. A PV is valid for two years (one-year validity can be applied) and may be renewed depending on the need of the enterprise as determined by PEZA. Holders of the PV are exempt from BI's Exit Clearance Certificate (ECC-B), Reentry Permits and Special Return Certificate.

*PD 1034 visa.* A PD 1034 visa is granted to foreign personnel of entities licensed by the Central Bank of the Philippines (Bangko Sentral ng Pilipinas) to operate as offshore banking entities, as well as to the foreign employees' qualified dependents.

*EO 226 visa.* An EO 226 visa is granted to foreign personnel of regional or area headquarters or regional operating headquarters of multinational companies. The visa is valid for three years (one- or two-year validity can be applied) and may be extended for an additional three years but, in practice, the validity period for the visa may vary. Foreign nationals admitted under this type of visa and their qualified family members are granted incentives under the omnibus investment laws, including exemption from the payment of all fees imposed under immigration laws, and from requirements for all types of clearance required by government departments or agencies, except on final departure from the Philippines.

*Special visa for employment generation.* The special visa for employment generation (SVEG) under EO No. 758 is a special visa issued to a qualified nonimmigrant foreigner who will employ at least 10 Filipinos in a lawful and sustainable enterprise, trade or industry. Qualified foreigners who are granted the SVEG are considered special nonimmigrants with multiple-entry privileges and conditional extended stay, without need of prior departure from the Philippines.

**Special resident visa.** Several types of special resident visas may be issued, including those described below.

*Special investor resident visa.* Qualified foreign nationals who are at least 21 years old, except nationals of Cambodia, Korea (North) and other restricted countries, may obtain a probationary

special investor resident visa (SIRV) on proof of an inward remittance of USD75,000 or its equivalent in acceptable foreign currency. On investment in specified areas, the probationary SIRV visa is converted to an indefinite visa and remains in force for as long as the investment exists.

An investor may apply for an SIRV at the Philippines consulate in his or her home country or place of residence. If the foreign national is already in the Philippines, he or she may apply to the Board of Investment for a change of visa status to special investor resident.

*Special investor resident visa in tourist-related projects and tourist establishments.* Foreign nationals who invest an amount equivalent to USD50,000 in a tourist-related project or in any tourist establishment are eligible to apply for SIRVs. To obtain this type of visa, a foreign national must prove that he or she has remitted the required amount in an acceptable foreign currency to the Philippines through the Philippine banking system. A holder of an SIRV is entitled to reside in the Philippines while his or her capital remains invested. However, if the holder withdraws the investment, the SIRV expires automatically. An SIRV holder must submit an annual report to prove that he or she has maintained the investment in the Philippines.

Foreign nationals wishing to obtain SIRVs must apply to the Philippine consulate in their home country or place of residence. An investor who is already in the Philippines must apply to the Department of Tourism (DOT). The BI issues the visa on DOT approval.

*Special resident retiree's visa.* To obtain a special resident retiree's visa, an individual must satisfy certain age and minimum deposit requirements. The applicant must be at least 35 years old, and the deposit requirement ranges from USD1,500 to USD50,000, depending on the circumstances. Former Filipino citizens must be at least 35 years old and make an inward remittance of USD1,500. Ambassadors of foreign countries who served and retired in the Philippines and current and former staff members of international organizations, including the Asian Development Bank, are also eligible for this program. They must make an inward remittance of USD1,500 and be at least 50 years old.

Coordination with the Philippine Retirement Authority is highly recommended.

*Subic special investor's visa.* A Subic special investor's visa entitles a qualified investor, as well as his or her qualified dependents, to indefinite resident status in the Subic Bay Freeport Zone and to multiple entries into the Philippines if the individual makes an investment of at least USD250,000 or its equivalent in acceptable foreign currency in the Subic Bay Freeport Zone.

*Subic special work visa.* A Subic special work visa (SSWV) may be issued to qualified foreign nationals who are employed by Subic enterprises for a period not exceeding two years. The visa is extendible every two years. An SSWV is also issued to the applicant's qualified dependents if they accompany the foreign

national to the Subic Bay Freeport Zone within six months after the foreign national is admitted to the zone as an SSWV holder.

*Temporary work permit.* The Subic Bay Metropolitan Authority (SBMA) may issue a temporary work permit (TWP) to foreign expatriates in order to immediately legalize a foreign national's status as an investor or worker in the Subic Bay Freeport Zone. The permit is issued while the foreign national's investor or work visa application is still in process. It is valid for three months and may be extended every three months, subject to a maximum total extension of one year.

**Immigrant visa.** An immigrant is classified as a foreign national admitted to the Philippines either as a quota (not in excess of 50 per nationality per calendar year) or nonquota (without numerical limitation) immigrant.

Immigrant status may be acquired on application before a competent consular office abroad or by direct application for a change of admission status before the BI. As a matter of policy, immigrant visas are issued to nationals or subjects of countries that grant similar privileges to Filipino citizens.

An applicant for quota immigrant status must clearly and beyond doubt demonstrate that his or her special qualification will advance the national interest of the Philippines. A minimum capitalization of USD40,000 in a viable and acceptable area of investment is required of each quota immigrant applicant.

The Philippines may grant the status of nonquota immigrant to the following categories of people:

- Foreign nationals who are legally married to Filipino citizens and their unmarried children below 21 years of age
- Children of foreign nationals who were born during the temporary visits of their parents abroad and whose mothers were previously admitted for permanent residence
- Children born subsequent to the issuance of viable, unexpired immigrant visas of the accompanying parents
- Women who were citizens of the Philippines who lost their citizenship through marriage, and their unmarried children younger than 21 years of age if accompanying or following their mothers
- People previously lawfully admitted for permanent residence returning from temporary visits abroad for unrelinquished residence in the Philippines
- Natural born citizens of the Philippines who were naturalized in foreign countries and who are returning to the Philippines for permanent residence, their spouses and their minor children

On registration, quota and non-quota immigrants are issued an I-Card by the BI.

## G. Alien Employment Permit

Unless specifically exempted or excluded, all foreign nationals desiring to work in the Philippines must obtain an AEP from the DOLE. AEPs are normally valid for one year (two- or three-year validity can be applied), but may be extended annually to cover the foreign national's length of employment, up to a maximum of five years.

Local employers who desire to employ a foreign national must apply for the AEP on the foreign national's behalf with the regional office of the DOLE having jurisdiction over the employee's place of work.

The petitioning company must prove that the foreign national possesses the required skills for the position. Educational background, work experience and other relevant factors are considered in evaluating the application. The petitioning company must prove that no Filipino is available who is competent, able and willing to do the specific job and that the employment of the foreign national is in the best interest of the public through an LMT.

The AEP is not an exclusive authority for a foreign national to work in the Philippines. It is just one of the requirements in the issuance of a work visa to legally engage in gainful employment in the country.

The DOLE launched the AEP Online Filing Service, which is a free online process for the submission of AEP applications. This service allows clients to fill out forms, upload requirements and submit applications in a secure online environment.

The petitioning company undergoes a one-time registration process prior to the filing of the AEP application for verification and validation purposes. A corporate account is created for this purpose and a maximum of two agent-representatives are allowed to file applications on behalf of the petitioning company. Once registration is approved, the petitioning company/authorized representative will receive a confirmation email with the Establishment Registration Number (ERN). The ERN is required when filling out the AEP Online Filing Form.

Companies that are listed in the "Tenth Regular Foreign Investment Negative List" must comply with the Understudy Training Program and Anti-Dummy conditions of the authorities, which require them to obtain an "Authority to Employ Alien" from the Department of Justice (DOJ) based on the DOJ Ministry Order No. 210, series of 1980. PEZA visa applicants are also required to designate two understudies for each application (who must accept their designation as such), as well as the submission of an understudy program.

## **H. Family and personal considerations**

**Family members.** The family members, spouses and unmarried dependent children under 21 years of age of visa holders in the following categories do not need student visas or special study permits:

- Permanent foreign residents (immigrants)
- Holders of Sec. 9(d) or 9(g) or 47(a)(2) or PEZA visas
- Foreign diplomatic and consular missions personnel
- Personnel of duly accredited international organizations
- Holders of special investor resident visas (SIRVs)
- Holders of special resident retirees' visas (SRRVs)

The privileges of SVEGs (see Section F) may extend to SVEG holders' spouses and dependent unmarried children under 18 years of age, regardless of whether the children are legitimate, illegitimate or adopted. Dependent children of SVEG holders also do not need student visas or special study permits.

**Marital property regime.** Before 3 August 1988, property relations between a future husband and wife were governed by any of the following:

- Marriage settlement
- Provisions of the Philippine Civil Code
- Custom

In a marriage settlement, the future spouses agree to absolute community of property, conjugal partnership of gains, complete separation of property or any other property regime. Absolute community is a property regime under which all property of the spouses — present and future, movable and immovable, however acquired — form a single patrimony. Conjugal partnership of gains is a regime under which everything earned during the marriage belongs to the conjugal partnership, but the spouses retain ownership of their respective separate property. Whichever regime the spouses adopt may not be altered after the marriage is solemnized and continues to apply until the marriage is dissolved. In the absence of a marriage settlement or if the settlement is void, the system of conjugal partnership of gains applies.

After 3 August 1988, future spouses may elect a marital property regime of absolute community, relative community, complete separation of property or any other regime in a written marriage settlement to govern their property relations. In the absence of a marriage settlement or if the property regime elected is void, the system of absolute community of property applies.

Philippine family law is binding on citizens of the Philippines, even if they marry and establish their residence abroad. Foreign nationals are not governed by these laws, regardless of where their marriage is solemnized and where they reside.

**Forced heirship.** Under the succession rules in the Philippine Civil Code, an estate is divided into the legitime and the free portion. The legitime is the part of a decedent's entire estate that must be reserved for compulsory heirs. The distribution of the inheritance among the heirs may be effected by a will or by law.

The system of forced heirship in the Philippines applies only to citizens of the Philippines. In general, issues related to succession are regulated by the national law governing the deceased.

**Driver's permits.** Foreign nationals may drive legally in the Philippines with their home country driver's licenses for 90 days from the time of their entry into the country. Beyond 90 days, foreign nationals are required to obtain a Philippine driver's license. An application for conversion of the home country driver's license to a Philippine driver's license may be made at the Philippine Land Transportation Office (LTO).

An applicant must pass a written examination, an actual driving test and a medical examination. After completion of the examinations, the applicant is issued a driver's license receipt, which serves as a temporary driver's license and is valid for 60 days. Thereafter, a driver's license is issued to the applicant. A driver's license is valid for five years and expires on the holder's fifth birthday following the date of issuance. The LTO recently started issuing driver's licenses with a 10-year validity.

An expatriate intending to secure an international driver's permit must submit additional documents to the Automobile Association of the Philippines (AAP), a private company that deals with the issuance of International Driving Permits.

The Philippines has driver's license reciprocity with certain countries.



# Poland

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Email: [marek.jarocki@pl.ey.com](mailto:marek.jarocki@pl.ey.com)**A. Income tax**

**Who is liable.** Residents are taxed on worldwide income. Nonresidents are taxed on Polish-source income only.

Under domestic law measures, individuals who have their center of personal or economic interests (a center of vital interests) in Poland or stay in Poland for a period exceeding 183 days in a given tax year are generally considered Polish tax residents. Individuals who do not have their center of personal or economic interests in Poland and stay in Poland for a period shorter than 183 days in a given tax year are taxed in Poland only on Polish-source income.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable compensation includes salaries, bonuses and other compensation from employment exercised in Poland, regardless of whether paid in cash or in kind.

In addition to the statutory lump sum of PLN3,000, it is possible to apply the tax-deductible costs of an employee up to a maximum amount of PLN120,000 annually (in 2024). Such deduction is currently possible based on the mechanism of the transfer of copyrights to works created within the employment contract and is intended for employees who are performing certain creative activities in specified fields. The applicability of increased tax-deductible costs for creative activities was restricted in 2018 to certain specified activities, such as the creation of computer programs, research and development works, audiovisual works, and journalistic works.

Education allowances provided by employers to their local and expatriate employees' children 18 years of age and under, as well as the cost of additional (not provided for by the labor law) medical packages provided to employees, are taxable for income tax and social security purposes.

Amendments to the Personal Income Tax Act introduced an exemption from tax for employment income of young people. Under the amendments, employment income up to a maximum annual amount of PLN85,528 that is earned by a taxpayer who is not older than 26 years old is exempt from tax. Starting with

2022, a similar exemption is applicable to, among others, individuals who return to Poland from a long stay abroad, parents with four or more children, or individuals who have passed the retirement age but continue to work and do not receive the pensions to which they are entitled.

*Self-employment and business income.* Taxable self-employment income consists of income from self-employment activities after the deduction of allowable expenses. Self-employment income is generally taxed with other income at the progressive rates set forth in *Rates*.

Under certain circumstances, self-employment income may be taxed at a 19% flat rate (the difference between earnings and tax-deductible costs equals taxable income) or at a lump-sum tax with different rates depending on the nature of the business activity.

As of 2023, the only form of taxation for private rental is the registered income lump sum. All private rental income is taxed at one of two flat rates, which are 8.5% or 12.5%. The flat rate depends on the amount of income received by the landlords. The 8.5% flat rate applies to persons whose rental income during the year does not exceed PLN100,000; the 12.5% flat rate will apply to persons whose rental income during the year exceeds PLN100,000 (the 12.5% rate applies to the excess over PLN100,000).

Beginning with 2023, it is not possible to apply progressive rates unless the rental of real estate is conducted within a business activity. For the taxation of real estate sales, see *Capital gains*.

*Directors' fees.* In general, directors' fees paid to residents are taxed with other income at the rates set forth in *Rates*. Directors' fees paid to nonresidents are subject to a final withholding tax of 20%.

*Investment income.* Interest income derived in Poland (except for interest derived from loans connected with business activities) and income derived from capital (investment) funds in Poland are generally taxed at a flat rate of 19%. Dividends from Poland are generally taxed at a flat rate of 19%. In general, interest on personal bank account deposits is taxed at a flat tax rate of 19%. In principle, all of these taxes are withheld at source.

**Taxation of employer-provided stock options.** In general, employer-provided stock options are taxed at the time of exercise on the difference between the fair market value at the date of exercise and the exercise price. This amount is generally taxed at the standard progressive tax rates. However, this amount may be exempt from tax for employees or contractors granted the right to obtain shares of a joint stock company seated in a European Union (EU) or European Economic Area (EEA) Member State or in a state that has entered into a double tax treaty with Poland (the Company), based on a resolution of the shareholders' meeting of the Company, or of the joint-stock company dominant (according to the Polish Accounting Act) to the Company, implementing the incentive program (which is legally defined).

At the time the shares are sold, an amount equal to the sale price decreased by the exercise price and by the amount of the taxable income recognized at the time of exercise is taxed at a 19% rate.

**Capital gains.** In general, income received from the sale of real estate is taxed at a flat rate of 19%. Real estate income equals the difference between the sales price and respective expenses, which include the purchase price.

However, if the sale of real estate occurs more than five years after the end of the calendar year in which the real estate was acquired or built (six months for other property, counted from the end of the month in which the property was acquired), the income from the sale is not subject to tax.

Income derived from the sale of shares is subject to tax at a rate of 19%.

## Deductions

*Personal deductions and allowances.* In addition to the exemptions mentioned in *Income subject to tax*, effective for revenues received in 2024 and future years, small personal deductions or allowances may be claimed in calculating income tax.

*Deductible expenses.* A limited number of deductions and credits are allowed, and only a few apply to nonresidents.

Donations to public benefit organizations and religious institutions are deductible from income, up to 6% of the annual taxable income. Expenses up to PLN760 incurred with respect to internet access are deductible from income for two consecutive years, provided that the deduction was not applied in preceding years. Child reliefs depend on the number of children. A credit of PLN92.67 per month of child raising can be subtracted from the tax liability for the first (provided that the parental income does not exceed a certain limit) and second child. Child relief is increased to PLN166.67 per month for the third child and to PLN225 per month for each additional child.

*Business deductions.* Self-employed individuals may deduct most costs related to generating business income, unless they are subject to lump-sum taxation (see *Rates*).

**Rates.** From 1 January 2024, income tax is levied at the rates set forth in the following table.

Taxable income	Tax	Tax-free threshold
PLN1 to PLN120,000	12%	PLN30,000*
Over PLN120,000	32%	PLN30,000*

\* The tax-free amount is applicable only once.

Income from an undisclosed source is separately taxed at a rate of 75%.

Different types of taxation of self-employment income exist in Poland. In general, self-employment income is taxed together with other income at the rates set forth above. Under certain circumstances, self-employment income may be taxed at a 19% flat rate (the difference between earnings and tax-deductible costs equals taxable income). In addition, if self-employment income did not exceed the equivalent of EUR2 million in the preceding year, lump-sum taxation at rates ranging from 2% to 17% may apply.

Nonresidents are subject to a final withholding tax of 20% on fees received for membership on management boards granted under a specific resolution and on income derived from commission, management contracts, interest, copyrights, trademarks, designs and know-how.

**Relief for losses.** Losses from self-employment activities may offset income only from the same source. Unused losses may be carried forward for the following five years. In general, the deduction in any one year is limited to 50% of the original loss incurred, subject to a PLN5 million de minimis whereby the taxpayer can deduct up to PLN5 million of the loss carryforward without restriction in the first relevant year following the year in which the loss is incurred (that is, the year in which income from the same source are realized); any excess loss can continue to be carried forward subject to the 50% limitation rules, within the five-year carryforward period. Consequently, part of the benefit of the losses carried forward may be forfeited if a taxpayer has insufficient profit from a particular income source.

## B. Other taxes

**Inheritance and gift tax.** In general, inheritance tax and a tax on gifts apply to assets that are located in Poland or property rights executed in Poland. In certain cases, the acquisition through inheritance or gift of immovable property and other assets located abroad is taxable if at the time of inheritance or execution of a donation contract, the acquirer is a Polish citizen or has permanent residence in Poland.

Tax rates are progressive and range from 3% to 20% for 2024, depending on the recipient's relationship to the donor or the deceased. The recipient of the property is required to pay the tax due. Under specific conditions, the closest relatives of the donor or the deceased are exempt from inheritance and gift tax.

**Solidarity tax.** Beginning in 2019, a solidarity tax is imposed at a rate of 4% on individuals obtaining total income exceeding PLN1 million in a given tax year (only particular sources of income are subject to this tax, including, but not limited to, employment income and rental income). The covered taxpayers are also required to file a separate tax return (DSF-1 form).

**Exit tax.** Poland applies an exit tax at a rate of 3% or 19%. This tax applies to Polish residents planning to move their tax residency to another country. Deemed income is taxable, regardless of the fact that potential capital gains have not yet been realized as of the date of the move of residency.

## C. Social security and health care contributions

**Social security.** Social security contributions are paid partly by the employer and partly by the employee. Contributions are levied at the following rates calculated on the employee's gross remuneration.

Type of contribution	Rate (%)
Retirement insurance	19.52
Disability insurance	8.00
Sickness insurance	2.45
Industrial injuries insurance	0.67 to 3.33*

\* The rate depends on the employer's type of business activity.

Contributions for retirement insurance are paid half by the employer and half by the employee. For disability insurance, the employer covers 6.5% and the employee covers 1.5%. The employee pays the entire sickness insurance contribution, and the employer pays the entire industrial injuries insurance contribution. The maximum annual base for calculating retirement and disability contributions is 30 times the projected national average monthly remuneration for that year (PLN234,720 for 2024).

As a result of Poland's accession to the EU, it is covered by the EU social security regime, which is principally provided in European Community (EC) Regulations 1408/71 and 883/2004.

**Health care system.** In general, contributions to the health care system are levied at a rate of 9% on the employee's assessment base, which is gross remuneration after deduction of the employee's contributions to retirement, disability and sickness insurance. However, there are several exceptional rates of health care contribution for individuals conducting individual business activity who pay the flat 19% tax or use lump-sum taxation. Beginning with 2022, health care contributions are no longer deductible for personal income tax purposes.

## D. Tax filing and payment procedures

The tax year in Poland is the calendar year. By 30 April following the close of the tax year, taxpayers must file tax returns and pay any difference between total tax payable and advance payments. Married persons who are Polish tax residents may be taxed jointly, if certain conditions are met. Under additional conditions, joint filing may be available to Polish tax nonresidents who are tax resident elsewhere in the EU, the EEA or Switzerland.

Income tax may be generally withheld directly by employers on behalf of employees and remitted to the tax office within 20 days after the end of the month in which the income is paid or made available to the employee. Self-employed individuals and expatriates on temporary assignments to Poland who are paid from abroad must generally make advance tax payments each month, and must file annual tax reconciliations stating their income received and the advance tax paid by 30 April of the following year.

The following employer-reporting obligations are in force:

- Polish Labor Inspectorate notification duty regarding new assignees
- The Common Reporting Standard of the Organisation for Economic Co-operation and Development (OECD) regarding the tax residency of financial institutions' customers

## E. Double tax relief and tax treaties

Poland has entered into double tax treaties with the jurisdictions listed below. Most of the treaties follow the OECD Model Convention.

Albania (e)(h)	India (h)	Philippines
Algeria (a)	Indonesia (h)	Portugal (e)(h)
Armenia (h)	Iran	Qatar (h)
Australia (h)	Ireland (e)(h)	Romania (h)
Austria (h)	Isle of Man (c)	Russian Federation (h)
Azerbaijan	Israel (h)	Saudi Arabia (h)

Bangladesh	Italy (e)	Serbia (d)(h)
Belarus	Japan (h)	Singapore (h)
Belgium (b) (h)	Jersey (c)	Slovak Republic (h)
Bosnia and Herzegovina (h)	Jordan (h)	Slovenia (h)
Brazil (a)	Kazakhstan (e)(h)	South Africa (h)
Bulgaria (e)(h)	Korea (South) (h)	Spain (h)
Canada (h)	Kuwait	Sri Lanka
Chile (h)	Kyrgyzstan	Sweden (e)
China Mainland (h)	Latvia (h)	Switzerland (e)
Croatia (e)(h)	Lebanon	Syria
Cyprus (h)	Lithuania (h)	Taiwan (f)
Czech Republic (h)	Luxembourg (e)(h)	Tajikistan
Denmark (h)	Malaysia (h)	Thailand (h)
Egypt (h)	Malta (h)	Tunisia (h)
Estonia (h)	Mexico (h)	Türkiye
Ethiopia	Moldova	Ukraine (e)(h)
Finland (h)	Mongolia	United Arab Emirates (e)(h)
France (h)	Montenegro (d)	United Kingdom (h)
Georgia	Morocco	United States (g)
Germany	Netherlands	Uruguay (a)
Greece (h)	New Zealand (h)	Uzbekistan
Guernsey (c)	Nigeria (a)	Vietnam (h)
Hungary (e)(h)	North Macedonia	Zambia (a)
Iceland (e)(h)	Norway (h)	Zimbabwe
	Pakistan (h)	

(a) These treaties have been signed or initialed, but they are not yet in force.

(b) This treaty was amended by a protocol that was signed on 14 April 2014 and entered into force on 2 May 2018.

(c) This treaty applies to enterprises operating ships or aircraft in international traffic and certain income of individuals.

(d) This is based on the tax treaty with the former Yugoslavia.

(e) The Ministry of Finance has issued a rectification for this treaty. In this case, rectification means that the Polish Minister of Foreign Affairs has issued an official error correction notice with respect to an omission or error found in the final text of the double tax treaty. It is an administrative remedy for printing errors or omissions found in the final document after its publication.

(f) This treaty is regulated by a local Polish act as a result of the disputed international status.

(g) A new treaty has been signed, but it is not yet in force.

(h) This treaty has been changed by the Multilateral Convention to Implement Tax Treaty Related Measures to Prevent Base Erosion and Profit Shifting (Multilateral Instrument or MLI).

## F. Visas

An individual who is not a Polish citizen is considered a foreign national.

Visas may be obtained in a Polish consulate abroad relevant to the foreigner's permanent residence. Foreigners entering Poland with a Schengen visa or under the "visa-free" travel regulations may stay in Poland (including other Schengen countries) for up to 90 days during any 180-day period. In certain cases, if a bilateral agreement between Poland and the other country exists, the 180-day restriction period may be abolished (for example, for United States citizens).

In general, a foreigner who wishes to stay in Poland for longer than 90 days must apply for a long-term visa or for a temporary residence permit and demonstrate a legitimate purpose for an extended stay. Good cause includes, but is not limited to, the grant of an employment permit or the performance of other work in Poland. In addition, a foreigner must have financial resources

to live in Poland, must have a residence in Poland and must be covered by health insurance valid in Poland. Temporary residence permits are, in principle, valid for a period of up to three years. In principle, long-term visas are valid for a period of up to one year. Both a long-term visa and a temporary residence permit allow individuals to travel within Schengen Member States on general terms (90 days in a 180-day period). Stays in Poland based on these documents are not counted into the general Schengen limit. However, in the case of a stay based the short-term Schengen type C visa or visa-free travel, residence in Poland is also counted into the general limit.

## G. EU citizens

The rules and conditions for the entry and stay of EU citizens on the territory of Poland are regulated by the Act of 14 July 2006 on the Entry, Stay and Exit of Citizens of the Member States of the European Union and their Family Members on the Territory of the Republic of Poland. If the stay on the territory of Poland exceeds three months, the EU citizen is required to register his or her stay. An application to register the residence of an EU citizen (EEA/Switzerland) must be submitted in person (that is, it is necessary to appear in person when submitting the application or when summoned by an authority) to the voivode competent for the place of residence of the EU citizen no later than on the day following the expiration of three months from the date of entry into the territory of Poland. The obligation to register residence also applies to family members of EU citizens (EEA/Switzerland) who are also EU citizens.

An EU citizen has the right to reside on the territory of Poland for a period exceeding three months if he or she meets one of the following conditions:

- He or she employed or self-employed on the territory of Poland.
- He or she is covered by public health insurance or is a person entitled to health care benefits and has sufficient financial means to support himself or herself and his or her family members.
- He or she is a student or a person undergoing vocational training and is covered by public health insurance or is a person entitled to health care benefits and has sufficient financial means to support himself or herself and his or her family members on the territory of Poland without resorting to social assistance.
- He or she is the spouse of a Polish citizen.
- In the case of EU citizens to whom restrictions on access to the labor market apply under international agreements, he or she has been granted a work permit on the territory of Poland.

After five years of uninterrupted residence on the territory of Poland, an EU citizen acquires the right of permanent residence.

A foreign individual is expected to register at a specific address with the municipal office in the district of his or her intended residence.

Citizens of EU and European Free Trade Association (EFTA) states and Switzerland must register their residence address in Poland within 30 days after their date of arrival in Poland if their stay in Poland is to exceed three months. Third-country nationals

must register within four days after their arrival in Poland if their stay in Poland is to exceed 30 days.

A foreigner who leaves the country with the intention of staying permanently outside the borders of Poland is required to report his or her departure. Notification of departure outside the borders of Poland results in deregistration from the place of permanent and temporary residence in Poland.

## H. Work permits and self-employment

**Work permits.** Polish law concerning the employment of expatriates is subject to frequent change. In general, foreign nationals wishing to work in Poland must obtain a work permit. However, citizens of the EU and EFTA states are exempt from the requirement of obtaining a work permit in Poland.

Work permits for foreigners are required for the following types of employment:

- Type A: A foreigner works in Poland under an employment contract with an entity whose headquarters, place of residence, branch, permanent establishment, or other form of activity is located in Poland.
- Type B: A foreigner performing a function in the management board, acting as a proxy or a general partner of a legal person entered into the Register of Entrepreneurs or of a company under organization remains in Poland for more than a total of six months in any 12-month period.
- Type C: A foreigner is employed by a foreign employer and is posted to Poland for a period longer than 30 days in a calendar year to a branch or a permanent establishment of the foreign entity, or its related entity, as defined in the Act of 26 July 1991 on income tax from individuals.
- Type D: A foreigner employed by a foreign employer that has no branch, permanent establishment or other form of an organized business activity in Poland is delegated to Poland for the purpose of performing temporary and occasional services (export services).
- Type E: A foreigner is employed by a foreign employer and is delegated to Poland for a period longer than 30 days in any six-month period for purposes other than those listed for Types C and D.
- Type S: A foreigner is employed as a seasonal worker in areas such as agriculture, gardening and tourism. It allows foreigners to work in Poland for a maximum period of nine months in a calendar year and is available for nationals from all countries.

Work may be also executed after obtaining the so-called “single permit” (unified permit). If a local Polish contract will be signed with the foreigner, in certain cases, when applying for the work permit for the foreigner, it is necessary to prove that an employer is not able to fulfill the need of employment using local individuals (that is, to obtain a so-called “negative labor market test”). The Minister of Family and Social Affairs publishes the list of the professions that are exempt from performing the labor market test in order to prove that an employer is not able to fulfill the need of employment. The list contains, among others, a wide range of information technology (IT) professions, engineers, medical professions and construction specialists.



Foreigners who are staying in Poland based on a tourist visa or family/friends visit visa are not able to apply for the residence permit with a right to work in a unified procedure.

A work authorization application must be accompanied with a statement that the company has never been convicted of crimes connected to employment, human trafficking and forgery of documents. After the work permit is granted, the foreigner must obtain a visa with the right to work in the Polish consulate of his or her country of origin or a residence permit in Poland (possible only if the person is legally present in Poland). A foreigner may work in Poland only if he or she is staying in Poland legally (including visa-free travel).

An entity planning to employ a foreigner should apply for the issuance or extension of a work permit at least 120 days before the planned employment date or expiration date of the preceding work permit.

A work permit is issued for an individual foreigner. The work permit includes details regarding the employer, the position or type of work to be performed by the foreigner, remuneration and the expiration date of the permit.

Each year, a maximum yearly limit of work authorizations that can be issued by the authorities may be introduced. It needs to be checked whether the limits have been introduced.

The work permit may be revoked if any of the following occurs:

- The recipient performs activities contrary to those set out in the permit.
- The recipient loses certain qualifications required for the performance of the job (for example, a driver's license is withdrawn).
- The recipient acting on behalf of the employer in labor law matters grossly and persistently breaches the labor law rules.

The fees for submitting an application for a permit are the following:

- PLN100 if the work of a foreigner is to last longer than three months
- PLN50 if the work of a foreigner is to last no longer than three months

The following foreigners, among others, may be exempted from the work permit requirement:

- A foreigner authorized to live and work in the EU, employed by an employer established in the EU and assigned to provide services in Poland.
- Citizens of Armenia, Belarus, Georgia, Moldova, or Ukraine who work during a period not exceeding 24 consecutive months on the basis of an employer's declaration of the intention to employ such nationals, provided that such nationals are registered in the district employment agency competent for the place of residence or registered office of the entity submitting such declaration. If the application for a work permit or a residence permit with a right to work was submitted before the expiration of the foreigner's declaration, the foreigner's work remains legal after the expiration of the declaration until the issuance of

a work or residence permit. However, this rule applies only if the foreigner has worked in Poland based on the declaration for minimum period of three months and has concluded an employment contract with the employer.

- Foreigners who are board members of Polish companies or branches of the companies are allowed to work in Poland for six months in a period of consecutive 12 months without the obligation to obtain a work permit. Since January 2018, this regulation has been extended also to proxies and general partners whose work in Poland is connected to managing limited partnership companies. However, proxies and general partners, whose work in Poland is to exceed six-months in a period of 12 consecutive months, need to obtain a work permit.
- Foreigners authorized under the agreement establishing an association between the EC and Türkiye
- Persons who have permanent residence abroad and are sent to Poland by a foreign employer for a period not longer than three months in a calendar year for one of the following purposes:
  - Installation and maintenance or repair of delivered, technologically complete appliances, constructions, machines or other equipment, if the foreign employer is the manufacturer of such items
  - Collection of ordered appliances, machines, other equipment or parts manufactured by a Polish producer
  - Providing a training course for the workers of a Polish employer that is a user of appliances, constructions, machines or other equipment referred to in the first item above, in the scope of operation or use of such appliances, constructions, machines or other equipment
  - Assembly or disassembly of exhibition stands as well as supervision over such stands, if the exhibitor is a foreign employer who delegates foreigners for this purpose

**Business activities.** Non-EU foreigners running businesses in Poland may obtain visas or temporary residence permits. In some cases, a work permit may be required. In general, non-EU foreigners may engage in business activities exclusively in the form of the following:

- Limited partnership
- Limited joint stock partnership
- Limited liability company
- Joint stock company

International agreements between individual jurisdictions and Poland may provide for additional limitations or rights.

## I. Temporary residence permits

An application for granting a temporary residence permit can be submitted if there are circumstances justifying a stay in Poland for a period longer than three months, with the exception of a temporary residence permit granted due to circumstances that require a short-term stay and a permit for temporary stay for the purpose of the seasonal work.

As a rule, an application for a temporary residence permit should be submitted to the voivode responsible for the foreigner's place of residence no later than the last day of the foreigner's legal stay on the territory of Poland.

Depending on the purpose of the foreigner's stay in Poland, the legislator has introduced several types of temporary residence permits, such as a temporary residence and work permit, a temporary residence permit for the purpose of performing highly qualified work and many others.

Some temporary residence permits may give a foreigner the right to work and the right to stay together (single permits).

**Single permit.** The procedure for obtaining a single permit is advantageous because all formalities for legalizing a foreigner's stay and employment are carried out in a single administrative procedure; the foreigner does not have to apply separately for a residence permit (for example, a visa) and the employer for a work permit. The single permit for temporary residence and work, as a rule, entitles its holder only to perform work for the entity entrusting work to a foreigner, under the conditions and in the position specified therein.

Performing work for another entity that entrusts work to a foreigner, under different conditions or in a different position, usually requires obtaining a new temporary residence and work permit, its amendment, or obtaining an appropriate work permit or entering the declaration of entrustment of work to a foreigner in the register of declarations (depending on the situation of the individual case).

If a foreigner submits an application for a temporary residence and work permit during legal stay and the application has no formal deficiencies or the formal deficiencies are completed in time, the voivode will stamp the foreigner's travel document. This stamp confirms the submission of the application.

The foreigner's stay in Poland is legal from the date of submission of the application until the date on which the decision on granting a temporary residence permit becomes final.

A stamp in the travel document does not entitle the foreigner to travel in the territory of other Schengen countries.

The foreigner may travel to the country of origin. However, if the foreigner comes from a country that requires a visa, a visa must be obtained to return to Poland.

Foreigners who are not entitled to apply for a unified permit are the following:

- Employees posted to Poland by an employer established outside Poland
- Those staying on the territory of Poland on the basis of obligations arising from international agreements facilitating the entry and temporary stay of certain categories of individuals engaged in business or investment activities
- Individuals carrying out economic activities in Poland
- Individuals performing seasonal work in Poland
- Individuals staying on the territory of Poland on the basis of a visa issued for the purpose of tourism or visiting family or friends

**Blue Card.** A popular and, from the employer's point of view, important basis for obtaining a temporary residence permit is

residence for the purpose of performing work in a highly qualified occupation, the so-called Blue Card. This type of temporary residence permit also entitles a foreigner to stay in Poland and to work under the conditions specified in the permit.

This type of temporary residence permit is issued to foreigners who have completed at least three years of higher education or have at least five years of work experience related to the profession that they wish to exercise under this permit.

To obtain a residence permit for the purpose of working in a highly qualified profession, the foreigner must also have a monthly salary of at least 150% of the average salary in the national economy in the year preceding the application and an employment contract (or civil law contract) concluded for at least one year. The Blue Card decision, like the regular temporary residence permit for work described above, also specifies the employer, the job position and the minimum salary the foreigner may receive for the work performed.

**Intra-corporate transfer permit.** A special type of residence permit, the intra-corporate transfer (ICT) permit, is available for third-country nationals who are transferred within the same group of companies. This type of residence permit applies to non-EU country managers, specialists and trainees. It can be issued for a maximum period of three years to managers and specialists and for one year to trainees. The entity required to file for this permit is the host company, and it must file for the permit before the non-EU national's arrival in Poland. To apply, the individual should have been employed within the same group of companies for at least 12 months prior to the transfer in the case of managers and specialists, and at least six months in the case of trainees. The host company must provide evidence that the non-EU national manager or specialist has the professional qualifications and adequate professional experience needed for a given job or position, or in the case of trainees an appropriate diploma. The ICT permit allows an individual to stay and work in Poland.

Individuals holding a valid ICT permit issued by another EU country may benefit from short-term and long-term mobility to Poland. If a non-EU national's transfer to Poland does not exceed 90 days in a 180-day period, he or she can legally work in Poland based on a notification submitted to the Polish immigration office by the host company that the non-EU national was assigned to Poland within the structure of an ICT (short-term mobility). If a transfer exceeds 90 days, a special long-term mobility residence permit is required. This is issued by the immigration office in Poland at the request of the local host entity.

Other temporary residence permits allowing a foreigner to work in Poland are the following:

- Temporary residence permit for the purpose of full-time study or postgraduate studies
- Temporary residence permit for the purpose of family reunification
- Temporary residence permit issued in connection with marriage to a Polish citizen or a foreigner who has been granted any of the following:
  - A permanent residence permit

- A residence permit for a long-term EU resident
- A temporary residence permit for the purpose of full-time study or postgraduate studies

## **J. EU long-term residence permit and permanent residence**

The following are the types of permanent residence permits:

- EU long-term resident permit
- Permanent residence permit

**EU long-term resident permit.** Foreigners intending to stay in Poland permanently may obtain EU long-term residence permits, which entitle them to permanent domicile in Poland. In general, a foreign individual may obtain an EU long-term residence permit if he or she satisfies the following conditions:

- He or she has financial resources to live in Poland.
- He or she is covered by health insurance.
- He or she has resided in Poland at least five years.
- He or she has fluency in the Polish language at the B1 level, as confirmed by the appropriate certificate, or has completed school or studies in the Polish language.

EU long-term residence permits are issued by the voivode in the district where the applicant intends to reside permanently. The Commandant of Voivode Police must give his or her opinion on the suitability of the applicant before the card is granted.

A person with an EU long-term residence permit is treated as a Polish citizen for purposes of labor regulations and does not need a work permit or permission to undertake employment in Poland.

The EU long-term residence permit is considered the foreigner's identity card in Poland. The EU long-term residence permit is granted permanently, but the residence card is issued for five years and must be exchanged after that period.

**Permanent residence.** A temporary residence permit is issued to a foreigner who is one of the following:

- The child of a foreigner who has been granted a permanent residence permit or a long-term resident's permit and who remains under the parental authority of that foreigner and meets either of the following conditions:
  - He or she was born after that foreigner has been granted a permanent residence permit or a long-term resident's permit.
  - He or she was born during the period of validity of a temporary residence permit issued to that foreigner
- The child of a Polish citizen under the parental authority of that citizen
- A person of Polish origin who intends to settle permanently on the territory of Poland
- A person who is married to a Polish citizen for at least three years prior to the date of submitting the application for a permanent residence permit and has been residing on the territory of Poland for at least two years immediately prior to submitting the application on the basis of a temporary residence permit issued in connection with marriage to a Polish citizen or in connection with obtaining refugee status, subsidiary protection or a residence permit on humanitarian grounds,

- A person who has a valid Pole's Card and intends to settle permanently on the territory of Poland

### **K. Special regulations for Ukrainian nationals.**

The act on 13 March 2022 on assistance to Ukrainian citizens in connection with an armed conflict in the territory of that state specifies, inter alia, special rules for legalizing the stay of Ukrainian citizens (and their spouses who do not have Ukrainian citizenship) who came to Poland from the territory of Ukraine in connection with hostilities conducted on the territory of that country, and Ukrainian citizens who have a Pole's Card, who came with their immediate family due to these hostilities on the territory of Poland.

The provisions of the act do not apply to citizens of Ukraine who have the following:

- Permanent residence permit
- Long-term resident's EU residence permit
- Temporary residence permit
- Refugee status
- Subsidiary protection
- Permit for tolerated stay

The provisions of the act also do not apply to Ukrainian citizens who have submitted applications for international protection in Poland (or on behalf of which such applications have been submitted) or declared their intention to submit applications for international protection and those who are under the temporary protection on the territory of an EU Member State other than Poland, granted because of military action on the territory of Ukraine.

**Legal stay on the territory of Poland.** On 1 July 2024, an amendment to the Act on Support to Ukrainians entered into force in Poland. The law extends the legal stay of Ukrainian citizens in Poland until 30 September 2025. This applies to people who came to Poland from Ukraine and declared their intention to stay in the country (UKR status).

From 1 April 2023, Ukrainian citizens with a Powszechny Elektroniczny System Ewidencji Ludności (PESEL) number and UKR status can apply for a temporary residence permit for the purpose of employment (including work in a profession requiring higher qualification, the so-called Blue Card) or running a business. This solution is optional and is aimed at those who feel confident in the Polish labor market and wish to give up the temporary protection. The aforementioned amendment to the Special Law on Assistance to Citizens of Ukraine, which became effective on 1 July 2024, allows Ukrainian citizens with the status of UKR to apply for a temporary residence permit and makes it possible to apply for the aforementioned permit for the following:

- A family member of a citizen of the Republic of Poland (a spouse of a Polish citizen and a minor child of a spouse of a Polish citizen)
- Purpose of family reunification

If a foreigner is a citizen of Ukraine and applies for a temporary residence and work permit but does not meet the conditions for

obtaining this permit due to the stated purpose of stay (for example, does not receive remuneration of an appropriate amount), if the intention to take up or continue employment does not justify his or her stay in Poland for a period longer than three months or if there are circumstances justifying the refusal to issue this permit, then as an exception, a special temporary residence permit for one year may be issued. This permit is governed by the provisions of the Special Act (Article 42a(1)). The possibility of its issuance is not limited to Ukrainian citizens with UKR status. However, it is limited in time; a final decision on the case must be made by 30 September 2025.

**Three-year residence card.** An amendment to the special law, which came into force on 1 July 2024, introduces a new way of further legalization of residence for Ukrainian citizens under temporary protection. It will be possible to obtain a three-year residence card (CUKR) for those who meet the following conditions:

- He or she had UKR status on 4 March 2024.
- He or she had UKR status on the date of application for the residence card.
- He or she had UKR status continuously for at least 365 days.

The application for a residence card will be submitted only electronically through an online service provided by the Head of the Office for Foreigners, using a special form to be determined by the relevant regulation. The regulations governing this process will not come into force until the dedicated online service is launched.

Detailed information on this process will be made available before the launch of the online service, which is planned for 2025.

**Ukrainian citizens who stayed in Poland before 24 February 2022.**

If the last day of the stay of a Ukrainian citizen on the territory of Poland on the basis of a national visa falls in the period from 24 February 2022, the period of stay on the basis of this visa and the validity period of this visa shall be extended by operation of law until 30 September 2025. In such a case, a new visa sticker is not placed in the travel document of a Ukrainian citizen. A national visa during the extension of the period of stay and the period of validity does not entitle you to cross the border.

If the last day of validity of a temporary residence permit granted to a citizen of Ukraine falls in the period from 24 February 2022, the validity period of this permit is extended by operation of law until 30 September 2025.

If the deadline for a citizen of Ukraine to leave the territory of Poland (referred to in Article 299 (6) of the Act of 12 December 2013 on foreigners) falls in the period from 24 February 2022, it shall be extended by operation of law until 30 September 2025.

If the period of voluntary return (referred to in Article 315 (1) of the Act of 12 December 2013 on foreigners) specified in the decision issued against a citizen of Ukraine falls in the period from 24 February 2022, it shall be extended by operation of law until 30 September 2025.

If the last day of the period of validity is based on a residence card, Polish identity document of a citizen of Ukraine or tolerated stay permit issued to citizens of Ukraine falls in the period from 24 February 2022, it shall be extended by operation of law until 30 September 2025.

If the last day of the permissible period of stay of a citizen of Ukraine on the territory Poland is based on a Schengen visa issued by the Polish authority, a visa issued by another country of the Schengen area, a residence permit that is referred to in Article 1 Clause 2 lit. a of Council Regulation (EC) No. 1030/2002 of 13 June 2002 establishing a uniform format for residence permits for third-country nationals and that issued by the competent authority of another country falls in the period from 24 February 2022 and if the stay began before that date, his or her stay in this territory is considered legal until 30 September 2025.

**Access to the labor market.** Access to the Polish labor market for Ukrainian citizens has been guaranteed. To take advantage of this solution, the employer needs to notify the competent labor office via the [praca.gov.pl](https://praca.gov.pl) portal within seven days of entrusting work to a foreigner. In connection with the above-mentioned amendment of July 2024, the situations in which a new notification must be submitted have been specified. As a result, the employer will resubmit the notification within seven days after the occurrence of the following circumstances:

- The nature of the agreement between the organization performing the work and the Ukrainian citizen has changed.
- The position or type of work performed has changed.
- The working time or the number of weekly or monthly working hours specified in the notification has been reduced.
- The monthly or hourly wage specified in the application was reduced.

**Economic activity.** Ukrainian citizens will be able to undertake and conduct business activity in the territory of Poland on the same terms as Polish citizens, provided that they obtain a PESEL number and stay legally in the Polish territory.

**Social benefits.** Citizens of Ukraine will have access to social assistance, childcare benefits, family benefits, good start benefits, family care capital or subsidies to reduce the parent's fee for a child's stay in a nursery, children's club or day care.

**Health care.** Every citizen of Ukraine legally residing in Poland has guaranteed access to the public health care system, on the same terms as Polish citizens. The National Health Fund will pay for each medical service for a Ukrainian citizen in the public health service. The financing of these benefits will be guaranteed from the state budget.

## **L. Suspension of legalization procedures.**

Until 30 September 2025, the time limits for certain matters related to the legalization of stay of foreigners conducted by voivodeship offices are suspended.

The provisions on the suspension of time limits were introduced in connection with a significant additional burden on voivodeship



offices in the context of the current mass influx of foreigners from the territory of Ukraine and the accompanying phenomena.

The act introduces the legal basis (Article 100d) for suspending the time limits for settling the following administrative matters in proceedings conducted by voivodeship offices until 30 September 2025:

- Granting and withdrawing a temporary residence permit
- Changes to a temporary residence and work permit as well as a temporary residence permit for the purpose of performing work in a profession requiring a level of qualifications
- Granting and withdrawing a permanent residence permit
- Granting and withdrawing a long-term resident's EU residence permit

Pursuant to the above provision, the voivode is not obliged to inform the party about the failure to settle the case on time, and the voivode will not send reminders to the Head of the Office for Foreigners for inactivity or for lengthy proceedings mentioned above in cases by bodies of first instance.

## M. Family and personal considerations

**Family members.** Family members of expatriate applicants who obtain work or business visas may receive visas/residence permits as accompanying persons. Children who are above 18 years old must have their own purpose of stay, such as school or studies. These visas/residence permits may be issued for a period no longer than the period of validity of the primary applicant's visa/residence permit. EU citizens' family members may obtain EU citizens' family member cards. After five years, they acquire the status of permanent resident if they fulfill the respective conditions.

**Marital property regime.** A community property regime applies in Poland to married couples. Under the regime, property acquired before the marriage or during the marriage for proceeds received as an equivalent for the property acquired before the marriage remains separate. Couples may amend or opt out of the regime by a notarized agreement.

**Forced heirship.** Under Polish inheritance law, specified legal heirs, including descendants, surviving spouse and parents, are entitled to a legal portion of an estate if certain conditions are met.

**Driver's licenses.** In general, foreign individuals may drive legally in Poland with their home country driver's licenses or international driver's licenses for a period of six months. After an individual has been in Poland for six months, he or she should change a foreign driver's license to a Polish driver's license. A driver's license issued by another EU Member State does not have to be changed after six months.

Members of the diplomatic corps often enjoy special privileges with respect to driver's licenses.

- Temporary intra-corporate transferee permits
- Temporary residence permits for business purposes for a foreigner working as a board member in a company in which he or she holds shares or as a proxy or general partner in a limited partnership or partnership limited by shares

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*The personal income tax rules described in this chapter are in line with the current legislation and are in force on 1 November 2024.*

## A. Income tax

**Who is liable.** Residents of Portugal are subject to tax on their worldwide income. Nonresidents are subject to personal income tax on income arising in Portugal.

An individual is considered resident in Portugal if, among other conditions, he or she meets either of the following conditions:

- He or she stays in Portugal for more than 183 days in any 12-month period, beginning or ending in the fiscal year concerned.
- He or she has a dwelling in Portugal, in any day of the abovementioned period, which may imply his or her intention to use it as his or her habitual residence.

As a rule, individuals that meet the above conditions become tax residents in Portugal from the first day of permanence in Portugal and become nonresidents from the last day of permanence in Portugal. As a result of the above two conditions, it is possible to split the year for tax purposes.

Despite the possibility to split the year for tax purposes, some additional rules apply. The loss of the tax resident status occurs from the last day of permanence in Portugal unless the individual remains in Portugal more than 183 days in the departure year and, after the departure, derives any income that would otherwise be subject (and not exempt) to tax as a resident of Portugal. In such case, he or she will continue to be considered tax resident of Portugal for the whole year, unless certain conditions are met. If a tax resident leaves Portugal and returns in the following year (after becoming nonresident of Portugal), that individual is deemed Portuguese tax resident for the prior year (year in which he or she had previously been deemed a nonresident), according to the Portuguese domestic law.

The tax status (resident versus nonresident) should be updated within 60 days (that is, the taxpayer must communicate any change to the tax authorities within the mentioned period; otherwise, penalties may be applied).

As a result of the elimination of the spouse attraction rule, tax residency is now determined with respect to each taxpayer separately.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Personal income tax (IRS) is imposed on the earned income of employed individuals.

*Business and professional income.* Taxable income includes all earned income of a professional individual, including commissions and profits from a trade. Business and professional income is taxed at the personal income tax rates listed in *Rates* and may be subject to one of the following two regimes:

- Simplified regime
- Organized bookkeeping regime

Income may be taxed under the simplified regime if the taxpayer does not choose to use, and is not required to use, organized bookkeeping and if the annual gross business and professional income of the taxpayer did not exceed EUR200,000 in the preceding year.

*Directors' fees.* Directors' fees are taxed in the same manner as employment income.

*Investment income.* A withholding tax of 28% is imposed on interest income derived from public company bonds and state bonds and on bank interest. Dividends paid by resident companies are subject to a 28% final withholding tax. Withholding taxes are final with respect to the following:

- Dividends
- Bank interest
- Interest on shareholders' loans
- Interest from public company bonds, bills or other paper
- Interest on public debt

The taxpayer may elect to include these items in taxable income in the tax return unless they are obtained within the scope of a business or trade activity (in which case it is mandatory). If the taxpayer makes the election, the income is taxed at the rates set forth in *Rates*, with a credit given for the tax withheld (a 50% relief applies to dividends received from resident companies subject to and not exempt from Portuguese corporate tax or from European Union [EU] companies or companies resident in European Economic Area [EEA] countries that have entered into an exchange-of-information agreement with Portugal concerning tax matters, provided that these companies fulfill the requirements of the EU Parent-Subsidiary Directive).

In general, other investment income is subject to a final withholding tax of 28%.

Rental income and royalties are subject to withholding tax at rates of 25% or 28% and 16.5%, respectively. Most of the costs effectively borne by the landlord to obtain the rental income, except financial costs, depreciation, the purchase of furniture, domestic appliances and decorations, and the additional to the municipal real estate tax (the additional to the municipal real estate tax is levied on the total amount of the property tax values of residential properties and plots of land held by individuals and companies [exempt minimum thresholds apply for individuals]), are deductible from the rental income. Expenses related to maintenance and repair of the property incurred and paid in the 24 months before the beginning of the lease are also deductible from the rental income under certain conditions. The landlord must keep the supporting documentation and present it, if requested. The expenses can be deducted only against the income of each property and carryforward of losses is allowed for a six-year period under certain conditions.

Rental income received from renting out a property intended for residential use may be subject to a special tax rate of 25% (as opposed to commercial use, with a tax rate of 28%). However, the taxpayer may elect to include rental income in the taxable income in the tax return. If the taxpayer makes the election, the income is taxed at the rates set forth in *Rates*, with a credit given for the tax withheld. Royalties are taxed at the personal income tax rates set forth in *Rates*, with a credit available for the withholding tax. Long-term rentals for permanent homes are subject to the following reduced rates, according to the term of the contract:

- Equal or more than five years and less than 10 years: 15%. For each renewal of equal term, the flat tax rate is reduced by two percentage points up to a limit of 10 percentage points.
- Equal or more than 10 years and less than 20 years: 10%.
- 20 years or more: 5%.

The government has introduced a measure for individuals who need to commute over 100 kilometers from their house to their workplace and want to rent out their previous permanent home. Therefore, they can deduct from the rental income received, the rent paid for the new place. This measure aims to remove barriers to job mobility.

**Capital gains and losses.** Taxable capital gains that are not specifically exempt or taxed separately are taxed at the ordinary rates listed in *Rates*. No withholding tax applies. In general, gains

derived from sales of the following assets are taxed at the personal income tax rates set forth in *Rates*:

- Real estate and associated rights
- A taxpayer's property transferred to the taxpayer's business (however, this gain may be deferred; see below)

Capital gains derived from sales of the following assets are exempt from tax:

- Securities acquired before 1 January 1989.
- Real estate, except land for construction, owned prior to 1 January 1989.
- A personal residence of the taxpayer or household, proven as the tax domicile for the 12 months prior to the sale (or, if prior, previous to the date of reinvestment), if, among other conditions, the proceeds are reinvested in another personal residence in Portugal (or in other EU Member States or EEA countries that have entered into an exchange-of-information agreement with Portugal concerning tax matters) within 36 months after the sale or 24 months before the sale, and the taxpayer or household has established in the residence its tax domicile.
- A personal residence if the proceeds are invested in a life insurance contract, individual membership in an open pension fund, contributions to the capitalized public regime or a Pan-European individual savings product, and if the following conditions are met:
  - The taxpayer or the respective spouse are retired or are, at least, 65 years old on the date of the sale of the personal residence.
  - The purchase of the insurance contract, individual membership in an open pension fund or contributions to the capitalized public regime, occur within six months after the sale.
  - In the case of the purchase of an insurance contract or individual membership in an open pension fund, the applications entitle exclusively the taxpayer or the respective spouse, to a periodic payment for a period equal or higher than 10 years of a maximum annual amount equal to 7.5% of the value invested.

Additional conditions may have to be met for the abovementioned exclusions from taxation to apply.

The following capital gains benefit from special tax treatment:

- Gains derived from the sale of real estate or associated rights, excluding real estate used in a trade or business, are taxed only to the extent of 50% of the gain.
- Gains derived from transfers of real estate from the taxpayer's business to the taxpayer's own property are not deemed a taxable event. However, when this transfer occurs, in the case of organized accounting, if depreciation or impairments have been booked, the corresponding expenses for tax purposes that have been deducted during the period of allocation of the property to the business activity must be added, in equal fractions, to the income of the year in which the transfer occurs and in each of the following three years.
- Gains derived from the transfer of real estate that has been allocated to the taxpayer's business are taxed as business or professional income if the transfer occurs less than three years following the transfer of the real estate to the taxpayer's own property.

- Gains derived from transfers of other assets (other than real estate) from the taxpayer's own property to the taxpayer's business are deferred until a subsequent disposition of the property occurs or another event results in the ending of the deferral, if certain conditions are met, and only 50% of the gain is taxed.
- Gains derived from the sale by non-original owners of copyrights, patents and various other types of intellectual property are taxed only to the extent of 50% of the gain.
- Gains derived from disposals of securities (including disposals of autonomous warrants, redemptions of bonds and other debt securities, redemptions of participation units of investment funds, receipts of liquidation proceeds, assignments of credits and assignments of supplementary capital contributions or ancillary contributions) and derivative financial products are subject to tax at a rate of 28%, with the exception mentioned below in *Sale of shares and other securities held for less than 365 days* (a 50% exclusion from tax applies to gains from shares in unlisted micro and small companies) if an exemption does not apply. An exemption may apply to nonresidents under domestic rules or an applicable double tax treaty.

In calculating the capital gain derived from the sale of real estate or securities (shares or quotas), the purchase price is indexed by an official government coefficient to account for inflation if the sale occurs more than 24 months after the purchase.

Capital losses may offset capital gains only. In certain conditions, capital losses may be carried forward five years.

*Sale of shares and other securities held for less than 365 days.* According to the new rules introduced with the 2022 State Budget Law, the positive balance between capital gains and capital losses arising from the sale of shares and other securities, is mandatorily taxed at the ordinary rates listed in *Rates*, provided that the assets have been held for less than 365 days and the taxpayer has a total taxable income, including the positive balance mentioned herein, equal or higher than the amount corresponding to the last bracket of the ordinary rates, which is EUR78,834 for 2023 tax year and EUR80,000 for 2024). This rule also applies to the balance between certain capital gains and capital losses subject to the increased 35% tax rate (country, territory or region subject to a clearly more favorable regime). These rules apply to income earned after 1 January 2023.

*Long-term sale of shares and other securities traded in the stock exchange or securities from open collective investment undertakings.* On 29 June 2024, a new rule was introduced, stating that part of the capital gains arising from the sale of securities traded in the stock exchange or securities from open collective investment entities, whether contractual or corporate, may be excluded from the taxation, according to the following terms:

- 10% of the capital gain is excluded from taxation if it results from assets held for a period longer than two years and less than five years.
- 20% of the capital gain is excluded from taxation if it results from assets held for a period equal to or longer than five years and less than eight years.
- 30% of the capital gain is excluded from taxation if it results from assets held for a period equal to or longer than eight years.

**Taxation of employer-provided stock options.** Income derived from employer-provided stock options is taxed in the same manner as employment income (see *Employment income*).

Under Article 43-C of the Tax Incentives Statute, gains arising from option plans, subscription plans, allocation plans, or similar plans involving securities or equivalent rights provided to employees, directors, or officers will be subject to tax on only 50% of their value, taxed at a rate of 28% (without affecting the option to aggregate income), when the plan is provided by an entity, including a startup, that meets at least one of the following conditions in the year before the plan is approved:

- The entity qualifies as a micro, small, or medium-sized enterprise or a small mid-cap enterprise.
- The entity operates in a field of innovation, which means that it has incurred expenses equivalent to at least 10% of its expenditure or turnover in investments in research and development (R&D), patents, industrial designs or models, or computer programs.

**Taxation of residents in EU Member States and EEA countries that have entered into an exchange-of-information agreement with Portugal concerning tax matters.** Residents of EU Member States and EEA countries that have entered into an exchange-of-information agreement with Portugal concerning tax matters may opt to be taxed as if they were tax residents of Portugal. This option is available for other income earned by nonresidents in Portugal that are not attributable to a permanent establishment and are not liable to definitive taxation, as well as for rental income. It may also apply if the individual's Portuguese-source income is at least 90% of his or her worldwide income derived during the relevant tax year. In determining the tax rate applicable to the income mentioned above, worldwide income must be considered and reported.

**Taxation of non-habitual residents.** A special regime applies to individuals who become tax residents of Portugal and have not been taxed as such in any of the previous five years. Non-habitual resident status applies for up to 10 years and requires the taxpayer to be registered as non-habitual resident with the tax authorities. Principal aspects of this regime are summarized below.

Employment income and business or professional income derived from high-value-added activities of a scientific, artistic or technical nature (including, among others, general managers and executive managers; heads of administrative, commercial and production departments; specialists or technicians working in the fields of physical sciences, mathematics, engineering and similar technical fields; doctors and dentists; teachers at universities; artists; specialists in information and communication technologies; and certain qualified industrial workers, construction workers and craftspersons) are taxed at a flat rate of 20% on net income.

On 23 July 2019, a new list of high value-added activities was published. New activities have been added and others (such as

auditors and tax advisors) have been eliminated. The new list is applicable from 1 January 2020, but there is a transitory regime applicable to individuals who were already registered as such or with pending registrations up to 1 January 2020 or who requested such registration up to 31 March 2020 (with effects for the 2019 tax year).

Foreign-source income, such as employment income, income from certain business or professional activities (as listed above), income from copyrights, industrial property rights or transfer of know-how, investment income, rental income and capital gains, is exempt from tax in Portugal if such income is effectively taxed (for employment income) or may be taxed (for other types of income) in either of the following countries:

- A tax treaty country, in accordance with the terms of the treaty.
- A non-tax treaty country in accordance with the Organisation for Economic Co-operation and Development (OECD) Model Tax Convention rules, provided that the country is not a territory considered a tax haven (not applicable to employment income) and that the income cannot be deemed sourced in Portugal under domestic tax law.

According to the rules in force until the 2020 State Budget Law, foreign-source pension income not resulting from contributions that had been claimed as a tax deduction in Portugal was exempt from tax in Portugal if such income was taxed in a tax treaty jurisdiction or was not deemed sourced in Portugal under domestic tax law. According to the new rules introduced by the 2020 State Budget Law, foreign-source pension income not originating from contributions that have been claimed as a tax deduction in Portugal is subject to tax at the special tax rate of 10%, applicable to the net taxable income of pensions, including the income qualified under Category H – pension income, as well as amounts qualified as employment income, such as those made before the holder is placed in a situation equivalent to retirement, and as well as lump-sum payments when the contributions were not subject to taxation. A transitional regime has been introduced, under which the prior rules granting the exemption may still apply in certain conditions.

Income benefiting from the exemption method is considered to determine the tax rate applicable to the remaining income (except capital gains from securities, dividends, interest and other investment income sourced abroad, rental income and employment and business or professional income subject to the 20% rate mentioned above, which are taxed at special flat rates). Taxpayers may opt to apply the credit method (rather than the exemption method) to this income. In such case, such income is aggregated with the remaining income and taxed at the normal IRS rates.

As from 1 January 2024, the non-habitual residents' regime ended. However, a transitional regime has been introduced, and the regime will continue to apply for those already registered as non-habitual residents and for those who become tax residents of Portugal until 31 December 2023.

In addition, the transitional regime determines that the regime will still be applicable to individuals who become tax residents of



Portugal the following year (that is, by 31 December 2024) if one of the following conditions is satisfied:

- A promissory employment agreement or promissory secondment agreement (or employment or secondment agreement) is signed by 31 December 2023 to perform activities in Portugal.
- A lease agreement or other agreement granting the use or possession of property located in Portugal is concluded before 10 October 2023.
- A reservation or promissory contract for the acquisition of property located in Portugal is concluded before 10 October 2023.
- Dependents are enrolled or registered at a Portuguese educational establishment by 10 October 2023.
- The residence visa or residence permit is valid by 31 December 2023.
- A procedure is initiated by 31 December 2023 for the granting of a residence visa or residence permit with the competent entities, in accordance with the current immigration legislation, namely through the request for an appointment or actual appointment for submission of the request for the granting of a residence visa or residence permit or by submitting the request for the granting of a residence visa or residence permit.

The regime shall also apply to the family members of any individuals satisfying the conditions mentioned above.

**Scientific research and innovation regime.** Taxpayers becoming tax residents in 2024 under Portuguese domestic law who have not been resident in Portugal in any of the prior five years may benefit from a specific tax incentive for scientific research and innovation, as long as they carry out activities that fall within the following categories:

- Teaching in higher education and scientific research, including scientific employment in entities, structures and networks within the national science and technology system, as well as jobs and members of governing bodies in entities recognized as technology and innovation centers
- Qualified jobs and board members within the scope of contractual benefits toward productive investment, in accordance with Chapter II of the Portuguese Investment Tax Code
- Highly qualified professions, defined in a decree by the government members responsible for the areas of finance and economy, performed in either the following:
  - Companies with significant applications, in the exercise of the beginning of functions, or in the five previous years, which benefit or have benefited from the Investment Support Tax Regime, under the terms of Chapter III of the Investment Tax Code
  - Industrial and service companies, whose main activity corresponds to a CAE code defined in a decree by the government members responsible for the areas of finance and economy and which export at least 50% of their turnover, at the beginning of their functions or in any of the two previous years
- Qualified jobs and board members in entities exercising activities, recognized by the AICEP Portugal Global – Trade & Investment Agency or by the IAPMEI – Agency for Competitiveness and Innovation, as relevant to the national

economy, particularly in the context of attracting productive investment or reducing regional differences

- R&D personnel, whose costs are eligible for the purposes of the tax incentive system in research and business development, in accordance with the Investment Tax Code
- Jobs and board members in entities certified as startups under the Portuguese Start-Up Law
- Jobs or other activities carried out by tax residents in the autonomous regions of the Azores and Madeira, under terms to be defined by regional decree

Individuals who meet the above requirements can be subject to a special tax rate of 20% on their net income from employment and self-employment income earned within the scope of those activities for a period of 10 consecutive years, starting from the year of registration as tax resident in Portugal, with the possibility of interrupting and resuming the right to benefit from the regime under conditions similar to those provided for in the non-habitual residents' regime.

Under the scientific research and innovation regime, an exemption is available for foreign-source income, namely employment and business/professional income, investment income, rental income and capital gains, but only if the individual performs one of the abovementioned listed activities, and if the income does not derive from tax havens.

**Favorable regime for returning individuals.** A 50% exclusion on employment and self-employment income, with the limit up to EUR250,000 (applicable to individuals that become tax residents of Portugal as from 2024 onward), applies to individuals who become Portuguese tax residents up to 2026, provided that the individuals were not tax residents of Portugal in the five years prior to their return and were tax residents of Portugal in any period prior to the mentioned period. The individuals must have their tax affairs up to date. This regime is not cumulative with the non-habitual residents' regime and is applicable in the year of the return and in the four following years.

**Exemption for outbound expatriates working abroad.** An exemption for outbound expatriates (working abroad) has been applicable since 2015. As from 1 July 2023 onward, this exemption only applies in the case of individuals who perform public duties abroad at the service of the Portuguese State. The exemption applies to employment income, in the part corresponding to the compensation for travel and stay abroad that exceeds the legal limits foreseen in the Personal Income Tax Code, earned by tax resident individuals temporarily assigned abroad, in the respective tax year, for a period of not less than 90 days (of which 60 should be consecutive days).

The exempt amount cannot exceed the higher of the following:

- The difference between the annual employment income subject to tax of the individual, including compensation, and the total amount of his or her regular employment income subject to tax in the preceding year (excluding any compensation paid in the previous year under this regime)
- EUR10,000

This regime operates as an exemption with progression.

**Taxation of crypto assets.** According to the legislation introduced with the 2023 State Budget, income arising from operations with the issuance of crypto assets, including mining or the validation of cryptocurrency transactions through a consensus mechanism, is considered to be business and professional income, applying a coefficient of 0.15 (or of 0.95 in the case of income from mining) under the simplified regime. The income is subject to taxation at the time of the sale (or when the individual ceases his or her professional activity or becomes a nonresident in Portugal). In contrast, income resulting from the remuneration of operations related to crypto assets is considered investment income (benefiting from an exemption from withholding tax), unless obtained in the course of a business or professional activity, except when it takes the form of crypto assets in which they will be considered a capital gain and taxed upon their disposal.

Income arising from the disposal (or at the moment the owner becomes nonresident in Portugal) of crypto assets is treated as a capital gain or loss, unless obtained as part of a business or professional activity. Gains and losses are excluded from taxation relating to crypto assets held for a period equal to or greater than 365 days. If the result of the disposal results in the attribution of crypto assets, there is no taxation and the acquisition value of the crypto assets delivered will be attributed to the crypto assets received.

Exclusion and “neutrality” rules only apply if both the taxable person and the debtor entity are residents of an EU or EEA Member State or of a country with a bilateral or multilateral double tax treaty signed by Portugal that provides for the exchange of tax information.

## **Deductions**

*Personal deductions and allowances.* For 2024, employees may deduct an amount of EUR4,350.24. Compulsory social security contributions in excess of EUR4,350.24 are deductible without limitation. Union contributions and indemnities paid to employers may also be deducted, subject to applicable limits.

*Business and professional deductions.* Professionals and individuals carrying on a business may be taxed under one of the following two regimes:

- Simplified regime
- Organized bookkeeping regime

Business and professional income may be taxed under the simplified regime if the taxpayer does not choose to use and is not required to use organized bookkeeping and if the annual gross business and professional income for the preceding year did not exceed EUR200,000.

Under the simplified regime, taxable income is calculated by applying the following predefined coefficients, which vary depending on the activity’s sector, to gross income:

- 0.15 on sales of goods and products and operations with crypto assets (except mining), as well as hotel and similar services

- (except the operation of local accommodation units consisting of apartments or dwellings), food and beverages activities
- 0.75 on income from professional activities (that is, services rendered) listed in the table referred to in Article 151 of the Personal Income Tax Code and 0.35 for the remaining services rendered
  - 0.95 on income from intellectual or industrial property, royalties, investment income from a trade or business and other income from capital gains, rentals and net worth increases, as well as crypto mining assets
  - 0.30 on non-operating subsidies or grants, such as subsidies or grants for the purchase of equipment
  - 0.10 on operating government subsidies (for example, grants for personnel training) and other business and professional income not mentioned above
  - 0.5 on income from the operation of local accommodation units consisting of apartments or dwellings located in restricted areas
  - 1 on income derived from services rendered by partners to a company taxed under the tax transparency regime and to companies in which, during more than 183 days in the respective tax year, either of the following circumstances exists:
    - The taxpayer holds, direct or indirectly, at least 5% of the shareholdings or voting rights.
    - The taxpayer, spouse or life partner, ascendants or descendants hold together, directly or indirectly, at least 25% of the shareholding or voting rights.

The deduction to the taxable income that derives from the coefficients of 0.75 for income from professional activities and 0.35 for the remaining service rendering activities is partially conditioned on the expenses effectively borne by the taxpayer, and the positive difference between 15% of gross income derived from such activities and the sum of certain expenses mentioned specifically in the law is added to the taxable income.

Taxpayers earning income from professional activities or other services rendered can deduct from taxable income compulsory social security contributions, in excess of 10% of the gross business and professional income, which have not been claimed as deductions for any other purpose.

Coefficients on the taxable income for services rendered and operating subsidies are reduced by 50% and 25%, in the first and second years of activity, if certain requirements are satisfied. This benefit does not apply if the entrepreneurs have ceased their activity in the last five years.

The simplified regime ceases to apply if the qualifying limit is exceeded for two consecutive years or by more than 25% during a single year.

The organized bookkeeping regime provides for the deduction of activity-related expenses. Taxable income is calculated using the corporate tax rules, with additional limitations imposed on the deduction of the following expenses:

- Amounts booked as remuneration paid to the self-employed individual are not deductible.

- Amounts booked as per diem allowances, kilometer allowances, meal allowances and other remuneration allowances are not deductible.

If a professional's house is partially used as an office, the professional may deduct certain expenses, including rent, electricity, water and telephone costs, and depreciation, up to 25% of the total amount of expenses incurred.

Certain expenses borne by professionals or other individuals who have or should have an organized bookkeeping regime are taxed autonomously, triggering an additional tax liability. These expenses include the following:

- Undocumented expenses are not tax-deductible and are subject to a surcharge of 50%.
- Entertainment expenses that are deductible from gross business or professional income are subject to a 10% surcharge.
- Expenses deductible from gross business or professional income that are related to cars (except electric cars) are subject to a 0%, 10% or 20% surcharge, depending on the nature and acquisition cost of the vehicle (reduced rates apply in the case of plug-in hybrid vehicles or liquefied petroleum gas [LPG]/natural gas vehicles).
- Per diems and expenses related to the use of a personal car by the employee for the company's business are taxed at a rate of 5% if such expenses were not charged to clients or taxed as employment income.
- Payments to nonresident entities that are subject to a favorable tax regime are not tax-deductible and are subject to a 35% surcharge if it cannot be proved that these expenses relate to operations effectively performed, that the payments are normal for the type of activity and that the amount is not unreasonable.

**Rates.** The following personal income tax rates apply for 2023.

Taxable income		Tax on lower amount EUR	Rate on excess %
Exceeding EUR	Not exceeding EUR		
0	7,479	0	14.50
7,479	11,284	1,084.46	21.00
11,284	15,992	1,883.51	26.50
15,992	20,700	3,131.13	28.50
20,700	26,355	4,472.91	35.00
26,355	38,632	6,452.16	37.00
38,632	50,483	10,994.65	43.50
50,483	78,834	16,149.83	45.00
78,834	—	28,907.78	48.00

The following personal income tax rates apply for 2024.

Taxable income		Tax on lower amount EUR	Rate on excess %
Exceeding EUR	Not exceeding EUR		
0	7,703	0	13.00
7,703	11,623	1,001.39	16.50
11,623	16,472	1,648.19	22.00
16,472	21,321	2,714.97	25.00
21,321	27,146	3,927.22	32.00
27,146	39,791	5,791.22	35.50

Exceeding EUR	Taxable income Not exceeding EUR	Tax on lower amount EUR	Rate on excess %
39,791	43,000	10,280.20	43.50
43,000	80,000	11,676.11	45.00
80,000	—	28,326.11	48.00

For married taxpayers, the progressive tax rate is determined by dividing taxable income by two.

For 2023 and 2024, taxable income exceeding EUR80,000 but not exceeding EUR250,000 is subject to an additional solidarity tax of 2.5%, and taxable income exceeding EUR250,000 is subject to an additional solidarity tax of 5%.

**Credits.** For 2023 and 2024, individuals may credit the following amounts against their tax liability:

- EUR600 for each child (EUR726 for the first child in case he or she is younger than three years old or EUR900 for the second child and following, as long as he or she is younger than six years old, independently from the age of the first child).
- EUR300 for each child (EUR363 for the first child in case he or she is younger than six years old or EUR450 for the second child and following, as long as he or she is younger than three years old, independently from the age of the first child) for each taxpayer with parental responsibilities, whenever the agreement for the exercise of parental responsibility establishes joint responsibility and alternating residency.
- EUR525 for each ascendant who lives with the taxpayer and does not receive income above the minimum social security retirement pension. This credit is increased to EUR635 if only one ascendant complies with the abovementioned requirements.
- 35% (45% for single-parent families) of general expenses borne by any member of the household, with the limit of EUR250 (or EUR335 for single-parent families) per taxpayer.
- For health expenses that are exempt from value-added tax (VAT) or are subject to VAT at a rate of 6%, health insurance premiums of the taxpayer or any member of the household, or health expenses subject to the standard rate of 23% that are duly documented by a doctor's prescription and 15% of unreimbursed medical expenses borne by any member of the household. The tax credit cannot exceed EUR1,000.
- 15% of interest on certain loans and financial leasing rent for the acquisition or improvement of a residence in Portugal or a country in the EU or EEA (with which Portugal has entered into an exchange-of-information agreement concerning tax matters), limited to EUR296, and 15% of the rental payments made to the owner of a residence in Portugal or a country in the EU or EEA (with which Portugal has entered into an exchange-of-information agreement concerning tax matters), limited to EUR502 for 2023 and EUR600 for 2024. These limits may be increased for taxpayers with lower levels of income.
- 30% of education expenses, including professional training expenses, of the taxpayer or any member of the household, limited to EUR800 (this limit can be increased to EUR1,000 for 2023 and EUR1,100 for 2024 in case the difference relates to rents for members of the family household, younger than 25 years old [inclusive], who are attending schools that are more

than 50 kilometers away from the permanent residence of the family household).

- 25% of expenses incurred on retirement homes and similar homes, limited to EUR403.75.
- 15% of the VAT borne in the following sectors, limited to EUR250:
  - Maintenance and repair of motor vehicles
  - Maintenance and repair of motorcycles
  - Accommodation and food services
  - Hairdressers and beauty salons
  - Veterinarian services
  - Sport and recreational teaching, sport clubs, and gyms and fitness (in 2024, 30% of the VAT borne with these expenses are applicable instead of 15%, concurrent with the EUR250 ceiling)
- 100% of the VAT borne by any member of the household with monthly passes for use of collective public transport (concurrent with the EUR250 ceiling applicable to the VAT borne in the sectors mentioned in the preceding bullet).
- 100% of the VAT borne by any member of the household with the purchase of subscriptions to periodicals (newspapers and magazines), including digital ones, taxed at the reduced rate of VAT (concurrent with the EUR250 ceiling applicable to the VAT borne in the sectors mentioned in the preceding bullets).
- 35% of the VAT borne by any member of the household with medicines for veterinarian purposes (concurrent with the EUR250 ceiling applicable to the VAT borne in the sectors mentioned in the preceding bullets).
- 5% of the amount borne by any member of the household as remuneration for the provision of housework, with an overall limit of EUR200.
- 20% of pension fund contributions that meet certain conditions, limited to EUR300, EUR350 or EUR400 per taxpayer, depending on the taxpayer's age.
- 25% of donations to the state or municipalities, increased by 20%, 30%, 40% or 50%, depending on the type of the beneficiary entities.
- 25% of donations to religious institutions, public utility collectives, schools, museums, libraries, cultural associations, and philanthropic and charitable institutions, increased by 30%, with the credit limited to 15% of the total tax liability.
- 20% of alimony payments, in certain conditions.
- 20% of investments made by business angels (individual venture capital investors), provided certain conditions are satisfied, limited to 15% of the total tax liability.
- Advance personal income tax payments and taxes previously withheld at source.

To benefit from the credits, these expenses must be reported (generally by the suppliers) to the Portuguese tax authorities.

For 2024, tax credits concerning medical expenses, education expenses, alimony payments, retirement homes and expenses related to residential property, as well as 15% of the VAT borne in some sectors (100% for monthly transportation passes and purchase of subscriptions to periodicals [newspapers and magazines]; 30% for sport and recreational teaching, sport clubs, and gyms and fitness; as well as 35% for medicines for veterinary

purposes), and tax benefits and remuneration for the provision of housework are also capped as a whole in accordance with the taxpayer's level of income, as shown in the following table.

<b>Taxable income</b>	<b>Limit</b>
Up to EUR7,703	None
More than EUR7,703 and less than EUR80,000	EUR1,000 + (1,500 x [EUR80,000 – taxable income] ÷ [EUR80,000 – EUR7,703])
More than EUR80,000	EUR1,000

Each of the above limits is increased in 5% for each dependent, in families with three or more dependents.

**Relief for losses.** Losses from business or professional activities may be carried forward and offset against profits from activities of the same type in the following 12 years. Losses may not be carried back.

## **B. Inheritance and gift taxes**

Inheritance and gift taxes were eliminated, effective from 1 January 2004. However, stamp duty at a rate of 10% applies if the beneficiary is an individual; some exceptions are allowed (spouse or life partner, ascendants and descendants benefit from an exemption). For a beneficiary that is a collective person, a corporate tax applies at a maximum rate of 21%, plus the following surcharges:

- Municipal surcharge of up to 1.5% for residents or permanent establishments
- A state surcharge of 3% on taxable income between EUR1,500,000 and EUR7,500,000, 5% on taxable income between EUR7,500,000 and EUR 35,000,000, and 9% on taxable income exceeding 35,000,000

Specific rules apply to determine whether an asset is deemed to be located in Portugal for stamp duty purposes.

## **C. Social security**

**Contributions.** Social security contributions are payable on all salaries, wages, bonuses and other regular income, excluding lunch subsidies. No ceiling applies to the amount of wages subject to social security contributions for employers or employees, including members of the board. The employer's share is 23.75%, and the employee's share is 11%, of salaries. An employer must deduct an employee's contribution and pay the total amount by the 20th day of the following month.

A self-employed individual engaged in a business or professional activity is subject to monthly social security contributions. The basis for contributions corresponds to 70% of the total amount of services provided (20% for income from production and sale of goods) in the three preceding months, with a monthly cap of EUR5,765.16 for 2023 (12 times EUR480.43) and EUR6,111.12 for 2024 (12 times EUR509.26). If the individual is taxed under the organized accounting, the relevant income is determined based on the profit of the previous year. Social security contributions are first due on the first day of the 12th month after the beginning of activity.



Self-employed individuals should file a return to the social security authorities in the months of April, July, October and January, for the income earned in the previous three months.

The following are the contribution rates for self-employed individuals:

- 21.4% in general
- 25.2% for specific situations

Entities contracting service providers may be subject to a 10% (when more than 80% of the services are rendered to the same entity) or 7% (when more than 50% but less than 80% of the services are rendered to the same entity) social security contribution rate levied on the amount paid for the services.

Members of a company's governing bodies (management, supervisory and general meeting) are usually subject to social security contributions based on actual compensation. For contribution purposes, the actual compensation base must equal at least one monthly notional salary. This limit does not apply if members of the board are not remunerated and simultaneously carry on another remunerated activity that is liable to mandatory social security contributions and if the tax base is equal to or higher than EUR480.43 for 2023 or EUR509.26 for 2024, or in the case of pensioners.

For management, the rates are 11% for individuals and 23.75% for companies. For other governing bodies, the rates are 9.3% for individuals and 20.3% for companies.

**Totalization agreements.** Foreigners who work temporarily (generally up to two years) in Portugal and who contribute to a compulsory social security regime in their country of origin may not be subject to Portuguese social security contributions. To provide relief from double social security contributions and to assure benefit coverage, Portugal has entered into totalization agreements, which apply to different periods (up to 60 months), with the following jurisdictions.

Andorra	Estonia	Norway
Angola*	Finland	Philippines
Argentina	France	Poland
Australia	Germany	Quebec
Austria	Greece	Romania
Belgium	Guinea*	São Tomé and
Brazil	Hungary	Príncipe*
Bulgaria	Iceland	Slovak Republic
Canada	India	Slovenia
Cape Verde	Ireland	Spain
Channel Islands	Italy	Sweden
(Alderney,	Latvia	Switzerland
Guernsey, Herm,	Liechtenstein	Tunisia
Isle of Man,	Lithuania	Türkiye
Jersey and Jethou)	Luxembourg	Ukraine
Chile	Malta	United Kingdom
Croatia	Moldova	United States
Cyprus	Morocco	Uruguay
Czech Republic	Mozambique	Venezuela
Denmark	Netherlands	

\* This agreement is not yet in force.

Portugal has also entered into a multilateral Ibero-American social security agreement covering the following jurisdictions.

Andorra*	Cuba*	Nicaragua*
Argentina*	Dominican Republic	Panama*
Bolivia	Ecuador	Paraguay
Brazil	El Salvador	Peru
Chile	Guatemala*	Spain
Colombia*	Honduras*	Uruguay
Costa Rica*	Mexico*	Venezuela*

\* The agreement with these jurisdictions is not yet in force.

#### D. Tax filing and payment procedures

Tax on income shown in the table below is withheld at source. The withholding taxes for residents are considered advance payments of tax, except for the withholding taxes on dividends and on interest derived from specified sources (see footnotes).

Type of taxable income	Withholding tax rates	
	Residents %	Nonresidents %
Employment income	(a)	25 (b)
Directors' fees and similar fees	(a)	25 (b)
Business and professional services income	11.5/25	25 (b)
Royalties and copyright income	16.5	25 (b)
Commissions	25	25 (b)
Employment income and professional income derived by non-habitual residents from high value-added activities	20	—
Bank deposit interest	28 (c)	28 (b)
Income from life insurance policies	28 (c)	28 (b)
Interest from state bonds	28 (c)	28 (b)
Dividends	28 (c)	28 (b)
Gains arising on "swaps," other credit operations and other financial instruments	28 (c)	28 (b)
Income from the use or concession of equipment	16.5	25 (b)
Rentals	25 or 28	25 or 28
Pension	(a)	25 (b)
Other investment income (including other interest)	28 (c)	28 (b)
Certain indemnities	16.5	25 (b)
Investment income if beneficial owner is not disclosed	35 (b)	35 (b)
Investment income obtained by residents in tax havens	—	35 (b)

(a) Withholding taxes deducted at progressive rates according to levels of income.

(b) This is a final withholding tax; income need not be declared. For employment income and director fees, an exclusion up to the amount of the monthly minimum wage is available under certain conditions.

(c) Income may be declared at the option of the taxpayer.

Married taxpayers who are not legally separated, as well as joint couples (in some cases), can opt for joint taxation. Under Portuguese law, joint couples are taxpayers who are not married but live together for at least two years.

The tax year in Portugal is the calendar year. However, it is possible to split the year for tax purposes. Residents, as well as nonresidents who have filing obligations, must file their personal income tax returns between 1 April and 30 June of the following year. Any balance of tax due or excess tax paid is payable or refundable when the Portuguese tax authorities issue the respective tax assessment.

An extension to the filing of personal income tax returns with foreign tax credit is granted until 31 December of the year following the tax year. For that purpose, individuals must report the nature of the income and the country of source by the standard deadline for the personal income tax return filing (through Form 49) and subsequently file the return when the foreign tax assessment is available.

The foreign tax credit may be carried forward for five years.

Nonresidents who receive rental income from Portugal or who realize a capital gain in Portugal that is not excluded from taxation must file tax returns between 1 April and 30 June of the year following the year of receipt.

## **E. Double tax relief and tax treaties**

Residents who receive foreign-source income are generally entitled to a tax credit equal to the lower of the foreign tax paid or the Portuguese tax payable on such income. The credit applies to income derived from treaty and non-treaty countries; however, for treaty countries, the credit is limited to the amount of tax payable in the country of source in accordance with the treaty.

Brokers resident in countries with which Portugal has entered into double tax treaties are exempt from tax on commissions received from Portuguese entities. This exemption also applies to income from business and professional services. Specific forms are required to qualify for the exemption.

Compulsory social security contributions and other deductible expenses (see Sections A and C) incurred overseas may be deducted if properly documented.

Portugal has entered into double tax treaties with the following jurisdictions.

Algeria	Hong Kong SAR	Poland
Andorra	Hungary	Qatar
Angola	Iceland	Romania
Australia (a)	India	Russian
Austria	Indonesia	Federation
Bahrain	Ireland	San Marino
Barbados	Israel	São Tomé and
Belgium	Italy	Príncipe
Brazil	Japan	Saudi Arabia
Bulgaria	Kenya (a)	Senegal
Canada	Korea (South)	Singapore

Cape Verde	Kuwait	Slovak Republic
Chile	Latvia	Slovenia
China Mainland	Lithuania	South Africa
Colombia	Luxembourg	Spain
Côte d'Ivoire	Macau SAR	Sweden (c)
Croatia	Malta	Switzerland
Cuba	Mexico	Timor-Leste
Cyprus	Moldova	Tunisia
Czech Republic	Montenegro	Türkiye
Denmark	Morocco	Ukraine
Estonia	Mozambique	United Arab Emirates
Ethiopia	Netherlands	United Kingdom
Finland (b)	Norway	United States
France	Oman	Uruguay
Georgia	Pakistan	Venezuela
Germany	Panama	Vietnam
Greece	Peru	
Guinea-Bissau		

(a) This tax treaty is not yet in force.

(b) Finland unilaterally revoked this treaty on 20 December 2018.

(c) Sweden unilaterally revoked this treaty on 1 February 2022. Therefore, the treaty is no longer in force since 1 January 2022.

## F. Short-stay visas and temporary stay visas

Short-stay visas (*vistos de curta duração*) in Portugal may be issued for several reasons, mainly for tourist and business purposes. They entitle non-EU citizens to spend up to 90 days within any 180-day period in Portugal. This visa does not allow its holder to work in Portugal.

Nationals of Visa Waiver Program countries do not require a visa to enter Portugal for short-term visits. However, their stay cannot exceed 90 days within any 180-day period.

Temporary stay visas allow entry and stay in Portugal up to one year. Temporary stay visas are valid during the entire stay and allow for multiple entries. Temporary stay visas can be issued for the purposes of work and investigation (including, among others, self-employment, highly qualified activity and remote work/digital nomad), study, professional training, internship or volunteer work, health, youth mobility, people living on their own income, and religious or family reasons.

## G. Residence visas

Non-EU nationals must enter Portugal with the proper visas if they intend to carry out professional activities. The type of work permit and visa required and the required procedures to obtain these items differ depending on how the work relationship is classified (for example, as a self-employment activity, an employment activity or an activity considered to be a high qualified activity or research).

Residence visas allow two entries and are valid for a period of four months. During that time, the holder of a residence visa is required to convert the visa into a residence permit with the Agency for Integration, Migration and Asylum (AIMA). Residence visas are issued for the purposes of work (including self-employment, highly qualified activity and remote work/

digital nomad, among others), study and research, professional training, internship or volunteer work, family or fixed residency reasons.

On 25 August 2022, Portugal published Law 18/2022, which introduced significant changes to the rules governing the entry and right of residence of foreign nationals in Portugal. It also established the grounds for the implementation of the Mobility Agreement between the Member States of the Community of Portuguese-speaking Countries. Law 18/2022, which entered into effect on 26 August 2022, created new visa categories for job seekers and remote workers and introduced several changes to existing categories.

The Job Seeker Visa may be issued for up to 120 days initially and can be extended for up to 60 days for a cumulative maximum validity period of 180 days and allows only one entry into Portugal. Visa holders may only engage in subordinate work activities (that is, activities conducted pursuant to an employment contract). Visa holders who secure a job offer and enter into an employment contract with a Portuguese company may apply to obtain a temporary residence permit at the offices of the AIMA before the expiration of their Job Seeker Visa. Visa holders who fail to secure an employment contract with a local company prior to the expiration of their Job Seeker Visa must leave Portugal and wait for at least one year after the expiration of the previous visa's validity before re-applying under this category. Applicants for the Job Seeker Visa will be required to provide proof that they have a return ticket from Portugal.

Law 18/2022 created a new temporary stay visa and a residence visa for foreign nationals who seek to work remotely from Portugal for companies headquartered outside the country. Residence visa holders may enter Portugal only twice and remain in the country for no more than four months. During that time, the holder of a residency visa is required to request the conversion of the visa into a residency permit with the AIMA. Temporary stay visa holders are permitted to remain in Portugal for up to one year, and there is no limit on the number of times they can enter the country. Individuals seeking to obtain residence visas or temporary stay visas to work remotely in Portugal must demonstrate that they have a valid employment or services agreement with a non-Portuguese company and have a monthly salary of at least EUR3,280. The amount can be adjusted according to the increase in the minimum wage in Portugal.

## **H. Residence permit**

As soon as the holder of the visa arrives in Portugal, he or she should apply to the immigration authorities in Portugal to convert the visa into a residence permit (*autorização de residência*). The initial residence permit is issued for two years and can be renewed for successive periods of three years.

Portugal is one of the countries that has implemented the EU Blue Card Directive, which enables companies to locally hire executives and high-skilled workers. To obtain the EU Blue Card, an individual must prove the following:

- For regulated professions specified in the employment contract, the adequate professional certification document, if applicable

- For professions that are not regulated, proof of higher professional qualifications in the occupation or sector specified in the employment contract

The applicant must meet the salary criteria of 1.5 times the Portuguese average gross annual salary.

The application for the EU Blue Card should be submitted by a national of a third state or by the employer with the regional offices of the immigration authorities.

The EU Blue Card is issued for an initial term of validity of two years, renewable for successive periods of three years. The renewal of the EU Blue Card must be requested by the interested party within 30 days before the expiration of its validity.

## **I. EU, EEA and Swiss nationals**

EU, EEA and Swiss nationals do not need any permits to enter and work in Portugal. An EU, EEA or Swiss national who intends to reside and work in Portugal must register with the local city hall (of his or her area of residence in Portugal) if his or her stay exceeds 90 days. In principle, the EU registration is valid for a period of five years, after which EU, EEA and Swiss nationals should apply for a permanent residence permit, which is valid for 10 years.

## **J. Golden Visa**

The rules governing the granting of a Residence Permit for Investment (known as an ARI/Golden Visa), which entered into force on 8 October 2012, enable third-country nationals to obtain a temporary residence permit to conduct business activities with visa waiver to enter Portugal.

The beneficiaries of an ARI/Golden Visa are entitled to the following:

- Residence visa waiver for entering Portugal
- The right to live and work in Portugal, on the condition that they stay in Portugal for a period of seven or more days in the first year and 14 or more days in the subsequent years
- Visa exemption for traveling within the Schengen Area
- Family reunification
- The right to apply for permanent residence after five years
- The right to apply for Portuguese citizenship, by naturalization, provided all other requirements set out by the Nationality Act are fulfilled after five years

Eligible individuals are all third-country citizens who conduct an investment activity in Portugal, as individual businesspersons or through a company set up in Portugal or in another EU Member State and who are stably settled in Portugal, provided that these citizens fulfill the quantitative requirements and the time requirements set out by the relevant legislation, by one of the following actions:

- The creation of at least 10 job positions
- Capital transfer with a value equal to or above EUR500,000 for investing in research activities conducted by public or private scientific research institutions involved in the national scientific or technological system

- Capital transfer with a value equal to or above EUR250,000 for investing in artistic output or the support of the arts for the reconstruction or refurbishment of the national heritage, through local and central authorities, public institutions, the public corporate sector, public foundations, private foundations of public interest, networked local authorities, local corporate sector organizations, local associations and public cultural associations, if these entities are pursuing activities of artistic output and reconstruction or maintenance of the national heritage
- Capital transfer with a value equal to or above EUR500,000 for the acquisition of units of investment funds or venture capital funds of funds dedicated to the capitalization of companies, if the capital is injected under the Portuguese legislation, the maturity at the moment of the investment is at least five years and at least 60% of the investments is realized in commercial companies with a head office in Portugal
- Capital transfer with a value equal to or above EUR500,000 for the establishment of a commercial company with its head office in Portugal and the creation of five permanent working jobs, or for the reinforcement of the share capital of an existing commercial society with its head office in Portugal and the creation or maintenance of a minimum of five permanent jobs, for a minimum period of three years

## K. Family and personal considerations

**Family members.** Family members who accompany a non-EU foreign national to Portugal or wish to join a foreign national in Portugal must request special visas from the Portuguese consulate in their last country of residence. These visas (*visto de residência para efeitos de reagrupamento familiar* or *visto de residência para acompanhamento familiar*) allow family members to work in Portugal after they get their residence permit for family purpose.

After the competent consulate abroad issues the visa, within four months after their arrival in Portugal, family members accompanying a foreign national must request their residence permits for the purpose of family reunion (*autorização de residência para reagrupamento or acompanhamento familiar*).

If the primary applicant holds a temporary stay visa, his or her family is granted a similar visa (if a joint application is submitted).

Applications for family reasons residence permits can be made for children up to 18 years old. If the children are more than 18 years old, they need to be studying in Portugal.

**Driver's permits.** In general, foreign nationals may drive legally in Portugal for a period of 185 days using their home-country driver's licenses or if they possess international driver's licenses. If the individual becomes resident in Portugal, he or she should carefully investigate if he or she may continue to drive legally without any action (specific rules apply depending on the country that issued the driver's license). Portugal has driver's license reciprocity with all EU Member States and certain non-EU countries, including, for example, with the United States.

To obtain a Portuguese driver's license, foreign nationals must fulfill certain conditions, namely proceeding with physical and medical examinations. In addition, after obtaining a residence permit, a foreign citizen has 60 days to exchange the driver's license without undertaking any written or practical tests. After two years, the foreign citizen may be required to undertake a practical test. For both situations, all foreign citizens are asked to undertake physical and medical examinations.



## Puerto Rico

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**A. Income tax**

**Who is liable.** Act 1 of 31 January 2011 contained a tax reform that introduced a new tax code known as the Internal Revenue Code for a New Puerto Rico (IRCPR). The IRCPR is effective for tax years beginning after 31 December 2010.

Under the IRCPR, residents of Puerto Rico are subject to Puerto Rico tax on their worldwide income. Nonresident aliens and nonresident US citizens are taxed only on their income from sources in Puerto Rico and on income treated as effectively connected with the conduct of a trade or business in Puerto Rico. Most residents of Puerto Rico are US citizens but are not subject to US federal income tax under Internal Revenue Code (IRC) Section 933, except on income derived from sources outside Puerto Rico.

For purposes of US taxation, an individual is considered a resident of Puerto Rico if he or she satisfies each of the following conditions:

- He or she is present for at least 183 days during the year in Puerto Rico. This determination is made under the substantial presence test.
- He or she does not have a tax home outside Puerto Rico during the tax year.
- He or she does not have a closer connection to the United States or a foreign country than to Puerto Rico.

Under the IRCPR, there are rules to determine the source of the various types of income streams. Such rules are similar to the rules for determining whether income is from sources in the United States or is effectively connected with the conduct of a

trade or business in the United States. The United States rules are generally used as persuasive authority when applying and analyzing the Puerto Rico tax treatment.

For local purposes, whether an individual is considered resident or nonresident generally is a question of intent and domicile, which is determined based on facts and circumstances. As a general rule, individuals are presumed to be residents if they are present in Puerto Rico for not less than 183 days in a calendar year.

Under IRC Section 937 and Treasury Regulation Section 1.937-1(h), effective from 2001, an individual with worldwide gross income of more than USD75,000 must file Form 8898 for the tax year in which the taxpayer becomes or ceases to be a bona fide resident of Puerto Rico, among other US possessions. For married individuals, the USD75,000 filing threshold applies to each spouse separately.

**Income subject to tax.** Taxable income is computed by subtracting allowable deductions and exemptions from gross income. Gross income broadly includes virtually all realized economic gains. However, certain items are specifically excluded by statute from the definition of gross income, including, among others, life insurance proceeds, student grants, gifts and inheritances. Also, some items may be subject to the alternate basic tax.

Education allowances provided by employers to their local or expatriate employees' children are taxable for income tax and social security purposes.

*Employment income.* Salary deferred under a 401(k)-type plan may be considered as deferred compensation, subject to limitations, provided the plan is qualified by the Puerto Rico tax authorities.

In general, a nonresident individual who performs personal services as an employee in Puerto Rico at any time during the tax year is considered to have received income from sources in Puerto Rico. An exception to this general rule applies to a nonresident individual performing services in Puerto Rico if each of the following conditions apply:

- The services are performed for a foreign employer.
- The employee is present in Puerto Rico for no more than 90 days during the tax year.
- Compensation for the services performed in Puerto Rico does not exceed USD3,000.

If these conditions are not met, all income, including the first USD3,000, is subject to tax.

*Self-employment and business income.* Self-employed individuals conducting a business for profit in Puerto Rico are subject to income tax at the rates set forth in the first table in *Rates*.

For tax years beginning after 31 December 2018, self-employed individuals whose income originates substantially from rendering services may opt to use a fixed tax rate schedule to determine their income tax liability as stated in the second table in *Rates*.

To make this election, the self-employed individual must do the following:

- He or she must engage in a trade or business in which gross revenue is derived substantially from rendering services. It is understood that an individual substantially derives his or her income from rendering services if the individual receives 80% or more of his or her income from the rendering of services.
- He or she must receive income reported in an information return.

In addition, for tax years commencing after 31 December 2021, this option is available to the individual even if there is a balance due with the return that has not been entirely covered by withholding at source or estimated tax payments, but only if such balance is paid fully at the due date of filing the income tax return without considering an extension of time. The Secretary of the Treasury may waive the annual tax return filing requirement for an individual who makes this election.

A nonresident individual engaged in a trade or business in Puerto Rico during the tax year is subject to tax on net income effectively connected with the conduct of the trade or business. The tax rates are the same as those for residents (see *Rates*). All income, gains and losses from sources within Puerto Rico, including Puerto Rico-source passive income, are treated as income, gains or losses effectively connected with the conduct of a trade or business in Puerto Rico.

*Investment income.* In general, dividends and interest income are taxed at the regular income tax rates (see *Rates (a)*). However, dividend income from corporations deriving 80% or more of their gross income from sources within Puerto Rico is taxed at a rate of 15%, but the effective tax rate could be higher under certain conditions as a result of the alternate basic tax system. The first USD100 of annual interest income paid on a deposit with a financial institution doing business in Puerto Rico is tax-free for individual taxpayers. In the case of married taxpayers filing jointly, the exclusion will not exceed USD200 (for married taxpayers filing separately, the exclusion is USD100 each). Interest in excess of the USD100 amount is taxed at a maximum rate of 10% if a taxpayer complies with certain conditions concerning withholding tax, but the effective tax rate could be higher as a result of the alternate basic tax system.

Rental operations and certain other activities that generate income are considered passive activities. Income from passive activities is included with other taxable income and taxed at the rates presented in *Rates*.

A nonresident alien individual not engaged in a trade or business in Puerto Rico is taxed, in general, at a rate of 29% on Puerto Rico-source fixed or determinable, annual or periodical gains, profits and income. Dividend income is taxed at a rate of 15%. Generally, the tax on fixed or determinable income must be withheld at source by the payer. A nonresident alien with income derived from real property located in Puerto Rico, or with gains derived from the sale of real property, may elect to treat rental income from that property as effectively connected with the conduct of a trade or business in Puerto Rico, thereby permitting the deduction of related expenses and depreciation.

*Directors' fees.* In general, directors' fees are considered earnings from self-employment.

*Services payments.* A withholding tax of 10% generally applies to payments made in excess of USD500 to persons for services rendered in Puerto Rico by another person carrying on a trade or business in Puerto Rico. The withholding applies to payments for services that are not covered by other withholding provisions, including payments of wages subject to income tax withholding.

**Taxation of employer-provided stock options.** In general, employer-provided stock options are taxed the same in Puerto Rico as they are in the United States (that is, the taxable event occurs at the time of exercise), unless the plan is considered tax qualified. In such case, the following applies:

- The exercise of a qualified stock option does not constitute a taxable event in Puerto Rico.
- No alternative minimum tax (AMT) adjustment applies in Puerto Rico.
- No holding period is required for qualified stock options.
- Stock option plans must obtain a ruling from the Puerto Rico Treasury Department to obtain qualified status and beneficial income tax treatment.

**Capital gains.** Net long-term capital gains (the excess of net gains derived from the sale of capital assets held for longer than one year over losses from the sale of most capital assets held for one year or less) are generally subject to tax at a maximum rate of 15%, but the effective tax rate could be higher as a result of the alternate basic tax system. Losses from the sale of capital assets incurred in a tax year are allowed only to the extent of the gains from such sales generated during the tax year. If the losses exceed the gains for such tax year, the taxpayer may deduct the excess limited to the net income of the taxpayer (computed without regard to gains or losses from the sale of capital assets) or USD1,000, whichever is less. For tax years beginning after 31 December 2018, capital losses can be carried forward to subsequent taxable years as a short-term capital loss to the extent of 90% of the net capital gain generated for the tax year to which such losses are carried over.

**Young taxpayers.** The first USD40,000 of gross income derived by "young taxpayers" from salaries or self-employment is exempt from taxation. For purposes of this exemption, the term "young taxpayer" means individuals resident in Puerto Rico whose age is between 16 and 26 years at the end of the tax year. The amount in excess of USD40,000 is taxed at ordinary tax rates.

**Special tax regime.** Individual residents of Puerto Rico may be subject to special income tax rates on certain types of income if covered under certain incentives such as individual investors provisions (that is, exemption of interest and dividends; and reduced or no tax on certain capital gains).

**Deductions.** Nonresident US citizens are allowed the same deductions applicable to residents but, in general, are not allowed any deduction that is allocable or apportioned to income not subject to Puerto Rico income tax.

*Deductible expenses.* To calculate taxable income, individuals may reduce gross income by claiming deductions for specific expenses.

In general, deductions allowed in the computation of adjusted gross income are costs and expenses directly incurred in, or attributable to, generating or earning income for those taxpayers considered engaged in a trade or business. The following deductions are included in this category:

- Deductions attributable to rents and royalties (losses may not offset other types of income)
- Losses from the sale or exchange of property
- A portion (not exceeding USD1,000) of the excess of capital losses over capital gains

Allowable deductions reduce adjusted gross income. These include mortgage interest on both a principal residence and a second home located in Puerto Rico, charitable contributions (subject to limitations), certain disaster losses, and medical expenses over specified amounts. Nonresident aliens may deduct certain charitable contributions made to various Puerto Rico charitable organizations.

Deductions for part-year residents and nonresident individuals must be apportioned on the basis of income sources.

In addition, deductions are allowed for contributions to individual retirement accounts (IRAs) of financial institutions engaged in trade or business in Puerto Rico (subject to limitations). A deduction of up to USD500 is available for cash contributions to an Educational Contributions Account for the exclusive benefit of a child or relative up to the third degree of blood relationship or second degree by affinity.

The following are the IRCPR categories of filing status:

- Married filing jointly
- Married filing separately
- Individual taxpayer (which includes single, head of household and married not living with spouse)

**Personal exemptions.** In addition to the deductible expenses discussed above, the following exemptions may be subtracted from adjusted gross income to arrive at taxable income.

Personal exemptions	USD
Married, living with spouse and filing a joint return	7,000
Married filing separate returns	3,500
Individual taxpayer	3,500
Additional personal exemption for veterans	1,500
Exemption for dependents (unless joint custody or married filing separate)	2,500

Personal exemptions and dependents' exemptions are not available for nonresident aliens.

*Business deductions.* Self-employed individuals are entitled to the same deductions as employees and may also deduct business expenses. Many business expenses may need to be validated through the issuance of an information return. Self-employed

persons generally may deduct directly related ordinary and necessary business expenses. Deductible expenses for business meals and entertainment are limited to 25% of the amount incurred, and this amount may not exceed 25% of gross income. Deductible expenses for travel are limited to 50% of the amount incurred. Depreciation on automobiles is deductible, up to the first USD30,000 of the cost of the automobile. The amount of allowable depreciation is subject to limitation for personal use of the automobile.

A nonresident alien is entitled to the business deductions allowed to a resident, only to the extent that the deductions are related to income effectively connected with the conduct of a trade or business in Puerto Rico.

**Optional tax computation for married individuals who both work and file a joint return.** If a married couple lives together and if both spouses work and file a joint return, an option exists to pay tax in an amount equal to the sum of the tax determined individually for each of the spouses. The rules applicable to this optional tax computation are summarized below.

*Gross income.* The gross income of each spouse consists of salaries, wages, professional fees, commissions, income from annuities and pensions, gains attributable to trade or business and distributive shares in the income of special partnerships and corporations of individuals, and other income derived from services rendered by each spouse in his or her individual capacity. All other income is equally divided between both spouses, regardless of who derived the income.

*Exemptions and deductions.* The personal exemption of a married couple filing jointly and the dependent exemption are divided equally between the spouses. Deductions for contributions to IRAs and Educational Contributions Account are allowed to the spouse to whom they individually correspond, subject to the limitations that apply to each particular deduction. All other deductions are divided equally between the spouses.

*Tax calculation.* The regular tax is determined separately for each spouse in accordance with the tax rate schedule applicable to individual taxpayers and then aggregated.

**Rates.** The 2024 income tax rates applicable to resident individuals, nonresident US citizens and nonresident aliens engaged in business in Puerto Rico are set forth in the table below. These rates apply to all taxpayers regardless of their filing status. The following are the income tax rates.

Net taxable income		Tax on lower amount USD	Rate on excess %
Exceeding USD	Not exceeding USD		
0	9,000	0	0
9,000	25,000	0	7
25,000	41,500	1,120	14
41,500	61,500	3,430	25
61,500	—	8,430	33

The tax due equals 95% of the normal rates and gradual adjustments, if applicable, for tax years beginning after 31 December 2018. For tax years beginning after 31 December 2019, the tax

due equals 92% (instead of 95%) if the gross income is equal or less than USD100,000. Gradual adjustment is a factor of the income tax calculation that applies to individuals whose net taxable income is over USD500,000. The IRCPR provides for a gradual adjustment to the tax rates lower than 33% and the personal and dependents' exemptions.

The following are the gross revenue rates for self-employed individuals under the optional tax election.

From USD	To USD	Rate %
0	100,000	6
100,000	200,000	10
200,000	300,000	13
300,000	400,000	15
400,000	500,000	17
500,000	—	20

The Alternate Basic Tax (ABT) applies to an individual with an adjusted gross income of USD25,000 or more. Many types of revenue, such as certain dividends, interest and long-term capital gains, are preference items. The tax applies only if it is larger than the regular tax. The ABT is creditable against regular tax, subject to limitations. The tax is determined in accordance with the following table.

ABT net taxable income		Rate %
From USD	To USD	
25,000	50,000	1
50,000	75,000	3
75,000	150,000	5
150,000	250,000	10
250,000	—	24

In calculating ABT net taxable income, the IRCPR establishes limits on deductions and expenses that may be claimed by individuals who engage in a trade or business. If an Agreed Upon Procedure (AUP) Report, prepared by a certified public accountant who is licensed in Puerto Rico, is filed with the Secretary of the Treasury, the limits do not apply. Filing the AUP Report enables individuals to deduct all ordinary and necessary expenses related to their trade or business. For tax years that commence after 31 December 2018, ABT is not applicable to taxpayers whose only source of income is wages properly reported in a withholding statement, or pensions under certain circumstances.

**Relief for losses.** Net principal trade or business losses may be used to offset income from other activities. If each spouse has a principal trade or business, a married couple is considered a single trade or business. Unused operating losses may be carried forward for seven, 10 or 12 years, depending on the year in which they were incurred. The following are the applicable rules:

- For tax years commenced before 1 January 2005, losses could be carried forward for seven years.
- For tax years commenced after 31 December 2004 and before 1 January 2013, the carryforward period is 12 years.
- For tax years commenced after 31 December 2012, losses may be carried forward for 10 years.

Special rules apply for 2020 tax year losses that are directly attributable to the COVID-19 pandemic.

Losses from other trade or business activities may offset income only from the same trade or business.

Capital losses incurred in a tax year are deductible against the capital gains of that same tax year. The excess of the loss, if any, may be used against the lesser of USD1,000 or the net income of the taxpayer. Unused capital losses may be carried forward for five, seven or 10 years, depending on the year in which they were incurred. The following are the applicable rules.

- For tax years commenced after 30 June 1995 and before 1 January 2005, the carryforward period was five years.
- For tax years commenced after 31 December 2004 and before 31 December 2012, the carryforward period is 10 years.
- For tax years commenced after 31 December 2012, capital losses may be carried forward for seven years, and these losses are considered short-term capital losses.

For tax years beginning after 31 December 2018, the net operating loss deduction is limited to 90% of the net income.

## B. Estate and gift taxes

Puerto Rico estate and gift taxes are imposed at a fixed rate of 10% on the net taxable value of property transferred at death or by gift if the transfer occurs before 1 January 2018.

For estate and gift tax purposes, a resident of Puerto Rico generally may transfer property located in Puerto Rico tax-free before 1 January 2018 because a deduction is allowed for property located in Puerto Rico in determining the value of the gross estate.

Property transferred by death or by gift after 31 December 2017 is not subject to the fixed rate of 10%.

**Gift tax.** For a resident, gift tax is imposed on the value of transfers of property located outside of Puerto Rico before 1 January 2018. For a nonresident, gift tax is imposed on the value of property located in Puerto Rico only if the gift occurs before 1 January 2018.

A tax is imposed on the value of all taxable gifts made during the tax year and in all prior years before 1 January 2018. The gift tax is computed by applying a fixed 10% rate to taxable gifts made during the calendar year. Donors are entitled to an annual exclusion of USD10,000 to each donee from taxable gifts.

Various deductions are also allowed. A credit against gift tax may be claimed for gift taxes paid to the United States or to foreign governments.

If the gift tax is not paid by the donor, it may be assessed against the donee to the extent of the value of the gift received by the donee.

**Estate tax.** Estate tax is computed by applying a fixed 10% rate to the taxable estate for deaths occurring before 1 January 2018. For a resident, the taxable estate is defined as the gross estate (generally the fair market value of the transferred property, wherever located, on the date of transfer or gift), less allowable



deductions. Various specified deductions, including a deduction for property located in Puerto Rico, are allowed, and a fixed exemption of USD1 million is also granted. The USD1 million exemption is prorated among all assets included in the estate based on their fair market value.

Tax credits are permitted for certain amounts that were included in the estate of a previous decedent, as well as for estate taxes paid to the United States or foreign countries.

Nonresidents are subject to Puerto Rico estate tax on estate property located in Puerto Rico only. Certain deductions and exclusions are allowed. A nonresident US citizen decedent is allowed a minimum exemption of USD30,000, and a nonresident alien decedent is allowed a USD10,000 exemption.

The Puerto Rico estate tax for deaths occurring before 1 January 2018 is limited to the maximum credit allowed under the rules of the government of the decedent. This rule applies, for example, to Puerto Rico residents who are subject to US estate taxes. Residents of Puerto Rico who were born or naturalized in Puerto Rico are subject to US estate and gift taxes on assets located in the United States only.

For deaths occurring after 31 December 2017, no estate tax is applicable, regardless of the residency of the decedent.

### C. Social security

The following three principal social security taxes are levied under US federal law:

- The Federal Insurance Contributions Act (FICA)
- The Self-Employment tax (SE tax)
- The Federal Unemployment Tax Act (FUTA)

In addition, Puerto Rico levies its own unemployment tax, as well as a disability tax and a workers' compensation insurance contribution.

**FICA.** For 2024, FICA tax is imposed on wages at a total rate of 15.3%, which includes a 2.9% Medicare tax. The combined tax rate for employee's wages is 7.65%, which is composed of a 6.2% component for Old-Age, Survivors and Disability Insurance (OASDI) tax and a 1.45% component for hospital insurance (Medicare). For 2024, OASDI tax is imposed on wages up to an OASDI wage base of USD168,600. An additional Medicare tax of 0.9% is imposed on wages exceeding USD200,000. No limit applies to the amount of wages subject to the Medicare portion of the tax.

**SE tax.** SE tax is imposed on a US citizen's or resident alien's self-employment income after deductions for business expenses. The 2024 rate is 15.3% on the first USD168,600 of self-employment income. No limit applies to the amount of income subject to the 2.9% Medicare portion of the tax. Self-employed individuals must pay the entire tax but may deduct 50% as an adjustment to gross income on their income tax returns. Individuals who are subject to both FICA and SE tax first deduct employment income from the 2024 net available base before determining SE tax. Therefore, a self-employed individual who also has FICA wages of USD168,600 is subject to the additional Medicare tax only.

**FUTA.** FUTA tax is imposed on an employer's wage payments to employees for services performed within the United States, which is defined to include Puerto Rico. This tax is levied without regard to the citizenship or residence of an employer or an employee. The tax rate is 6% on the first USD7,000 of wages for each employee. Self-employed individuals are not subject to FUTA. A credit for the amount of state unemployment insurance paid to the government of Puerto Rico is available.

**Puerto Rico employment taxes.** The maximum 2024 Puerto Rico unemployment tax rate is 5.4% on the first USD7,000 of an employee's wages. It remains to be determined whether the taxable wage will increase for future calendar years to as much as USD10,500, as allowed under the law. The rate may be lower, depending on the employer's rating, which is based on the employer's history of layoffs. This tax may be credited against the FUTA tax.

A disability tax is imposed on the first USD9,000 of an employee's wages. The rate is 0.6%, with 0.3% paid by the employer and 0.3% paid by the employee.

Premiums for workers' compensation insurance are borne solely by the employer and are based on total wages paid. The rate varies, depending on the occupation of the workers.

#### **D. Tax filing and payment procedures**

The Puerto Rico tax system is based on self-assessment. Puerto Rico taxpayers must file annual tax returns with the Bureau of Returns Processing of the Puerto Rico Treasury Department. Annual tax returns must be electronically filed.

Nonresident individuals must file tax returns if their gross income net of exemptions exceeds USD0 (that is, any amount greater than zero), unless the total tax is withheld at source. Nonresident aliens (that is, who are not US citizens) are not entitled to claim exemptions or deductions in Puerto Rico.

Taxes are generally collected by employer withholding on wages and salaries and by individual payment of estimated taxes on income not subject to withholding. Normally, tax due in excess of amounts withheld plus estimated tax payments made must be paid with the return when filed. The taxpayer claims a refund of an overpayment of tax by filing the annual return. Substantial penalties and interest are usually imposed on a taxpayer if a return is not filed on time or if tax payments, including estimated payments, are not made by the applicable due date.

Returns may be selected at a later date for audit by the Puerto Rico Treasury Department Fiscal Audit Bureau. Failure to adequately support amounts claimed as deductions on the return may result in the disallowance of deductions and in a greater tax liability on which interest or penalties, or both, must be paid from the original due date. In general, taxpayers must maintain supporting documentation for at least four years after a return is filed. Evidence of income tax payments should be maintained indefinitely.

The due date is 15 April for calendar-year taxpayers. A six-month extension of time to file a tax return may be obtained, but it is not

an extension of time to pay the tax. To prevent interest and penalties from being charged on unpaid tax, taxpayers must pay any tax due by the due date of the return.

**Remote worker provisions.** The IRCPR has a new statutory exclusion from the definition of engaged in trade or business within Puerto Rico for nonresident companies that employ a remote worker.

For tax years beginning after 31 December 2021, nonresident employers that meet certain conditions are not required to report the remote employee's salaries as wages in Form 499R-2/W-2PR. Instead, the remote employee must pay estimated taxes. Remote workers should be aware that the failure to pay estimated income tax during the year may result in penalties.

However, remote workers may claim a foreign tax credit for any income tax or excess profits tax paid or accrued during the tax year to any US possession or any state of the United States for services provided to the nonresident employer. The credit is limited only to the US states or possessions that consider the residency of the employer to determine the source of the income earned.

As it relates to unemployment insurance, employers of remote workers must comply with the state unemployment benefits under the Puerto Rico Employment Security Act. If remote workers cannot apply for the unemployment benefits in another jurisdiction, employers can delegate to the domiciled remote workers the task of obtaining unemployment insurance with the Puerto Rico Department of Labor and Human Resources, including the filing of unemployment insurance tax quarterly forms.

**Foreign financial accounts reporting.** An amendment to the IRCPR enacted in 2022 requires Puerto Rico resident individuals to report financial accounts held outside Puerto Rico or outside the United States that had a balance over USD10,000 during the tax year. Financial accounts include bank accounts, crypto asset accounts, certain insurance policies and investment accounts. Taxpayers with a financial interest in foreign financial accounts must report the name of the institution, maximum value of the account during the tax year and the account number. The Secretary of the Puerto Rico Treasury Department may request additional information through regulations. The Secretary issued the form that taxpayers must use to report the foreign financial accounts, which should accompany their income tax returns.

On 30 August 2023, the Puerto Rico Treasury Department issued administrative guidance addressing how married taxpayers should report foreign financial accounts, how to report foreign financial accounts for minors and providing a listing of accounts that are not considered foreign financial accounts.

Failure to report foreign financial accounts may result in a USD10,000 penalty and a misdemeanor.

For purposes of determining the tax responsibility of any taxpayer, the Secretary may require a copy of any return, exemption request, form, requests, tax elections or any other document filed with the Internal Revenue Service (IRS) related to the requirement of reporting foreign bank accounts.

## E. Double tax relief and tax treaties

Residents of Puerto Rico are taxed by the Puerto Rico government on their worldwide income. Puerto Rico is a territory of the United States, and most US laws apply in Puerto Rico. However, Puerto Rico-source income derived by individuals residing in Puerto Rico is generally exempt from US individual income taxation because Puerto Rico is considered a foreign jurisdiction for US tax purposes. Income from sources outside Puerto Rico derived by individuals residing in Puerto Rico is subject to US taxation.

A foreign tax credit is available to prevent double taxation of Puerto Rico residents subject to US or foreign tax on non-Puerto Rico-source income. Generally, the foreign tax credit permits a taxpayer to reduce Puerto Rico tax by the amount of income tax paid to the United States or to foreign governments. The credit is limited to the lesser of the following:

- The actual US or foreign taxes paid or accrued
- The Puerto Rico tax applicable to the non-Puerto Rico-source taxable income

Separate limitations may apply for situations in which non-Puerto Rico-source income is derived from more than one foreign jurisdiction.

Double tax treaties entered into by the United States do not apply in Puerto Rico. Puerto Rico may not enter into separate tax treaties with foreign governments.

The IRS and the Puerto Rico Treasury Department have established a mutual agreement procedure to resolve inconsistent treatment of tax items. Requests for assistance under this procedure should be addressed to the Tax Treaty Division of the IRS.

## F. Visas

The rules concerning eligibility for visas that allow foreign nationals to work in Puerto Rico are identical to those for the continental United States. Therefore, please refer to the US chapter in this guide for information on the requirements and procedures needed to obtain a visa in Puerto Rico.

## G. Family and personal considerations

**Marital property regime.** The marital property (conjugal partnership) regime in Puerto Rico applies only to married couples. Under this regime, Puerto Rico recognizes that property acquired during marriage is subject to division and equitable distribution, and therefore constitutes marital property. Puerto Rico recognizes as separate property, distinguishable from marital property, any property acquired before marriage and all property derived by either of the spouses during the marriage through inheritance, gift or devise. The regime applies unless the spouses execute a marriage contract by public deed before the marriage.

**Driver's permits.** Any person with a valid driver's license is authorized to drive in Puerto Rico for up to 120 days from the date of arrival. After this period, the individual must apply for a Puerto Rico license. The following are the basic requirements:

- Completed application form

- Three photos of the applicant
- Medical exam
- Original and copy of the applicant's social security card, driver's license, certificate of birth, visa and US passport or residence card
- Written exam
- Payment of a fee

Puerto Rico offers driver's license reciprocity with the following states of the United States.

Florida	Maine	Tennessee
Illinois	South Dakota	Wisconsin

Individuals from the above states need fulfill only the first four of the requirements listed above.

# Qatar

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## A. Income tax

There is no personal income tax in Qatar. Employer-paid allowances provided as part of employment income to local and expatriate employees are not taxable for income tax purposes.

Partnerships consisting of individuals, as well as individuals carrying on business as professionals or sole traders, are taxed on net business income. The standard corporate income tax rate is 10%. Qatar operates under a territorial tax system, which means that income tax is imposed on income sourced or generated in Qatar.

Capital gains on the disposal of real estate and securities derived by individuals are exempt from tax if the assets are not part of the individual's taxable activity.

Dividends and capital gains derived from shares of companies listed on the Qatar Stock Exchange are also generally exempt from local tax.

*Tax residency.* Individuals are considered tax residents in Qatar in any of the following circumstances:

- They have a permanent home in QFC Qatar.
- They are physically present in Qatar for 183 days or more during a calendar year.
- They are citizens of Qatar.

It is possible to apply for a tax residency certificate in Qatar confirming the tax residency of the individual based on Qatar's domestic legislation and, if the conditions are met, a tax residency certificate for the purposes of a double tax treaty signed with Qatar.

## B. Other taxes

No capital gains tax is presently imposed in Qatar. Capital gains are taxed as part of regular business profits.

Qatar does not impose wealth tax, inheritance/estate tax or gift tax.

### C. Social security

**Qatari nationals.** Qatari nationals working in the private sector are subject to the Qatari social security system.

Monthly contributions are calculated on remuneration of up to QAR100,000. The following are the applicable contribution rates:

- Employer contribution: 14%
- Employee contribution: 7%

**Gulf Cooperation Council (non-Qatari) nationals.** Gulf Cooperation Council (GCC) (non-Qatari) nationals will continue to be subject to their home country social security system while working in Qatar based on the GCC Unified Law of Insurance Protection Extension passed by the Supreme Council of the GCC. Consequently, the home country social security rates and caps apply.

**Non-GCC nationals.** Qatar does not impose social security taxes on foreign nationals. However, employees are entitled to receive an end-of-service benefit upon termination of their tenure.

**End-of-service benefits.** Non-GCC national employees working in the private sector are entitled to an end-of-service benefit if they have completed more than one year of continuous employment. Upon termination, employees are entitled to receive the benefit consisting of 21 days' base salary for each year below five years of service and 30 days' base salary as from the sixth year.

### D. Wage Protection System.

The Wage Protection System (WPS) is an electronic salary transfer that allows employers to pay workers' wages through authorized banks and financial institutions in Qatar. WPS enables the authorities to create and maintain a database of wage payments in the private sector.

### E. Tax treaties

Qatar has concluded double tax treaties with the following jurisdictions.

Albania	Iran	Poland
Algeria	Ireland	Portugal
Argentina	Isle of Man	Romania
Armenia	Italy	Russian
Austria	Japan	Federation
Azerbaijan	Jersey	San Marino
Barbados	Jordan	Senegal
Belarus	Kazakhstan	Serbia
Bermuda	Kenya	Seychelles
Bosnia and Herzegovina	Korea (South)	Singapore
Brunei Darussalam	Kyrgyzstan	Slovenia
Bulgaria	Latvia	South Africa
China Mainland	Lebanon	Spain
	Luxembourg	Sri Lanka

Croatia	Malaysia	Sudan
Cuba	Malta	Switzerland
Cyprus	Mauritius	Syria
Czech Republic	Mexico	Tunisia
Ecuador	Monaco	Türkiye
France	Nepal	Ukraine
Georgia	Netherlands	United
Greece	North Macedonia	Kingdom
Guernsey	Norway	Uzbekistan
Hong Kong SAR	Oman	Venezuela
Hungary	Pakistan	Vietnam
India	Panama	Yemen
Indonesia	Philippines	

Qatar's double tax treaties with the following jurisdictions are in various stages of negotiation, signature and ratification.

Austria	Fiji	Norway
Bangladesh	Gabon	Paraguay
Belgium	Gambia	Peru
Benin	Germany	Rwanda
Chad	Ghana	Saudi Arabia
Congo (Democratic Republic of)	Iceland	Senegal
Côte d'Ivoire	Iraq	Somalia
Egypt	Libya	Tajikistan
Eritrea	Lithuania	Thailand
Estonia	Luxembourg	Turkmenistan
Eswatini	Mauritania	United Arab Emirates
Ethiopia	Montenegro	
	Nigeria	

## F. Temporary visas

All visitors to Qatar, with the exception of GCC nationals (Bahrain, Kuwait, Qatar, Saudi Arabia and United Arab Emirates) must obtain valid entry visas. Completed visa application forms may be submitted to the immigration authority in Qatar. Visa applications may also be submitted online to the government visa service.

Business visas, which are valid for one month, are granted to visitors for business purposes. Only companies that are approved by the Qatar immigration authorities may sponsor and apply for business visas. Entry into Qatar on a business visa requires a pre-application in Qatar. This rule applies to all nationalities. A copy of the business visa is required on arrival at the port of entry. Business visas may be renewed for an additional two months. However, this visa type is currently suspended by the authorities until further notice, except for Qatar Financial Centre (QFC) Freezone-based companies.

Hayya Entry Visas have been recently introduced and allow the visa holder to conduct business activity in Qatar, provided the applicant specifies the purpose of visit as "Business Meetings/Conference" in the dropdown list while submitting the visa application. The Hayya Entry Visa is valid for 30 days and does not have an option for extension. The documents required for this process are the following:

- Passport valid for at least six months



- Health insurance procured from the Ministry of Public Health (MoPH) approved insurance companies listed in the MoPH website
- Proof of accommodation (hotel booking)
- Return ticket

Residents of certain specified jurisdictions are permitted to travel to Qatar without obtaining an entry visa before traveling and may obtain a tourist visa at any port of entry in Qatar.

Nationals of India, Iran, Pakistan, Thailand and Ukraine need to hold a hotel registration booked through the Discover Qatar website prior to traveling to Qatar. Health insurance from an accredited insurance company is also required.

Nationals from the following jurisdictions (subject to change and, accordingly, must be confirmed at the time of travel) are eligible to obtain a single- or multiple-entry visitor visa for tourism on arrival to Qatar, valid for one month from the date of entry, which can be extended for an additional period of 30 days.

Andorra	Guyana	North Macedonia
Australia	Hong Kong SAR	Pakistan
Azerbaijan	India	Panama
Bolivia	Indonesia	Paraguay
Bosnia and Herzegovina*	Iran	Peru
Brunei Darussalam	Ireland	Rwanda
Canada	Japan	San Marino
Chile	Kazakhstan	Singapore
China Mainland	Lebanon	Suriname
Colombia	Maldives	Thailand
Costa Rica	Mauritius	United Kingdom
Cuba	Mexico	United States
Ecuador	Moldova	Uruguay
Falkland Islands	Monaco	Uzbekistan
French Guinea	Montenegro	Vatican City
Georgia	New Zealand	Venezuela

\* Nationals of this jurisdiction can enter Qatar visa-free and spend up to 30 days in Qatar, with single or multiple entries and with an option to extend for another 30 days, if certain conditions are met.

Nationals from the following jurisdictions (subject to change and, accordingly, must be confirmed at the time of travel) are eligible to obtain a single- or multiple-entry visitor visa for tourism on arrival to Qatar, valid for up to 90 days.

Antigua and Barbuda	Estonia	Netherlands
Argentina	Finland	Norway
Armenia	France	Poland
Austria	Germany	Portugal
Bahamas	Greece	Russian Federation
Belgium	Hungary	Serbia
Brazil	Iceland	Seychelles
Bulgaria	Italy	Slovak Republic
Croatia	Korea (South)	Slovenia
Cyprus	Latvia	South Africa
Czech Republic	Liechtenstein	Spain
Denmark	Lithuania	Sweden
	Luxembourg	Switzerland

Dominican  
Republic

Malaysia  
Malta

Türkiye  
Ukraine

Visitors' visas for stays of up to three months may be obtained on application by a sponsor residing in Qatar. The sponsor is an expatriate who resides and works in Qatar. This type of visa may be extended for an additional three months. Citizens and residents of GCC Member States do not require visitors' visas. On arrival in Qatar, they are granted visas valid for up to one month.

### **G. Short-term work visas**

A multiple-entry visa can be issued for three or six months to foreign nationals who are planning a short-duration trip to perform hands-on activity in Qatar. Entry into Qatar on a multiple-entry visa requires a pre-application in Qatar. This rule applies to all nationalities. A copy of the multiple-entry visa is required on arrival at the port of entry. Multiple-entry visas may be renewed for an additional three months.

Nationals from the Qatar Visa Center (QVC) countries (Bangladesh, India, Nepal, Pakistan, the Philippines and Sri Lanka) entering Qatar on a multi-entry work visa must undergo a medical examination and biometrics registration in their respective home countries. As soon as the test results are cleared, the visa will be approved by the Ministry of Interior and the individuals can enter Qatar.

### **H. Work visas**

Foreign nationals may work in Qatar only if they have been issued a work visa by companies resident in Qatar that are approved by the Department of Immigration at the Ministry of Interior (MOI).

Foreign nationals may work only for the company that sponsors them. A transfer of employment from one sponsor to another requires the approval of the Ministry of Labour.

Under the provisions of the Immigration Law, which became effective as of December 2016, a foreign national does not have to leave the country after the expiration of a fixed-term contract and before taking up a new contract in the state. If the foreign national leaves the country, the visa will be canceled and a new visa will be required for reentry. Foreign nationals can also change jobs before their contract ends if they obtain permission from their sponsor, the MOI, and the Ministry of Labour. However, following the adoption of Law No. 18 of 2020, issued on 30 August 2020 (amending certain provisions of Labour Law No. 14 of 2004), foreign nationals can change jobs before or after the completion of their employment contract without having to obtain a No Objection Certificate from their employer.

Employment visas are valid from one to five years and are renewable.

Application for employment visas should be made in Qatar. The application process takes approximately two to four weeks after all documents are received from a foreign national. The following documents are required from an applicant:

A passport copy (valid for at least six months)

- Four passport-size photos

- Depending on the Qatar job title and if sponsoring dependents, legalized bachelor's degree and legalized bachelor's degree transcripts
- For certain nationalities, a health declaration
- Proof that the applicant has no criminal record (may be applicable on a case-by-case basis)

The Mustaqel visa is a new type of visa that has been announced by authorities but not yet implemented. It is a work and residence visa for entrepreneurs, and skilled and talented professionals, for a duration of five years initially. It is renewable at the discretion of the authorities.

## **I. Residence permits**

Residence permits are generally granted to foreigners only if they have valid employment visas. Foreigners must leave the country when their employment terminates. If they do not have another job offer and contract, they must leave; otherwise, they can transfer their sponsorship to the new company. However, foreign nationals and members of their immediate family who own land or property rights in leased properties are entitled without sponsorship to residence permits for five years with renewal options for the duration of their interests in their properties. In addition, foreign nationals with investments in businesses under the provisions of the Foreign Capital Investment Law No. 13 of 2000 are also entitled to entry visas and residence permits for five years with renewal options over the period of their investments.

Residence visas may also be issued to professionals, including doctors, accountants and lawyers, if they are sponsored by Qatari nationals or Qatari companies and if the necessary permits are obtained from the relevant government department.

*Note: For information regarding immigration and visas in the Qatar Financial Centre (QFC), see Section K.*

## **J. Family and personal considerations**

**Family members.** Qualifying individuals who have residence permits can sponsor their spouse and children's residence permits in Qatar. The non-working spouse of a holder of an employment visa does not automatically receive the same type of visa. An independent application must be filed.

**Property ownership.** Foreign nationals may not own property in Qatar, other than in designated real estate developments, including the Al Khor Resort, the Pearl of Qatar Island and West Bay Lagoon. Except for these developments, ownership is restricted to Qatari and GCC nationals. Foreign nationals may purchase the right to enjoy the use of apartments in multistory buildings in residential areas for periods of up to 99 years.

## **K. Immigration services and visas in the QFC Freezone**

The QFC provides immigration services to QFC group entities and QFC firms, including their employees, family members and business visitors. All immigration applications and queries should be submitted only to the QFC, unless otherwise directed.

The QFC provides access to a one-stop-shop immigration service that includes the following:

- A fully dedicated QFC team that is available to process and assist with immigration applications
- Privileges and exemptions that are only available to QFC entities (which result in lower documentation requirements)
- A dedicated MOI specialized office at the QFC that handles only QFC entities' applications and provides on-site eye scan, fingerprint and identification printing services

The QFC levies service charges for immigration services and administrative processing that are slightly higher than the State. Service charges and fees are published in an Immigration Service Guide found in the immigration module of the QFC Portal.

# Romania

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*On 30 September 2024, the exchange rate between the Romanian leu and the euro was RON4.9757 = EUR1.*

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## A. Income tax

**Who is liable.** Individuals domiciled in Romania are considered to be tax residents and are taxed on their worldwide income (with certain exceptions). Under certain circumstances, individuals who are not domiciled in Romania may be subject to tax on their Romanian-source income, regardless of where the income is received. In the absence of a tax-residency certificate issued by another state based on a double tax treaty, a foreign individual or one who carries out independent activities through a permanent establishment in Romania becomes subject to tax on worldwide income beginning on the date on which the tax-residency criteria are met.

Individuals in Romania who are also residents of a country that has entered into a double tax treaty with Romania may benefit from a reduced tax rate or a tax exemption under the terms of the relevant treaty. If a foreign individual spends less than 183 days in Romania and if the salary costs for the individual are not recharged to Romania, he or she may be exempt from Romanian income tax liabilities on the salary income received, provided that a tax residency certificate is available. Individuals in Romania who are tax residents in countries that have not entered into a double tax treaty with Romania are subject to tax in Romania from their first day of presence in the country.

A Romanian tax resident who is domiciled in Romania and who demonstrates a change of residency to a country that does not have a double tax treaty with Romania continues to be subject to tax on any worldwide income for the calendar year in which the change of residency occurs and for the next three calendar years.

**Income subject to tax.** A flat tax rate of 10% applies to salary income, income from freelance activities, income from intellectual property rights, rental income, pension income, prizes, investment income in general, agricultural, forestry and fisheries

income, and other types of income. Special tax rates apply to income such as dividends, income from gambling, transfer of property ownership and particular investment income. The taxation of various types of income is summarized below.

*Employment income.* Taxable compensation includes the following:

- Salaries
- Benefits in cash or kind (for example, allowances and perquisites)
- Wage premiums
- Rewards
- Temporary disability payments
- Paid holidays
- Other income received by an individual based on an employment agreement, document for appointing civil servants, secondment agreement or a special statute in the law
- Fees and compensation paid to directors and managers of private enterprises and to members of the board of directors, general shareholders meeting, administration council and audit committee

The monthly income tax on employment income is determined by deducting mandatory social security charges, personal deductions, trade union contributions, employee contributions to the voluntary occupational pension scheme and contributions to the voluntary health insurance scheme cumulated with medical subscription services (an alternative branch of services offered by certain private health care companies by means of subscription), as well as the value of the sport subscriptions paid by the employee under certain conditions. The deductions for voluntary pension and the voluntary health insurance are capped at a maximum of the equivalent in Romanian currency of EUR400 per year per participant (this limit represents a cumulative cap in the case of voluntary health insurance premiums and medical subscription services). For sport subscriptions, the deduction is capped at a maximum of EUR100 per year.

Some salary tax exemptions applied for certain industries, such as research and development, software development activities, construction and agriculture fields, under specific conditions, up to December 2024. The tax incentives granted to employees working in the software development, construction, agriculture and food industries were withdrawn, starting with the salary income related to January 2025.

From 1 January 2023, a cumulative monthly non-taxable limit of 33% of the employee's basic salary is introduced for the following income that employers may grant:

- Additional benefits received by employees under the mobility clause, except those received by workers performing mobile road transport activities
- The cost of food provided by the employer for his employees
- Accommodation and the value of the rent for the accommodation/living spaces made available by employers to their employees
- The cost of tourist and/or treatment services, including transport, during the holiday period for employees and their family members
- Contributions to a voluntary pension fund up to a limit of EUR400 per tax year

- Contributions to voluntary health insurance premiums and medical subscriptions up to a limit of EUR400 per tax year
- The cost of subscriptions for the use of sports facilities for the practice of sport and physical education for maintenance, prophylactic or therapeutic purposes up to a limit of EUR100 per tax year

The employer is responsible for determining the inclusion order of these benefits within the nontaxable limit of 33% of the basic salary. The amounts exceeding the relevant thresholds, as provided by the Romanian Tax Code, are subject to all salary taxes.

*Income from independent activities.* Income from independent activities includes income from production activities, income from commerce, income from rendering of services and income from freelance activities, whether performed individually and/or in a form of association, as well as related activities.

The net taxable income from freelance activities is computed as gross income less specified deductible expenses. Individuals engaged in freelance activities must make tax payments by 25 May of the following year. In the case of independent activities performed under contracts for sports activity, the income payer (the legal entity or other entity that has the obligation to maintain accounting records) must assess, withhold and pay the related income tax on a monthly basis.

Income derived by individuals from rental for tourism purposes of rooms located in their own homes, with a capacity for accommodation of more than five rooms is assessed as income from independent activities and is subject to tax based on the real system.

*Income from intellectual property rights.* Income from intellectual property rights includes income from the selling of any form of intellectual property rights, including the following:

- Copyrights and rights related to copyrights, including the creation of monumental art works
- Patents
- Designs
- Trademarks
- Geographical indications
- Topographies of semiconductor products
- Similar items

In the case of income from intellectual property rights derived from legal entities or other entities required to maintain accounting records, the income payer must assess, withhold and pay the related income tax on a monthly basis, by the 25th day of the month following the month it was withheld.

If the income from intellectual property rights is not derived from legal entities or other entities required to maintain accounting records, the taxpayer must pay the related income tax to the state budget.

Taxable income from intellectual property rights is computed by deducting from gross income expenses representing 40% of gross income.

*Rental income.* Gross rental income consists of amounts in cash or kind that are stipulated in rental agreements, as well as certain expenses borne by the tenant that are the landlord's liability according to the law. The rental income is taxable in the tax year to which the rent relates, regardless of when the rent is effectively received.

Rental income also includes income derived by owners from the rental of rooms located in their own homes, with a capacity for tourist accommodation ranging from one room to five rooms.

If individuals are earning rental income from more than five rental contracts at the end of a tax year, such income is reassessed as income from independent activities beginning with the following year, and it is accordingly subject to the rules applicable to that category.

Starting 1 January 2024, legal entities and entities with accounting obligations, must withhold, report and pay a 10% tax on net rental income from agreements with individual landlords, excluding agricultural and personal property tourism rentals. These entities are now responsible for tax calculations, with the final tax payable to the state budget by the 25th of the following month.

The taxable rental income is calculated by deducting a flat 20% expense rate from the gross income.

*Investment income.* Investment income includes the following:

- Dividend income
- Interest income
- Gains from transfers of securities (including stock option plans) and other operations involving financial instruments (including derivatives)
- Income from the transfer of financial gold
- Income from the liquidation of a legal entity

The first four of these categories of investment income are discussed below.

Dividends are any grant of benefits in cash or kind by a legal entity to shareholders or associates as a result of holding participation titles (with certain exceptions). For dividends distributed on or after 1 January 2023, the applicable tax rate is 8%. The tax rate is calculated, withheld and paid by the payer of dividend. The tax must be paid by the 25th day of the month following the dividend payment. For dividends declared but not paid until the end of the year, the tax is payable by 25 January of the following year. Amounts received from holding participation titles in closed investment funds are treated similarly to dividends. An 8% final withholding tax is imposed on dividends. The dividend tax rate is increased from 8% to 10% for dividends distributed from 1 January 2025.

Taxable income from interest is considered to be any interest from current account or sight deposits, term deposits, savings instruments and civil contracts or interest paid by the company issuing debt securities during the loan period. A 10% final



withholding tax is imposed on interest income. The tax must be remitted by the 25th day of the following month.

Capital gains derived from transfers of securities (including stock option plans) and other operations involving financial instruments (including derivatives) are subject to a 10% income tax. In general, the capital gain equals the positive difference between the sale price and fiscal value of the securities, which includes the related transaction costs. A capital gain on a sale of shares obtained as a result of a stock option plan equals the difference between the sale price and the fiscal value (preferential acquisition price), which includes the related transaction costs. For shares obtained for a nil price, the fiscal value is considered to be zero.

Gains or losses derived from the operations with financial gold equal the positive or negative difference between the sales price and the fiscal value, which includes the costs related to the transaction.

Under the “net capital gain” concept, the difference between gains and losses registered during one year (that is, the positive or negative differences between the sale and fiscal value, which includes the related transaction costs) is calculated.

Income from the transfer of securities, other operations involving financial instruments and from the transfer of financial gold (financial gold is gold purchased for the purpose of creating a reserve and also for use as an investment instrument) is subject to an annual regularization, which is performed by applying a 10% tax rate to the annual taxable income, less tax losses carried forward (if any). Losses may be carried forward for seven years.

For the transfer of securities and operations with derivative financial instruments carried out from 2023 onward, through intermediaries defined according to the relevant legislation, investment administering companies, self-administrated investment companies and administrators of alternative investment funds that are Romanian tax residents or nonresidents that have a permanent establishment in Romania that acts as an intermediary, the tax rate for the gain realized by individuals, both for income obtained in Romania and for income obtained abroad, is reduced from 10% to the following:

- 3% applied to the gain realized from 1 January 2023 for holdings less than 365 days from the date of acquisition
- 1% applied to the gain realized from 1 January 2023 for holdings for a period of more than 365 days, inclusive, from the date of acquisition

Income tax calculated and withheld at source shall be declared and remitted to the state budget by the above-mentioned entities by the 25th day of the month following the month in which it was withheld and is final tax. Losses obtained and uncompensated up to 1 January 2023 from the transfer of securities and from transactions with derivative financial instruments carried out through the above-mentioned entities shall not be carried forward, as they represent definitive losses of the taxpayer regardless of the date on which they were registered.

*Income from other sources.* Any income from other sources, as defined by the law, is subject to a 10% income tax, calculated, withheld and paid by the payer of such income.

*Income whose source is not identified.* As of 1 July 2024, any income whose source is not identified is subject to a 70% income tax applied to the tax base adjusted according to the procedures and indirect methods for the reconstitution of revenues or expenses. The tax authorities compute the income tax and late payment penalties.

**Deductions.** Individuals domiciled in Romania and individuals meeting a certain residence condition for worldwide income taxation are entitled to personal deductions, which vary according to gross monthly income and number of dependents of the individuals.

Starting with salary income obtained in 2023, particular provisions apply; individuals are entitled to a personal deduction consisting of a basic personal deduction and additional personal deduction, which vary according to gross monthly income and number of dependents of the individuals. The basic personal deduction is granted to those individuals whose gross monthly salary income at the place of the basic function is up to RON2,000 above the level of the minimum gross basic salary income in force in the month in which the salary income was realized. No basic personal deduction is allowed for gross monthly income higher than the threshold of RON2,000 above the level of the minimum gross basic salary income.

The additional personal deduction is granted in the following amounts:

- 15% of the guaranteed gross national minimum salary income for individuals up to 26 years old who derive salary income up to the threshold mentioned above
- RON100 per month for each child up to 18 years old, if the child is enrolled in an educational unit, to the parent realizing salary income, regardless of the salary income level

**Rates.** As discussed in *Income subject to tax*, most types of income are subject to tax at a flat rate of 10%.

## B. Other taxes

**Inheritance and gift taxes.** No taxes are levied on inheritances or gifts, except for revenue subsequently derived from these items.

**Property taxes.** For property tax purposes, the taxable value of a property is computed based on multiple factors, including but not limited to, the following:

- Property surface
- Type of building
- Location of the property
- Age of the building
- Potential construction works
- Purpose for which the property is used (i.e., residential or non-residential)

Each Local Council establishes the applicable rate.

**Special taxes.** As of 1 January 2024, a special tax of 0.3% is due from individuals on high-value real estate residential buildings

with a taxable value of more than RON2.5 million. The tax is due on the difference between the taxable value of the residential building, as communicated by the tax office, and the threshold of RON2.5 million.

A similar special tax of 0.3% is due from individuals owning vehicles registered in Romania with a purchase value over RON375,000 (approximately EUR75,000). The tax is due on the difference between the purchase value and the threshold of RON375,000. This tax will be due for five years from the time the car was purchased. Such tax is also due from companies.

### **C. Social security and health care charges**

Income subject to social security and health care charges is discussed below.

*Employment income.* The following rates are applicable for employment income:

- Employee social charges: 35% (25% pension contribution and 10% health fund contribution)
- Employer social charges: 2.25% (representing the work insurance contribution, which includes unemployment, medical leave, work accidents and the salary guarantee fund)

*Private income (other than employment income).* The following types of private income, other than employment income, are subject to social security contributions:

- Income from independent activities
- Income from intellectual property rights

Under certain conditions, individuals who derive income from independent activities and/or intellectual property rights are liable to pay social security contributions if the cumulated net annual income meets 12 or 24 minimum salaries per economy (approximately EUR8,000 or EUR16,000, respectively, for 2024). The contribution rate of 25% is applied to an amount chosen by the taxpayer that cannot be lower than the following:

- 12 minimum national salaries per economy, if the annual realized income is between 12 and 24 minimum national salaries per economy
- 24 minimum national salaries per economy, if the annual realized income exceeds 24 minimum national salaries per economy

The following types of private income, other than employment income, are subject to the health fund contribution:

- Income from independent activities
- Income from intellectual property rights
- Rental income
- Agricultural, forestry and fisheries income
- Investment income
- Income from other sources, as provided by the law

From January 2024, with respect to income from independent activities, the health fund contribution applies to the annual income earned. The contribution calculation is based on a minimum of six gross national minimum wages and capped at 60 gross minimum wages. The health fund contribution is tax-deductible.

Under certain conditions, individuals who derive income from one or more of the above-mentioned sources, except for income from independent activities, are liable to pay a health fund contribution if the cumulated net annual income meets six, 12 or 24 minimum salaries per economy (approximately EUR4,000, EUR8,000 and EUR16,000, respectively, for 2024). The 10% contribution is applied to the following capped computation:

- Six minimum national salaries per economy, if the annual realized income is between six and 12 minimum national salaries per economy
- 12 minimum national salaries per economy, if the annual realized income is between 12 and 24 minimum national salaries per economy
- 24 minimum national salaries per economy, if the annual realized income exceeds 24 minimum national salaries per economy

*General provisions.* Citizens of European Union (EU) and European Economic Area (EEA) Member States, Switzerland and other jurisdictions with which Romania has concluded totalization agreements in the field of social charges benefit from the coverage of medical expenses incurred in Romania and may be exempted from social security charges if relevant coverage certificates are obtained. However, if an individual is not subject to social security charges in his or her home jurisdictions, he or she falls under the Romanian social security system and is liable to pay social security charges in accordance with Romanian regulations (the home-country employer or the employee must follow a certain procedure to register for social security purposes).

**Totalization agreements.** Romania has entered into totalization agreements with the following jurisdictions.

Albania (c)	Moldova (c)	Türkiye (c)
Algeria (a)	North	USSR (d)
Canada (b)	Macedonia (c)	United
Chile (b)	Peru (a)	Kingdom (c)
Israel (b)	Quebec (c)	Uruguay (b))
Korea (South) (b)	Serbia (c)	United States (a)
Libya (a)		

- (a) No administrative procedures have been put in place. Consequently, the agreement is not applicable.
- (b) The agreement covers pension contributions only. It provides exceptions from paying contributions in case of assignment.
- (c) The agreement covers pensions, health indemnity, medical leave indemnities and work accidents. It provides exceptions from paying contributions in case of assignment.
- (d) The 1961 agreement with the USSR applies to the former USSR republics of Armenia, Belarus, the Russian Federation and Ukraine. It covers pension and medical leave indemnities. It does not contain any assignment provisions or exceptions from paying contributions.

## D. Tax filing and payment

Foreign nationals assigned to work in Romania and who do not meet the tax exemption conditions must register for tax purposes within 30 days after beginning their assignment. Subsequently, they must file monthly tax returns, and pay income tax and social security charges (if applicable) by the 25th day of the following month.

If the individual is on a local payroll, the local employer must compute, withhold, declare and pay the income tax and social security charges (if applicable).

## E. Double tax relief and tax treaties

Romania has entered into double tax treaties with the following jurisdictions.

Albania	India	Qatar
Algeria	Indonesia	Russian
Armenia	Iran	Federation*
Australia	Ireland	San Marino
Austria	Israel	Saudi Arabia
Azerbaijan	Italy	Serbia
Bangladesh	Japan	Singapore
Belarus	Jordan	Slovak Republic
Belgium	Kazakhstan	Slovenia
Bosnia and Herzegovina	Korea (North)	South Africa
Bulgaria	Korea (South)	Spain
Canada	Kuwait	Sri Lanka
China Mainland	Latvia	Sudan
Croatia	Lebanon	Sweden
Cyprus	Lithuania	Switzerland
Czech Republic	Luxembourg	Syria
Denmark	Malaysia	Tajikistan
Ecuador	Malta	Thailand
Egypt	Mexico	Tunisia
Estonia	Moldova	Türkiye
Ethiopia	Montenegro	Turkmenistan
Finland	Morocco	Ukraine
France	Namibia	United Arab Emirates
Georgia	Netherlands	United Kingdom
Germany	Nigeria	United States
Greece	North Macedonia	Uruguay
Hong Kong	Norway	Uzbekistan
Hungary	Pakistan	Vietnam
Iceland	Philippines	Zambia
	Poland	
	Portugal	

\* Suspended by the Ministry of Foreign Affairs as of 14 October 2024.

## F. Entry visas

Citizens of EU and EEA Member States may enter Romania without any visa requirements and stay for a period not exceeding 90 consecutive days in a single visit. Citizens of the following jurisdictions may also enter Romania without a visa and stay there for 90 days in any 180-day period.

Albania (c)	Israel	Seychelles
Andorra	Japan	Singapore
Antigua and Barbuda	Kiribati	Solomon Islands
Argentina	Korea (South)	St. Kitts and Nevis
Australia	Macau (b)	St. Lucia
Bahamas	Malaysia	St. Vincent and the Grenadines
Barbados	Marshall Islands	
	Mauritius	

Bosnia and Herzegovina (c)	Mexico	Taiwan (e)
Brazil	Micronesia	Timor-Leste
Brunei Darussalam	Moldova (c)	Tonga
Canada	Monaco	Trinidad and Tobago
Chile	Montenegro (c)	Tuvalu
Colombia	New Zealand	Ukraine (c)
Costa Rica	Nicaragua	United Arab Emirates
Dominica	North Macedonia (c)	United Kingdom
El Salvador	Palau	United States
Georgia (c)	Panama	Uruguay
Grenada	Paraguay	Vanuatu
Guatemala	Peru	Vatican City
Honduras	Samoa	Venezuela
Hong Kong (a)	San Marino	
	Serbia (c)(d)	

- (a) The exemption from the visa obligation applies only to Hong Kong passport holders.
- (b) The exemption from the visa obligation applies only to Macau passport holders.
- (c) The exemption from the visa requirement applies only to holders of biometric passports.
- (d) The exemption does not apply to holders of Serbian passports issued by the Department of Serbian Coordination (Koordinaciona Uprava).
- (e) The exception from the visa obligation applies only to holders of passports issued in Taiwan that contain the identification card number.

In addition, the exemption from the visa requirement applies to British nationals of a territory subordinated to the British government.

Citizens of other countries can obtain short-term or long-term visas, which may be single- or multiple-entry visas. Special conditions apply to foreign nationals planning to set up businesses in Romania. Foreign citizens can obtain special short-term, multiple-entry visas for frequent business trips.

## G. Work authorizations

EU, EEA and Swiss nationals can be seconded to Romania without obtaining a work authorization. The seconded individuals must apply directly for a registration certificate.

In addition, companies based in Switzerland or EU or EEA Member States can second non-EU/EEA/Swiss nationals to Romania without obtaining a work authorization. The seconded individuals must apply directly for a residence permit and are required to present to the Romanian authorities the valid residence permit obtained from Switzerland or an EU/EEA Member State.

The secondment of non-EU nationals (third-country nationals) is limited to one year within a five-year period. An extension of their stay in Romania may be granted if a work authorization for local employment purposes is obtained.

As of September 2016, the EU directive with respect to intra-company transfer (ICT) workers was transposed in the Romanian immigration legislation. Therefore, employees of companies outside the EU, EEA and Switzerland who are subject to an ICT in

a leadership position or as a specialist can be seconded to Romania for a period of up to three years under certain conditions. A new type of work authorization for secondment purposes — the ICT work authorization — has been introduced. The secondment can be extended after the initial period of three years if the ICT worker leaves Romania and fulfills the conditions for initiating a new secondment process. Foreigners must be hired by a Romanian company before the assignment ends, or immediately after, if they want to continue carrying out activities in Romania without interruption.

Foreigners assigned as heads of foreign company branches and foreign citizens named administrators of Romanian companies only need to apply for the long-term visa and the residence permit.

Citizens of Moldova, Serbia and Ukraine (see next paragraph for special provisions applicable to Ukrainian nationals) employed in Romania with a full-time individual employment contract for a maximum period of nine months in a calendar year are exempt from obtaining a work authorization. They need to apply only for the long-term visa for work purposes and the residence permit.

In March 2022, the Romanian government issued an Emergency Ordinance that provided that Ukrainian nationals seeking shelter in Romania will be exempt from the requirement of obtaining a work authorization and a long-term visa. They can now be directly employed and proceed with requesting a Romanian residence permit.

Special conditions could apply depending on the intended duration of the employment contract.

In March 2024, Romania implemented major changes to its regulations governing EU Blue Cards and employment permits for certain highly qualified workers, among others. A new category of workers called “mobile highly skilled workers” was introduced. Under this category, third-country nationals who hold a valid Blue Card issued in another EU Member State will be able to enter Romania for up to 90 days in any 180-day period to carry out an economic activity without obtaining work authorization.

Third-country nationals who hold a valid EU Blue Card issued in another EU Member State and have resided in another EU Member State for at least 12 months, or in more than one EU Member State with at least six months in the last country of residence, will be able to enter, settle and work in Romania as a highly skilled worker without obtaining work authorization or a long-stay work visa. These individuals must apply for an EU Blue Card in Romania within one month of entering the country. Their dependents will be exempt from the family reunification procedure and must directly apply for residence rights.

## **H. Residence permits**

Both short-term and long-term visas allow foreign nationals to stay for up to 90 days within a 180-day period from the date of entry to their date of exit from Romania. Although the short-term

visa cannot be extended, the long-term visa can be extended through an application for a residence permit. The following documents are required for a visa extension:

- Work authorization for the categories of individuals who are required to obtain a work authorization for performing activities in Romania
- Medical insurance for the visa period
- Medical certificate attesting that the individual is in good health
- Proof of accommodation and means of support in Romania
- Other documents, depending on the purpose of the stay

Similar residence permits can be issued to immediate family members (that is, spouse, children, parents and parents-in-law, if these family members cannot support themselves and do not benefit from family support in the home country) accompanying an individual during his or her assignment in Romania.

*Temporary protection permits to those fleeing Ukraine.* Romania has implemented the Temporary Protection Act, which responds swiftly to those arriving in Romania after fleeing Ukraine by offering simplified administrative procedures and immediate access to humanitarian assistance.

Individuals entitled to temporary protection under this measure are Ukrainian citizens, the beneficiaries of international protection in Ukraine and their family members, and third-country nationals or stateless persons who were granted permanent stay in Ukraine prior to 24 February 2022.

## I. Family and personal considerations

**Family members.** The spouse of a foreign national holding a local work authorization must apply for a separate work authorization if the spouse wishes to work in Romania. If the spouse obtains a work authorization while being in Romania and holding a residence permit, there is no need to obtain a new long-term visa. The spouse who obtained the work authorization can either choose to keep the residence permit for family reunification purposes or apply for a residence permit for employment purposes.

**Customs regulations for individuals.** Special duty treatment is provided for the personal belongings of individuals establishing domicile or residence in Romania, goods introduced into Romania on marriage, inherited goods and household goods used for furnishing a residence in Romania and personal effects shipped through parcel and postal services. For certain goods, such as tobacco products and alcoholic beverages, duty exemption is granted within prescribed quantities.

**Driver's permits.** Driver's licenses issued in another EU Member State are recognized in Romania if the license remains valid in the issuing country. Romania also recognizes national or international driver's permits issued by the relevant authorities in countries that have signed the International Convention of Traffic (Vienna 1968).



The current legislation does not require foreigners who have a valid Romanian residence permit to exchange their foreign driver's license for a Romanian one. However, it is recommended an individual obtain the Romanian driver's license if the foreign driver's license is not issued in an international language (English or French). An alternative is that a foreigner carry a legalized translation of the foreign driver's license when driving.

# Rwanda

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## A. Income tax

**Who is liable.** Residents are subject to tax on their worldwide income, while nonresidents are subject to tax on their Rwandan-source income only.

### Income subject to tax

*Employment income.* Employment income includes the following:

- Wages and salaries
- Vacation pay
- Sick pay and medical allowance
- Payments instead of vacation
- Directors' fees
- Commissions
- Bonuses
- Gratuities
- Entertainment or other allowances received from employment

Employment income also includes all benefits in kind, including employer-provided cars, housing, loans at interest rates lower than the central bank lending rates and benefits provided to employees' relatives by employers.

*Self-employment and business income.* Business income includes the following:

- Trading profits
- Gains derived from disposals of business assets, shares of profits or profits from partnership interests
- Gains on assets held in foreign currency
- Professional, technical, management and other fees
- Investment income in the form of capital gains, financial interest, dividends, royalties or rent and other income that has not been taxed as business income

*Investment and other income.* A final withholding tax at a rate of 15% is imposed on the following:

- Dividends, except income distributed to the holders of shares or units in collective-investment schemes.
- Financial interest except for the following:
  - Interest on deposits in financial institutions for at least a one-year period

- Interest on loans granted by a foreign development financial institution exempted from income tax under the applicable law in the country of origin
- Interest paid by banks operating in Rwanda to banks or other foreign financial institutions
- Royalties
- Technical, management and other service fees except for transport services' fees
- Payments made to craftspersons, artists and players in sports, culture and leisure activities
- Lottery and gambling proceeds
- After-tax profits or retained earnings that are converted into shares, except for financial institutions with paid-up capital below the minimum requirement set by the National Bank of Rwanda
- Payments in addition to the contractual remuneration made in cash or kind by a resident person in Rwanda on behalf of a nonresident contracted person
- Profits repatriated from Rwanda
- Payments for goods sold in Rwanda

Individual property owners who earn rental income are subject to rental income tax. The tax is payable to local or urban decentralized authorities at the following rates.

Rental income earned by an individual		Rate %
Exceeding RWF	Not exceeding RWF	
0	180,000	0
180,000	1,000,000	20
1,000,000	—	30

*Sitting allowances.* Sitting allowances are subject to a final withholding tax of 30%.

**Capital gains.** Sales of business assets and proceeds from asset sharing are taxed at 30%. Capital gains on the direct or indirect sale or transfer of shares are taxed at a rate of 5%.

**Deductions.** Business expenses are deducted from taxable income if all of the following conditions are satisfied:

- They are incurred wholly and exclusively for the direct purpose of the business and they are directly chargeable to income.
- They correspond to a real expense and can be substantiated with proper invoices or receipts accepted by the tax administration.
- They lead to a decrease in the net assets of the business.
- They are used for activities related to the tax period in which they are incurred.

Fixed assets qualify for an annual capital allowance deduction. The deduction may be calculated using the straight-line or declining-balance methods at rates ranging from 5% to 50%, depending on the type of asset.

**Rates.** The tables below set forth the tax rates, which are applicable to employment income and taxable business income earned by individuals and unincorporated entities.

The following are the tax rates applicable from 1 November 2023 provided in Law No. 027/2022 of 20 October 2022 establishing taxes on income.

<b>Annual taxable income</b>		<b>Rate</b> %
<b>Exceeding RWF</b>	<b>Not exceeding RWF</b>	
0	720,000	0
720,000	1,200,000	10
1,200,000	2,400,000	20
2,400,000	—	30

Small enterprises pay a lump sum tax of 3% of annual turnover. However, they can opt for the normal tax regime.

Micro enterprises pay a flat amount of tax based on the annual turnover as shown in the following table.

<b>Annual turnover</b>		<b>Flat tax amount RWF</b>
<b>From RWF</b>	<b>To RWF</b>	
2,000,000	4,000,000	60,000
4,000,001	7,000,000	120,000
7,000,001	10,000,000	210,000
10,000,001	12,000,000	300,000

Persons whose annual turnover is less than RWF2 million are exempted from filing annual tax declarations.

**Relief for losses.** Losses may be carried forward for five years to offset future profits of businesses. However, a request may be made to the tax authority to carry forward tax losses for more than five years.

## **B. Other taxes**

**Estate and gift taxes.** Estate and gift taxes are not levied in Rwanda.

**Net worth tax.** Net worth tax is not levied in Rwanda.

## **C. Social security**

The Rwanda Social Security Board, the official social security fund of Rwanda, offers retirement benefits to employees. Employees contribute 3% of their monthly salaries, excluding transport allowance, while employers contribute 5% of each employee's total salary, also excluding transport allowance. In addition, both employers and employees contribute 0.3% of the total salary, excluding transport allowance, for maternity leave benefits. Employees also contribute 0.5% of their net salary toward Community-Based Health Insurance.

## **D. Tax filing and payment procedures**

Tax is withheld from employees under the Pay-As-You-Earn (PAYE) system. However, if the employer is unable to withhold tax from an employee, the obligation of declaring and paying the tax reverts to the employee.

The tax year runs from 1 January to 31 December. Taxpayers whose accounting periods align with the tax year are required to

file three provisional returns and make payments. These payments are calculated by dividing the tax paid in the previous annual tax period by the turnover of that same period, then multiplying by the current quarterly turnover. The payment deadlines are 30 June, 30 September and 31 December. Taxpayers with different accounting periods must submit provisional returns within three months after the start of the accounting period that concludes within the tax year.

Taxpayers whose tax is not accounted for under PAYE must file their final tax returns within three months after the end of their accounting year. An assessment is made based on the return, with a credit granted for taxes withheld at source and for provisional taxes paid.

Nonresidents who trade in Rwanda must register their operations or appoint an agent for tax purposes and are subject to the filing and payment requirements described above.

### **E. Double tax relief and tax treaties**

In accordance with tax treaties, residents may credit foreign taxes paid on foreign-source income against Rwandan tax payable in accordance with tax treaties. Rwanda has entered into double tax treaties with Barbados, Belgium, Jersey, China Mainland, Mauritius, Morocco, Qatar, Singapore, South Africa, Türkiye and the United Arab Emirates.

### **F. Temporary permits**

All foreign visitors must obtain valid entry visas to enter Rwanda, other than of nationals of Member States of the East African Community (EAC) and nationals of a few other countries.

Visitors from EAC Member States shall be issued a pass/entry visa free of charge upon arrival to stay for a six-month period.

Foreign visitors from countries that are members of the African Union, Commonwealth of Nations and La Francophonie can obtain visas on arrival with the visa fees waived for a visit of 30 days.

Visitors from the following countries are granted visas valid for 90 days free of charge upon arrival:

- Angola
- Benin
- Central African Republic
- Chad
- Congo (Democratic Republic of)
- Côte d'Ivoire
- Ghana
- Guinea
- Haiti
- Indonesia
- Mauritius
- Philippines
- Qatar
- Senegal
- Seychelles
- Sierra Leone

- St. Kitts and Nevis
- São Tomé and Príncipe
- Singapore

Students may obtain long-term permits called students' passes, which are valid for the duration of their courses of study.

Transit passes are normally valid for 72 hours. They may be extended once if necessary.

When applying for passes, applicants must have valid passports or equivalent travel documents. No quota system exists for immigration purposes in Rwanda.

Visitors of all countries that are not visa-exempt can submit an application online or at the Rwanda diplomatic mission of the country of residence before departure. Those applying online can pay online or upon arrival.

### G. Work permits and self-employment

Foreign nationals must obtain a work permit before undertaking employment in Rwanda. The application for a work permit is made to the Director General of Immigration and Emigration and consists of:

- An application letter from the employer
- Notified diploma or degree
- Original police clearance from the country in which the applicant has lived for the last six months
- The applicant's *curriculum vitae* (CV) and a copy of his or her passport
- Completed application form
- One color passport-size photo with white background
- An employment contract signed by the applicant and employer
- Payment of RWF150,000 for the principal applicant (approximately USD115) and RWF75,000 for dependents to the government treasury

### H. Residence permits

A work permit has a dual purpose in Rwanda. It serves as a work permit and resident permit, allowing an expatriate to live and work in Rwanda during his or her assignment.

### I. Family and personal considerations

**Family members.** Dependents of expatriates with work permits may obtain long-term permits called dependents' passes. The duration of these passes depends on the duration of the expatriate's work permit.

Working spouses of work permit holders do not automatically receive the same type of pass or permit as the principal permit holder. Applications must be filed independently.

**Driver's permits.** Foreign nationals may drive legally in Rwanda with their home country driver's licenses for three months.

To obtain a local driver's license in Rwanda, an applicant must obtain a provisional driver's license after paying a general fee. This enables the applicant to go to a driving school and to take a

driving test, after which he or she is issued a driving permit. No written or physical examination is required.

# St. Lucia

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## A. Income tax

**Who is liable.** An individual resident in St. Lucia for tax purposes is subject to income tax on worldwide income, regardless of whether the income is remitted to St. Lucia. An individual who is resident but not ordinarily resident is subject to tax on income received in St. Lucia. Nonresidents are taxed on income derived from sources in St. Lucia only.

Individuals are considered resident if they are physically present in St. Lucia for at least 183 days in a calendar year or if they are ordinarily resident in St. Lucia in a calendar year. Individuals are deemed to be ordinarily resident if they have a permanent home in St. Lucia and if they are physically present in St. Lucia for some time period in the income year, unless an absence is reasonable to the satisfaction of the Comptroller of Inland Revenue. This time period is determined at the discretion of the Minister of Home Affairs on application for ordinarily resident status. An individual may also be deemed to be resident in St. Lucia if he or she is physically present in St. Lucia for a period of at least 183 consecutive days across two calendar years.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable remuneration from employment includes salaries, wages, commissions, bonuses, directors' fees, gratuities, pensions and leave pay. In general, employees may be taxed on any benefit that is not conferred wholly, exclusively and necessarily for the performance of duties relating to their



employment. For example, the total value of a rent-free residence is included in the employee's taxable income. Amounts paid as a housing allowance are also fully taxable. A company car provided to an employee is subject to tax on 15% of the cost of the car when it is purchased locally or imported. If the vehicle is leased, the employee is subject to tax on 40% of the annual cost of leasing.

Educational allowances provided by employers to their employees' children are fully taxable for income tax and social security purposes.

*Self-employment income.* Taxable profits from self-employment generally consist of business profits, as disclosed in the business operation's financial statements, subject to various tax adjustments. Income tax is imposed on net business income.

Expenses incurred wholly and exclusively by the employees in the performance of the duties of their employment may be available for deduction, but only to the extent that these expenses are not reimbursed by the employer.

*Investment income.* A resident's investment income, other than dividends, is aggregated with other income and taxed at the rates set forth in *Rates*.

Dividends and interest on a deposit in any bank in St. Lucia are not subject to tax in St. Lucia. Other types of interest received by resident individuals are aggregated with all other taxable income and taxed accordingly.

All royalties received are aggregated with other income and subject to tax at the rates set forth in *Rates*.

A final withholding tax at a rate of 25% is imposed on domestic royalties, commissions, premiums and management fees paid to nonresidents. Domestic interest paid to nonresidents is subject to a final withholding tax at a rate of 15%.

**Taxation of employer-provided stock options.** Employees are taxed on income arising on the purchase of shares acquired under a stock option plan. The benefit is taxed in the same manner and at the same rates as other employment income. No distinction is made between qualified and non-qualified stock option plans.

**Capital gains.** Capital gains are not subject to tax, and capital losses are not deductible.

**Deductions**

*Personal deductions and allowances.* For 2024, residents are entitled to the deductions and allowances listed in the following table.

Type	Maximum deductible amount
Basic allowance	XCD30,000
Dependent spouse allowance	XCD1,500
Dependent relative	XCD350
Dependent allowance	XCD1,000 (a)
Housekeeper allowance	XCD200

Type	Maximum deductible amount
Registered retirement contributions by an individual	Lower of 1/10 of assessable income and XCD8,000
Premiums paid by an individual to a local life insurance company for a policy on the life of the individual and/or his or her spouse and children	Lower of 1/10 of assessable income and XCD8,000
Premiums paid by an individual to a life insurance company not doing business in St. Lucia	Lower of 1/20 of assessable income and XCD3,000 (b)
Shares in a cooperative	XCD5,000 (c)
Shares in a public company	XCD5,000 (c)
Student loan interest	XCD30,000
Mortgage interest	XCD30,000 (d)
Home insurance	All evidenced premiums
Land tax	All evidenced tax paid
Gifts for certain approved purposes	25% of assessable income (e)
Medical expenses	XCD400

- (a) This allowance can range from XCD1,000 to XCD5,000, depending on whether the child is over the age of 10 years and on whether the child is a university student during the income year.
- (b) This deduction is allowed with respect to 50% of the premiums paid.
- (c) A deduction is allowed based on the value of the shares, up to a maximum of XCD5,000.
- (d) This deduction is allowed with respect to an owner-occupied dwelling house only.
- (e) This deduction is allowed with respect to deeds of covenant to religious, charitable, medical, sporting or educational institutions or bodies.

Nonresidents may not claim the above deductions and allowances.

**Business deductions.** Any expenses incurred wholly and exclusively for the purpose of producing taxable business income are deductible.

**Rates.** The following tax rates apply to taxable income for 2024.

Taxable income XCD	Tax rate %	Tax due XCD	Cumulative tax due XCD
Up to 15,000	15	2,250	2,250
Next 15,000	20	3,000	5,250
Above 30,000	30	—	—

Nonresidents are taxed at the same rates as residents except for interest, royalties and management fees, which are subject to withholding taxes (see *Investment income*).

**Relief for losses.** Business losses may be carried forward six years and offset against income arising in those years. The offset is restricted to 50% of chargeable income. Losses may not be carried back.

## B. Other taxes

**Stamp duty.** Stamp duty is levied on all transfers of real estate, personal property and shares, except for shares traded on the St. Lucia securities exchange.

For real estate transfers by citizens of St. Lucia or a local company, the following are the stamp duty rates:

- 2% of the value of the property is payable by the purchaser.
- 2.5% of the value of the property is payable by the vendor if the value is from XCD50,000 to XCD75,000.
- 3.5% is payable by the vendor on property valued from XCD75,001 to XCD150,000.
- 5% is payable by the vendor on property valued over XCD150,000.

For real estate transfers by non-citizens or foreign companies, the following are the stamp duty rates:

- 10% of the value of the property is payable by the foreign vendor.
- 2% of the value of the property is payable by the purchaser.

The transfer of personal property is subject to stamp duty of 2% of the value of the property. The transfer of shares is subject to stamp duty amounting to the greater of the following:

- XCD10
- 0.5% of the total net assets of the company

If more than 75% of the assets of the company comprises immovable property, stamp duty is applied at the rates outlined above regarding the transfer of real estate.

**Estate and gift tax.** St. Lucia does not levy estate and gift tax.

### C. Social security

**Contributions.** Contributions to the national insurance scheme must be made at the following rates on maximum monthly insurable earnings of XCD5,000:

- Employees: 5%
- Employers: 5%
- Self-employed persons: 10% (contributions by self-employed persons are based on an amount of earnings agreed with the National Insurance Corporation, up to the maximum insurable earnings of XCD5,000)

**Totalization agreements.** St. Lucia has entered into social security totalization agreements with Canada and the Caribbean Community and Common Market (CARICOM) to provide relief from double social security taxes and to assure benefit coverage.

### D. Tax filing and payment procedures

Resident and nonresident individual taxpayers must file income tax returns by 31 March following the income year, which ends on 31 December. Self-employed persons must file returns, regardless of the amount of their taxable income.

Tax on employees normally is collected through the Pay-As-You-Earn (PAYE) system.

Married persons are taxed separately, not jointly, on all types of income.

### E. Double tax relief and tax treaties

Double tax relief is provided for foreign taxes paid to British Commonwealth countries.

St. Lucia has entered into a tax treaty with the other CARICOM countries.

## **F. Temporary visas**

In general, visas are not required to enter St. Lucia, except for visitors from certain countries, including India and African countries. Visitor visas, which are also called temporary visas and extensions of stay, are issued to individuals who want to extend their stays in St. Lucia or to cover the waiting period while another type of visa is being processed. Visitor visas are also issued to spouses of work permit holders.

## **G. Work permits and self-employment**

Foreign nationals employed by companies in St. Lucia must obtain work permits. Work permits allow individuals to reside and work in St. Lucia. No quota system exists for issuing work permits; each application is evaluated on its own merit. To approve a work permit application, the government must be satisfied that no suitable St. Lucian can fill the vacancy.

Work permits are non-transferable. If a work permit holder leaves the employer, the work permit is canceled. The employer should inform the Ministry of Labour Relations that the employee has left the company.

Applicants may not work while their work permit applications are being processed.

Work permit holders should renew their work permits at least two months before expiration. A person who has obtained a residence permit is still required to apply for a work permit.

## **H. Residence permits**

Individuals can apply for permanent residence after a period of five years of continuous residence in St. Lucia. This period may be significantly reduced in certain circumstances, such as when retirees purchase property and take up residence.

The advantage of having this status is that the individual's passport is stamped with the permanent residence stamp, which obviates the application for residence permits every three months.

This status entitles the permanent resident to work in St. Lucia; a work permit is not required.

No quota system exists for issuing residence permits; each application is evaluated on its own merit.

## **I. Family and personal considerations**

**Family members.** Spouses and dependents (excluding children) of working expatriates must obtain their own work permits to be employed in St. Lucia. Children of working expatriates can be placed under a parent's work permit. Spouses or dependent children who do not intend to work are allowed to reside in St. Lucia after they are listed on the work permit of the expatriate.

**Marital property regime.** St. Lucia has a community property regime.

**Forced heirship.** The succession laws of St. Lucia provide that a surviving spouse is entitled to one-third of the estate of the deceased spouse, unless the surviving spouse elects not to claim this right. Parents are not required to leave any part of their estate to their children unless the children are minors (under 18 years of age); in such case, sufficient provisions must be made for the maintenance of the children.

**Driver's permits.** Holders of work permits who possess valid driver's licenses in their home countries are excused from taking the written examination and driving test.

Temporary driver's permits are also available to visitors of St. Lucia. These permits are generally valid for a period of three months.

# São Tomé and Príncipe

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The exchange rate between the São Tomé and Príncipe dobra and the US dollar used in this chapter is STN22.281 = USD1, considering the exchange rate on 9 November 2023.

## A. Income tax

### Who is liable

**Territoriality.** In general, resident individuals are subject to personal income tax (PIT) on their worldwide income. Nonresident individuals are subject to PIT on income received in São Tomé and Príncipe (STP).

**Definition of resident.** An individual qualifies as resident for PIT purposes if any of the following conditions is met:

- The individual stays in STP for more than 180 days during a calendar year, with or without interruptions.
- As of 31 December, the individual has a local residence available, and it may be presumed that it is his or her intention to keep and occupy such residence as a permanent residence.
- The core of the business or professional activities and/or economic interests of the individual is in STP.
- The individual is a member of a diplomatic or consular mission of STP abroad.
- As of 31 December, the individual is a crew member of a vessel or aircraft operated by an entity with its residence, legal seat or place of effective management in STP.

**Income subject to tax.** In accordance with the PIT Code, individuals' income is divided into the following four categories:

- Dependent income and pensions (Category A)
- Business or professional income (Category B)
- Investment income (Category C)
- Capital gains (Category D)

These income categories are discussed below.

*Dependent income and pensions (Category A).* PIT is imposed on the earned income of employed individuals, in cash or in kind, including, among others, the following:

- Wages
- Salaries
- Directors' fees
- Severance payments
- Fees
- Gratuities
- Allowances
- Travel
- Housing
- Insurance
- Taxes paid on behalf of the employee (employer cost)
- Bonuses
- Other premiums

In general, pensions are also subject to PIT.

The following items are expressly exempt from PIT:

- Contributions made by an employer to a social security regime to provide retirement and disability benefits
- Pensions, up to an annual amount of STN24 million (approximately USD1,080)
- Benefits deriving from the use of social and leisure facilities provided by the employer
- Scholarships provided by the employer, under certain conditions
- Training courses in STP, under certain conditions
- Severance payments, up to the legal limits established in the Labor Law

The following items may be deducted in the computation of the taxable income in Section A:

- Social security contributions
- Union contributions
- Compensation paid by the employee to the employer for contract termination, under certain conditions
- Fifty percent of income derived from pensions, under certain conditions

*Business or professional income (Category B).* For PIT purposes, business or professional activities are activities that imply the use of human and material resources, with the purpose of producing or distributing goods and services.

All income or benefits paid or offered for disposal of the beneficiary, whatever its name or nature, that result from business or professional activities are included in the taxation of Category B, including the following:

- Income or benefits resulting from the exercise of commercial, industrial, agricultural, forestry or livestock activities
- Income or benefits earned from the rendering of services, including those with a scientific or technical nature, regardless of whether the services are related to an activity mentioned in the first bullet
- Income or benefits from intellectual and industrial property or from the provision of information concerning experience acquired in industrial, commercial or scientific activities, if earned by its original owner

- Income or benefits earned from artistic, sporting and or cultural activities

The following types of income, among others, are also included in Category B:

- Capital and real estate income attributable to business and professional activities
- Capital gains arising from business and professional activities, as defined under the Corporate Income Tax (CIT) Code, including those resulting from the transfer of assets from a company to a natural person

Income obtained exclusively from an agricultural activity benefits from a 50% exemption, after the deduction of any losses.

In general, the taxable income of Category B is computed in accordance with the rules set forth in the CIT Code for Group 1 and Group 2.

Group 1 includes all the taxpayers with a permanent residence in STP and with turnover in the preceding year higher than STN500 million (approximately USD22,500). Regardless of total turnover, all public entities, joint-stock companies and all nonresident companies with a permanent establishment in STP are included in Group 1.

Group 2 includes all the taxpayers not included in Group 1 as well as taxpayers providing occasional or temporary activities (isolated business or professional acts with no evidence of a repeated and permanent business or professional activity).

The following expenses, among others, are not deductible (even if accounted for as costs):

- Travel and accommodation expenses, to the extent that they exceed 10% of gross income
- Housing expenses (rent, depreciation, water, energy and other expenses), if allocated to the provision of services, to the extent that they exceed 10% of the gross income

*Investment income (Category C).* Investment income in Category C includes the following:

- Dividends
- Interest
- Royalties not obtained by an individual other than the owner of the intellectual and industrial property

In general, investment income is taxable income, regardless of its name or nature, arising directly or indirectly from assets or rights, owned by an individual but not allocated to business or professional activities performed by such individual.

No deductions are allowed for income included in Category C. Consequently, the gross amount of such income is subject to PIT. However, only 50% of all forms of capital income included in Category C, including dividends received, is subject to PIT.

*Capital gains (Category D).* Unless included in Categories B or C, capital gains are included in Category D. They equal the positive difference in the net worth value of the individual, attributable to variations in the composition or valuation of its portfolio of assets. Prizes from any lottery, raffle and mutual betting, totoloto, lotto and bingo games, as well as the amounts or prizes



awarded in any draws or competitions, actually paid out or made available, are also considered capital gains for PIT purposes. However, prize awards of less than STN5,000 are exempt from PIT.

In accordance with the PIT Code, the gains are computed in accordance with the following rules:

- For the sale of assets (onerous transactions; these are transactions for consideration, payment or compensation), capital gains equal the difference between the sales proceeds and the historical acquisition value.
- In all cases not involving the sale of assets, capital gains equal the sales proceeds for the asset.

For this purpose, the acquisition cost is the transaction value, increased by interest paid in the transaction and reduced by depreciations in accordance with the CIT Code. The sales proceeds equal the transaction value, reduced by investments in the asset and the transaction costs.

No deductions are allowed to income included in Category D. Consequently, the gross amount of such income is subject to PIT.

**Capital gains and losses.** Capital gains are subject to PIT and are included Category D (see *Capital gains [Category D]*).

**Deductions.** The PIT Code allows the following tax deductions:

- Family deductions
- Double tax relief
- Health deductions
- Education and training deductions
- Property deductions (limited to STN15 million [approximately USD675])

**Rates.** Income included in Categories A and B is aggregated and subject to PIT at the progressive rates shown in the table below. The PIT Code establishes the following formula to determine annual taxable income for each tax bracket:

$$\text{Taxable income for bracket} = (\text{Amount from first column} \times \text{rate from second column}) - \text{Amount from third column}$$

Income up to STN11,700,000 (approximately USD526) is exempt from tax. The following is the tax rate table.

Taxable income STN	Tax rate %	Amount to deduct STN
Up to 11,700,000	0	—
Between 11,700,001 and 50,000,000	10	881,250
Between 50,000,001 and 100,000,000	13	1,380,000
Between 100,000,001 and 150,000,000	15	1,875,000
Between 150,000,001 and 240,000,000	20	5,625,000
Between 240,000,001 and 419,999,000	25	9,000,000
Over 420,000,000	30	45,048,000

The above table applies to Category A income paid by a single entity. If the income is paid by two or more entities, a special table applies.

Individuals may choose to also aggregate the income qualifying as Category D. Otherwise, the gross amount of Category C and Category D income is subject to a final withholding tax of 15%.

In 2023, the Special Personal Income Tax (Imposto Especial sobre o Rendimento de Pessoas Singulares, or IERS) was created, at a rate of 20%, which is levied on the part of disposable income that exceeds STD50,000 (approximately USD2,250) per month.

**Relief for losses.** Taxable losses computed for Category B may be carried forward for five years, but may only be offset against the same type of income.

**Nonresidents.** Nonresidents are subject to PIT on gross income derived in STP. This income is subject to a final withholding tax of 15%.

## B. Inheritance and gift taxes

Beneficiaries of a property or gift are subject to tax in STP, at the moment of transaction, at the following rates, which vary in accordance with the relationship with the donor or deceased:

- 5% if the beneficiary is a lineal descendant or ascendant or spouse
- 10% if the beneficiary is a sister or brother
- 15% for other beneficiaries

The tax is levied on the net value of the assets to be transferred, with deductions for eligible expenses.

The real value (in this context, the same as the net value) of the assets, for the tax purposes of gift and inheritance legislation, is their normal market value or price, unless they establish different criteria.

The following are not subject to inheritance and gift tax:

- The free transfer of pensions and death grants
- Donations of goods for charitable, assistance or charitable purposes (that is, to deal with situations of economic and social need or public calamity)

Under certain conditions, an amount equivalent to 1,000 national minimum monthly salaries is deducted from the taxable amount. The national minimum wage in 2023 is STN2,500 (approximately USD112).

## C. Social security

**Contributions.** Social security contributions are payable on gross income at a rate of 10% (6% for the employer and 4% withheld from the employee).

**Totalization agreements.** No totalization agreements are currently in force.

## D. Tax filing and payment procedures

Income included in Categories A, B (only Group 2) and D (if the individual chooses to aggregate this income) must be declared

through the submission of a tax return by the end of February of the following year.

Income included in Group 1 of Category B must be declared by the end of April of the following year.

The following individuals are not required to file a tax return:

- Individuals who only received income included in Category A that is subject to withholding tax from a single entity
- Individuals subject to the final withholding tax rate

The tax payable, reduced by withholding tax, must be paid by the end of September of the year in which the return is submitted.

In accordance with the provisions of the CIT Code, individuals with income in Category B are required to make three advance payments (in June, September and December), in an amount corresponding to 75% of the tax payable for the preceding year. These advance payments may be waived in certain conditions. Any excessive advance payments result in a refund at the end of the year.

*Invoicing legal regime – electronic invoicing system (E-Factura).* All taxpayers must issue invoices or equivalent documents through electronic means according to the terms and conditions provided in Decree Law 14/2019, which entered into force on 9 December 2019.

## **E. Double tax relief and tax treaties**

STP has entered into tax treaties with Portugal (2017) and Cape Verde (2021).

## **F. Temporary visas**

Temporary visas may be granted to foreign citizens to engage in, among others, cultural, study, sports or business activities (to the extent that a work visa is not required for such activities).

A multiple-entry visa is valid for 180 days, while the single-entry visa is valid for 30 days.

Citizens of the Community of Portuguese Speaking Countries, the European Union (EU), Canada and the United States who hold valid passports, may enter and stay in São Tomé and Príncipe, visa-free, for a period not exceeding 15 days. The same visa exemption for entry and stay, for the same period, is granted to citizens of any other country, provided they meet both of the following conditions:

- They hold a passport valid for more than three months.
- They hold a Schengen or United States visa.

## **G. Work visas (and/or permits)**

No specific work visa is issued in STP. Foreign citizens must obtain a residence visa to be able to work in STP (either as dependent, independent or highly qualified activities workers).

## **H. Residence visa (and/or permits)**

On request, yearly residence visas may be granted to foreign citizens.

After final approval, the residence visa is valid for one year, with the possibility of renewals for equal periods.

## **I. Nationality Law**

Foreigners who have been married for more than five years to an STP national may acquire nationality through a declaration made during the marriage, provided that they apply for it.

Foreigners who, on the date of the declaration, have been in a de facto union with an STP national for more than three years, may acquire STP nationality, following an action for recognition of that relationship, to be brought before the Civil Court.

On fulfillment of certain conditions, the government may also grant STP nationality, by naturalization, to a foreigner or stateless person who requests it.

The government can also grant nationality to a foreigner under any of the following conditions:

- Making investments that unequivocally increase employment opportunities and make a significant contribution to the country's development
- Carrying out high-level sporting activities or the recognition of the relevant application of knowledge, science and culture to the country
- Making a donation, based on direct financial and other support granted to the country by the foreigner.

In the act of naturalization, the minor children of the foreigner may also be granted STP nationality, if they so request. They can also request it until after the first year after reaching age of majority.

From 23 October 2023 to 23 October 2024, the granting and acquisition of STP nationality is authorized, exceptionally and temporarily, to citizens who are children of a São Toméan father or mother and who, having been born abroad, have difficulties in obtaining the required documents, in accordance with the Nationality Regulation.

This also applies to nationals of Portuguese-speaking countries and to those who have resided in São Tomé and Príncipe for at least 10 years, without interruption, provided that they are not in the service of their country of origin and that they can prove that they have difficulties in obtaining the documents required.

To obtain STP nationality, these foreigners must show interest and demonstrate documentary or financial difficulties.

This provision stems from a rule (Decree-Law No. 11/2023) that had a fixed duration of one year, which has now expired. Therefore, the applicability of this rule, after the expiration of the fixed period must be assessed on a case-by-case basis.

# Saudi Arabia

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## A. Income tax

There is no personal income tax in Saudi Arabia. Individuals conducting business activities in Saudi Arabia may be subject to Saudi Arabia corporate tax.

**Tax residency.** Under Article 3(a) of the Income Tax Law, a natural person is considered a resident in Saudi Arabia for a taxable year if either of the following conditions is met:

- The natural person has a permanent place of residence in Saudi Arabia and resides in Saudi Arabia a total period of not less than 30 days in the tax year.
- The natural person resides in Saudi Arabia for a period of not less than 183 days in the tax year.

It is possible to apply for a tax residency certificate in Saudi Arabia confirming the tax residency of the individual (a tax residency certificate based on Saudi Arabia domestic legislation and, if the conditions are met, a tax residency certificate for purposes of double tax treaty application).

## B. Other taxes

**Capital gains.** Capital gains are taxed as part of regular business profits.

**Net worth tax (zakat).** Net worth tax in Saudi Arabia, or zakat, is a religious levy payable by a Saudi or a Gulf Cooperation Council (GCC) national on the net worth or the zakat base as adjusted for zakat purposes. Zakat is imposed on a Saudi or a GCC national who is resident in Saudi Arabia and is engaged in business activities intended for profit or gain, such as investment, services, or commercial, industrial or financial activities.

## C. Social security

**Saudi nationals.** Saudi nationals working in the public and private sector are subject to the Saudi social security scheme. Monthly contributions are calculated on the salary specified in the employment contract up to a maximum of SAR45,000.

The total employer contribution amounts to 11.75%. The following is the breakdown of the rates:

- Unemployment contribution: 0.75%
- Retirement contribution: 9%
- Compensation and disability contribution: 2%

The total employee contribution amounts to 9.75%. The following is the breakdown of the rates:

- Unemployment contribution: 0.75%
- Retirement contribution: 9%

The minimum and maximum monthly earning levels of contributory wage for Saudi employees are SAR1,500 and SAR45,000, respectively.

**GCC (non-Saudi) nationals.** GCC (non-Saudi) nationals will continue to be subject to their home country social security scheme while working in Saudi Arabia based on the GCC Unified Law of Insurance Protection Extension passed by the Supreme Council of the GCC. Consequently, the home-country social security rates and caps apply.

**Non-GCC nationals.** Monthly employer contributions are due for the occupational hazards insurance at a rate of 2% for non-GCC national employees. The minimum and maximum monthly earnings levels on which to calculate contribution are SAR400 and SAR45,000, respectively.

Non-GCC national employees are entitled to receive an end-of-service benefit upon termination of their tenure.

*End-of-service benefits.* Non-GCC national employees working in the private sector are entitled to an end-of-service benefit if they have completed two years of continuous employment.

Employees are entitled to receive the benefit upon termination. The benefit consists of consisting of half of the monthly wage for each year below five years of service and full monthly wage as from the sixth year.

## D. Wage Protection System

The Wage Protection System (WPS) is an electronic salary transfer that allows employers to pay workers' wages through authorized banks and financial institutions in Saudi Arabia. WPS enables the authorities to create and maintain a database of wage payments in the private sector.

## E. Double tax treaties

Saudi Arabia has concluded tax treaties with the following jurisdictions.

Albania	Italy	Singapore
Algeria	Japan	Slovak Republic
Austria	Jordan	South Africa

Azerbaijan	Kazakhstan	Spain
Bangladesh	Korea (South)	Sweden
Belarus	Kosovo	Switzerland
Bulgaria	Kyrgyzstan	Syria
China Mainland	Latvia	Taiwan
Cyprus	Luxembourg	Tajikistan
Czech Republic	Malaysia	Tunisia
Egypt	Malta	Türkiye
Ethiopia	Mexico	Turkmenistan
France	Morocco	Ukraine
Gabon	Netherlands	United Arab
Georgia	North Macedonia	Emirates
Greece	Pakistan	United Kingdom
Hong Kong	Poland	Uzbekistan
Hungary	Portugal	Venezuela
India	Romania	Vietnam
Ireland	Russian Federation	

Saudi Arabia's double tax treaties with the following jurisdictions are in various stages of negotiation, signature and ratification.

Belgium	Gambia	Qatar
Bosnia and	Iraq	Serbia
Herzegovina	Mauritania	Sri Lanka
Croatia		

## F. Entry visas

All foreign nationals must obtain valid entry visas to enter Saudi Arabia, with the exception of GCC nationals.

Foreign nationals may enter the country under visit visas, tourist visas, pilgrim visas, work visas (see Section G) and family visas (see Section I).

Visas are issued to nationals of countries that have diplomatic ties with Saudi Arabia. In general, those who are deported from Saudi Arabia as a result of violation of Saudi Arabian regulations are prohibited from re-entering the country for a certain time period.

In general, an applicant may not enter the country while his or her visa papers are being processed.

**Business visit visas.** Business visit visas are granted to short-term visitors who visit Saudi Arabia for business purposes. The visa allows the individual to undertake any activity deemed to be usual and necessary for his or her visit, including, among others, attending meetings and establishing or negotiating with business contacts, and attending tradeshow and conferences. An applicant must submit his or her passport and other supporting documents prior to travel to Saudi Arabia and the approved visit visa document called a Letter of Invitation (provided by the Saudi inviter, a registered entity within Saudi Arabia) to the Saudi Arabian embassy in the applicant's home country.

A business visit visa will not allow the individual to conduct or perform any hands-on activities (for example, receiving or conducting formal training inside Saudi Arabia). Penalties are applied for overstaying, and the authorities have the right to apply for an entry ban on the business visitor if the individual is staying

inside Saudi Arabia on an expired visa or is conducting business activities that are not permissible.

There is no impact on the Saudization (Nitaqat) status of the employer by the issuance of the business visit visa (see Section G).

**Tourist visas.** Individuals can be granted an e-visa (pre-arrival or a visa on arrival), if they are one of the eligible nationalities to do so. More information is detailed on Welcome to the Saudi eVisa Portal. The processing time for the e-visa is one to two working days after submission. Applications are made online.

If an individual is not eligible for the above e-visa, he or she will need to obtain a visa from the consulate prior to arrival in the country.

**Pilgrim visas.** Pilgrim visas are issued to Muslim pilgrims for the performance of Haj and Umrah. A foreign national visiting for pilgrimage purposes may not conduct business or engage in other activities in Saudi Arabia.

## G. Work visas and self-employment

**Work and residence permit.** Saudi Arabia depends substantially on foreign workers for its labor requirements. However, the government is making concerted efforts to increase the number of Saudi nationals in the workforce and, consequently, considers the availability of Saudi national workers before granting visa quotas for companies to sponsor a work visa to a foreign national. All companies with five or more employees are subject to these Saudization (Nitaqat) requirements. The Nitaqat status of a company will affect the number of foreign nationals that can be hired in any specific job role.

Work visas are issued to foreign workers who come to Saudi Arabia to work under authenticated employment contracts with local employers for a maximum initial period of one year. A local employer may be an individual, a registered company, the Saudi Arabian government or a branch of a foreign company in Saudi Arabia. A work visa is renewable by the Ministry of Labor on an annual basis. For foreign nationals, all contracts should be on a limited term of one year (renewable).

To obtain a work visa, an application is submitted to the Saudi embassy or consulate in an applicant's home country together with other supporting documents, including, but not limited to, a passport, a copy of the employment contract, a medical certificate and proof of professional qualifications (legalized by the relevant governing bodies). Depending on which country from which the application is submitted (this can be country of residence or nationality), a pre-arrival medical and police clearance may additionally be required. It takes approximately six to eight weeks to obtain a visa after all of the documents are submitted. On entry into Saudi Arabia, the employee must attend a medical examination and the employer must secure valid health insurance for the employee, usually enrolling them on the company-provided health insurance policy. Once completed, an application is then made by the employer for a residence permit (Iqama) for the employee.



An Iqama will allow a foreign national employee to sponsor dependents (up to the age of 18), provided there is valid medical insurance in place and that the dependent levy is paid annually.

**Block visa.** The block visa process in Saudi Arabia enables employers to hire foreign workers under a consolidated visa system. Initially, the employer, a registered entity in the country, must obtain approval from the Ministry of Human Resources and Social Development (MHRSD) to confirm its need for foreign labor. Following this, the employer applies for a block visa, including documentation such as the commercial registration and details of required positions. Once MHRSD allocates a specific number of block visas, the employer can issue individual work visas to the foreign employees. These employees must then apply for their allocated visas at a Saudi embassy or consulate using this block visa allocation. After entering the country, foreign workers need to secure a residence permit (Iqama) within a designated time frame. Throughout this process, employers are responsible for confirming compliance with local labor regulations and maintaining valid work permits for their employees to prevent a suspension of government's immigration services.

**Temporary work visa.** A single-entry temporary work visa (TWV) valid for 90 to 180 days.

Companies in Saudi Arabia use the TWV to invite foreign nationals to take on short-term projects and legally work in Saudi Arabia. The key concept behind the TWV is that it does not impact the Saudization status of the employer. The visa is usually applicable when an employee is working on a necessary business project in Saudi Arabia on a short-term basis. The work activities that they are carrying out are considered "hands-on" activities that an employee cannot undertake on a business visit visa.

The following are other significant aspects of the visa:

- Estimated timeline to obtain the visa is eight to 10 working days after submission of application. The home country consular process depends on the home country consulate.
- The employee is required to have a legalized degree.
- The employee cannot open a local bank account.
- The employee cannot sponsor dependents.

Foreign nationals may not carry out trading activities in Saudi Arabia without local sponsorship. A foreign national who is a professional (for example, an accountant, engineer, lawyer or consultant) may conduct business in Saudi Arabia by setting up a professional partnership with a Saudi national, according to the professional partnership regulations.

## **H. Premium Residency**

In 2023, Saudi Arabia introduced five new categories under its long-term Premium Residency Permit (PRP) scheme, expanding the availability of self-sponsored long-term residency permits to a broader range of foreign nationals. These foreign nationals include the following:

- Executives
- Health care professionals, and scientific experts

- Individuals with exceptional abilities in culture, the arts, and sports
- Investors; entrepreneurs
- Real estate owners or investors

The PRP Categories are described below.

### **Special Talent**

*Eligibility.* The Special Talent category applies to the following:

- Executives with a minimum monthly salary of SAR80,000
- Researchers in specific fields (to be formally announced) with a minimum monthly salary of SAR14,000
- Health care and scientific professionals with a minimum monthly salary of SAR35,000.

*Validity period.* The permit is valid for five years and is renewable once.

*Permanent residency.* Holders of the permit may be eligible for permanent residency, subject to meeting the necessary residency requirements.

*Saudization.* Permit holders are not included in Saudization ratios.

### **Gifted Individuals**

*Eligibility.* The Gifted Individuals category is for gifted individuals in culture, the arts or sports, with an exceptional record of achievements at local, regional or international levels. Applicants must have received, or been nominated for, at least one approved award (from a list provided by the Premium Residency Center) and must have an official recommendation from relevant Saudi authorities.

*Validity period.* The permit is valid for five years and is renewable once.

*Permanent residency.* Holders of the permit may be eligible for permanent residency, subject to meeting the required residency conditions.

*Saudization.* Permit holders are not included in Saudization ratios.

### **Investors**

*Eligibility.* The Investors category is for individuals who intend to invest a minimum of SAR7 million into Saudi Arabia's economy and create at least 10 new jobs.

*Validity period.* Permanent residency is granted immediately, but it remains conditional for the first two years based on adherence to the investment requirements and other criteria.

### **Entrepreneurs**

*Eligibility.* The Entrepreneurs category is for individuals aiming to establish a start-up company and develop specific industries in Saudi Arabia (details to be announced). Depending on the investment level, the permit offers the following:

- Five years of residency for investments of at least SAR400,000.
- Permanent residency for investments of at least SAR15 million.

Applicants may also need to create a specific number of jobs in Saudi Arabia and meet other conditions.

*Validity period.* The five-year residency option is renewable once. The permanent residency option is conditional for the first two years, based on adherence to investment requirements and other eligibility criteria.

*Saudization.* Start-up companies held by permit holders are exempt from Saudization requirements for up to three years.

*Other benefits.* Individuals in this category may nominate up to two people for the Special Talent residency category.

### **Real Estate Owners**

*Eligibility.* The Real Estate Owners permit is available to individuals who own or have the right to benefit from residential real estate in Saudi Arabia valued at no less than SAR4 million.

*Validity.* Residency is maintained as long as the permit holder retains ownership of, or certain rights over, the property.

## **I. Family and personal considerations**

**Family members.** Family visas are issued to spouses and dependents of foreign workers in specific professions; employees will need to have a legalized educational degree to support this. Family visas may also be issued to the parents of foreign workers in very exceptional circumstances, providing there is valid medical insurance enrollment. Family visas must be applied for at the Istiqdam office independently of the work visa and are renewed at the same time that the employee Iqama is renewed.

**Marital property regime.** No community property or similar marital property regime applies in Saudi Arabia.

**Driver's permits.** Resident foreign nationals may not drive legally in Saudi Arabia with their home country driver's licenses. Short-term visitors holding visit visas may drive with international driver's licenses issued in their home countries.

Saudi Arabia has driver's license reciprocity with certain countries in Europe and North America.

To obtain a local Saudi Arabian driver's license, an applicant must take an eye test, a blood test and a practical driving test.

# Senegal

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## A. Income tax

**Who is liable.** Residents of Senegal are taxed on worldwide income. Nonresidents are taxed on their Senegalese-source income only.

Senegalese and foreign individuals (unless a double tax treaty states otherwise) are considered to be residents for tax purposes if they meet any of the following criteria:

- They maintain a permanent home or have their main residence in Senegal.
- The center of their economic interests is in Senegal.
- They perform a professional activity in Senegal, unless the activity performed is accessory.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable compensation consists of salary, bonuses, cash allowances and fringe benefits valued according to the tax rules on a lump-sum basis. Taxable salary reported by the taxpayer may not be lower than the amount calculated by the tax administration based on the taxpayer's standard of living. The factors contributing to the taxpayer's standard of living are valued according to a rate table established by decree.

The following income is exempt from tax:

- Family or state allowances.
- Specific allowances to compensate for professional expenses if they are not excessive and are duly proved.
- Reimbursement for employment-related expenses, up to either XOF400,000 if annual turnover does not exceed XOF2 billion or XOF800,000 if annual turnover exceeds XOF2 billion (because the recently enacted tax law did not expressly abrogate the decree containing this rule, these thresholds probably still apply).
- Legal severance payments and legal retirement benefits. The amounts of these items are determined based on the Senegalese labor law.
- Death benefits.

- Amounts paid in addition to agreed severance with respect to the end of an employment relationship resulting from a restructuring plan of the relevant company.
- Capital gains realized on equity held by mutual funds approved by the Finance Minister.
- Insurance premiums paid by the employer for coverage of supplemental retirement and health or death insurance, provided that they do not exceed 10% of the gross remuneration of the employee. This limit applies only to retirement and death insurance premiums taken as a whole.

A nonresident individual is taxable on income derived from services performed in Senegal.

*Self-employment and business income.* Self-employment activities are divided into commercial activities, agricultural activities and professional activities. Taxable income is determined according to specific rules applicable to each category of revenue. The revenues realized in different categories of revenues are aggregated and are subject to general income tax (see *Rates*).

Individuals are taxed on commercial income if they derive profits from activities in industry, commerce or skilled trades. Taxable commercial income consists of the net profit derived from all business activities carried on by the taxpayer, computed on an accrual basis.

Individuals are taxed on professional income from professional services, from non-commercial activities and from other occupations and business activities not subject to special tax. Taxable professional income is the difference between income received for, and expenses incurred in, the performance of a qualifying activity. The cash basis of accounting is used.

Agricultural income includes profits realized by farmers, stock-breeders, fishermen and forestry operators. Taxable agricultural income and capital gains derived by agricultural businesses are determined based on the same methodology as taxable commercial income.

*Investment income.* Investment income, which includes dividends, interest pertaining to bonds and debentures and directors' fees, is subject to withholding taxes at rates that vary based on the specific type of income. Directors' fees are taxed only if the payer company is established in Senegal.

Gross investment income (except dividends) is added to other taxable income, and the proportional tax paid constitutes a tax credit deductible from general income tax liability.

The rate of withholding tax is 10% for dividends, 13% for interest derived from bonds of less than five years, and 16% for directors' fees. The withholding tax on dividends is a final tax for individuals.

Certain types of investment income are exempt from taxation, including income from negotiable securities issued by the state or certain Senegalese banks. Interest derived from long-term bonds (five or more years) is subject to a final withholding tax at a rate of 6%.

Unless double tax treaties state otherwise, withholding tax at a rate of 20% applies to royalties paid to nonresidents. This tax must be remitted by the Senegalese payer within 15 days following the month of the payment of royalties to the nonresident. Withholding tax is imposed on dividends and interest paid to nonresidents at the same rates applicable to such payments made to residents. The withholding taxes are final taxes for nonresidents.

**Taxation of employer-provided stock options.** No specific rules apply to the taxation of employer-provided stock options. The Senegalese tax and social laws do not provide specific rules regarding the taxation of stock options. The granting of stock options is not a common practice in Senegal.

**Capital gains.** Capital gains realized in the performance of professional, commercial and agricultural activities are taxed as ordinary income, with certain relief available.

An individual shareholder who sells to a third party during the company's life all or part of his or her shares is subject to tax on one-third of the capital gains at a 25% rate if the individual or his or her spouse, descendants or ascendants held a position in the direction of the company during the preceding five years and they have held together at least 25% of the shares of the company during that period. Otherwise, one-half of the capital gains are taxable.

However, the abovementioned rules do not apply to capital gains realized on the disposal of shares of companies if more than 50% of the companies' assets is derived from real estate, real estate rights, rights from leasebacks of real estate or shares of other real estate companies.

Capital gains derived from sales of real estate are subject to capital gains tax on real estate at variable rates. Under the tax provisions contained in Act No. 2022-19 of 27 May 2022, amending the Finance Act for the 2022 fiscal year, capital gains are taxed at 15% on the sale of undeveloped or insufficiently developed land, and at 10% in all other cases.

## **Deductions**

*Deductible expenses.* The following expenses are deductible:

- Employment-related expenses that are justified.
- Mileage allowance, up to the limit allowed by the Finance Ministry. The current limit is XOF50,000 per month.

*Personal deductions.* The following expenses are deductible:

- Arrears and pensions paid by the taxpayer, up to 5% of the taxable income for personal income tax purposes. The deductible amount cannot exceed XOF300,000. This limit does not apply to arrears paid under court order.
- Voluntary premiums for retirement pensions, up to 10% of salary, allowances and benefits in kind.
- Life insurance premiums, up to 5% of net revenue. The maximum deductible amount is XOF200,000, increased by XOF20,000 per dependent child.
- Interest paid on loans to acquire, maintain or repair the taxpayer's principal residence in Senegal, provided the taxpayer produces a loan amortization table certified by the lender.

**Business deductions.** For each of the three categories of income (self-employment and business income, agricultural income and investment income), the following expenses are deductible:

- General expenses incurred for business purposes. These include personnel and social security contribution expenses, rental and leasing expenses, finance charges and certain professional taxes, including business tax, license fees and tax on wages.
- Depreciation expenses computed using the rates established by the tax administration.
- Donations and gifts to charities or organizations designated by the Minister of Finance up to the limit of 0.5% of the total net income before deduction of expenses.

**Rates.** Employees in Senegal are subject only to progressive income tax rates up to 43%.

Under the tax law, the progressive rates are applied to taxable income after deduction of a lump-sum amount representing retirement contributions. This lump-sum deduction equals 30% of taxable income, with an annual cap of XOF900,000.

The following are the amounts of the family allowances.

<b>Taxpayer's status</b>	<b>Number of allowances</b>
Single, divorced or widowed without dependent children	1
Married without dependent children	1.5
Single or divorced, with one dependent child	1.5
Married or widowed, with one dependent child	2
Single or divorced, with two dependent children	2
Married or widowed, with two dependent children	2.5
Single or divorced, with three dependent children	2.5
Married or widowed, with three dependent children	3
Single or divorced, with four dependent children	3

Half of an allowance (0.5) is added for each additional dependent child for the benefit of each parent. If one spouse does not work, an additional half of an allowance (0.5) is granted to the other spouse. Each individual is limited to five family allowances.

The following are the progressive income tax rates.

<b>Taxable income</b>		<b>Rate %</b>
<b>Exceeding XOF</b>	<b>Not exceeding XOF</b>	
0	630,000	0
630,000	1,500,000	20
1,500,000	4,000,000	30
4,000,000	8,000,000	35
8,000,000	13,500,000	37
13,500,000	50,000,000	40
50,000,000	—	43

The tax is computed using the progressive tax rates based on the family status and number of tax allowances of each individual. After this computation, the tax law prescribes a tax-reduction mechanism for family charges. The tax law provides the following rates for the tax-reduction mechanism.

Number of allowances	Rate %	Minimum XOF	Maximum XOF
1	0	0	0
1.5	10	100,000	300,000
2	15	200,000	650,000
2.5	20	300,000	1,100,000
3	25	400,000	1,650,000
3.5	30	500,000	2,030,000
4	35	600,000	2,490,000
4.5	40	700,000	2,755,000
5	45	800,000	3,180,000

**Relief for losses.** Losses may not be deducted from income from other categories, but may be carried forward for three years to offset income in the same category.

## B. Inheritance and gift taxes

The worldwide net assets of a Senegalese resident are subject to inheritance and gift tax. Nonresidents are subject to inheritance and gift tax only on assets located in Senegal.

Gifts and inheritances are subject to tax at progressive rates, depending on the value of the assets transferred and the relationship between the donor or deceased and the recipients. The tax rate is 2% for the spouse and direct lineal ascendants and descendants and 5% for others. Certain deductions are also granted.

Under Senegalese succession law, parents must leave two-thirds of their estates to their direct lineal descendants.

## C. Social security

**Contributions.** Individuals' social security contributions are withheld monthly by employers and are computed on the basis of gross remuneration paid, including fringe benefits and bonuses. The following contributions are required.

Description	Rate (%)
On annual salary of up to XOF756,000; paid by the employer	
Family allowances	7
Industrial accidents and professional sickness	1/3/5
Pension contributions, based on annual salary of up to XOF4,968,000; paid by	
Employer	8.4
Employee	5.6
Special executive contributions, on annual salary of up to XOF14,904,000; paid by	
Employer	3.6
Employee	2.4

**Totalization agreement.** To prevent double social security contributions and to assure benefit coverage, Senegal has entered into a totalization agreement with France, which applies for a maximum period of three years.



## **D. Tax filing and payment procedures**

Individual income tax on wages is withheld at source by employers. Employers must pay the withheld tax to the revenue authorities by the 15th day of the month following the month of payment of the remuneration.

An individual paid by a foreign employer is liable for the monthly filings and payments of the tax due to the revenue authorities. He or she must register with the revenue authorities to get a tax identification number, which is mandatory for the individual filing of tax returns and payment of taxes due.

Senegalese residents are generally required to file income tax returns before 1 May of each year, at which time employees must satisfy any additional tax liability. Individuals engaged in commercial, professional or agricultural activities whose financial year ends 31 December must file returns by 30 April.

An individual performing commercial, agricultural or professional activities must make a first installment payment within the first 15 days of February and a second by 30 April, based on the income tax paid the preceding year. Each installment payment must equal one-third of the preceding year's income tax. The balance is payable by 15 June of each year.

## **E. Double tax relief and tax treaties**

Foreign taxes paid may be deducted as an expense from taxable income.

Senegal has entered into double tax treaties with Belgium, Canada, France, Italy, Lebanon, Luxembourg, Mauritania, Morocco, Norway, Portugal, Qatar, Spain, Tunisia, the United Kingdom and the United Arab Emirates. The tax treaty between Senegal and Mauritius has been terminated and is no longer applicable.

Senegal is a member of the West African Economic and Monetary Union (WAEMU) together with Benin, Burkina Faso, Bissau Guinea, Côte d'Ivoire, Mali, Niger and Togo. Regulation No. 08/2008/CM/UEMOA institutes a tax treaty, which is effective from January 2009. The WAEMU tax treaty has abrogated (regarding relations between WAEMU countries) the West African Economic and Customs Community (CEAO) tax treaty. The Common African and Madagascan Organization (Organisation Commune Africaine et Malgache, or OCAM) treaty ratified by Senegal on 15 December 1972 has, to date, been denounced by all Member States except Senegal. However, under the principle of reciprocity, this treaty no longer applies.

Senegal is also a member of the Economic Community of West African States (ECOWAS), which includes Benin, Burkina Faso, Cape Verde, Côte d'Ivoire, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone and Togo. The additional act A/SA, 5/12/18 institutes a tax treaty between ECOWAS Member States to eliminate the double taxation with respect to taxes on income, capital and inheritance and the prevention of fraud and tax evasion. The additional act took effect in Senegal in January 2022.

The provisions of this additional act must be coordinated with the provisions of the WAEMU tax treaty.

The treaties generally provide the following relief:

- Commercial profits are taxable in the treaty country if a foreign firm performs its activities through a permanent establishment.
- Interest is taxable in the state of residence of the beneficiary, but the state of source may apply a withholding tax in accordance with its internal law.
- Employment income is taxed in the treaty country where the activity is performed, except in the case of a short assignment.

The tax treaties provide that royalties and remuneration paid to a nonresident for services rendered in Senegal are taxable in the state of residence of the beneficiary, but the state of source may apply a withholding tax in accordance with the applicable regulations, subject to a maximum rate provided by the applicable treaty.

Under the WAEMU treaty, dividends are taxable in the treaty country where the beneficiary is resident but are subject to withholding tax in the treaty country where the payer is resident.

## **F. Temporary entry visa**

Foreign nationals wishing to enter Senegal must obtain an entry visa, with the exception of European Union (EU) nationals (for a stay not exceeding 90 days), United States nationals (for a stay not exceeding 90 days) and individuals from ECOWAS Member States. In addition, nationals of countries bordering Senegal also benefit from this exemption (Gambia, Guinea, Guinea-Bissau, Mali, and Mauritania).

Foreign nationals are allowed to enter Senegal on presentation of a valid passport (minimum six months) as well as the international vaccination certificates required by health regulations.

Usually, the application for a visa to enter Senegal can be made either at the Senegalese Embassy abroad or directly at the Dakar Airport.

The visa applicant must present a valid passport, fill in a visa application form and pay the service fee, which varies between XOF30,000 and XOF35,000 (additional documents may be required from the applicant in certain cases).

The entry visa is granted for a maximum period of 90 days.

Some foreign citizens need authorization from the Minister of Interior before applying for an entry visa.

## **G. Work permits and self-employment**

Expatriate employees are subject to specific labor requirements. They are required to enter into a local employment contract, which must be submitted to the General Directorate of Labor and Social Security (Direction Générale du Travail et de la Sécurité Sociale) for prior approval.

The following documents must be provided:

- An application addressed to the General Directorate of Labor and Social Security

- Four copies of the contract
- Four signed originals copies of the contract
- A copy of the employee's passport
- A *curriculum vitae*
- A medical certificate of less than three months issued by a local doctor
- A criminal record of less than three months.

The approval of the General Directorate of Labor is usually granted within two to three weeks (in practice, it may take longer). The approved local employment contract serves as a work permit for the employee.

## **H. Residence permits and residence cards**

A residence permit is required for foreign nationals who stay more than three months in Senegal, except for nationals of ECOWAS Member States who are not required to obtain a residence permit. The residence permit allows its holder to transfer his permanent residence to Senegal and to enter Senegal without any visa.

The application for a residence permit is made to the Foreigners Police (Police des Étrangers). Once the contract is approved under the conditions detailed in section G, an expatriate worker can apply for a residence permit by providing to the Foreigners Police a copy of the approved contract and a receipt of payment of a repatriation guarantee (*caution de rapatriement*), the amount of which varies according to the nationality of the employee. A foreign national can be self-employed if he or she obtains a residence permit. There is no minimum amount of capital required to be self-employed.

The foreign national who has applied for a residence permit is issued a receipt that serves as a temporary residence permit until the final document is issued. This receipt is valid for six months and can be renewed until the final document is issued.

The application for a residence permit includes the following documents:

- A signed application addressed to the Minister of the Interior
- A copy of the first five pages of the passport (including the page containing the last arrival visa)
- An extract from the criminal record of the country of origin dated less than three months
- A birth certificate dated less than three months
- A certificate of Senegalese residence (issued by the district chief)
- A medical certificate dated less than three months
- Three passport photos
- Tax stamps of XOF15,000
- Receipt of payment of the required repatriation guarantee
- A copy of the approved employment contract
- Copy of the tax identification number (NINEA), extract from the trade register and articles of association, if applicable, for self-employed workers

Any document written in a language other than French must be translated into French by a sworn translator in Senegal.

When leaving Senegal, the national must notify the competent authority of his or her departure and return his or her residence permit to the authority that issued it. In return, he or she will be able to recover the deposit of the repatriation that he or she has paid from the Caisse des Dépôt et Consignation (CDC).

## I. Family and personal considerations

**Family members.** Family members of expatriates are required to have an entry visa for Senegal. For details on how to obtain a residence permit, see Section H above. In addition, spouses who wish to work are advised to apply to the labor authorities for approval of their local employment contract (see Section G).

**Marital property regime.** Couples who marry in Senegal can choose between the regime of separation of property, the dotal regime and the community regime of participation (*régime de participation aux meubles et acquêts*).

**Forced heirship.** The Family Code of Senegal provides for the mechanism of the reserved portion of the heritage (*réserve héréditaire*), according to which a part of the succession must necessarily go to certain heirs called *reservataires*. According to the provisions of Article 565 of the Family Code of Senegal, the following are *reservataires* with respect to the succession:

- The legitimate father and mother
- The natural children
- The legitimate brothers and sisters of the deceased

The Family Code of Senegal provides for a system of inheritance under Muslim law by virtue of which certain so-called legitimate heirs (*légitimaires*) are entitled to certain proportions of the deceased's heritage.

**Driver's permits.** An individual who is at least 18 years of age and meets the requirements set by law may apply for a driver's license. The license is issued by the Directorate of Road Transport (Direction des Transport Routiers), after passing written and practical tests at a driving school.

The following items are required for a driver's license application:

- Medical certificate issued by the Regional Chief Medical Officer and dated no more than four months
- Certificate of residence issued in Senegal
- Certificate of blood type
- Legalized copy of the passport
- Stamp duty of XOF10,000 for the right to take the exam
- Stamp duty of XOF10,000 for the right of issuance of the driving license
- XOF10,000 for enrollment fees

Holders of digitalized driver's licenses issued in Burkina Faso, France, Korea (South) and Morocco can apply for a conversion of their driver's license in Senegal. Also, diplomats from all countries can benefit from the conversion of their license.

The following items should be provided for the conversion:

- Driver's license obtained from the home country (and certified by accredited embassy in Senegal)

- Medical certificate issued by the Regional Chief Medical Officer and dated no more than four months
- Certificate of residence issued in Senegal
- Certificate of blood type
- Certificate of authenticity issued by the issuing country
- Service fees of XOF10,000
- Passport and legalized copy
- Stamp duty of XOF10,000

# Serbia, Republic of

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## A. Income tax

**Who is liable.** Residents are subject to tax in Serbia on their world-wide income. Nonresidents are subject to tax on Serbian-source income only.

Individuals are considered to be resident for tax purposes if they have a domicile, residence or center of business and life interests in Serbia or if they spend more than 183 days within a 12-month period, which begins or ends in the tax year (that is, the calendar year). In addition, the applicable legislation prescribes a split tax residence concept (that is, it would be possible to consider the assignee as Serbian tax resident for only part of the year).

**Income subject to tax.** Tax is levied on the types of income described below.

*Employment income.* Salary tax is payable at a rate of 10% on income from permanent or temporary employment, benefits received in money and in kind, paid leave and other employment remuneration that exceeds a prescribed level.

*Self-employment income.* Tax is levied on the net earnings of self-employed individuals at a rate of 10%. For this purpose, taxable income is accounting profit adjusted in accordance with the tax regulations. The tax authorities may grant certain self-employed individuals the right to not maintain books; lump-sum tax is levied on these individuals.

*Investment income.* Tax is imposed at a rate of 15% on the following types of investment income:

- Interest
- Dividends and participation in profits
- Income derived from investment units
- The taking of a company's assets and the use of a company's services by founders for their private purposes free of charge

Interest derived from government bonds and deposits and savings in local currency is exempt from tax under the personal income tax law.

Income from property leasing and subleasing is taxed at a rate of 20%. A standard deduction of 25% may be claimed with respect

to this leasing income. Under an exception, for leases up to 30 days in the tourist industry, the tax base is 5% of the average monthly salary in Serbia multiplied by the number of rented beds and the appropriate coefficient (the tax is determined by the tax authority's ruling).

Withholding tax is imposed at a rate of 20% on royalties from copyrights, rights related to copyrights and industrial property rights. Deductions from royalty income may vary between 34%, 43% and 50% of the total royalty income, depending on the source of income. Actual expenses incurred by an author or interpreter are deductible if they are properly documented.

*Directors' fees.* Fees received by members of a board of directors or supervisory board of a legal entity are taxed at a rate of 20%. A standard deduction of 20% may be claimed with respect to such income.

*Other income.* Income from insurance, reduced by paid premiums, is taxed at a rate of 15%.

Other types of income, including winnings from games of chance, are subject to tax at a rate of 20%. Certain standard deductions are allowed with respect to such income.

Freelance income is subject to tax rates of 10% or 20%, depending on the chosen method of taxation. For each of the methods, different reductions of the tax base are available.

**Capital gains and losses.** Capital gains derived from the sale of real estate, industrial property rights, securities and digital assets are subject to tax at a rate of 15%. Capital losses incurred in a calendar year may offset capital gains derived in that year or in the following five years.

**Annual personal deductions.** Taxpayers may claim a personal deduction in the amount of 40% of the average annual salary per employee paid in Serbia in the year for which the tax is assessed. In addition, individuals may claim a deduction in the amount of 15% of the average annual salary per employee paid in Serbia in the year for which the tax is assessed for each dependent family member. The total amount of deductions claimed may not exceed 50% of taxable income.

**Other deductions.** There are certain annual tax deductions for individuals who invested in alternative investment funds in Serbia.

**Annual tax rates.** Annual tax in Serbia is not a reconciliation of taxes paid during a year, but rather an additional tax for individuals whose income exceeds a prescribed threshold. Progressive income tax rates of 10% and 15% apply to the income of individuals exceeding the threshold.

For Serbian tax resident and nonresident individuals (both Serbian and foreign nationals), the 10% rate applies to net income from sources specified in the tax law exceeding three times the amount of the average annual salary per employee paid in Serbia in the year for which tax is assessed, but not exceeding nine times such average annual salary in total. A 15% rate applies to income exceeding nine times the average annual salary.

The above thresholds are modified each year in accordance with the annual fluctuation of average salary in Serbia. Also, the above thresholds are higher for individuals who are younger than 40 years of age (that is, two times higher, but only for certain types of income, such as employment income, self-employment income and royalties).

## B. Other taxes

**Property tax.** Residents and nonresidents are subject to property tax at rates that may not exceed the maximum rates set by the Property Law. Each municipality may determine the rates up to these maximum rates. The maximum rates range from 0.4% to 2% on real estate owned in Serbia. The rates depend on the kind of property (land or building), kind of owner (company/entrepreneur or physical person) and, for physical persons, the value of the property. Shares and stakes in legal entities are not subject to property tax.

**Inheritance and gift tax.** Inheritance and gift tax is levied on the market value of property at rate of 1.5% for taxpayers who are second relations to the testator or donor and 2.5% for taxpayers who are third relations or are not related to the testator or donor. Shares and stakes inherited, or received free of charge, are not subject to inheritance and gift tax.

**Transfer tax.** The rate of the transfer tax is 2.5%. The tax base is the higher of the contract price or market price. Sales of shares and stakes in legal entities are exempt from transfer tax.

## C. Social security and other contributions

**Contributions.** Social security tax is imposed on salaries received by individual employees. Employers and employees each pay contributions at the rates noted to the following.

Fund	Employer rate (%)	Employee rate (%)
Pension and Disability Fund	10.00	14.00
Health Care Fund	5.15	5.15
Unemployment Fund	—	0.75

Contributions to the Pension and Disability Fund at a rate of 24% and contributions to the Health Care Fund at a rate of 10.3% (for individuals without any other insurance) are payable by individuals on income received under contracts relating to royalties, services, additional work, agency and sports, as well as under similar contracts involving the payment of remuneration for services performed.

For expatriate employees, social security contributions may also be payable on salaries received outside Serbia. Under certain bilateral conventions, expatriates may pay social security contributions in their country of residence only.

**Coverage.** An employee who pays Serbian social security contributions is entitled to benefits, including health insurance for the employee and dependent family members, disability and professional illness insurance, unemployment allowances, retirement and other benefits.



**Totalization agreements.** To prevent double taxation and to assure benefit coverage, the Republic of Serbia currently applies social security totalization agreements with the following jurisdictions.

Australia	Denmark	Panama
Austria	France	Poland
Azerbaijan	Germany	Quebec
Belgium	Greece	Romania
Bosnia and Herzegovina	Hungary	Russian Federation
Bulgaria	Italy	Slovak Republic
Canada	Libya	Slovenia
China Mainland	Luxembourg	Sweden
Croatia	Montenegro	Switzerland
Cyprus	Netherlands	Tunisia
Czech Republic	Norway	Türkiye
	North Macedonia	United Kingdom

These agreements generally provide a 12-month exemption, which may be extended. Certain agreements provide an exemption for the full term of the individual's assignment.

#### D. Tax filing and payment procedures

The tax year is the calendar year. Annual tax returns must be filed by 15 May of the year following the tax year. The same deadline applies for the payment of annual tax. Withholding tax is levied on most types of income, including salaries. Individuals who are liable for income tax must make advance payments of income tax in monthly or, in certain cases, quarterly installments (subject to a ruling of the tax authorities).

#### E. Double tax relief and tax treaties

Although Serbia professes to honor the tax treaties concluded by the former Yugoslavia, the applicability of these treaties is in doubt in several instances. In the event of the inapplicability of a treaty, Serbian tax legislation provides for the unilateral avoidance of double taxation through tax credits.

The Republic of Serbia, as the legal successor of the Union of Serbia and Montenegro, applies treaties with countries that were entered into by the former Yugoslavia and the former Union of Serbia and Montenegro. Tax treaties with the following jurisdictions are being applied.

Albania	Hong Kong SAR	North Macedonia
Armenia	Hungary	Norway
Austria	India	Pakistan*
Azerbaijan	Iran	Poland
Belarus	Indonesia	Qatar*
Belgium	Ireland*	Romania
Bosnia and Herzegovina	Israel	Russian Federation
Bulgaria	Italy	San Marino
Canada	Japan	Singapore
China Mainland	Kazakhstan	Slovak Republic
Croatia	Korea (North)	Slovenia
Cyprus	Korea (South)	Spain
Czech Republic	Kuwait	Sri Lanka
Denmark	Latvia	Sweden
	Libya*	Switzerland

Egypt*	Lithuania	Tunisia
Estonia*	Luxembourg	Türkiye
Finland	Malta*	Ukraine
France*	Moldova	United Arab
Georgia	Montenegro*	Emirates*
Germany	Morocco	United Kingdom
Greece	Netherlands	Vietnam*

\* These treaties cover the avoidance of double taxation on income only.

## F. Visa D

Foreign nationals from jurisdictions with which Serbia does not have a visa-free regime need to obtain a visa prior entering Serbia.

There is an online application for the Visa D via the Welcome to Serbia portal for a longer stay and work of up to 180 days. The Visa D is issued abroad in the jurisdiction where the applicant resides (by the Embassy or Consulate General of the Republic of Serbia in that jurisdiction) prior to entering Serbia. The deadline for deciding on the request is at least 15 days.

Starting 1 February 2024, under the Law on Foreigners, every foreign national who has obtained the Visa D based on employment will automatically be granted with a temporary personal identification number, enabling them to stay and work in Serbia.

The government of Serbia adopted a decision on visa-free entry to Serbia for holders of a foreign passport with a valid Schengen, United Kingdom, European Union (EU) Member State or United States visa, and for holders of a foreign passport with a residence permit in the countries of the Schengen area, the EU, or the United States. By this decision, the abovementioned categories of foreign nationals may, without prior visa application, enter, travel through or stay in Serbia up to 90 days during a six-month period, starting from the day of the first entry and up to the validity of Schengen, EU or the United States visa. Such individuals may enter Serbia for non-work purposes (business meetings are allowed). However, if their stay will exceed the 90 days during six-month period, they need to apply for a Single/Unified permit before the 90 days are reached.

## G. Single/Unified permit

The Single/Unified permit is issued by the respective immigration authorities and it combines a permit for temporary residence and a work permit in Serbia.

The request for the issuance of single permit should be submitted electronically to the Ministry of Internal Affairs, by stating the reasons for the temporary stay and providing documents justifying the reasons. The applicant must also prove that he or she has health insurance and sufficient financial means for his or her support during the stay in Serbia. A Single/Unified permit is issued for of a period of up to three years.

## H. Permanent residence permit

For a permanent residence permit, a foreign national applies to the Republic Police Department enclosing evidence of sufficient financial means for his or her support in Serbia. A permanent

residence permit is issued to an applicant who meets one of the following conditions:

- The applicant has lived for at least three years continuously in Serbia, based on a temporary resident permit.
- The applicant has been married or in a common-law union for at least three years to a Serbian citizen or to a foreign national with a permanent residence permit.
- The applicant is a minor with a temporary residence permit, one of his or her parents is a Serbian citizen or a foreign national with a permanent residence permit, and he or she has the consent of the other parent.
- The applicant is of Serbian origin.

## **I. Family and personal considerations**

**Work permits for family members.** Starting 1 February 2024, family members automatically have the possibility to work in Serbia based on the main applicant's Single/Unified permit.

**Driver's licenses.** Foreign nationals may drive in Serbia with their home country driver's licenses for six months. After this period, they must apply for Serbian driver's licenses.

# Singapore

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## A. Income tax

**Who is liable.** A person is subject to tax on employment income for services performed in Singapore, regardless of whether the remuneration is paid in or outside Singapore and the cost recharging arrangement. Resident individuals who derive income from sources outside Singapore are not subject to tax on such income. This exemption does not apply if the foreign-source income is received through a partnership in Singapore. Foreign-source dividend income, foreign branch profits and foreign-source service income received by any individual resident in Singapore through partnerships may be exempted from Singapore tax if certain prescribed conditions are met. Individuals who carry on a trade, business, profession or vocation in Singapore are taxed on their profits. Whether an individual is carrying on a trade is determined based on the circumstances of each case. Foreign-source income received in Singapore by a nonresident is specifically exempt from tax.

Individuals are resident for tax purposes if, in the year preceding the assessment year, they reside in Singapore except for such temporary absences from Singapore as may be reasonable and not inconsistent with a claim by such persons to be resident in Singapore. This also includes persons who are physically present or who exercise employment (other than as a director of a company) in Singapore for at least 183 days during the year preceding the assessment year. A concession is available for foreign employees whose employment period straddles two calendar years. Under this concession (commonly known as the “two-year administrative concession”), the individual is considered resident for both years if he or she stays or works in Singapore for a continuous period of at least 183 days straddling the two years, even if fewer than 183 days were spent in Singapore in each year.

Nonresident individuals employed for not more than 60 days in a calendar year in Singapore are exempt from tax on their employment income derived from Singapore. This exemption does not apply to a director of a company, a public entertainer or a professional in Singapore.

Frequent business travelers (foreign employees who are based outside Singapore but travel into Singapore for business purposes) may have a tax liability arising from their presence in Singapore, depending on their total number of employment days in Singapore. Work pass requirements should be reviewed before travel (see Sections F and G).

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable employment income includes cash remuneration, wages, salary, leave pay, directors' fees, commissions, bonuses, gratuities, perquisites, gains received from employee share plans and allowances received as compensation for services. Benefits-in-kind derived from employment, including home-leave passage, employer-provided housing, employer-provided automobiles and children's school fees, are also taxable.

Compulsory statutory contributions made by employers to the Central Provident Fund (CPF; see Section C) on behalf of individuals performing services in Singapore do not constitute taxable income. Contributions made by an employer to any provident or pension fund located outside Singapore are taxable as income when the contributions are paid.

*Self-employment and business income.* Self-employment income subject to tax is based on financial accounts prepared under generally accepted accounting principles. Adjustments are made to the profits or losses according to tax law. Business income is aggregated with other types of income to determine taxable income, which is taxed at the rates described in *Rates*.

*Investment income.* Under the one-tier system, dividends paid by Singapore tax-resident companies are exempt from income tax in the hands of shareholders, regardless of whether the dividends are paid out of taxed income or tax-free gains.

Dividends, other than tax-exempt and one-tier dividends, are taxed at the rates set forth in *Rates*.

Singapore-source investment income (that is, income that is not considered to be gains or profits from a trade, business or profession) derived directly by individuals from specified financial instruments, including standard savings, current and fixed deposits, is exempt from tax. Examples of such income include interest from debt securities, annuities and distributions from unit trusts.

Net rental income is aggregated with other types of income and taxed at the rates set forth in *Rates*.

**Taxation of employer-provided stock options and share ownership plans.** Employer-provided stock options are taxed at the time of exercise, not at the time of grant. Share awards are taxable at the time of award or at the time of vesting, if a vesting period is imposed. The taxable amount is the open market value of the

shares at the time of exercise, award or vesting, less the amount paid by the employee, if any. For stock options and share awards granted on or after 1 January 2003 on which a moratorium is imposed on the acquired shares, the gains are taxed only on the date the moratorium is lifted. The taxable amount is the open market value of the shares on the date the moratorium is lifted, less the amount paid by the employee.

Stock options and share awards granted during overseas employment are not subject to tax even if the stock options are exercised or the share awards are vested while the employee is exercising employment in Singapore. The nontaxable position continues to apply even if the gains derived are remitted into Singapore while the employee is a tax resident because all foreign-source income received in Singapore (other than through partnerships) by resident individuals is exempt from tax. Stock options and share awards granted on or after 1 January 2003 while the employee is engaged in employment in Singapore are subject to tax, regardless of where the options are exercised or shares are vested.

These outstanding options and awards are deemed exercised or vested as of one month prior to the date of cessation of Singapore employment or the date of grant, whichever is later, at the time of cessation of Singapore employment. Seeking tax clearance in Singapore is required for foreign employees being seconded outside Singapore for an assignment or leaving Singapore for a period more than three months, or for Singapore permanent residents leaving Singapore for overseas posting or permanently. This is called the deemed exercise rule and tax is due on the deemed gains (together with other Singapore-sourced taxable employment income) once the tax clearance is filed and a clearance assessment has been raised based on the tax clearance submission.

For employee stock options or shares granted under any employee share ownership plan on or after 1 January 2003, the employer may apply for a tracking option if certain qualifying conditions and requirements are met. If the employer has been granted approval to track and elects to do so, the stock options or shares granted are reportable and taxable at the time of exercise or vesting, followed by an annual report to be submitted by 31 January of each year, which shows the status of all the stock options and shares being tracked.

An incentive scheme is available for an employee to defer payment of tax on share plan income (subject to an interest charge).

Any additional gain derived from the subsequent sale of the shares is normally capital in nature and is not taxable.

**Capital gains.** Capital gains are not taxed in Singapore. However, in certain circumstances, the tax authorities consider transactions involving the acquisition and disposal of real estate, stocks or shares to be the carrying on of a trade. As a result, gains arising from such transactions are taxable. The determination of whether such gains are taxable is based on a consideration of the facts and circumstances of each case.

The buyer of property must pay stamp duty on the value of the property purchased. Certain buyers of residential properties, including residential land, must pay additional buyer's stamp duty, in

addition to the usual stamp duty. Sellers of residential and industrial properties may be liable for seller's stamp duty depending on when the property was purchased and the holding period. Specified sellers of industrial properties may be liable for stamp duty.

### Deductions

*Deductible expenses.* In principle, expenses incurred wholly and exclusively in the production of income qualify for deduction, but in practice, the deductions available against employment income are limited. The general view taken by the Inland Revenue is that an employer normally pays all necessary expenses incurred by an employee in the course of discharging the duties of office. Employees must be able to prove to the Inland Revenue that expenses claimed were necessarily incurred in performing their duties.

*Personal deductions and allowances.* Personal deductions are granted to individual residents in Singapore. Some of the deductions for the 2025 year of assessment (income earned in the 2024 calendar year) are summarized in the following table.

Type of deduction	Amount of deduction
Spouse relief	SGD2,000*
Handicapped spouse	SGD5,500*
Earned income	
Under 55 years of age	SGD1,000
55 to 59 years of age	SGD6,000
60 years of age and older	SGD8,000
Handicapped earned income	
Under 55 years of age	SGD4,000
55 to 59 years of age	SGD10,000
60 years of age and older	SGD12,000
Qualifying child	SGD4,000 each
Handicapped child	SGD7,500 each
Dependent parents (maximum of two)	
Living with taxpayer	SGD9,000
Not living with taxpayer	SGD5,500
Handicapped dependent parents	
Living with taxpayer	SGD14,000
Not living with taxpayer	SGD10,000
Grandparent caregiver relief (for working mothers)	SGD3,000
Handicapped brother/sister relief	SGD5,500

\* The spouse relief is an expansion of the traditional wife relief, the purpose of which is to provide recognition to both male and female taxpayers supporting their spouses. Spouse relief and handicapped spouse relief are no longer granted to individuals for maintaining their former spouses.

Working mother's child relief is available for married women working in Singapore. The working mother's child relief will undergo a change, transitioning from a percentage of an eligible working mother's annual earned income to a fixed-dollar tax relief for working mothers with respect to qualifying children who are Singapore citizens born or adopted on or after 1 January 2024. For Singapore citizen children born on or after 1 January 2024, the following are the amounts of the relief:

- First child: SGD8,000
- Second child: SGD10,000
- Third and beyond: SGD12,000

Parenthood tax rebates are available for parents but are subject to certain conditions. Special deductions are available for military reservists and the spouse or parents of military reservists.

The following deductions for life insurance premiums or contributions to approved pension funds are granted:

- For an employee, the total of life insurance premiums and amounts contributed to approved pension funds other than the CPF may be deducted up to a maximum amount of SGD5,000, provided that the total CPF contributions are less than SGD5,000.
- For an individual carrying on a trade, business, profession or vocation, CPF contributions may be deducted up to SGD37,740, effective from the 2017 year of assessment.
- A deduction of up to SGD8,000 effective from the 2023 year of assessment, may be claimed for cash contributions made to the taxpayer's, the taxpayer's parents' or the taxpayer's grandparents' CPF special accounts (for recipients below age 55)/retirement accounts (for recipients age 55 and above), including contributions by taxpayers to spouses or siblings who earned no more than SGD4,000 in the year preceding the year of top-up (see below).

Two separate tax reliefs of up to SGD8,000 each (maximum SGD8,000 for self, and maximum SGD8,000 for family members) effective from the 2023 year of assessment are granted. The first relief is for cash top-ups by the taxpayer or his or her employer to the employee's own CPF special/retirement account. The second relief is for cash top-ups to the taxpayer's family members' CPF special/retirement accounts. Effective from the 2023 year of assessment, tax relief is allowed for voluntary contributions made by the taxpayer specifically to self and family members' CPF Medisave accounts, which are intended for medical needs.

Fees for approved courses may also be deducted, up to a maximum of SGD5,500. However, such relief will lapse from the 2026 year of assessment.

To enhance the progressivity of the personal income tax regime, the total amount of personal income tax reliefs that an individual can claim is capped at SGD80,000 per assessment year.

*Business deductions.* For expenses to be deductible, they must be incurred wholly and exclusively in the production of income, be revenue in nature and not be specifically prohibited under the Singapore tax law. Expenses specifically not deductible include personal expenses, income taxes paid in and outside Singapore, contributions to unapproved provident funds and private vehicle expenses. No deduction is allowed for the book depreciation of fixed assets, but tax depreciation (capital allowances) is granted according to statutory rates.

**Rates.** A person who is a tax resident in Singapore is taxed on assessable income, less personal deductions, at the following rates with effect from the 2025 year of assessment.

Assessable income SGD	Tax rate %	Tax due SGD	Cumulative tax due SGD
First 20,000	0	0	0
Next 10,000	2	200	200
Next 10,000	3.5	350	550



<b>Assessable income SGD</b>	<b>Tax rate %</b>	<b>Tax due SGD</b>	<b>Cumulative tax due SGD</b>
Next 40,000	7	2,800	3,350
Next 40,000	11.5	4,600	7,950
Next 40,000	15	6,000	13,950
Next 40,000	18	7,200	21,150
Next 40,000	19	7,600	28,750
Next 40,000	19.5	7,800	36,550
Next 40,000	20	8,000	44,550
Next 180,000	22	39,600	84,150
Next 500,000	23	115,000	199,150
Above 1,000,000	24	—	—

The top marginal personal income tax rate for resident individual taxpayers has been raised from 22% (applicable to income exceeding SGD320,000) starting from the 2024 year of assessment. As shown in the above table, income in excess of SGD500,000 up to SGD1 million is now subject to a 23% tax rate. Income in excess of SGD1 million is taxed at 24%.

The tax rates applied to the income of nonresident individuals from the 2025 year of assessment are set forth in the following table.

<b>Income category</b>	<b>Rate (a)</b>
Income from employment (other than directors' fees)	Greater of 15% or tax payable as a resident (employment income of non-resident individual employed in Singapore for no more than 60 days in a calendar year is exempt from tax)
Income from directors' fees	24%
Income from a trade, business, profession or vocation	24%
Income from professional services	15% (b)
Interest (excluding tax-exempt interest from approved banks, finance companies, qualifying debt securities and qualifying project debt securities)	15% (c)
Dividends (other than tax-exempt and one-tier dividends)	0% (d)
Royalties for the use of, or right to use, movable property and scientific, technical, industrial or commercial knowledge or information	10% (c)
Rent or other payments for the use of movable property	15%
Income of public entertainers	15%
Income derived by qualifying international arbitrators and mediators	Exempt until 31 March 2023 and 10% from 1 April 2023 to 31 December 2027 (e)
Other sources	24%

(a) The rate may be reduced under the terms of a double tax treaty.

- (b) This is a final withholding tax on the gross amount, unless the nonresident professional elects to be assessed at a rate of 24% on net income.
- (c) The rate applies only if the income is not derived by the nonresident individual from any trade, business, profession or vocation carried on or exercised by that individual in Singapore.
- (d) Singapore currently does not have withholding tax on dividends, but withholding tax rates on dividends are provided under its tax treaties.
- (e) This exemption is applicable until 31 March 2023. From 1 April 2023 to 31 December 2027, gross income derived by nonresident arbitrators will be subject to a concessionary withholding tax rate of 10%, or nonresident arbitrators can elect to be taxed at 24% on net income.

From the 2024 year of assessment, the income tax rate for non-resident taxpayers (except on employment income and certain income taxable at reduced withholding rates) is increased from 22% to 24%.

**Relief for losses.** Losses and excess capital allowances from the carrying on of a trade, business, profession or vocation may be offset against all other chargeable income of the same year. Any unused trade losses and capital allowances can be carried forward indefinitely for offset against future income from all sources, subject to certain conditions.

Relief is also available for the carryback of current-year unused capital allowances and trade losses, subject to the satisfaction of certain conditions.

## B. Estate and gift taxes

Estate duty has been eliminated from the Singapore tax regime for deaths occurring on or after 15 February 2008.

Singapore does not impose a gift tax.

## C. Social security

The CPF is a statutory savings scheme to provide for employees' old-age retirement in Singapore. Only Singapore citizens and permanent residents working in Singapore are required to contribute to the CPF. All foreigners (including Malaysians) are exempt from CPF contributions. In addition, they may not make voluntary contributions to the CPF.

Both employees and employers must contribute to the fund. For individuals up to 55 years of age, the statutory rate of the employee's contribution is 20%, and the rate of the employer's contribution is 17%. Lower contribution rates apply to individuals over 55 years of age. Special transitional contribution rates apply to foreigners who become Singapore permanent residents.

Maximum contribution limits apply to both "ordinary" and "additional" wages. For "ordinary" wages, contributions for employees in the private sector are payable only on the part of the monthly wage that does not exceed SGD6,800 in 2024. The monthly "ordinary" wages ceiling will be increased progressively in 2025 and 2026, as shown in the following table.

Effective date	Monthly "ordinary" wages ceiling
From 1 January 2025	SGD7,400 (increase of SGD600)
From 1 January 2026	SGD8,000 (increase of SGD600)

Contributions on "additional" wages, such as bonuses and other non-regular wages, are subject to limits. The current wage cap for

CPF contribution purposes is SGD102,000 per year, which is split between “ordinary” wages and the balance goes toward “additional” wages, beyond which no CPF contributions are required. This means that contributions on the “additional” wages are payable up to a limit of SGD102,000 less the total “ordinary” wages subject to CPF contributions in the year.

The CPF contribution rates for Singapore citizens and third-year and onward Singapore permanent residents are the following:

<b>Age</b>	<b>Rates from 1 January 2024</b>	
	<b>Employer (%)</b>	<b>Employee (%)</b>
55 and below	17	20
Above 55 to 60	15	16
Above 60 to 65	11.5	10.5
Above 65 to 70	9	7.5
Above 70	7.5	5

<b>Age</b>	<b>Rates from 1 January 2025</b>	
	<b>Employer (%)</b>	<b>Employee (%)</b>
55 and below	17	20
Above 55 to 60	15.5	17
Above 60 to 65	12	11.5
Above 65 to 70	9	7.5
Above 70	7.5	5

The rates for first-year and second-year Singapore permanent residents are different.

Self-employed individuals who carry on a trade, business, profession or vocation may also participate in the CPF scheme.

On reaching 55 years of age, an employee is entitled to withdraw, tax-free, the accumulated contributions up to a certain limit, plus accrued interest. If the employee permanently leaves Singapore (and Malaysia) before reaching 55 years of age, the funds may also be withdrawn. The employee’s balance may also be withdrawn for certain specified purposes, including the acquisition of residential property, investment in shares and the payment of certain hospital expenses for anyone in the taxpayer’s family.

A Supplementary Retirement Scheme (SRS) allows Singapore citizens and permanent residents to elect to contribute to private funds in addition to their CPF contributions. Foreigners working in Singapore may also participate in the scheme. Contributions are deductible but are subject to a cap. The yearly maximum SRS contribution is SGD15,300 for Singapore citizens or Singapore permanent residents and SGD35,700 for foreigners.

The voluntary SRS contributions are paid only by employees; employers are not required to make SRS contributions. Employers may also directly contribute to the SRS on behalf of their employees, subject to the current contribution limits. Withdrawals made before the employee reaches the statutory retirement age are fully taxed and are generally subject to a 5% penalty. Withdrawals are only 50% taxable if they are made after the employee reaches the statutory retirement age in effect at the time of the first contribution, after the employee’s death, for medical reasons, or by a foreigner who has maintained the SRS account for at least 10 years from the date of the first contribution.

Employees who reach the statutory retirement age or who meet the rules on medical grounds, may further reduce the tax payable by extending the withdrawals over a period of up to 10 years from the time they reach the statutory retirement age in effect at the time of withdrawal.

#### **D. Tax filing and payment procedures**

The tax year in Singapore is the year of assessment, and tax is levied on a preceding-year basis. For example, in the 2025 year of assessment, tax is levied on income for the 2024 calendar year. Resident and nonresident individuals must file their annual personal income returns (Form B1) by 15 April (for hardcopy filing) or 18 April (for electronic filing) of the year of assessment unless they receive a No-Filing Service notification from the Inland Revenue Authority of Singapore and they do not receive any Singapore-sourced taxable personal income during the calendar year concerned. Sole proprietors and partners whose annual turnover exceeds SGD500,000 must attach their certified financial statements to their tax returns.

For a “regular year,” an individual may pay the tax due for the year of assessment in one lump sum within one month after the issuance of a tax assessment. Alternatively, the tax may be paid in interest-free installments, up to a maximum of 12 per year. In Singapore’s individual income tax framework, a “regular year” is characterized as a calendar year in which an employee remains continuously employed without any cessation of his or her Singapore employment with the company.

#### **E. Double tax relief and tax treaties**

Relief from double taxation is granted on income derived from professional, consultancy and other services rendered in countries that do not have double tax treaties with Singapore.

Double tax relief is also available for foreign taxes levied on income taxed in Singapore if Singapore has a tax treaty with the country concerned and if the individual is resident in Singapore for tax purposes.

Singapore has entered into tax treaties with the following jurisdictions.

Albania	Hong Kong (b)	Panama
Armenia	Hungary	Papua New Guinea
Australia	India	Philippines
Austria	Indonesia	Poland
Bahrain (b)	Ireland	Portugal
Bangladesh	Isle of Man	Qatar
Barbados	Israel	Romania
Belarus	Italy	Russian
Belgium	Japan	Federation
Bermuda (a)	Jersey	Rwanda
Brazil (b)	Jordan	San Marino
Brunei	Kazakhstan	Saudi Arabia (b)
Darussalam	Kenya	Serbia
Bulgaria	Korea (South)	Seychelles
Cambodia	Kuwait	Slovak Republic
Canada	Laos	Slovenia

Cape Verde	Latvia	South Africa
Chile (b)	Libya	Spain
China Mainland	Liechtenstein	Sri Lanka
Cyprus	Lithuania	Sweden
Czech Republic	Luxembourg	Switzerland
Denmark	Malaysia	Taiwan
Ecuador	Malta	Thailand
Egypt	Mauritius	Tunisia
Estonia	Mexico	Türkiye
Ethiopia	Mongolia	Turkmenistan
Fiji	Morocco	Ukraine
Finland	Myanmar	United Arab
France	Netherlands	Emirates (b)
Gabon	New Zealand	United Kingdom
Georgia	Nigeria	United States (b)
Germany	Norway	Uruguay
Ghana	Oman (b)	Uzbekistan
Greece	Pakistan	Vietnam
Guernsey		

(a) This is a tax information exchange agreement, which provides only for the exchange of information on tax matters.

(b) These are or consist of limited treaties that cover only income from shipping and/or air transport.

Individuals who receive employment income in Singapore and who are tax residents of countries that have concluded double tax treaties with Singapore may be exempt from Singapore income tax if their period of employment in Singapore does not exceed a certain number of days (usually 183) in the calendar year concerned, within any 12-month period, or in any 12-month period commencing or ending in the calendar year concerned, and if they satisfy certain additional criteria specified in the treaties.

## **F. Visit passes and visas**

Short-term visit passes are issued at the port of entry and may be obtained without prior application. They are issued for visiting purposes only, not for employment. Short-term visit passes are valid from 14 days to 90 days, subject to the discretion of the immigration authorities.

Certain categories of foreign nationals must obtain entry visas prior to arrival in Singapore.

## **G. Work permits and employment passes**

Foreign nationals who intend to take up employment or to engage in a business, profession or occupation in Singapore must first apply for a work pass. A Singapore entity, which is normally the employer, must sponsor the work pass application.

**Work permit.** A work permit (WP) may be granted to a skilled or unskilled foreign worker who holds qualifications and experience relevant to the position. WPs are granted for up to two years at a time and are renewable (maximum employment period in Singapore may apply). WPs are subject to sourcing and quota restrictions, and employers are subject to monthly levies for each WP holder employed.

**S Pass.** An S Pass is a work pass for individuals with acceptable qualifications (for example, a university degree or college diploma) and a minimum fixed monthly salary of SGD3,150 for all sectors (except the financial services sector) or SGD3,650 for the financial services sector. More experienced applicants are expected to draw higher salaries to qualify for an S Pass. The S Pass is subject to a quota and a monthly levy payable by the company. The minimum fixed monthly salary for a new S Pass application will be raised to at least SGD3,300 for all sectors (except the financial services sector) or SGD3,800 for the financial services sector from 1 September 2025. The finalized qualifying salary will be announced closer to the implementation date.

**Employment Pass.** An Employment Pass (EP) may be granted to a foreigner who holds an acceptable degree, professional qualifications or specialist skills and has a fixed monthly salary of at least SGD5,000 for all sectors other than the financial services sector. The qualifying salary increases progressively from age 23 to SGD10,500 for ages 45 and above. The minimum monthly qualifying salary for the financial services sector is SGD5,500 for age 23 and increases progressively to SGD11,500 for ages 45 and above. From 1 January 2025, the EP qualifying salary of new EP applications under all sectors, except for the financial services sector, will be raised to SGD5,600 from age 23 and to SGD10,700 for ages 45 and above. The EP qualifying salary for the financial services sector will be raised to SGD6,200 from age 23 and to SGD11,800 for ages 45 and above.

EP applicants will also be required to pass the points-based Complementarity Assessment Framework (COMPASS) unless specifically exempted. COMPASS gives businesses greater clarity and certainty for manpower planning. It enables employers to select high-quality foreign professionals while improving workforce diversity and building a strong local core by evaluating an EP application based on a holistic set of individual and firm-related attributes.

Under the Fair Consideration Framework (FCF), before the submission of a new EP or S Pass application, the employer must post the job vacancy to the designated jobs database for at least 14 calendar days and consider all candidates fairly. Small firms with fewer than 10 employees or jobs that pay a fixed monthly salary of SGD22,500 and above are exempt from the advertising requirement. Other exemptions are available.

Fixed monthly salary includes basic salary and other fixed monthly payments, such as a cost-of-living adjustment and other cash allowances provided to an employee. Notably, it does not include the provision of benefits-in-kind, such as housing, or variable payments, such as commissions, bonuses or daily-based allowances.

A foreign national who receives an in-principle approval for an EP or S Pass may be required to undergo a medical examination or to complete a health declaration form.

A first-time applicant may be issued an EP/S Pass with a duration of up to two years. The EP/S Pass may be renewed for periods of up to three years per renewal. Experienced tech professionals

with skills in shortage in Singapore may be eligible for a longer five-year duration EP.

**Personalized employment pass.** An EP holder who earns a fixed monthly salary of at least SGD22,500 may apply for a personalized employment pass (PEP). An overseas foreign professional whose last drawn fixed monthly salary (within six months from the date of application) was at least SGD22,500 may also apply. The PEP is issued for a non-renewable period of three years and may only be issued once. The holder must not be unemployed for a continuous period exceeding six months, and must earn a fixed annual salary of at least SGD270,000 in each calendar year in which he or she holds the PEP. Certain requirements for reporting to the Ministry of Manpower are imposed on the PEP holder and his or her employer.

The PEP provides added flexibility for the holder because the pass is not tied to a particular employer. The PEP includes the same dependent privileges as the EP. The PEP does not enable the holder to take up freelance work without a direct employer, or to be a business owner (sole proprietor, working partner or director with shareholding).

**EntrePass.** A foreigner who is an entrepreneur and ready to start a new business or company in Singapore may apply for an EntrePass (employment pass for entrepreneurs). New EntrePass applicants must have their company registered as a private limited company in Singapore, or if the company is not registered, they may do so after the outcome of the application. EntrePass holders must hold at least 30% shareholding of the company. In addition, the company must be venture-backed or own innovative technologies and meet at least one of the following criteria:

- It raised funding for a past or current business
- It is supported by a government-recognized or internationally renowned incubator or accelerator
- It founded and sold a technology business
- It holds intellectual property
- It has a research collaboration in Singapore

Newly issued EntrePasses have a validity period of up to one year. Subsequent renewed EntrePasses have a validity period of up to two years, subject to meeting the prevailing renewal criteria. If the registered company is more than 12 months old as of the date of the EntrePass application, the application will be assessed according to the renewal criteria.

**Tech.Pass.** The Tech.Pass visa is intended for established tech entrepreneurs, leaders or technical experts to provide them with the flexibility to participate in a variety of activities, such as starting and operating tech companies, being an employee, investor and/or director in a Singapore-based company and being a consultant or mentor.

To be eligible for the pass, two of the following three conditions must be met.

- A last drawn fixed monthly salary of at least SGD22,500
- At least five cumulative years of experience in a leading role in a tech company with a valuation/market cap of at least USD500 million or at least USD30 million funding raised

- At least five cumulative years of experience in a leading role in the development of a tech product that has at least 100,000 monthly active users or at least USD100 million annual revenue

**Overseas Networks & Expertise Pass.** The Overseas Networks & Expertise (ONE) Pass is a five-year personalized work pass for top talent across all industries. ONE Pass holders enjoy greater employment flexibility as the pass allows them to concurrently start, operate and work for multiple companies in Singapore at any one time, eliminating the need to apply a new pass for any change in employment. ONE Pass holders are also exempted from the FCF job advertising requirement and are not subject to COMPASS.

To be eligible for the pass, applicants will need to meet either of the following criteria:

- Earn a fixed monthly salary of at least SGD30,000 under certain conditions
- Showcase outstanding achievements in either arts and culture, sports or academia and research

ONE Pass holders are required to notify the Ministry of Manpower of their annual earnings and professional activities annually. The ONE Pass is renewable subject to meeting certain conditions.

## H. Residence permits

Qualified professionals, technical personnel and skilled workers may apply for permanent residence (PR) on obtaining an EP/S Pass to work in Singapore. An applicant in this category may also apply for PR for his or her spouse and unmarried children under 21 years of age.

Under the Global Investor Program (GIP), foreign investors who satisfy preconditions set by the Economic Development Board (EDB) in Singapore may obtain the EDB's support in their application for permanent residency in Singapore for themselves and immediate family members. Currently, the EDB has established that the four main categories of qualifying applicants are individuals who fulfill certain criteria and who fall within the following categories:

- Established business owners
- Next-generation business owners
- Founders of fast-growth companies
- Family office principals

Individuals who meet the conditions may apply for the program by committing to invest at least SGD10 million in certain approved categories of business activities. Alternatively, an investment of SGD25 million can be made into a designated Global Investor Programme fund that invests in Singapore-based companies. Individuals can also establish a Singapore-based single-family office that has assets under management of at least SGD200 million with specific investment requirements.

Successful applicants must make the investment in accordance with the approved business plan within six months of receipt of the approval in principle. Applicants are required to produce evidence of their investment for final approval of the conferring of PR status.



Applicants are required to formalize their PR status in Singapore within 12 months from the date of the final approval letter. On formalization of the PR, applicants are issued a Re-Entry Permit (REP), which will be valid for five years and allows applicants to maintain PR status even if they are outside of Singapore.

Applicants must maintain the investment made for a period of five years. This five-year period begins on the date of final approval of PR. After five years, applicants will have their REP renewed if certain REP renewal conditions are met by the fifth year of their PR status.

## **I. Family members**

All work pass holders mentioned above except for a work permit holder may apply for Dependant's Passes, which allow a legal spouse and legal children under 21 years of age to live in Singapore. Work pass holders earning a fixed monthly salary of less than SGD6,000 per month may not apply for Dependant's Passes. A Dependant's Pass holder who wishes to work in Singapore must apply for a WP, S Pass or EP separately. Spouses of the ONE Pass holder can also work in Singapore on a Letter of Consent (LOC). The LOC has no salary requirement, and potential employers of the spouses of ONE Pass holders can apply for the LOC accordingly.

If dependents are not eligible to apply for Dependant's Passes, the main work pass holder with fixed monthly salary of at least SGD6,000 may apply for a Long-Term Visit Pass for eligible dependents, who are the following:

- Common-law spouse who is recognized as such by the laws of his or her country
- Unmarried stepchildren who are not legally adopted under age 21
- Unmarried handicapped children above age 21
- Parents of the main work pass holder (only applicable for pass holder with fixed monthly salary of at least SGD12,000)

# Sint Maarten

[ey.com/globaltaxguides](http://ey.com/globaltaxguides)

Please direct all inquiries regarding Sint Maarten to the persons listed below in the Willemstad, Curaçao, office.

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On 10 October 2010, the country Netherlands Antilles, which consisted of five island territories in the Caribbean Sea (Bonaire, Curaçao, Saba, Sint Eustatius and Sint Maarten), was dissolved. On dissolution of the Netherlands Antilles, the islands of Bonaire, Sint Eustatius and Saba (BES-Islands) became part of the Netherlands as extraordinary overseas municipalities. Curaçao and Sint Maarten have both become autonomous countries within the Kingdom of the Netherlands. The former Netherlands Antilles tax laws remain applicable to Sint Maarten, with the understanding that references in the laws to "the Netherlands Antilles" should now be read "Sint Maarten." The following chapter provides information on taxation in Sint Maarten only. Chapters on the BES-Islands and Curaçao appear separately in this guide.

## A. Income tax

**Who is liable.** Residents are taxable on their worldwide income. Nonresidents are taxable only on income derived from certain Sint Maarten sources. A resident individual who receives income, wherever earned, from former or current employment is subject to income tax in Sint Maarten.

The place of residence is determined based on the facts and circumstances of an individual's domicile (the availability of a permanent home) and physical presence and on the location of an individual's vital personal and economic interests.

**Income subject to tax.** The following types of income are taxed in Sint Maarten:

- Employment income
- Self-employment and business income
- Income from immovable property (rental income)
- Income from movable assets (dividend and interest income)
- Income from periodical allowances

*Employment income.* Taxable employment income consists of employment income, including directors' fees, less itemized and standard deductions and allowances (see *Deductions*), pension

premiums and social security contributions, whether paid or withheld.

Directors' fees are treated in the same manner as ordinary employment income and are taxed combined with other income at the rates set forth in *Rates*. Directors' fees paid by Sint Maarten companies are subject to withholding for wage tax and for social security insurance contributions.

A nonresident individual receiving income from current or former employment carried on in Sint Maarten is subject to income tax and social security contributions in Sint Maarten. Wage tax and social security contributions are withheld from an individual's earnings. However, if the individual's stay does not exceed three months, the individual may request an exemption from the withholding requirement. In addition, a nonresident individual will not be subject to income tax if the individual only temporarily performs employment activities that do not exceed 183 days in any 12-month period and if the remuneration for these employment activities is not borne by either of the following:

- An employer residing or established in Sint Maarten
- A permanent establishment or an occupation or enterprise in Sint Maarten of an employer not residing or established in Sint Maarten

Furthermore, the exemption does not apply to employment activities performed for a (sub)contractor not residing or established in Sint Maarten that qualifies as a wage tax withholding agent.

A nonresident who is employed by a Sint Maarten public entity is subject to tax on income, even if the employment is carried out abroad (outside Sint Maarten).

A nonresident individual receiving income as a managing or supervisory director of a company established in Sint Maarten is subject to income tax and social security contributions in Sint Maarten.

*Self-employment and business income.* Residents are subject to income tax on their worldwide self-employment and business income, as well as on income derived from a profession. Nonresidents are taxed on income derived from a profession practiced in Sint Maarten. However, if the profession practiced in Sint Maarten does not exceed three months, a full or partial exemption of income tax may be requested. In addition, a nonresident individual will not be subject to income tax if the individual only temporarily performs self-employment or business-related activities for his or her profession or business in Sint Maarten that do not exceed 183 days in any 12-month period. Annual profits derived from a business must be calculated in accordance with sound business practices that are applied consistently. Taxable income is determined by subtracting the deductions and personal allowances specified in *Deductions* from annual profits.

A nonresident individual earning income from activities carried on in Sint Maarten through a permanent establishment or a permanent representative is subject to income tax in Sint Maarten. Profits of a permanent establishment are calculated in the same manner as profits of resident taxpayers.

*Income from periodic allowances.* Resident individuals are subject to tax on their worldwide periodic allowances, including old-age pensions (not related to previous employment), alimony payments and disability allowances. In general, periodic allowances are taxable if the allowances exceed their purchase price and if the purchase price has not (nor could have) been deducted from Sint Maarten income or was considered a component of Sint Maarten income.

*Income from immovable property.* Sixty-five percent of the income from real estate (rental income), grounds, mines and waters is taxed at the income tax rates set forth in *Rates*. Income derived from a person's residence is not taxed as income from immovable property. Interest paid on mortgage loans for the acquisition or the restoration of immovable property can be deducted from taxable income.

Nonresident individuals are taxed on rental income derived from real estate located in Sint Maarten or from the rights to such property.

*Income from movable assets (dividend and interest income).* Dividends and interest income derived from domestic and foreign sources, less deductions, are generally subject to income tax at the rates set forth in *Rates*. For investments in foreign portfolio investment companies and investments in Sint Maarten exempt companies, a fictitious yield at a rate of 4% must be reported annually based on the fair market value of the investments at the beginning of the calendar year. Interest income received from local bank accounts is taxed at a rate of 6.25%.

Nonresident individuals are taxed on interest income derived from debt obligations if the principal amount of the obligation is secured by mortgaged real estate located in Sint Maarten.

No withholding taxes are levied on dividends, interest and royalties earned by nonresidents. In general, a withholding tax applies to interest payments made by paying agents established in Sint Maarten to individuals resident in one of the Member States of the European Union (EU). This withholding tax applies for the duration of a transitional period. The withholding tax rate was 15% for the first three years beginning in 2005. Effective from 1 July 2008, the tax rate was increased to 20%. Effective from 1 July 2011, the tax rate was increased to 35%. However, exchange of information is now prescribed instead of the withholding on interest payments.

*Income from substantial share interests.* On request, resident individuals are taxed on dividend income and capital gains derived from substantial share interests at a fixed rate of 15% (not including 25% surcharges, or 18.75% including surcharges). Otherwise, such income is subject to the progressive income tax rates (see *Rates*).

An interest of at least 5% in the issued share capital of a company, a right to acquire such interest and a corresponding profit-sharing right qualifies as a substantial share interest.

Nonresident individuals are taxed on dividend income and capital gains derived from substantial share interests in companies that are resident in Sint Maarten if the nonresident individuals were

residents of Sint Maarten at some time during the 10-year period preceding the receipt of the dividends or the realization of the capital gains. In the event of emigration to Sint Maarten, a “step-up” facility is available to determine the cost of a substantial share interest. In the event of emigration from Sint Maarten, the tax authorities may issue an income tax assessment on the difference between the fair market value of the shares on emigration and the fair market value on establishing residency. However, this tax assessment need not be paid if certain conditions are met. If the taxpayer emigrates within eight years after establishing residency, this income tax on emigration may not be imposed.

**Capital gains.** Capital gains are generally exempt from tax. In the following circumstances, however, capital gains may be subject to income tax at normal or special rates.

Type of income	Rate (%)
Capital gains realized on the disposal of business assets and on the disposal of other assets if qualified as income from independently performed activities	Up to 47.5 (including surcharges)
Capital gains on the liquidation of a company or on the repurchase of shares by the company in excess of the average paid-up capital (non-substantial share interest)	Up to 47.5 (including surcharges)
Capital gains derived from the sale of a substantial share interest in a company	18.75 (including surcharges)

Nonresidents may be subject to income tax on capital gains derived from the disposal of business assets or of shares in Sint Maarten resident corporations if the shares constitute a substantial share interest and if certain other conditions are met.

### Deductions

*Deductible expenses.* A resident taxpayer is entitled to more deductible items than a nonresident taxpayer. A fixed deduction of ANG500 may be deducted from employment income. Instead of the fixed deduction, actual employment-related expenses incurred may also be fully deducted to the extent that the expenses exceed ANG1,000 annually.

Deductions that may be claimed by residents include those discussed below.

*Personal deductions.* Residents may claim the following personal deductions:

- Alimony payments to a former spouse
- Mortgage interest paid that is related to the taxpayer’s dwelling (limited to ANG27,500 annually)
- Maintenance expenses related to the taxpayer’s dwelling (limited to ANG3,000 annually)
- Interest paid on consumer loans (limited to ANG2,500, or ANG5,000 if married, annually)

- Life insurance premiums that entitle taxpayers to annuity payments (up to a maximum of 5% of the income or ANG1,000, annually)
- Pension premiums paid by an employee
- Social security premiums for the General Old Age Pension Ordinance (AOV) and the General Widows and Orphans Ordinance (AWW) paid by an employee
- Qualifying donations in excess of certain threshold amounts

*Extraordinary expenses.* Residents may deduct the following extraordinary expenses:

- Financial support to children exceeding 27 years of age and other relatives not capable of providing for themselves
- Medical expenses, educational expenses and support for up to second-degree relatives, if certain threshold amounts are met

*Nonresidents.* Deductions for nonresidents include the following:

- Employment expenses
- Qualifying donations in excess of certain threshold amounts

*Business deductions.* In general, business expenses are fully deductible. However, the deduction of certain expenses is limited. The following deductions are available for self-employed persons:

- Accelerated depreciation of fixed assets up to a maximum of 33⅓% (one-third of the purchase value).
- An investment allowance of 8% for acquisitions of or improvements to fixed assets in the year of investment and in the immediately following year. The investment allowance is increased to 12% for acquisitions of new buildings or improvements to existing buildings. This allowance applies only if the investment amounts to more than ANG5,000 in the year of investment.

**Personal tax credits.** The following personal tax credits may be subtracted by a resident taxpayer from the income tax due for the 2024 fiscal year:

- Standard tax credit: ANG2,130
- Sole earner tax credit: ANG1,422
- Senior tax credit: ANG1,073
- Child tax credit per child: varies from ANG77 to ANG758, depending on the children's age, residence and education

Nonresidents may claim only the standard tax credit.

**Pensioners and retirees.** Pensioners who request and obtain the *penshonado* status can opt to be taxed at an income tax rate of 10% (including surcharges) on all foreign-source income or they can declare a fixed income of ANG500,000 per year as foreign income. This fixed income is taxed at the progressive income tax rates (see *Rates*). The *penshonado* status can be obtained if certain conditions are met, including the following:

- The applicant must not have been a resident of Sint Maarten for the past five years.
- The applicant must at least be 50 years of age.
- The applicant must apply for the *penshonado* status within two months of his or her registration in Sint Maarten.
- The applicant must acquire a house for personal use within 18 months of his or her registration with a value of at least ANG450,000.

**Expatriate facility.** Individuals that meet certain criteria can request the application of the expatriate facility. To acquire the expatriate status, an individual must meet the following conditions:

- The applicant must not have been a resident of Sint Maarten for the past five years.
- The applicant must have special skills at the college or university level and at least three years of relevant working experience at the required level.
- If the applicant does not have special skills at the college or university level, the applicant must have at least five years of relevant working experience at the required level and the applicant must receive remuneration from his or her employer of at least ANG100,000.
- The applicant must possess skills that are scarcely available in Sint Maarten or be employed by the government of Sint Maarten with the salary scale of 11.

The employer must file the application. In principle, the expatriate status applies with retroactive effect to the beginning of the employment if the application is filed within three months after the beginning of the employment.

An employee with the expatriate status can receive limited amounts of fringe benefits tax-free, such as wages in kind, travel expenses, hotel expenses and expenses with respect to means of transportation and relocation. The remainder of the compensation paid to the expatriate by the employer is taxed at the progressive income tax rates (see *Rates*). In addition, a net employment contract can be entered into with the expatriate, and the wage tax should then not be grossed up as an additional benefit received from employment.

**Rates.** Resident and nonresident individuals are subject to income tax at the same progressive rates. The following are the individual income tax rates and tax brackets for the 2024 fiscal year.

Taxable income		Tax on lower amount ANG	Tax rate on excess %
Exceeding ANG	Not exceeding ANG		
0	32,722	0	12.50
32,722	49,084	4,090.28	20.00
49,084	68,172	7,362.47	26.25
68,172	102,255	12,372.96	33.75
102,255	144,521	23,876.38	40.00
144,521	—	40,782.56	47.50

Local interest is taxed at a rate of 6.25% (including surcharges).

If the taxable income is equal or less than the minimum wage, tax is not imposed on the taxable income.

**Relief for losses.** Individual taxpayers may carry losses forward for five years.

## B. Inheritance and gift taxes

Inheritance and gift tax is levied on all property bequeathed or donated by an individual who is a resident or deemed to be a resident of Sint Maarten at the time of death or donation. For

individuals who are nonresidents at the time of death or donation, inheritance and gift tax is levied on real estate located in Sint Maarten only. The tax is payable by the heir or the recipient of the gift, regardless of his or her place of residence.

Inheritance and gift tax rates range from 2% to 24% of the value of the taxable estate or the donation, less deductions. The rates vary, depending on the applicable exemptions and the relationship of the recipient to the deceased or the donor. In general, the following rates apply.

<b>Relationship of recipient</b>	<b>Rate (%)</b>
Spouse or child	2 to 6
Brother or sister	4 to 12
Parent or grandparent	3 to 9
Niece, nephew or grandchild	6 to 18
Other	8 to 24

Notwithstanding the above, the tax rate is 25% for a donation from a resident to a private foundation.

### **C. Social security contributions**

All resident individuals must pay social security contributions. The contributions provide benefits under the General Old Age Pension Ordinance (AOV), the General Widows and Orphans Ordinance (AWW) and the General Insurance Extraordinary Sickness Ordinance (AVBZ). Contributions to the health insurance (ZV) and disability insurance (OV) are also due on salaries up to a certain threshold (ANG10,000 per month for 2024). In addition, employers must pay a severance contribution (*Cessantia*) fee of ANG40 (2024) per employee per year.

The total AOV/AWW contributions due annually are 14% of earnings, up to a maximum amount of earnings of ANG117,091.61 for 2024. Premiums are paid partly by the employer if an individual is employed. For AOV and AWW, employers contribute 7.5% of salary and employees contribute 6.5%. For AOV and AWW, self-employed persons pay a total of 14%, up to a certain maximum amount of contributions per year, but different percentages are applied, depending on the amount of income.

For AVBZ, the following are the contributions:

- Employers: 0.5% of salary
- Employees: 1.5% of salary
- Self-employed persons: 2% of earnings
- Pensioners: 1.5% of pension income if the amount of the annual income exceeds ANG10,000 or 1% of pension income if the amount of the annual income does not exceed ANG10,000

The rates of contributions for AVBZ are applied to taxable income, up to a certain maximum amount (for 2024, ANG417,357).

The total rate of required ZV contributions for employees and self-employed individuals amounts to 12.5%. The contributions are partly paid by the employer (8.3%) and partly by the employee (4.2%). The rate of required disability insurance (OV) contributions for employees and self-employed individuals varies between 0.5% and 5%, depending on the applicable risk category; the contribution is fully payable by the employer. The OV and



ZV contributions are due on salaries up to a certain maximum amount (ANG10,000 per month for 2024).

In general, nonresidents earning income from employment in Sint Maarten are subject to social insurance contributions.

## **D. Tax filing and payment procedures**

**Filing and payment.** Because the wage tax is a pre-levy to the income tax, employers must file wage withholding tax returns on a monthly basis. The wage tax return must be filed no later than the 15th day of the month following the month in which the salaries are paid to employees. For most employees, wage withholding tax is the final tax. Personal income tax returns for the calendar year must be filed within two months after the issuance of the tax return forms, unless an extension for filing is obtained. Any additional income tax to be paid is normally due within two months after the date of the final assessment.

**Filing income tax return together with spouse.** If both spouses earn income, married persons are taxed separately on the following types of income:

- Employment income
- Self-employment and business income
- Certain periodic allowances, including old-age pensions, alimony and disability allowances

Investment income, including rental income, dividends and interest on bonds, is included in the taxable income of the spouse who has the higher individual income or, if both spouses earn the same amount of individual income, in the taxable income of the older spouse. Personal deductions must be claimed by the spouse with the higher individual income, or if both spouses earn the same amount of individual income, by the older spouse.

**Social security payments.** Social security contributions are withheld by the employer and are declared in the wage tax returns. Individuals receiving other types of income must pay social security contributions within two months after the date of an assessment.

**Filing inheritance tax return.** An inheritance tax return must be filed within six months after the date of death. A gift tax return must be filed within three months after a gift is made. Both inheritance and gift tax must be paid within two months after the date of assessment.

## **E. Double tax relief and tax treaties**

Sint Maarten has entered into double tax treaties with the Netherlands (including the BES-Islands) and Norway. The double tax treaty with the Netherlands entered into force on 1 March 2016 and is applicable as of 1 January 2017. The Tax Regulation for the Kingdom of the Netherlands remains in force between Sint Maarten and Aruba and Sint Maarten and Curaçao. Sint Maarten's double tax treaties apply to taxes on income, capital, inheritances and gifts. If no double tax treaty applies, in general, the Tax Office allows foreign taxes paid to be deducted as expenses from taxable income.

Sint Maarten terminated the bilateral agreements with the EU Member States with respect to the application of the EU Council Directive on the taxation of savings income.

Sint Maarten has entered into tax information exchange agreements with the following jurisdictions.

Antigua and Barbuda	Costa Rica*	New Zealand
Argentina*	Denmark	St. Kitts and Nevis
Australia	Faroe Islands	St. Lucia
Bermuda	Finland	St. Vincent and the Grenadines
British Virgin Islands*	France	Spain
Canada	Greenland	Sweden
Cayman Islands	Iceland	United Kingdom
	India*	United States
	Mexico	

\* This agreement has not yet entered into force.

Sint Maarten has committed itself to automatic exchange of information under the Common Reporting Standard as of 2018.

## **F. Residency and working permits**

In general, foreign individuals who wish to reside and work in Sint Maarten need residency and working permits. The conditions for obtaining such permits depend on the nationality of the individual. Special provisions apply to individuals holding a Dutch passport.

Wealthy individuals (Investors) who meet certain conditions are granted through a simplified procedure a residency permit known as an Investors Permit. The permit allows an Investor a legal stay in Sint Maarten of, in principle, up to 120 days a year. A stay of the Investor exceeding 120 days a year is not prohibited, but may result in the Investor being considered a resident taxpayer with respect to Sint Maarten.

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## A. Income tax

**Who is liable.** Slovak residents are subject to tax on their worldwide income. Nonresidents are subject to tax on their Slovak-source income only.

An individual is considered a Slovak tax resident if any of the following conditions is met:

- The individual has accommodation available in the Slovak Republic that is not used for occasional purposes and at the same time has economic and personal ties with the Slovak Republic.
- The individual has a permanent residency in the Slovak Republic.
- The individual is physically present (that is, usually staying) in the Slovak Republic for at least 183 days in a calendar year. For purposes of the 183-day test, each whole or partial day spent in the Slovak Republic during the calendar year counts toward the number of days. The 183-day test does not apply to the following individuals:
  - Individuals staying in the country to study
  - Individuals present in the country for medical treatment

Individuals assigned by a foreign employer to the Slovak Republic who continue to be employed and paid by the foreign employer and who perform work for and under the instruction of a Slovak resident individual or legal entity are deemed to be employed by the Slovak resident individual or legal entity and subject to monthly withholding of personal income tax from their employment income.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Employment income includes salaries, wages, bonuses, other regular, irregular or one-off compensation of a similar nature and most benefits-in-kind. Employment income also includes fees paid to directors and partners of limited liability companies and to limited partners of limited partnerships. Income received by a professional sportsperson on the basis of a player contract is also considered to be employment income. Non-monetary income up to EUR500 per employee per year may be exempt from tax and social security if it is treated as tax non-deductible cost for the employer.

*Self-employment and business income.* Taxable self-employment and business income consists of income from business activities and professional services. This income may be decreased by deductible expenses. A notional expenses deduction of 60% of taxable income and up to a maximum of EUR20,000 per tax period is available for non-VAT payers. Nonresidents are subject to tax on their Slovak-source business income only.

Rental income, including income from the rental of real estate and movable assets representing appurtenances of the real estate is taxed as self-employment and business income. As a result, expenses can be deducted from such income. A notional expenses deduction and loss carryforward are not possible for rental income.

*Investment income.* Investment income from Slovak sources, including interest and other income derived from securities, and payments made from supplementary pension insurance schemes is generally subject to a 19% withholding tax. This withholding tax is considered a final tax, and the income is not included in the tax base.

Investment income is not included in the tax base subject to the progressive tax rates (see *Rates*). It constitutes a separate tax base (few exemptions applicable), which is subject to a flat tax rate of 19% (that is, without application of tax progression).

*Dividends.* Dividends distributed from profits for accounting periods starting before 31 December 2003 or starting after 31 December 2016 are subject to tax (dividends distributed from profits in other periods might be subject to Slovak health insurance contributions). Slovak tax residents who participate in the registered capital of a company until 31 December 2023 (regardless of where the legal seat is registered) are generally taxed at 7% on their dividend income. Dividends distributed from profits for accounting periods starting after 1 January 2024 are subject to a tax rate of 10% on their dividend income. However, a tax rate of 35% applies on dividend income from jurisdictions that have not entered into a double tax treaty or tax administrative treaty with the Slovak Republic (that is, jurisdictions that are not included in the white list published by the Slovak Ministry of Finance). Dividend income should be taxed via withholding tax if its source is in the Slovak Republic, or via a tax return if its source is abroad.

**Taxation of employer-provided stock options.** For employer-provided stock options granted after 31 December 2009, the taxable amount equals the higher market price of the stock at the

exercise date (that is, on the day on which the option is actually exercised) minus the sum of the following:

- The guaranteed exercise price of the employee's stock
- The price paid by the employee for the option (if any)

The above amount is taxable on the exercise date. Employer-provided stock options are treated as employment income and taxed through payroll withholdings at the regular income tax rate in the month of exercise.

The income from stock options granted by employers before 31 December 2009 is taxed on the vesting date (that is the date on which the option can be exercised) under the rules applicable until 31 December 2009.

Capital gains derived from the sale of shares acquired under an option plan are calculated as the difference between the sales price and the market price on the exercise date (vesting date for options granted before 31 December 2009). These gains are subject to tax at the regular rate (see *Capital gains*).

**Capital gains.** Capital gains derived from the sale or exchange of property are taxed as ordinary income at the regular income tax rate (see *Rates*). In general, capital gains derived from the sale of real estate or personal property are exempt from income tax if relevant conditions stipulated in the law are met (for example, the minimum required holding period). Business assets generally do not qualify for exemption.

Income derived from the sale of securities that are traded on a regulated market or similar foreign market for at least one year is exempt from tax if the period between acquisition and sale of the securities exceeds one year and if such securities had not been included in the business assets. The exemption also applies to income derived from the sale of options and income from derivative transactions from "long-term investment savings," which is income that is paid 15 years from the beginning of a long-term investment, if such items had not been included in the business assets of the taxpayer.

In addition, a general tax exemption of up to EUR500 per year applies to capital gains from the sale of securities that would not be otherwise subject to the tax exemption above (shares included in the business assets of the taxpayer, shares that are not traded on regulated market or shares that were sold prior to the end of the one-year time period) if the respective tax-free allowance available to the taxpayer is claimed with respect to this type of income.

Income from the sale or exchange of virtual currencies is subject to the personal income tax at a rate of 19% to 25%. Taxable income is realized by sale of virtual currency, exchange of virtual currency for goods or services, or by exchange of virtual currency for another virtual currency. The income may be reduced by expenses provably incurred to generate the income (for example, acquisition costs of a virtual currency). It is not possible to offset a tax loss against the sale or exchange of a virtual currency with other income; however, losses from the sale or exchange of one virtual currency may be offset against profits from the sale or exchange of another virtual currency in one tax

period (a loss carryforward is not possible). Specific rules apply to virtual currencies included in business assets.

## Deductions

*Deductible expenses.* Mandatory sickness insurance, health insurance, old-age insurance, disability insurance and unemployment insurance contributions paid by employees (see Section C) are deductible from employment income.

*Personal allowances and deductions.* All taxpayers, including nonresidents, are entitled to a personal allowance. Taxpayers whose tax base for the calendar year does not exceed 92.8 times the subsistence minimum (EUR24,952.06 for 2024) can deduct a nontaxable amount equal to 21 times the subsistence minimum per taxpayer (EUR5,646.48 for 2024). For taxpayers whose tax base for the calendar year exceeds 92.8 times the subsistence minimum, the nontaxable portion of the tax base gradually decreases depending on the taxpayer's income. Taxpayers who have a tax base for the calendar year higher than EUR47,537.98 are not entitled to any general allowance. Slovak tax residents and Slovak tax nonresidents whose Slovak-source income represents more than 90% of their worldwide income may also claim a spousal allowance for a spouse who has no or limited income of his or her own, who lives with them in the same household and who takes care of infant children living with the taxpayer or the following persons:

- A person receiving compensation for care
- A person who is registered with the Labour Office as unemployed
- A person considered to have a severe disability

The spousal allowance also gradually decreases depending on the taxpayer's and the spouse's income. Individuals whose annual tax base exceeds EUR68,187.96 in 2024 are not entitled to the spousal allowance.

The above personal allowances are deductible from the tax base reported for employment income and self-employment and business income only.

*Child credit.* In addition, tax residents and Slovak tax nonresidents whose Slovak-source income represents more than 90% of their worldwide income are entitled to a tax bonus (credit) per dependent child.

The following are the amounts of the monthly child credit for 2024:

- EUR140 for one child up to the age of 18 years
- EUR50 for one child above the age of 18 years

The child credit can be claimed up to the following maximum percentages:

- 20% of the partial tax base amount for one child
- 27% of the partial tax base amount two children
- 34% of the partial tax base amount for three children
- 41% of the partial tax base amount for four children
- 48% of the partial tax base amount for five children
- 55% of the partial tax base amount for six or more children

If multiple taxpayers meet the conditions for claiming a child credit and the taxpayer claiming the child credit does not have a defined tax base to claim the entire child credit, the tax base can be increased by the tax base amount of another eligible person supporting the child (or children) in the household.

*Deduction on paid interest.* As of 1 January 2018, a tax bonus on interest paid is introduced. In general, it represents a new form of tax advantage for interest paid on housing loans, which replaces the prior governmental mortgage credit support scheme for young people.

An individual is entitled to the tax bonus on the fulfillment of both of the following conditions:

- As of the loan application date, the individual is at least 18 years old and not more than 35 years old.
- The total average monthly income of the individual does not exceed 1.6 times the average monthly wage (applies for loan contract concluded after 1 January 2024) or 1.3 times the average monthly wage (applies for loan contract concluded before 1 January 2024) of an employee in the Slovak economy determined in the year preceding the year in which the loan agreement is concluded.

The taxpayer must claim entitlement to the tax bonus after the end of the tax period through either of the following:

- A simplified tax reconciliation performed by the employer
- A Slovak personal income tax return filed by the individual

The tax bonus for a loan contract concluded before 1 January 2024 is set at 50% of the interest paid in the relevant tax period. However, it may not be more than EUR400 annually and may not exceed the tax liability of the individual. For a loan contract concluded after 1 January 2024, the tax bonus is set at 50% of the interest paid in the relevant tax period, but not more than EUR1,200 annually and not exceeding the tax liability of the individual.

*Business deductions.* In general, costs and expenses incurred to generate, assure and maintain taxable income are deductible, including mandatory contributions for social and health insurance. Expenses of a capital nature, penalties other than payments of contractual penalties, income tax and expenses incurred to generate tax-exempt income are not deductible.

As of 1 January 2017, the notional expenses that self-employed individuals can deduct were increased to 60% of total taxable income. At the same time, the maximum limit of tax-deductible notional expenses was increased to EUR20,000 per year. The Amendment to the Income Tax Act has also abolished the obligation to proportionally decrease the amount of tax-deductible expenses if a taxpayer does not conduct business activity during the entire tax period.

**Rates.** The basic tax rate is 19%. The annual tax base exceeding EUR47,537.98 is taxed at a rate of 25%.

Interest income represents a separate tax base, with a tax rate of 19% without application of tax progression and also dividend income with tax rates 10% and 35% on the dividend income from

jurisdictions that have not entered into a double tax treaty or tax administrative treaty with the Slovak Republic.

A tax rate of 15% applies to taxpayers who earned, with respect to a tax period, taxable income not exceeding EUR60,000 from a business or other self-employed activity.

**Relief for losses.** An individual may carry forward losses incurred in the tax years immediately preceding the year in which he or she first declares a positive tax base. Effective from 2014, historical tax losses incurred in the 2010 through 2013 tax years may be carried forward for a maximum period of four years, proportionally each year. The same rules apply to losses generated in 2014 and future years. In general, losses may not be offset against employment income. Losses incurred after 31 December 2011 can be offset only against self-employment and business income of the taxpayer. Losses incurred from renting a property cannot be used to offset other profits or carried forward.

## B. Inheritance and gift taxes

The inheritance and gift taxes were eliminated in 2004.

## C. Social and health insurance

**Contributions.** If an employee is subject to the Slovak social security system, both the employer and the employee must pay social security contributions. Slovak social security contributions consist of sickness, old-age, disability, unemployment, guarantee and accident insurance, and contributions to the reserve fund. In general, every person performing an income-generating activity for which he or she is entitled to a regular monthly compensation (and also irregular for the purposes of pension insurance) subject to income tax is deemed to be an employee for Slovak social security purposes. Rental, capital or other income is not subject to social insurance.

Slovak health insurance contributions are for health care. Individuals having income subject to income tax (including dividends paid to employees not participating in the registered capital of a company that are generated from profits for accounting periods beginning after 1 January 2011, and capital or other income on which the Slovak withholding tax does not apply) is subject to health insurance. Persons acting as members of statutory or supervisory bodies for employers, with a registered seat in the Slovak Republic, are not subject to Slovak health insurance if they do not have permanent residency in the Slovak Republic and are subject to a health insurance system in a non-European Union (EU) state.

The combined rate for the employee's social and health insurance contribution is 13.4% of his or her assessment base, which is, in general, his or her monthly taxable employment income. The employer's contribution rate is 36.2% of the employee's assessment base. The maximum monthly assessment base for all types of insurance (excluding accident insurance and health insurance) equals seven times the average wage in the Slovak economy, that is, EUR9,128 in 2024. The assessment base for accident insurance and health insurance is not limited. This means that the actual health insurance contribution (employers' as well as employees' part) and accident insurance (employers' part only) is



calculated based on the total amount of income that is subject to the respective insurance under the Slovak legislation.

The following social security and health insurance rates apply for 2024.

Benefit	Employer %	Employee %	Self- employed individuals %
Sickness insurance	1.4	1.4	4.4
Health insurance (a)	11.0	4.0	15.0
Old-age insurance (b)	14.0	4.0	18.0
Disability insurance	3.0	3.0	6.0
Accident insurance	0.8 (c)	0.0	0.0
Guarantee fund	0.25	0.0	0.0
Reserve fund	4.75	0.0	4.75
Unemployment insurance	1.0 (d)	1.0	0.0 (e)
Total	<u>36.2</u>	<u>13.4</u>	<u>48.15</u>

- (a) The health insurance contribution cap was eliminated from January 2017, and the amount of health insurance contribution is now computed from the actual amount of income regardless of the total amount of paid income subject to health insurance in the Slovak Republic.
- (b) The Slovak old-age contribution consists of two pillars. The contributions are paid to two different social security institutions, which are the state Social Security Agency and one of the commercial pension fund management agencies. The rates shown are the total rates of contributions.
- (c) Employers remit accident insurance contributions of 0.8% of the employee's assessment base (no limit applicable).
- (d) If the employer is enrolled in the *kurzarbeit* scheme, the unemployment insurance is equally split between unemployment branch (0.5%) and *kurzarbeit* branch (0.5%).
- (e) Self-employed individuals are not required to make contributions for unemployment insurance. If they elect to be insured, they make contributions at a rate of 2% of a self-determined assessment base (within statutory bounds).

Dividends from profits generated in accounting periods beginning after 1 January 2011 are subject to health insurance. For dividends from profits generated in accounting periods beginning between 1 January 2011 and 31 December 2012, a 10% rate and the common maximum assessment basis applies. For dividends from profits generated in accounting periods beginning on or after 1 January 2013, the rate is 14%.

As of 1 January 2017, the obligation to pay health insurance from distributed dividends is abolished. However, the dividend income distributed from profits achieved for tax periods before 1 January 2017 is still subject to the health insurance, with a maximum contribution base amounting to 60 times the average monthly wage from two years ago (that is, EUR78,240 for 2024).

Dividends paid by joint stock companies (or similar entities established abroad) whose shares are traded on a regulated market (including foreign markets) are exempt from health insurance contributions.

The EU regulations on social and health insurance are binding in the Slovak Republic. Consequently, the respective regulations for European Economic Area (EEA) and Swiss citizens, and the applicable totalization agreements for other foreigners (see *Totalization agreements*) must be considered when determining the social and health insurance obligations of foreign individuals working in the Slovak Republic.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, the Slovak Republic has entered into totalization agreements with the following non-EU jurisdictions.

Australia	Korea (South)	Serbia
Canada	Montenegro	Türkiye
Iran (a)	North Macedonia	Ukraine
Israel	Quebec	United States
Japan (b)	Russian Federation	Yugoslavia (c)

- (a) This agreement was signed 19 January 2016 and is subject to the ratification process.
- (b) This agreement entered into effect on 1 July 2019.
- (c) This agreement was entered into between the former Czechoslovakia and the former Yugoslavia in 1957. The Yugoslavia agreement applies to Bosnia and Herzegovina.

Totalization agreements with EU Member States continue to be valid. However, effective from 1 May 2004, the EU regulations superseded these agreements.

Under a strict interpretation of the Slovak law, employers from non-EU and non-EEA countries (without a registered seat or a branch in the Slovak Republic) that have employees in the Slovak Republic are required to register for social security purposes in the Slovak Republic, to remit employer and employee contributions to the Slovak social system and to handle the related administration (unless their employees' income is exempt from tax in the Slovak Republic or unless the Slovak Republic has entered into a bilateral agreement with the respective country).

The Slovak Republic is one of the first signatory countries to implement the EU Multilateral Framework Agreement for Telework in the social security sector. Effective from 1 July 2023, this Framework Agreement provides guidance on the applicable social security legislation for cross-border teleworking employees within the EU.

One key feature is the option for employees who habitually work remotely in their country of residence for less than 50% of their total working time to maintain their social security coverage under the employer's country's social security system. This Framework Agreement strictly relates to telework in the employee's country of residence and the employer's country. A detailed definition of cross-border telework is also provided under this Framework Agreement.

## D. Tax filing and payment procedures

In general, individuals who receive income exceeding 50% of the personal allowance (that is, EUR2,823.24 for 2024; see Section A) are required to file a tax return. An exception applies if individuals receive only employment income and/or other income and if all of such income is subject to withholding tax.

Tax returns must be filed by individuals who receive any of the following types of income:

- Income from an employer that is neither a Slovak taxpayer nor a foreign taxpayer under the Slovak tax law
- Foreign-source income (with certain statutory exemptions)

- In-kind compensation, if tax prepayments could not be withheld
- Income other than employment income

In addition, individuals having only employment income who did not request that their employer perform the annual tax reconciliation of their employment income and tax withholdings must file a tax return.

The tax year for individuals is the calendar year. Tax returns for each tax year must be filed within three months after the end of the respective tax year (that is, by 31 March of the year following the tax year). This deadline can be extended by three months on the filing of an announcement with the respective tax authority. If an individual who is a resident for tax purposes in the Slovak Republic receives foreign-source income, the deadline can be extended up to six months (that is, until 30 September) on the filing of an announcement.

Employment income received by 31 January of the following year that relates to the preceding year is regarded as income of the preceding year.

Advance tax payments are withheld monthly by Slovak employers or foreign persons that qualify as foreign payers of tax from all employment compensation paid by or through them. Individuals must make quarterly or monthly advance tax payments for rental and business income, if their last known tax liability exceeded EUR5,000. However, no advance tax payments from such income are paid if an individual also receives employment income that represents more than 50% of his or her personal income (if employment income represents a smaller share, half of the regular amount of advance tax payments is paid).

Individuals performing dependent activities in the Slovak Republic for neither Slovak nor foreign payers of tax must make monthly Slovak tax prepayments based on the actual income received.

In general, married persons are taxed separately on all types of income. The income from joint property, such as interest income or income from the sale or renting of the property, is generally divided between married persons equally, unless agreed otherwise. Related expenses are divided in the same percentage as income.

## E. Tax treaties

The Slovak Republic has entered into double tax treaties with the following jurisdictions (this list includes the double tax treaties entered into by the former Czechoslovakia, which the Slovak Republic honors).

Albania	Iceland	Oman
Armenia	India	Poland
Australia	Indonesia	Portugal
Austria	Iran	Romania
Azerbaijan	Ireland	Russian Federation
Belarus	Israel	Saudi Arabia
Belgium	Italy	Serbia
Bulgaria	Japan	Singapore
Bosnia and	Kazakhstan	Slovenia

Herzegovina	Korea (South)	South Africa
Brazil	Kuwait	Spain
Canada	Latvia	Sri Lanka
China Mainland	Libya	Sweden
Croatia	Lithuania	Switzerland
Cyprus	Luxembourg	Syria
Czech Republic	Malaysia	Taiwan
Denmark	Malta	Tunisia
Egypt*	Mexico	Türkiye
Estonia	Moldova	Turkmenistan
Ethiopia	Mongolia	Ukraine
Finland	Montenegro	United Arab
France	Netherlands	Emirates
Georgia	New Zealand	United Kingdom
Germany	Nigeria	United States
Greece	North Macedonia	Uzbekistan
Hungary	Norway	Vietnam

\* This treaty has been ratified by the Slovak Republic but not by Egypt, so it is not yet in effect.

The method of elimination of double taxation is applied based on the tax treaty entered into between the Slovak Republic and the source country. However, for employment income from foreign sources, regardless of the method for the elimination of double taxation provided in the respective tax treaty, Slovak tax residents may apply the exemption method if both of the following conditions are satisfied:

- The income was provably taxed abroad.
- Such treatment is more favorable for the individual.

If the Slovak Republic has not entered into a double tax treaty with the source country, the exemption method can be used for employment income if it is proven that the income was taxed in the source country.

## F. Entry visas

Foreigners coming from EU and non-EU jurisdictions must comply with the immigration requirements.

**Citizens of the EU/EEA and Switzerland.** Citizens of the EU/EEA and Switzerland holding a valid identification card or passport or any other document proving their identity are entitled without any conditions or formalities to stay in the Slovak Republic for three months from the date of entry into the Slovak Republic. They are only required to notify the Foreigner Police about the stay in the Slovak Republic within 10 workdays after their entry into the Slovak Republic. For a stay exceeding 90 days, citizens of EU/EEA or Switzerland must register with the Foreigner Police. This registration needs to be submitted to the Foreigner Police within 30 days after the end of the three-month period beginning on the date of entry into the Slovak Republic. No visa or work permits are required for citizens of EU/EEA or Switzerland.

**Non-EU nationals.** Foreign nationals residing in jurisdictions for which a visa is not required can enter the Slovak Republic without a visa and stay in the Slovak Republic for up to 90 days during a 180-day period. After their arrival in the Slovak Republic,

they must register with the Foreigner Police within three days (unless they stay in a hotel; in such case, the hotel automatically processes the registration).

This possibility of staying in the Slovak Republic without a visa does not apply to non-EU nationals who work or perform other economic activities in the Slovak Republic. These individuals need a proper type of work or entrepreneur visa unless they meet certain conditions to avoid this obligation.

For all non-EU nationals, a stay longer than 90 days in a 180-day period is possible only with a long-term visa or relevant residence permit.

Foreign nationals residing in jurisdictions for which a visa is required must have a valid visa to enter the Slovak Republic. These non-EU nationals must submit an application for a visa three months before arrival in the Slovak Republic at the earliest.

**Schengen visa.** A Schengen visa is a short-term visa issued by the appropriate authorities to an individual for visiting or traveling within the Schengen area. Depending on the type of visa issued by the embassy or consulate of a Schengen country, different restrictions may apply to the particular visa based on the nature of the travel and other relevant circumstances. The most common type of visa issued to travelers can have a duration of a maximum of 90 days in every 180-day period beginning from the date of entry. The Schengen visa can be issued for single, double or multiple entries. It cannot be used for employment activity.

**Long-term visa.** A long-term visa or national visa is granted for the purpose of granting temporary residence in the Slovak Republic. This visa allows the individual to travel to Schengen countries under the condition that the presence of the individual does not exceed 90 days within a six-month period.

## **G. Working in the Slovak Republic**

**Work permits.** The Act on Employment Services regulates the employment of foreigners in the Slovak Republic. Non-EU nationals must request permission to work in the Slovak Republic at the locally competent Office of Labour, Social Affairs and Family of the Slovak Republic. The office may require from the employer a written request for permission to employ a foreigner. An employer must report a job vacancy to the Central Labour Office at least 20 working days before applying for the job permission. Subsequently, employers are required to submit foreigners' applications to fill vacant positions to the local Labour Office, which will issue the confirmation within 15 days. Foreign candidates can apply for residence with the foreign police only after the Labour Office has issued the confirmation of agreement to their filling a vacant position. Once the foreign national has filed a complete application with the foreign police, he or she is authorized to commence work. The process of reporting job vacancies can be omitted; however, this applies only for selected professions in regions with low unemployment rates as indicated by labor inspectorates.

**EU Blue Card.** The Blue Card is a type of temporary residence, which is issued to non-EU nationals for the purpose of highly qualified employment in the Slovak Republic. The basic

requirement for acquiring the Blue Card is higher professional qualification in the form of university education. In addition, the agreed-upon salary must not be lower than 1.2 times the wage in the Slovak national economy in the relevant field, and an employment contract must be concluded for the duration of at least six months. A Blue Card entitles an individual to enter, reside and work in the Slovak Republic and to travel abroad and back. The application for the Blue Card generally must be submitted at the diplomatic mission of the Slovak Republic for a non-EU national's country of citizenship or his or her country of residence. If a non-EU national resides legally in the Slovak Republic, the application may be submitted at the competent Foreigner Police for the place of residence. An employer must report a job vacancy to the Central Labour Office at least one working day before applying for the Blue Card. The employer must notify the Central Labour Office of the commencement and termination of the employment of a non-EU national within seven days. The Blue Card is issued for a maximum period of five years. If the duration of the employment relationship is shorter than four years, the Foreigner Police issues a Blue Card for the duration of the employment relationship extended by 90 days.

**Self-employment.** To engage in activities that have the characteristics of a trade, an individual must apply for a trade license. This is an authorization to conduct activities that fall into the scope of a trade or business and is valid for the entire territory of the Slovak Republic. A sole trader is personally liable without limit for all debts incurred by his or her business. This applies to all of his or her assets (including private property). The acquisition of a trade license does not always enable an individual to legally start running a business in the Slovak Republic. Depending on the individual's citizenship and type of residence in the Slovak Republic, in certain cases, an individual may not start conducting a business until he or she obtains temporary residence for the purpose of business and/or registers with the Commercial Register.

**Intra-company transfer.** The amendment (to the Act on Residence of Foreigners, effective from 1 May 2017) involved national transposition of Directive 2014/66/EU on the conditions of entry and residence of third-country nationals in the framework of an intra-corporate transfer (also known as the ICT Directive). The purpose of this amendment is to facilitate mobility and accelerate the procedure for granting temporary residence permits for selected categories of employees who are nationals of third countries. These are the cases with an employer established outside of the EU that transfers an employee for more than 90 days, up to three years for managers and specialists and up to one year for trainees, to a branch within an EU Member State (including those covered by the EEA Agreement and the Swiss Confederation). However, once the EU Member State implements the terms of the ICT Directive, the third-country nationals with an ICT permit issued in any EU Member State (the location of first temporary residence) can enter, stay and work in one or more additional Member States that have also implemented the ICT into local law, with little or no interruption to their secondment and vice versa. The main benefit of these new rules

is to reduce the administrative burden associated with intra-corporate transfers of workers from non-EU third countries to EU Member States. As of 1 May 2018, the secondment of third-country nationals directly by their employer established outside the EU to the Slovak Republic is possible only through the ICT procedure.

**Temporary protection status.** Following the war in Ukraine, as of 1 March 2022, temporary protection status (TPS) (dočasné útočisko) is applied in the Slovak Republic. Entry is allowed to all individuals fleeing the war in Ukraine. Individuals are able to apply for TPS in the Slovak Republic on the basis of Ukrainian residence permits. Ukrainian residents who have been granted TPS in the Slovak Republic and refugees under certain circumstances have the same access to the Slovak labor market as Slovak citizens. They can be employed on a Slovak employment contract basis or in the form of an agreement. Currently, the Slovak Republic issues TPS with validity until March 2025, and Slovak legislation does not specifically recognize remote work arrangements in the Slovak Republic. TPS does not enable performance of business activities in the Slovak Republic.

## **H. Temporary and permanent residence permits**

**Temporary residence.** Various types of temporary residence are available for foreigners, depending on the type of their activity in the Slovak Republic (e.g., long-term study, research and development activities, employment). Family members joining a non-EU national for a period longer than 90 days must request temporary residence for the purpose of reunion of the family. This request must be submitted at an embassy of the Slovak Republic or at the Foreigner Police in the Slovak Republic. On the granting of a temporary residence permit, the foreigner must arrange for health insurance to cover any medical costs and expenses.

**Permanent residence.** A permanent residence permit grants a foreign national right to reside in the Slovak Republic and to travel abroad and back to the Slovak Republic. Foreign nationals with a permanent residence permit enjoy the same rights and duties as all Slovak citizens in most areas of life (for example, employment, health care and social affairs). The following are the three types of permanent residence:

- Permanent residence for five years
- Permanent residence for an unlimited time period
- Long-term residence for an unlimited time period

# Slovenia

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## A. Income tax

**Who is liable.** Residents are subject to income tax on their worldwide income. Nonresidents are subject to income tax on income from sources in Slovenia. Employment income and income from the performance of services and business income are considered to be derived from sources in Slovenia if the employment, services and business are carried out in Slovenia. In addition, income is deemed to be derived from a source in Slovenia if it is paid or borne by a Slovenian tax resident.

An individual is considered to be resident for tax purposes in Slovenia if, during the fiscal year, he or she fulfills any of the following conditions:

- He or she has an officially registered permanent residence in Slovenia.
- His or her habitual abode or center of personal and economic interests is located in Slovenia.
- He or she is present in Slovenia for a total of more than 183 days.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Employment income includes all income that a person receives from the employer or other person with respect to either past or present employment. Employment income includes salary, holiday bonus, fringe benefits and directors' fees. Benefits provided to family members of employees are considered to be employees' benefits.

*Business income.* Business income includes income derived from performance of business activities and income from individual business transactions. Taxable business income is the difference between gross business income and the expenses necessary to generate business income.

*Income from agricultural activities and forestry.* Income from primary agricultural and primary forestry activity is attributed to a person who has the right to use the land that is recorded in the land register as agricultural land or a forest (cadastral income).



The tax base for cadastral income is the deemed income from the land determined under the relevant regulations.

*Income from property leases.* The personal income tax is calculated and paid at a rate of 25% of the tax base, that is the amount of income from property rental, less standard costs of 10% of the income earned. Instead of standard costs, taxable persons may also claim the actual costs incurred to preserve the useful value of property. Personal income tax on property rental income may be subject to an annual tax return and progressive tax rates if a taxable person decides to apply the annual progressive taxation.

*Income from transfers of property rights.* Income from transfers of property rights includes income derived from the conveyance of the right to use the following:

- Material copyrights
- Material rights of the operator
- Inventions
- Appearance of a product
- Distinguishing signs
- Technical improvements
- Plans
- Formulas
- Methods
- Similar rights or similar property and information about industrial, commercial or scientific experience, regardless of whether they are legally insured
- Personal names
- Pseudonyms
- Images

Income from the transfer of property rights is taxed at a rate of 25% of the taxable amount. The taxable amount is the income earned, which is reduced by standardized costs of 10% of the income earned.

*Income from capital.* Income from capital includes dividends, interest and capital gains.

Income from dividends includes dividends and other income derived from ownership of shares. Tax on dividends is also payable on the following:

- Hidden profit distributions
- Gains that are distributed with respect to debt securities
- Income received on the basis of profit sharing of mutual funds

Income similar to dividends, which is taxed in the same manner as dividends, includes income derived from sales of products and services at lower than market prices to shareholders and their family members and debt cancellations. A flat tax of 25% is imposed on dividends and is treated as final tax.

Interest income includes the following:

- Interest on loans, debt securities, bank deposits, deposits with savings banks and other similar financial claims
- Income from life insurance policies
- Income from financial leases
- Interest income received by unit holders from mutual funds that make payments on the basis of income sharing

Interest on deposits at banks and saving banks established in Slovenia or other European Union (EU) Member States of up to EUR1,000 is not included in the tax base. Interest income is taxed at a flat rate of 25%.

An individual who is resident in a EU Member State other than Slovenia is not subject to personal income tax on savings with a source in Slovenia to which the automated information exchange system between the EU Member States applies.

*Capital gains.* Capital gains include the following:

- Gains from the disposal of immovable property regardless of whether the condition of the property is changed or unchanged at the time of disposal
- Gains from the disposal of securities and shares issued by companies and other entities
- Gains from investment coupons

The tax base for capital gains is the difference between the value of the capital at the time of disposal and the value of the capital at the time of acquisition. Standard costs are recognized for acquisition and disposal costs and reduce the tax base.

Capital gains are taxed at a flat rate of 25% with a reduction of the tax rate for every completed five-year period of ownership of the capital. As a result, the following are the tax rates:

- 20% after 5 years
- 15% after 10 years

After 15 years of ownership, capital gains are exempt from taxation.

A taxpayer may opt for taxable bases of income from capital (interest, dividends and capital gains) earned in a calendar year to be included within the taxable base of active income earned in the same calendar year and taxed according to the rules for taxation of annual income at progressive rates. In this case, the tax paid during the tax year according to the flat income tax rate is treated as an advance tax payment.

*Other income.* Other income includes awards, gifts, prizes from prize drawings, student grants and similar items. An advance payment of income tax equaling 25% of the tax base is payable. The 25% advance payment is withheld at source unless the payer of the income is a nonresident or an individual. In such cases, the recipient of the income must file a prepayment tax return.

**Deductions.** For 2024, residents may claim as deductions the following annual tax reliefs:

- General relief of EUR5,000 if no other residents claim dependent family member relief with respect to the taxpayer. If the annual tax base is lower than EUR16,000, the tax relief is increased and calculated using the following formula:  $5,000 + (18,761.40 - 1.17259 \times \text{total income})$ .
- Dependent family member relief of EUR 2,698.
- Relief of EUR2,698 for the first, EUR2,933 for the second, EUR4,892 for the third, EUR6,851 for the fourth and EUR8,810 for the fifth dependent child.

- Relief of EUR 9,777 for dependent children in need of special care.
- If certain conditions are met, relief of EUR18,188.61 for disabled persons with a severe physical disability.
- Relief of EUR3,500 for a student if no other residents claim dependent family member relief with respect to the taxpayer and if other conditions are met.
- Special tax relief for assignees in the maximum annual amount of EUR12,000 if the following conditions are met:
  - The assignment is longer than 30 days.
  - The prior working location was more than 200 kilometers from the assignment location.
  - The monthly salary received during the assignment is at least 1.5 times higher than the average annual salary in the previous year divided by 12 months.
  - The individual was not a tax resident of the host country five years prior to the assignment.
- For self-employed cultural workers or journalists earning annual income up to EUR25,000, a deduction equal to 15% of their annual income.

Nonresidents of Slovenia who are tax residents of other EU or European Economic Area (EEA) Member States may apply the general relief and relief for dependent family members in their annual income tax return if they can demonstrate that at least 90% of their entire taxable income in a tax year is derived in Slovenia and if they can prove that the income was exempt from tax or not taxed in their country of residence.

**Rates.** Employees are subject to monthly employer withholding tax on salaries at rates ranging from 16% to 50%. Temporary workers are subject to a 25% withholding tax on income earned from the performance of work and services, reduced by 10% of standardized material costs. Payments on the basis of work contracts are subject to an additional tax at a rate of 25%, paid by the employer.

Individuals aggregate their active income (that is, employment income, business income, income from agricultural activities and forestry, rental income and income from transfer of property rights), apply the progressive tax rates below, subtract tax withheld and paid during the year and then pay any balance due or request a refund of any overpayment.

Individuals are subject to tax at the following progressive rates for income earned in 2024.

Taxable income		Rate %
Exceeding EUR	Not exceeding EUR	
0	8,755	16
8,755	25,750	26
25,750	51,500	33
51,500	74,160	39
74,160	—	50

Married persons are taxed separately, not jointly, on all types of income.

**Relief for losses.** Losses incurred by a private business may be carried forward for an unlimited number of years.

## B. Other taxes

**Inheritance and gift taxes.** Resident individuals who inherit, or who receive as a gift, immovable or movable properties in Slovenia are subject to tax. Movable property received is not subject to the tax if it does not exceed the value of EUR5,000.

The taxable value for inheritance or gift tax is the current market value of the property, less transaction costs and any liabilities attached to the property. The inheritance and gift tax rates depend on the taxable value of the property and on the beneficiary's relationship to the deceased or donor. Beneficiaries are divided into the following categories.

Class	Beneficiaries
I	Spouses, children and their spouses, and stepchildren
II	Parents and siblings and their descendants
III	Grandparents
IV	All others

Class I beneficiaries are not subject to inheritance or gift tax. In addition, beneficiaries in any other class who inherit or receive a residence, and who have no other residence and were living in the household of the deceased or donor at the time of the death or gift, are not subject to inheritance or gift tax.

The rates for Class II beneficiaries range from 5% to 14%, for Class III beneficiaries from 8% to 17%, and for Class IV beneficiaries from 12% to 39%.

**Property tax.** Property tax is levied on real estate, such as buildings and parts of buildings, including apartments, garages and secondary homes. The taxpayer is the individual who is the actual or beneficial owner of the real estate. The taxable base for real estate is the value ascertained according to special criteria issued by the government and local communities. The tax rate for real estate depends on the type of property and its value. The tax rate for dwellings varies from 0.1% to 2% of the value. The tax rates on real estate used for rest and recreation range from 0.2% to 1.5%. The tax rate for business real estate ranges from 0.15% to 1.25%. For business real estate that is not used for attendant activities or is not rented, the tax rate is increased by 50%.

Certain properties are exempted from taxation depending on the usage of the property and type of property. Property tax is paid in installments for the year in advance.

**Taxes on vessels.** Taxes are imposed on vessels that are longer than five meters and satisfy one of the following additional conditions:

- It is entered in the boat/ship register for shipping on the sea and continental waters.
- The owner of the vessel is a resident of Slovenia and the vessel fulfills the conditions to be registered as mentioned in the first item above, but it is not registered.

- The owner is a resident of Slovenia and the vessel fulfills the conditions to be registered, but is not registered because the ship is already registered abroad.

The vehicle taxes do not apply to vehicles performing only registered activities.

The tax is levied on vessels longer than five meters that are registered in Slovenia or registered in other countries but owned by Slovenian residents. The taxpayers are the owners. The tax is levied for the calendar year, based on the length of the vessels and their engine power. For each year of age of the vessel, the tax is decreased by 5% according to length and engine power, but the remaining tax liability cannot be lower than 35% of the tax liability for the new craft.

**Motor Vehicle Tax.** The Motor Vehicle Tax must be paid on every passenger motor vehicle with the fixed tariff code of the common customs tariff that is first registered in Slovenia or is put into circulation for the first time. It also must be paid on motor vehicles that are subsequently converted into passenger motor vehicles. The tax base is determined according to the type of motor vehicle. The criteria for determining the tax base for the type of individual motor vehicle are the type of fuel used for propulsion, CO<sub>2</sub> emissions from combined driving expressed in grams per kilometer (g/km), engine power expressed in kilowatts (kW), and the environmental category defining the Euro emission standard.

### C. Social security

Slovenia imposes social security taxes to cover health insurance, pension and disability insurance, and unemployment insurance. Each month, employers and employees contribute amounts equal to the percentages of salary shown in the table below. No ceiling applies to the amount of salary subject to the contributions.

Type of contribution	Employer %	Employee %	Total %
Pension and disability insurance	8.85	15.50	24.35
Health insurance	6.56	6.36	12.92
Unemployment insurance	0.06	0.14	0.20
Maternity allowance	0.10	0.10	0.20
Worker's compensation insurance	0.53	0.00	0.53
Total	<u>16.10</u>	<u>22.10</u>	<u>38.20</u>

Self-employed persons must pay all of the above contributions, unless they are also employees. The tax base for the contributions is 60% of the profit generated by the business.

Contributions for health insurance and pension and disability insurance are also levied on contract workers. For contract workers, the rates of health insurance contributions are 6.36% of earned income for employees and 0.53% of earned income for employers. The contributions for pension and disability are 15.5% of earned income for employees who are not covered by pension and health insurance and 8.85% of earned income for employers. Employees who are already covered by pension and

health insurance does not need to make contributions for pension and disability.

Contributions paid during the year are considered final payments. As a result, no adjustment or final settlement is made at the end of the year.

#### **D. Tax filing and payment procedures**

The tax year in Slovenia is the calendar year.

The tax authorities prepare an informative calculation of each individual's personal income tax liability based on the information received from payers of income. Beginning from the date of dispatch of the calculation, the individual has 30 days to object and submit a tax return. If the individual does not object within 30 days, the calculation is deemed to be a tax assessment and the individual is considered to have waived his or her right to appeal.

If a tax resident individual does not receive the calculation by 31 March or 31 May of the year following the tax year, he or she must complete and submit the tax return by 31 July of the year following the tax year.

Advance payments are due on the receipt of income (see Section A).

The tax is usually payable within 30 days after receipt of the tax assessment. The tax authorities have until 31 October of the year following the tax year to issue the annual tax assessment.

A rental income tax return must be filed by 28 February of the year following the tax year.

Interest received from abroad must be declared to the tax authorities by 28 February of the year following the calendar year.

Capital gains must be reported by 28 February of the year following the calendar year.

A dividend tax return must be filed by 28 February of the year following the calendar year.

#### **E. Tax treaties**

Slovenia has entered into double tax treaties with the following jurisdictions.

Albania	Hungary	Poland
Armenia	Iceland	Portugal
Austria	India	Qatar
Azerbaijan	Iran	Romania
Belarus	Ireland	Russian
Belgium	Isle of Man	Federation
Bosnia and Herzegovina	Israel	Serbia and Montenegro
Bulgaria	Italy	Singapore
Canada	Japan	Slovak Republic
China Mainland	Kazakhstan	Spain
Croatia	Korea (South)	Sweden
Cyprus	Kosovo	Switzerland
Czech Republic	Kuwait	Thailand
Denmark	Latvia	Türkiye
	Lithuania	

Egypt*	Luxembourg	Ukraine
Estonia	Malta	United Arab
Finland	Moldova	Emirates
France	Morocco*	United Kingdom
Georgia	Netherlands	United States
Germany	North Macedonia	Uzbekistan
Greece	Norway	

\* This treaty has been ratified in Slovenia, but it is not yet effective.

## F. Entry visas

EU nationals and nationals of the following jurisdictions may enter Slovenia for up to 90 days (unless otherwise specified) without obtaining entry visas.

Albania (b)	Japan	St. Lucia
Andorra	Kiribati	St. Vincent and the Grenadines
Antigua and Barbuda	Korea (South)	Samoa
Argentina	Malaysia	San Marino
Australia	Marshall Islands	Serbia (b)(d)
Bahamas	Mauritius	Seychelles
Barbados	Mexico	Singapore
Bosnia and Herzegovina (b)	Micronesia	St. Kitts and Nevis
Brazil	Moldova (b)	Solomon Islands
Brunei Darussalam	Monaco	Timor-Leste
Canada	Montenegro (b)	Tonga
Chile	Netherlands	Trinidad and Tobago
Colombia	Antilles (c)	Tuvalu
Costa Rica	New Zealand	Ukraine (b)
Dominica	Nicaragua	United Arab
El Salvador	North	Emirates
Georgia (b)	Macedonia (b)	United States
Grenada	Palau	Uruguay
Guatemala	Panama	Vanuatu
Honduras	Paraguay	Vatican City
Israel	Peru	Venezuela
	Russian Federation (a)	

(a) Russian nationals may enter Slovenia without a visa only if they hold a permanent visa for Austria, Belgium, Denmark, France, Finland, Greece, Iceland, Ireland, Italy, Liechtenstein, Luxembourg, Germany, the Netherlands, Norway, Portugal, Spain, Sweden, Switzerland or the United Kingdom and if such visa has been valid for at least three months as of the date of crossing the Slovenian border.

(b) The rule applies only to holders of biometrical passports.

(c) The rule applies to the successors of the former Netherlands Antilles.

(d) Holders of Serbian passports issued by the Serbian Coordination Directorate are excluded.

Holders of diplomatic and business passports from the following jurisdictions may also enter Slovenia without visas for specified durations (up to three months or 90 days).

Albania	Egypt	South Africa
Azerbaijan	Indonesia	Thailand
Bolivia	Jamaica	Tunisia
Bosnia and Herzegovina	Kazakhstan	Türkiye
China Mainland	Maldives	Ukraine*
	Peru	United States

Cuba  
Ecuador

Philippines  
Russian Federation

Vietnam

\* The rule applies only to holders of biometrical passports.

### **G. Work registration, single residence and work permit, and self-employment**

Foreigners need a single permit for residing and working in Slovenia if any of the following applies:

- They wish to reside and be employed or perform work, including as self-employed persons.
- They are either posted or transferred to work in Slovenia or perform seasonal work in Slovenia for longer than 90 days.

A single application is filed for obtaining such permit, which means that it is not necessary to first obtain a work permit. However, work permits must be obtained for Bosnia and Herzegovina citizens and for seasonal farm workers who are working up to 90 days.

The initial single permit, which needs to be obtained before entering Slovenia, is issued for the duration of the employment or work contract, but not for longer than one year and can be extended for a maximum of two years if the foreigner and their employer apply for an extension of the single permit by the appropriate time. It can be extended under the same conditions that apply to its issuance.

The single residence and work permit is issued by the administrative office with the consent of the Employment Service of Slovenia. After submitting the application for the single permit, the administrative office automatically begins the process of obtaining consent from the Employment Service of Slovenia. The permit is issued in residence permit card form, on which it is specifically noted that it is the single permit.

A foreigner, his or her employer, or its authorized person may file for an application for the single permit. If the first single permit application is filed by the foreigner, it must be filed at the diplomatic representation or consulate of Slovenia abroad, while an employer or its authorized person may file an application with the administrative office where a foreigner will reside or with the administrative office of where the employer's registered office is located or where the business activity will take place. The single permit application needs to be accompanied by supporting documents proving that the requirements for both residence and employment are met (that is, a foreigner must have a passport with a validity that exceeds the intended residence in Slovenia by at least three months, sufficient funds and adequate health insurance, as well as supporting documents required for a particular type of employment or work (for example, an employment contract or a certificate).

Under the procedure for issuing the single permit, the administrative office obtains data on compulsory health insurance if the foreigner's compulsory health insurance is in Slovenia and data on criminal and minor offenses' records kept in Slovenia. If the criminal and minor offences' records are not available in Slovenia, they should be provided by the foreigner.



A foreign national who establishes a company in Slovenia and intends to run the business as a founder must obtain a personal single permit for self-employment before registering the company.

Employers from EU Member States must register job positions at the employment office for persons who are seconded to a subsidiary or branch office in Slovenia. No single permits are required for such persons, but such work needs to be registered at the Employment Service of Slovenia. If a foreigner is not from an EU Member State, he or she must obtain a single permit.

The EU Blue Card is introduced for highly qualified employee migrants and entitles its holder to reside and work in the territory of an EU Member State.

Workers that are seconded to work in Slovenia must be employed by the seconding company for at least one year before the secondment. This applies to all types of secondments, such as cross-border services, movement within a group of companies and seasonal work.

Citizens of the EU do not need single permits to work in Slovenia. However, the foreign entity must register them at the National Employment Office, specifying where and over what time period the individual will be working.

Because the application process for work permits is time-consuming, applications should be submitted to the appropriate authorities at least two months before the intended start date of employment. Each employment of a foreign national must be registered at the employment office. For EU citizens whose work need only be registered and no single permit is required, the procedure is shorter and simplified, yet it should be completed prior to the start of work.

## **H. Residence permits**

**Temporary residence permits.** Temporary residence permits are issued with work permits (that is, single residence and work permits) or independently by the Regional Department of Internal Affairs for a period of the intended stay in Slovenia, up to five years (or less if the passport expires before then) in the case of an EU citizen. To apply for a temporary residence permit, the applicant must prove the following:

- The length of his or her intended stay in Slovenia
- Adequate means of support
- Arrangement for health insurance

A foreign person must indicate one of the prescribed reasons for his or her residence in Slovenia, such as employment, work, family reunion or study.

The application for a first residence permit must be filed with the Slovenian embassy in the country of permanent residence. An application for a residence permit for seasonal work can be filed by a foreigner with the Slovenian embassy in a foreign country or by his or her employer in Slovenia or with the embassy abroad. The same application process applies with respect to cross-border services.

The residence permit must be obtained before arrival in Slovenia. After obtaining the residence permit, a foreigner must register his or her address in Slovenia.

Temporary residence permits may be renewed. Applications for renewals must be filed with the authorities before the expiration of the existing permit.

**Permanent residence permits.** Permanent residence permits are issued to foreign nationals who have lived in Slovenia for five consecutive years under temporary residence permits if other conditions are met.

Permanent residence permits can be issued before five years have elapsed if certain conditions are met (a foreign person of Slovenian origin and family members of a foreign person who has already obtained a permanent residence permit).

A foreign national must file an application for a permanent residence permit with the Regional Department of Internal Affairs in the area where he or she has a permanent place of residence.

**EU nationals.** An EU citizen may enter Slovenia with a valid identity card or passport and reside in Slovenia for three months without having to register his or her residence. In the event of a prolonged stay in Slovenia (in excess of three months), he or she is required to apply for registration of residence before the expiration of the first three months of his or her residence in Slovenia. Alternatively, he or she may apply for a registration of residence immediately after his or her entry into Slovenia.

A certificate of residence registration may be issued to an EU citizen who intends to or already resides in Slovenia for the purpose of employment or work, self-employment, provisions of services, studying or family reunion, as well as to an EU citizen who wishes to reside in Slovenia for another reason.

An EU citizen, who continuously resides in Slovenia for five years on the basis of a certificate of residence registration, may be granted a permit for permanent residence. This permit is valid for an indefinite time period.

A beneficial regime concerning the entry into and residence in Slovenia applies to family members of EU citizens.

## **I. Family and personal considerations**

**Family members.** Working spouses of expatriates do not automatically receive the same types of permits as the expatriates. Applications must be filed independently.

Spouses and children of EU nationals who legally reside and work in Slovenia do not need work permits to be legally employed, but must have the approval of the National Employment Office.

**Marital property regime.** Under the Law on Marriage and Family Relations, a couple's property is presumed to be owned in equal shares. However, the spouses may prove that they did not contribute to the joint property in equal proportions. The law applies to married couples and long-term heterosexual partnerships (common-law spouses). For spouses who are both foreign nationals, Slovenian law does not apply.

**Forced heirship.** Under Slovenian inheritance law, a specified percentage of a deceased's estate passes to a surviving spouse and children, regardless of the provisions of any will.

**Driver's permits.** Foreign individuals who possess valid driver's licenses in their home countries may drive vehicles in Slovenia for a period up to 12 months after taking up residence in Slovenia. However, citizens of EU countries may use their home country driver's licenses during the entire length of their stays in Slovenia without applying for Slovenian licenses. Foreign individuals may apply for a Slovenian driving license within two years after the date of entry into Slovenia. However, even if an individual applies for a Slovenian driver's license within two years, he or she may not drive in Slovenia with his or her home country driver's license after the 12-month grace period.

A Slovenian driver's license may be issued if the applicant submits the application, results of a medical examination, valid foreign driver's license and a fee. The foreign driver's license is sent to the applicant's home country and may be returned to the foreign individual when he or she returns to his or her home country.

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*This chapter reflects the revised tax rates and thresholds announced in the 2023/2024 budget speech for the period of 1 March 2024 through 28 February 2025.*

### A. Income tax

**Who is liable.** Individual residents in South Africa are subject to tax on their worldwide income. Nonresidents are subject to tax on income from a South African source.

The source of remuneration is linked to services rendered and where those services are rendered. In practice, short-term visits of fewer than three weeks do not generally result in South African tax liability if the individual's presence in South Africa is incidental to continuing employment elsewhere and if the income earned falls below the annual tax threshold. Under domestic law, income tax is payable if an individual earns more than ZAR95,750 per year (below the age of 65); ZAR148,217 (ages 65 to 74) and ZAR165,689 (ages 75 and over).

An individual is regarded as a resident for tax purposes under either the ordinarily resident rule or the physical presence rule. Under the ordinarily resident rule, an individual is regarded as resident in South Africa if South Africa is the place, considering all personal and financial circumstances, to which the individual would naturally return from his or her travels, and that is the individual's real home.

The physical presence rule applies if the individual is not ordinarily resident at any time during a particular year, but is physically present for more than 91 days in the relevant year and is physically present for an aggregate of more than 915 days in the preceding five tax years (that is, effectively an average of 183 days per year) and for a *de minimis* period of more than 91 days in each of those preceding years). For purposes of determining the 91-day and 915-day periods, a partial day counts as a full day.

If an individual is physically outside South Africa for a continuous period of at least 330 full days after the day of last physical presence, under the physical presence rule that person is not resident for the entire period of continuous absence.

A person cannot be treated as a South African resident for tax purposes if he or she is a resident of another country under the “tiebreaker” rules of a double tax treaty applicable to the relevant income item.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* The basis of employee taxation is remuneration, which consists of salary, leave pay, allowances, wages, overtime pay, bonuses, gratuities, pensions, superannuation allowances, retirement allowances and stipends, whether in cash or otherwise. These payments, together with the cash value of any fringe benefits received, form part of the gross income of an employee. Fringe benefits are taxed in accordance with a schedule of valuations.

Remuneration from employment on extended absences outside South Africa is exempt from tax if the employee is outside South Africa for an aggregate of more than 183 full days in any 12-month period and for at least one continuous period exceeding 60 full days during the same 12-month period.

Only the first ZAR1.25 million of remuneration with respect to foreign services rendered is exempt from tax under the foreign employment income exemption. A foreign tax credit can be claimed for foreign taxes paid on foreign employment income in excess of ZAR1.25 million.

Residents do not qualify for an exemption where a lump sum, pension or annuity is received or accrues from a South African retirement fund, regardless of whether services are rendered outside South Africa. For such income to qualify for the exemption, the resident must have rendered services outside South Africa and the lump sum, pension or annuity must be received or accrued from a foreign retirement fund.

*Self-employment and business income.* Professional fees paid to nonresidents are subject to employees’ tax withholding (if from a South African source), even if the nonresident is an independent contractor.

*Investment income.* Foreign dividends on holdings of less than 10% that are paid to residents are taxable, subject to the provisions of an applicable double tax treaty. Credit for foreign tax paid may be available. Foreign dividends paid on greater holdings are exempt. A portion of the foreign dividend is exempt. The exempt portion of the dividend is determined by multiplying the dividend by a factor that results in a maximum tax rate of 20%, thereby providing a result similar to that produced by the local dividends tax.

Domestic dividends are subject to a final withholding tax of 20%. Royalties paid to nonresidents are subject to a final 15% withholding tax.

For residents, South African-source interest only up to a cumulative ZAR23,800 (ZAR34,500 for individuals older than 65 years of age) is exempt from normal income tax (general interest exemption). Interest derived from investments in qualifying Tax-Free Savings Accounts is exempt from normal income tax.

Capital gains realized with respect to Tax-Free Savings Accounts are not subject to capital gains tax (CGT). Foreign-source interest is subject to income tax.

Nonresidents qualify for a specific exemption from normal income tax on their South African-source interest if they are physically absent from South Africa for a period exceeding 183 days during the 12-month period preceding the date on which on which the interest is received by or accrued to that person.

A final withholding tax of 15% is imposed on South Africa-source interest paid to nonresidents, subject to a reduction in the rate in accordance with double tax treaties. Anti-avoidance legislation restricts spouses from splitting their investment income to reduce their tax burden.

**Taxation of employer-provided stock options and other incentive plans.** The difference between the market value of shares and similar rights as of the date of vesting for tax purposes and the consideration given by the employee is taxed in South Africa if, in the case of nonresidents, the incentive is related to services rendered in South Africa. Vesting for tax purposes differs from vesting for plan purposes. Vesting for tax purposes occurs when all restrictions on the equity instrument have been lifted or cease to have effect.

Residents are taxable on the entire gain, regardless of source, unless they are exempt under the foreign employment income exemption. Any subsequent gain on actual disposal is generally subject to CGT. However, if the resident is classified as a share dealer, the gain is subject to income tax instead of CGT.

Nonresidents are subject to income tax on that part of the gain that relates to the period of South African service. Nonresidents are generally not subject to CGT on any subsequent gain on actual disposal. However, if a nonresident employee is classified as a share dealer, the gain is subject to income tax.

### **Deductions**

*Deductible expenses.* Expenses not of a capital nature that are incurred in the production of income are generally deductible. However, restrictions apply in the case of employment income. Donations to public benefit organizations are deductible by individuals up to 10% of taxable income (excluding retirement fund lump sums and severance benefits), before medical expenses and donations. Donations in excess of 10% may be carried forward to the following year to be deducted as part of the 10% limit for such year.

Employer contributions to South African-registered pension, provident and retirement annuity funds are included in an individual's taxable income as a taxable fringe benefit and deemed to be a contribution made by the individual.

For defined contribution funds, the value of the fringe benefit equals the actual employer contribution. For funds other than defined contribution funds, the value of the fringe benefit is calculated in accordance with a formula.

Individuals are allowed to claim a deduction for contributions to pension, provident and retirement annuity funds. The deduction

is limited to the lesser of ZAR350,000 or 27.5% of the higher of “remuneration” (as defined in the legislation) or “taxable income” (as defined in the legislation).

The tax treatment of employer contributions and individual deductions apply only to approved retirement funds in South Africa. Currently, employer contributions to foreign funds are not treated as a taxable benefit in the hands of the employee, and the employee may not claim a deduction with respect to any such contributions, unless it is specifically provided in a double tax treaty and approval is obtained from the authorities.

Mortgage interest paid is not deductible for tax purposes unless the individual leases the mortgaged property for trade purposes.

Individuals may claim medical scheme tax credits (that is, for set off against tax calculated on taxable income) for contributions (personal and those of their employers) toward private or state medical benefit funds (medical aid), subject to the following maximum amounts for the 2024-25 tax year:

- ZAR364 each per month for the fund member and his or her first dependent
- A further ZAR246 per month for each additional dependent

Additional relief for the excess medical contributions and qualifying medical expenses incurred is available, subject to stringent limitations based on the taxpayer’s age and disabilities.

With the exception of taxpayers who retired from employment as a result of old age, ill health or infirmity, employer contributions toward medical aid are considered to be taxable fringe benefits, but the medical tax rebate referred to above applies.

**Personal tax rebates and thresholds.** For the 2024-25 tax year, a primary rebate of ZAR17,235 is deducted from tax payable on taxable income. An additional rebate for individuals who are at least 65 years old and under 75 years old is ZAR9,444. A further tertiary rebate of ZAR3,145 is for individuals 75 or older.

Individuals younger than 65 years old who have taxable income of less than ZAR95,750 are not subject to tax. For individuals who are at least 65 years old and under 75 years old, the threshold is ZAR148,217. For individuals 75 or older, the threshold is ZAR165,689.

**Rates.** All individuals are taxed at the same rates. The rates for the 2024-25 tax year are presented in the following table.

Taxable income		Tax on lower amount ZAR	Rate on excess %
Exceeding ZAR	Not exceeding ZAR		
0	237,100	0	18
237,100	370,500	42,678	26
370,500	512,800	77,362	31
Taxable income		Tax on lower amount ZAR	Rate on excess %
Exceeding ZAR	Not exceeding ZAR		
512,800	673,000	121,475	36
673,000	857,900	179,147	39
857,900	1,817,000	251,258	41
1,817,000	—	644,489	45

**Relief for losses.** Business losses of a self-employed person may be carried forward indefinitely if the trade is continued. No loss carrybacks are permitted.

## B. Other taxes

**Capital gains tax.** Capital gains are taxable in South Africa. Capital gains tax (CGT) is imposed through the income tax system by including a portion of the calculated gain in the taxable income of a person. For residents, CGT applies to capital gains derived from the disposal of worldwide tangible and intangible assets. Nonresidents are subject to CGT on capital gains derived from the disposal of real estate held directly by the nonresident or indirectly through a company or trust (if 80% of the value is attributable to real estate), or the assets of a permanent establishment in South Africa. A deemed capital gain arises on the loss of tax resident status.

For individuals, a ZAR40,000 annual exemption of capital gains or reduction in capital losses is allowed. Only 40% of capital gains (after the exemption) is taken into account for CGT purposes. Consequently, the effective CGT rate for an individual taxed at the highest marginal income tax rate of 45% is 18% (40% x 45%).

CGT applies only to increases in value occurring on or after 1 October 2001 and a formula calculation or a formal valuation is used to determine the base value at that date. Inflation indexing of base cost is not allowed. Rollover relief is available in certain circumstances, including the destruction or scrapping of assets. A gain derived from the sale of an individual's primary residence is not subject to CGT unless the amount of the gain exceeds ZAR2 million.

Capital losses, other than those incurred on the disposal of personal-use assets (assets used primarily for purposes other than the carrying on of a trade), may offset capital gains. However, net capital losses may not be offset against regular taxable income. Excess losses may be carried forward indefinitely to offset future gains (subject to the ZAR40,000 annual reduction, which is discussed above).

**Estate duty and donations tax.** Estate duty and donations tax are levied at a flat rate of 20% on net assets at death and all capital transfers concluded for no consideration or for inadequate consideration.

Effective from 1 March 2018, a rate of 25% applies to donations exceeding ZAR30 million and on estates for which the dutiable amount is more than ZAR30 million.

Exemptions from donations tax are granted for donations of up to ZAR100,000 made each year during a person's lifetime. A deceased's estate is subject to duty only to the extent that the net value exceeds ZAR3,500,000 (ZAR7 million for a married couple).

Residents are subject to estate duty and donations tax on worldwide assets, except offshore assets acquired by inheritance or donation from a nonresident or owned prior to becoming resident.



Nonresidents are subject to estate duty on assets located in South Africa only and are exempt from donations tax.

To prevent double taxation, South Africa has entered into estate tax treaties with the following jurisdictions.

Botswana	Lesotho	United States
Eswatini	United Kingdom	Zimbabwe

**Transfer duty.** Transfer duty is levied on the acquisition of fixed property with a value exceeding ZAR1.1 million. The rate of the duty on property with a value exceeding ZAR1.1 million depends on the purchase price of the property; the maximum rate is 13% which applies to property with a value exceeding ZAR12.1 million. If the purchase price is less than the property's fair value, the tax authorities may calculate the amount of transfer duty payable based on the fair value.

### C. Social security

South Africa does not have a social security system per se. However, South Africa does have contributions that are similar to social security contributions, such as Unemployment Insurance Fund contributions, Skills Development Levy and Compensation Commission contributions.

Limited unemployment insurance and accident or illness benefits are provided.

The Unemployment Insurance Fund provides benefits to unemployed people and to dependents of deceased contributors. Employers and employees each contribute to the fund at a rate of 1% of the employee's remuneration up to a remuneration limit of ZAR17,712 per month (effective 1 June 2021). Both local and foreign national employees are required to contribute to this fund.

Employers are required to contribute to the Skills Development Levy fund, which was set up to encourage learning and development in South Africa. They contribute 1% of the employer's salary bill. The funds are used to develop and improve skills of employees.

Employers are also required to make contributions to the Compensation Fund, which was created under the Compensation for Injuries and Diseases Act to insure employees against industrial accidents or illnesses that result in death or disability. The Compensation Commissioner determines the amount of the contributions after the employer reports the annual total remuneration of employees.

Contributions to the Compensation Fund are payable on annual remuneration of up to ZAR597,328 for the period of 1 March 2024 to 28 February 2025.

### D. Tax filing and payment procedures

The year of assessment in South Africa is from 1 March to 28 (or 29) February. Nonresidents are subject to the same requirements for filing tax returns as residents. If an individual (resident or nonresident) earns less than ZAR500,000 during a tax year, he or she is not required to file a tax return (subject to certain conditions).

**Employees.** Under the Pay-As-You-Earn (PAYE) system, resident employers or agents for nonresident employers must deduct tax monthly from the remuneration of their employees and must pay these amounts to the South African Revenue Service (SARS). If a nonresident employer does not have a place of business in South Africa or an agent who is authorized to pay remuneration, no PAYE liability is likely to arise. However, the foreign employer effectively has an obligation to pay the statutory contributions described above. Annual tax returns must be submitted to the Commissioner for SARS within the period specified in the annual "Notice to Furnish Returns" (this deadline is confirmed annually by the SARS).

**Provisional taxpayers.** Persons deriving income, excluding exempt income, of ZAR30,000 or more a year from sources other than remuneration or having taxable income in excess of the tax threshold are considered provisional taxpayers and are required to make provisional tax payments each year on 31 August (first payment) and in the following year on 28 February (second payment) and 30 September (third payment). The second provisional tax estimate must be at least 80% of the taxpayer's actual income (90% if less than ZAR1 million) for the year to avoid penalties. The third payment must bring the total amount paid to 100% of actual liability, to avoid an interest penalty.

## E. Double tax relief and tax treaties

In the absence of treaty provisions, unilateral relief (in certain circumstances) is available on foreign-source income in the form of a credit for foreign taxes paid, limited to the lesser of the actual foreign tax liability and the South African tax payable on the foreign income.

South Africa has entered into double tax treaties with the following jurisdictions.

Algeria	Hungary	Qatar
Australia	India	Romania
Austria	Indonesia	Russian
Belarus	Iran	Federation
Belgium	Ireland	Rwanda
Botswana	Israel	Saudi Arabia
Brazil	Italy	Seychelles
Bulgaria	Japan	Sierra Leone
Cameroon	Kenya	Singapore
Canada	Korea (South)	Slovak
Chile	Kuwait	Republic
China Mainland	Lesotho	Spain
Congo (Democratic	Luxembourg	Sweden
Republic of)	Malawi	Switzerland
Croatia	Malaysia	Taiwan
Cyprus	Malta	Tanzania
Czech Republic	Mauritius	Thailand
Denmark	Mexico	Tunisia
Egypt	Mozambique	Türkiye
Eswatini	Namibia	Uganda
Ethiopia	Netherlands	Ukraine
Finland	New Zealand	United Arab
France	Nigeria	Emirates

Germany	Norway	United Kingdom
Ghana	Oman	United States
Greece	Pakistan	Zambia
Grenada	Poland	Zimbabwe
Hong Kong	Portugal	

In addition, many treaties are being renegotiated by way of protocol.

## F. Visitors' visas

Under Section 11(1) of the Immigration Act No. 13 of 2002, as amended (the Immigration Act), visitors' visas are for international travelers (citizens of other countries) who have permanent residence outside South Africa and who wish to visit the country on a temporary basis for tourism for a period of 90 days or less. The Department of Home Affairs does allow an international traveler who travels to South Africa on a Section 11(1) visitor's visa (tourist visa) to attend limited business meetings or attend a conference or seminar on this visa type.

A visa indicates that an individual's application has been reviewed at a South African embassy, mission or consulate and that the consular officer has determined that the individual is eligible to enter the country (via the dedicated ports of entry) for a specific purpose.

The visa allows an individual to travel to a South African port of entry where an immigration official then determines if the individual is allowed to enter South Africa and how long the individual can stay for that particular visit. Visitors are restricted to the activity or reason for which their visas were issued.

To obtain a visitor's visa for recreational purposes only, proof of sufficient financial means and a return air, boat or bus ticket must be submitted. Individuals who have traveled or who intend to travel through a yellow fever area must produce a yellow fever vaccination certificate. This requirement excludes direct transit through yellow fever areas. Proof of guardianship and custody is required with respect to minor dependent children together with consent from the other parent when traveling with only one parent. A visitor's visa may be renewed only once for a maximum period equal to the original visa. Thereafter, the visitor must depart from the country.

The holder of a passport of certain jurisdictions (subject to change without notice) may be issued a visitor's visa at the port of entry if the intended stay is 90 days or fewer or if the individual is in transit and a return air or other travel ticket is shown.

The holders of a passport from certain jurisdictions (subject to change without notice) are visa-exempt.

The latest list of the visa-exempt nationals can be found on the South Africa Department of Home Affairs website: Department of Home Affairs – Exempt Countries ([dha.gov.za](http://dha.gov.za)).

Nationals from jurisdictions not listed must obtain a visa before traveling to South Africa by contacting the nearest South African mission abroad.

On arrival, a visitor must present his or her passport. The passport must be valid for at least 30 days after the intended departure date. The visitor may need to satisfy the immigration authorities that the visitor has no criminal record, no communicable diseases and sufficient funds to support himself or herself for a reasonable period after arrival. The visitor must also produce a valid return air ticket.

A visitor's visa under Section 11(2) of the Immigration Act, with endorsement to conduct short-term work-related activities (up to 90 days) may be issued to international travelers who are required in South Africa for short-term project work for up to a period of 90 days.

Certain activities need to be approved in advance by applying for the appropriate permission before departure for South Africa for all international travelers applying for a visitor's visa under Section 11(1) or Section 11(2) of the Immigration Act. This applies equally to citizens of visa and non-visa exempt countries. Holders of these visitors' visas may not change the status or condition of their visas while in South Africa and will be required to return to their country of usual residence or origin and apply for a different type of visa abroad. The activities referred to above for these two visa types in this category include the following:

- Visiting South Africa for short-term project work
- Attending short courses at educational institutions
- Performing voluntary or charitable activities
- Conducting research

## G. Work visas

**Types of work visas.** Work visas fall into the following four categories:

- Critical skills work visas
- General work visas
- Intracompany transfer work visas
- Corporate work visas

*Critical skills work visas.* Subject to any prescribed requirements, a critical skills work visas may be issued to individuals possessing such skills or qualifications determined to be critical for South Africa as per a notice in the *Government Gazette*. The applicant's foreign tertiary qualifications need to be certified by the South African Qualifications Authority. The purpose of the evaluation function is the recognition of foreign qualifications in terms of the South African National Qualifications Framework (NQF). Registration with the relevant professional body is also required. A critical skills work visa is issued for a period not exceeding five years.

*General work visas.* General work visas are issued to individuals who do not fall in a critical skills category. The South African employer needs to prove through advertisements and interviews that a suitably skilled or experienced South African citizen or permanent resident could not be found to fill the position offered. The applicant's foreign tertiary qualifications need to be certified by the South African Qualifications Authority. The purpose of the evaluation function is the recognition of foreign qualifications in terms of the South African NQF. It is also required that the

Department of Labour issue a certificate confirming the following:

- Despite a diligent search, the prospective employer has been unable to find a suitable citizen or permanent resident with qualifications or skills and experience equivalent to those of the applicant.
- The applicant has qualifications or proven skills and experience in line with the job offer.
- The salary and benefits of the applicant are not inferior to the average salary and benefits of citizens or permanent residents occupying similar positions in South Africa.
- The fixed-term employment contract for a period of five years (in line with the issuance of the visa) stipulating the conditions of employment that is signed by both the employer and the applicant is in line with the labor standards in South Africa and is conditioned on the general work visa being approved.

Registration with the relevant professional body is required for mandatory regulated professions. A general work visa is issued for a period not exceeding five years.

A points-based system has been introduced for adjudicating general work visa applications. Applicants will be assessed and assigned points (as determined by the Home Affairs Minister) based on their age, educational qualifications, work experience, knowledge of South African languages, terms of their job offer, salary and other relevant factors, as applicable. Further details about the new points-based system are expected to be released soon.

*Intracompany transfer work visas.* Intracompany transfer work visas are issued if an employee is seconded from his or her place of employment abroad to an affiliated company, branch or subsidiary in South Africa for a period of up to four years and if the foreigner's employment contract with the company abroad is valid for a period of not less than six months before transfer. This visa is nonrenewable if issued for the full four-year period; however, it can be renewed if it is issued for less than four years. The intent of this visa category is that the expatriate transfers his or her skills to South African employees and leaves South Africa at the end of the four-year secondment. A plan must be developed for the transfer of skills to a South African citizen or permanent resident. The employer's skills transfer plan must accompany the application.

*Corporate work visas.* Corporate work visas may be issued to a corporate applicant to employ foreigners to conduct work for the applicant in South Africa. No corporate visa may be issued or renewed with respect to any business undertaking that is listed as "undesirable" by the Minister of Home Affairs. The corporate work visa application requires a certificate from the Department of Labour confirming the following:

- Despite a diligent search, the prospective employer has been unable to find a suitable citizen or permanent resident with qualifications or skills and experience equivalent to those of the applicant.
- The job description and proposed remuneration for each foreigner.

- The salary and benefits of any foreigner employed by the corporate applicant is not inferior to the average salary and benefits of citizens or permanent residents occupying similar positions in South Africa.

An applicant for a corporate visa must provide proof that at least 60% of the total staff employed in the operations of the business is citizens or permanent residents employed permanently in various positions. This proof is also required during the duration of the visa.

To qualify, the corporate applicant must conduct business in certain sectors, as published in the *Government Gazette*.

The immigration authorities determine, in consultation with prescribed departments, the maximum number of foreigners to be employed under a corporate visa.

The corporate applicant must undertake that it will take prescribed measures to ensure that foreign employees comply with the provisions of immigration legislation and the conditions of the corporate visa. In certain circumstances, the corporate applicant may be required to post financial guarantees to defray deportation or other costs in the event that the corporate visa is withdrawn.

A foreigner employed under the terms of a corporate visa must work only for the holder of that corporate visa.

*Other requirements.* Expatriates may not change employers or terms of employment without prior approval from the immigration authorities. If an expatriate does not comply with the conditions of his or her visa or if he or she contravenes the immigration legislation, the expatriate is classified as an undesirable person.

Employers must make a good faith effort to ascertain that no illegal foreigner is employed by them and to ascertain the status of the visa or citizenship of individuals employed by them.

Employers must keep prescribed records relating to employment up to two years after the termination of a foreigner's employment. The employer must report to the immigration authorities termination of a foreigner's employment and a breach by a foreigner of his or her status.

If an illegal foreigner is found on any premises where a business is conducted, the legislation presumes that the foreigner was employed by the person who has control over the premises, unless evidence to the contrary is provided. Stiff penalties in the form of fines and imprisonment can be imposed on both the employer and employee.

## **H. Self-employment**

A business visa may be issued to a foreigner who intends to establish a business or invest in a business that is not yet established in South Africa.

Appropriate visas are issued to family members accompanying the business owner.

A business visa requires a minimum capital investment of ZAR5 million derived from abroad that is invested and retained in the book value of the business.

The business must comply with any relevant registration requirements of the SARS, Unemployment Insurance Fund, Compensation Fund for Occupational Injuries and Diseases, Companies and Intellectual Properties Commission and any relevant professional body, board or council recognized by South African Qualifications Authority.

The applicant must make an undertaking that at least 60% of the total staff to be employed in the operations of the business will be South African citizens or permanent residents employed permanently in various positions and submit proof of compliance with this undertaking within 12 months of issuance of the visa.

Confirmation of continued compliance with immigration legislation is required on a biannual basis.

A business visa may be issued for a period not exceeding three years at a time.

### **I. Other temporary residence visas**

The following temporary residence visas may be issued:

- Study visa for individuals wishing to study in South Africa
- Dependent visa (visitor's visa) for a spouse and minor children of an assignee who holds a valid work or business visa to accompany the assignee
- Treaty visa for individuals participating in a program established under a treaty
- Medical visa for individuals wishing to obtain medical treatment in South Africa
- Crew visa for officers or members of the crew of a public conveyance in transit in South Africa
- Relatives' visa for individuals intending to visit relatives within the first step of kinship for up to 24 months (work not permitted)
- Spouse visa (Section 11(6) visitor's visa) for a spouse of a South African citizen or permanent residence holder
- Retired persons' visa for individuals intending to spend part or all of their retirement in South Africa (work not permitted)
- Exchange visa for individuals who are taking part in an exchange program of a public higher educational institution and for persons under the age of 25 who have completed their studies and intend to spend one year in South Africa to gain work experience in their field of study
- Asylum transit visa for individuals seeking asylum
- Cross-border visa for individuals regularly crossing the border at a port of entry

A remote work visa is applicable to individuals who will work solely for a foreign-based employer from South Africa and will not provide any services to a South African-based entity or client.

A religious leader's visa is for qualified individuals from all religious backgrounds who lead religious sects.

## J. Permanent residence

Permanent residence may be granted to the following individuals:

- Individuals possessing such skills or qualifications determined to be critical for South Africa as per a notice in the *Government Gazette*
- Individuals who have been married to, or living with, a South African citizen or resident for a minimum of five years
- Children under the age of 21 of a South African resident
- Children of a South African citizen
- Individuals who have held a South African work visa for five continuous years and have received an offer of permanent employment
- Individuals who intend to establish or have established a business
- Individuals who wish to spend their retirement in South Africa
- Individuals who have a net worth of at least ZAR12 million and pay a fee to the Department of Home Affairs of ZAR120,000 on approval of the application
- Individuals who derive an income of at least ZAR37,000 per month from a pension, irrevocable annuity or retirement account
- Individuals who are refugees referred to in Section 27(c) of the Refugees Act
- Individuals who hold a combination of assets realizing an income of ZAR37,000 per month
- Individuals who are relatives of a South African citizen or resident within the first step of kinship

A permanent residence permit may be withdrawn if the holder is convicted of specified offenses or fails to comply with the requirements of the permanent residence permit. Absence from South Africa of more than three uninterrupted years causes the permanent residence permit to be withdrawn.

## K. Undesirable persons

An individual is declared undesirable when he or she overstays the validity of a current permit and leaves South Africa.

An individual who overstays for the first time for a period not exceeding 30 days is declared undesirable for a period of 12 months. An individual who overstays for the second time within a period of 24 months is declared undesirable for a period of two years. An individual who overstays for more than 30 days is declared undesirable for a period of five years.

## L. Family and personal considerations

**Marital property regime.** Couples who solemnize their marriages in South Africa are subject to a community property regime that applies to all property. A prenuptial agreement may be concluded if a couple wishes to elect out of the community property regime.

The regime does not apply to couples who do not solemnize their marriages in South Africa or to couples with a non-South African husband, unless they establish a marital domicile in South Africa by seeking a Supreme Court confirmation subjecting the couple to South African marriage legislation.

**Forced heirship.** South Africa does not have forced heirship rules.



## South Sudan

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### A. Income tax

**Who is liable.** Individuals who are resident for tax purposes are subject to personal income tax (PIT) on their worldwide income while nonresident individuals are taxed on income that is sourced in South Sudan.

A resident individual is an individual who is domiciled in South Sudan or is physically present in South Sudan for 183 days or more in a tax year.

**Income subject to tax.** Individuals are subject to tax on various types of income, including, but not limited to, the following:

- Wages
- Income from entrepreneurial activities
- Income from the use of movable or immovable property
- Income from the use of intangible property

A recently introduced legislative change applies to individuals who do not receive regular monthly pay (salary). These are individuals who receive wages and individuals who are engaged in entrepreneurial activities. A 20% rate is applied to such income after deducting standard allowable expenses, which are set at 20% of the income. Other deductible expenses include fees paid by the individuals (this most likely would apply in the case of entrepreneurial activities) to relevant local authorities, such as ground rates and town rates. These rates are charged by and paid to relevant local authorities in South Sudan to support delivery of services by the local authorities. Personal income tax on employment income (salary) is payable based on the tax rates set forth in the table in *Tax rates*.

Tax is withheld from dividends, interest, royalties, rent, technical fees (to nonresidents) and government contract payments (see *Tax rates*).

The following types of income are exempt from income tax:

- Wages received by foreign diplomatic and consular representatives and foreign personnel of liaison offices in South Sudan
- Wages received by foreign representatives, foreign officials and foreign employees of international governmental organizations

- If agreed on with the government of South Sudan, wages received by foreign representatives, foreign officials and foreign employees of donor agencies or their contractors or grantees carrying out humanitarian aid, reconstruction work, civil administration or technical assistance
- Compensation for damages and proceeds of life insurance policies

The South Sudan Revenue Authority (SSRA) issued a circular with effect from 1 September 2024, suspending the following types of income from the administration and calculation of PIT by the SSRA:

- Wages of employees of institutions of states and administrative areas
- Wages of employees of community-based organizations registered in the states and administrative areas
- Wages of local employees of national and international nongovernmental organizations
- Wages of local employees of private companies, partnerships and other legal entities

**Capital gains.** Capital gains are recognized as business income. For individuals, capital gains are considered to be gross income subject to personal income tax.

### Deductions

*Pension deduction.* An 8% pension contribution to a government-recognized, self-funded retirement scheme is deductible in determining taxable income.

*Business deductions.* In general, expenses are deductible only if they are incurred wholly and exclusively to produce taxable income.

Accounting depreciation is not deductible, but capital allowances are available for deduction. A capital allowance is granted on either a straight-line or reducing-balance basis over the useful life of the asset. The assets are classified into the following four classes.

Class	Annual depreciation rate (%)
Buildings and other structures	10
Vehicles, office equipment and computers	33
Other property	25
Intangible assets	10

**Tax rates.** The following tax rates below apply to employment and self-employment income.

Monthly taxable income SSP	Tax rate %
0 to 20,000	0
20,001 to 40,000	5
40,001 to 57,000	10
57,001 to 90,000	15
90,001 and above	20

Tax is withheld from dividends, interest, royalties, rent, technical fees and government contract payments as shown in the following table.

Income category	Tax rate (%)	Persons subject to tax
Dividends, interest and royalties	10	Residents and nonresidents
Technical or consultancy fees	20	Nonresidents only
Rent	20	Residents and nonresidents
Government contract payments	5	Residents and nonresidents
Pension income	10	Residents and nonresidents
Lottery and game winnings	20	Residents and nonresidents

The 2023-24 Finance Act provides that, effective from 14 August 2023, withholding tax on interest, dividends, rents, government contract payments, and technical fees paid to residents and nonresidents is to be treated as an advance tax.

The SSRA issued a circular, effective from 27 February 2024, clarifying that the tax rate for end-of-service benefits, pension, gratuity and social insurance funds is 10%.

*Surtax on PIT.* The 2021-22 Finance Act reintroduced a 30% surtax on PIT, which was suspended in 2014. Section 134 of the Taxation Act provides that the surtax should be accounted for and remitted to the SSRA by the person making the PIT payment.

**Relief for business losses.** Losses may be carried forward to offset future profits from the same specified source. The loss may be carried forward to the following five tax periods or years. Losses may not be carried back.

## B. Other taxes

South Sudan does not levy property tax, net worth tax, inheritance tax or gift tax.

## C. Social security

The only social security tax levied in South Sudan is a pension contribution based on employment income. The rates of the contribution are 17% for employers and 8% for employees (5% for government staff).

## D. Tax filing and payment procedures

**Employee tax withholding.** For employees, tax is withheld at source under the PIT system.

**Returns.** Resident individuals are not required to file an annual PIT return if all income is derived from wages and tax has been withheld through the PIT system.

If the personal income is from individual entrepreneurial activities, tax returns must be filed.

Nonresidents who have not met the residency threshold (183 days or more) must file and pay PIT on their South Sudan income based on the source-based principle of taxation.

**Assessment.** A taxpayer may be assessed by the National Revenue Authority even after a self-assessment return is filed. The assessment is done within three years following the filing of the self-assessment return.

## **E. Double tax relief and tax treaties**

**Double tax relief.** Resident individuals may offset tax paid overseas against tax payable in South Sudan on foreign income, up to the amount of tax payable in South Sudan.

**Double tax treaties.** South Sudan has signed double tax treaties with countries such as Morocco (signed on 1 February 2017) and the United Arab Emirates (signed on 1 January 2019). However, these double tax treaties have not yet been ratified. The double tax treaties will enter into force once the ratification instruments are exchanged. A double tax treaty with Kenya is under consideration.

## **F. Temporary visas and passes**

All visitors must have visas to enter South Sudan. Citizens of Uganda and a few other countries can obtain temporary visas at any entry point. Citizens of Kenya do not require an entry visa.

## **G. Work permits and self-employment**

Work permits are issued for a period of one year. They are renewable on an annual basis.

## **H. Residence permits**

A residence permit allows an alien to reside in South Sudan. A resident permit can either be special, ordinary or temporary.

**Special residence permits.** Special residence permits may be granted to the following:

- Aliens who have been continuously residing in South Sudan for a period of not less than three years
- Aliens who have lawfully stayed in South Sudan for more than five years and are carrying out scientific, technical and commercial activities deemed by the Minister of Interior to be of value to South Sudan

A special residence permit is valid for five years and is renewable.

**Ordinary residence permits.** Ordinary residence permits may be granted to the following:

- Aliens who have been continuously residing in South Sudan for not less than five years
- Aliens who have lawfully resided in South Sudan for more than two years and are carrying out scientific, technical or commercial activities deemed by the Minister to be of value to South Sudan

An ordinary residence permit is valid for two years and is renewable.

**Temporary residence permits.** Aliens not eligible for special or ordinary residence permits may be granted temporary residence permits.

A temporary residence permit is valid for 12 months and is renewable for periods of up to 12 months.

**Other information.** A residence permit is required for all foreign residents in South Sudan even for individuals who have a work permit. Work permit holders and their dependents must obtain resident permits when they enter South Sudan.

Visitors to South Sudan can be accompanied by their family members. Residence permits extend to the dependents of aliens.

The average processing period for visas is one to three weeks.

## **I. Family and personal considerations**

**Vaccinations.** Individuals entering South Sudan must have the immunization certificate for yellow fever and a negative COVID-19 test.

**Driver's permits.** A driver's license can be obtained from the police traffic headquarters under the Ministry of Interior. Copies of the driver's license from the home country and passport are required for the application.

# Spain

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## A. Income tax

**Who is liable.** Individuals performing activities in Spain are subject to tax based on residence and source of income. Residents are taxed on worldwide income. Nonresidents are taxed on Spanish-source income and on capital gains realized in Spain only. Several tax exemptions may apply to both inbound and outbound employees.

Individuals are considered residents for tax purposes if they spend more than 183 days in a calendar year in Spain or if the center of their economic interests is located in Spain. A presumption of residence arises if an individual's family lives in Spain. Residence is determined on a full-year basis; Spain recognizes no change of residence during a fiscal year. A Spanish

national who gives up Spanish tax residence is nonetheless considered a Spanish tax resident for the year of departure and the next four tax years if his or her tax residence is transferred into a territory of a tax haven.

*Special tax regime for inbound assignees, remote workers, directors and entrepreneurs.* Under the Spanish regulation, an individual who transfers his or her residence to Spain under certain circumstances may elect to be subject to tax under the rules applicable to nonresident taxpayers.

This election is subject to the fulfillment of the following requirements:

- The individual must not have been a Spanish tax resident in the five years preceding the tax year of his or her arrival in Spain.
- The transfer to Spain must be directly connected with the following circumstances:
  - A labor contract with a Spanish entity (an assignment letter with the home country entity may also be valid) with the exception of a contract for a professional athlete. This condition shall be deemed to be met when employer and employee agree on a remote work agreement through the exclusive use of computer, telematic and telecommunication means and systems.
  - An appointment as a director of a Spanish entity, regardless of the percentage of participation in the equity of the Spanish entity, with the exception of a wealth or asset entity, on which certain limitations apply.
  - For the execution of an economic activity qualified as an entrepreneurial activity in accordance with Article 70 of the Spanish Law 14/2013.
  - For the execution of an economic activity by a highly qualified professional who provides services to emerging companies (startups) or who carries out training, research, innovation and development activities.
- The individual cannot receive income that is deemed to be obtained through a permanent establishment in Spain, with the exception of the income arising from the economic activities listed above.

Under this special tax regime, employment income and self-employment income up to EUR600,000 is taxed at a rate of 24%, and employment and self-employment income exceeding this threshold is taxed at a rate of 47%.

The election is effective for the first year of residence in Spain and the following five consecutive years, and such election must be made within the six months following the registration date for social security purposes.

As of 1 January 2023, this special tax regime for inbound benefits may be extended to the family members of the main applicant referred above, restricted to the spouse, children under 25 years old or any age in case of disability and, in the event of non-existence of a marriage bond, the parent of the latter. Certain requirements related to the arrival date to Spain and level of income, among others, must be met for this extension to be applicable.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable employment income includes all compensation received for personal services, including salaries and wages, payments for certain business-related expenses, pensions, housing allowances and other allowances paid in cash or in kind.

Certain benefits in kind must be evaluated according to specific valuation rules, enabling potential tax optimization or savings.

Spanish residents with overseas duties may apply a foreign earned income exemption of up to EUR60,100 if certain conditions are met.

Irregular employment income (if it is earned over a period greater than two years or if it is irregular for its nature) may be eligible for a limited 30% reduction if certain conditions are met.

*Self-employment and business income.* Taxable self-employment and business income includes income from all industrial, commercial, professional and artistic activities carried on by a taxpayer.

Residents are subject to tax on self-employment and business income at the rates described in *Rates*. Nonresidents are subject to a flat 24% (19% for residents of other European Union [EU] Member States and European Economic Area [EEA] Member States) tax on gross self-employment and business income. Only those individuals whose tax residence abroad is located in an EU or EEA state are allowed to claim a tax deduction for certain expenses related to the business and the activity performed, such as salaries paid, materials purchased and miscellaneous expenses.

*Directors' fees.* Directors' fees are considered ordinary income and are taxable for residents at the rates described in *Rates* and to nonresidents at a flat rate of 24% (19% for residents of other EU Member States).

*Investment income.* Resident individuals are subject to tax on rental income and other consideration derived from the lease of rural or urban real estate at the rates described in *Rates*. Nonresident individuals are subject to tax on such income at a flat rate of 24% (19% for residents of other EU Member States and EEA Member States).

For tax residents of Spain, positive net income from the rental of a real estate property may be reduced by 50% if the property is destined for living (regardless of the age or amount of income of the tenant). For rental agreements to be signed as from 1 January 2024, increased rates have been approved if certain circumstances are met.

Urban real estate properties that do not represent the taxpayer's permanent place of residence and are not rented out will result in a taxable income (deemed income) that is determined as the result of applying the rate of 2% on the cadastral value (1.1% if the cadastral value of the real estate property was reviewed in the preceding 10 years). If the cadastral value is not determined as of the date of accrual (generally on 31 December), the deemed income is calculated by applying the rate of 1.1% to half of the



value assessed in accordance with the principles of valuation for purposes of the net wealth tax (see Section B).

Income from movable property includes dividends, interest, profits from copyrights and industrial property, and the return on cash or in kind on capitalization transactions and life insurance policies. Certain expenses may be claimed for tax purposes depending on the type of income.

Spanish tax residents, either ordinary or under the special tax regime, are subject to income tax on dividends, interest and capital gains (regardless of the holding period) at the scale of rates included in the *Rates* section.

For Spanish nontax resident individuals, the income from public debt or nonresident bank accounts and income derived from the sale of securities or the redemption of shares in investment funds made in any of the official secondary markets of Spanish securities are not taxable in Spain provided that the taxpayer is treated as a resident in a state that has signed a double tax treaty with Spain with an information exchange clause.

Interest income and capital gains derived from bonds and securities issued by resident entities or individuals are not taxable if the taxpayer is a resident of an EU Member State.

If members of a family unit elect to file separate tax returns, the income derived from joint assets must be attributed to the members who own the assets. For spouses under the community property regime, which as a general rule confers participation of 50% to each of the members, the income must be attributed accordingly to each spouse (see Section H).

**Taxation of employer-provided stock options or other share-based awards.** Employer-provided stock options are taxed as employment income at the date of exercise on the difference between the exercise price and the fair market value of the stock at the date of exercise. This income is also subject to social security contributions (see Section C).

Income derived from employer-provided share options up to an annual limit of EUR12,000 may be exempt from tax if all of the following requirements are met:

- The offer or delivery is made to all active employees of the company, group or subgroup under the same conditions. This requirement is met if the offer or delivery is made based on the employee's seniority or if the offer is made available to all employees who are regarded as Spanish tax residents.
- The employee (individually or jointly with the spouse and other family members) cannot own more than 5% of the equity of the company.
- The employee holds the shares for at least three years.

If the requirements above are met, only the employment income exceeding the tax relief amount of EUR12,000 is treated as taxable income for income tax purposes. If the employee disposes of the shares within three years after receiving the share award, he or she must file a supplementary tax return to amend and regularize the situation.

The exemption limit described above shall be up to EUR50,000 per year in the case of delivery of shares granted to the employees of an emerging company referred to in the Spanish Law 28/2022 of 21 December on the promotion of the ecosystem of emerging companies. The regulations have relaxed certain requirements and introduced other advantages, such as the deferral of temporary imputation of the employment income.

If the employment income arising from the exercise of the stock option is generated over a period exceeding two years, counted from grant to exercise date, and is attributed in one single fiscal year, it may be possible to apply the 30% reduction for irregular employment income (see *Employment income*). However, the 30% reduction can only be applied once every five tax periods, with some exceptions.

Any capital gains derived from the subsequent sale of the stock are subject to the capital gains tax rules described in *Capital gains and losses*.

**Capital gains and losses.** Capital gains are calculated as the difference between the transfer price of an asset and its acquisition price.

Capital gains are taxed at the progressive scale of rates detailed above in *Investment income* (marginal tax rate of 28%).

For Spanish tax residents only, capital losses incurred on sales of assets may be offset against capital gains. The outstanding balance of capital losses can be carried forward for a maximum of four years.

The capital gains and losses must be allocated to the individual owner of the property. If spouses are married under the community property regime (see Section H), capital gains and losses are generally imputed 50% to each spouse.

### Deductions and allowances

*Deductible expenses.* Social security contributions may be deducted in computing taxable employment income for tax residents. In addition, the following reductions are allowed for taxpayers earning net employment income less than EUR19,747.50, as long as other income earned than employment income does not exceed EUR6,500:

- A standard reduction of EUR7,302 if a taxpayer's annual net employment income does not exceed EUR14,852
- A reduction of EUR7,302 less the result of multiplying 1.75 by the difference between the net employment income exceeding EUR14,852 for net income between EUR14,852 and EUR17,673.52
- A reduction of EUR2,364.34 less the result of multiplying 1.14 by the difference between the net employment income exceeding EUR17,673.52 for net income between EUR17,673.52 and EUR19,747.50

These amounts may be increased for disabled taxpayers.

Contributions to an EU-regulated pension plan reduce the taxpayer's taxable base. The rules to claim the tax reduction associated with pension plan contributions, which are effective from 2 July 2022, are discussed below.

The reduction is limited to the lesser of the 30% of the taxpayer's net employment income or business income and EUR1,500 annually.

The limit of EUR1,500 is increased up to the following amounts in the circumstances described below.

- EUR8,500 annually, provided that such increase comes from employer/business contributions, or from employee contributions to the same employment pension scheme promoted by the employer for an amount equal to or less than the result of applying the following rates to the employer/business contributions amount:

- Up to EUR500: 2.5%
- Greater than EUR500 and up to EUR1,500: EUR1,500 plus the result of multiplying 0.25 by the difference between EUR 500 and the contribution made
- Above EUR1,500: 1%

The 1% rate is applied if the employee's gross employment income from the employer that makes the pension contribution is greater than EUR60,000.

- EUR4,250, provided that such increase comes from contributions made by self-employed persons

In addition, individuals whose spouses receive net employment income and income from business activities below EUR8,000 can choose to make contributions up to EUR1,000 annually to pension plans in which the spouse is the beneficiary, and these contributions can be claimed as a reduction from the taxable base of the taxpayer making the contribution.

As general rule, pension plan contributions made in the fiscal year that cannot reduce the taxpayer's taxable base may generally be carried forward for a maximum of five fiscal years.

*Personal allowances.* The allowances listed below reduce an individual's tax liability by an amount resulting from the application of the progressive tax rates to the total allowances so they are not offset against the gross taxable base. The following are the allowances.

<b>Allowance</b>	<b>Amount (EUR)</b>
Personal allowance	5,550
Allowance for taxpayers over 65 years of age	6,700
Allowance for taxpayers over 75 years of age	6,950
Allowance for handicapped taxpayer for whom the grade of disability equals or exceeds 65%	9,000
Allowance for handicapped taxpayer for whom the grade of disability is less than 65%	3,000
Allowance for handicapped taxpayer needing help with mobility	3,000 (additional)
Each ascendant living with taxpayer whose annual income is less than EUR8,000	
Over 65 years of age	1,150
Over 75 years of age	1,400

Allowance	Amount (EUR)
Each disabled dependent child or ascendant living with the taxpayer whose annual income is less than EUR8,000	
Individuals for whom the grade of disability exceeds 65%	9,000 (additional)
Other disabled individuals	3,000 (additional)
Each disabled individual needing mobility help	3,000 (additional)
Each dependent child under 25 years of age living with taxpayer whose annual income is less than EUR8,000	
First child	2,400
Second child	2,700
Third child	4,000
Fourth child and subsequent children	4,500
Allowance for children under three years old	2,800 (additional)

Local governments may allow additional personal allowances and deductions.

*Business deductions.* Deductions are permitted for all expenses necessary to obtain business income and for the depreciation of assets related to business activities.

**Rates.** Total tax liability consists of the tax liability computed under the general rates plus the tax liability computed under the autonomous community rates. Consequently, the aggregated maximum marginal rate depends on the marginal tax rate of the autonomous community where the taxpayer resides. For example, the maximum marginal tax rate is 45% for an individual resident in Madrid and 50% for a resident in Cataluña (for income above EUR300,000).

Dividends, bank interests and capital gains from the sale of assets are subject to a progressive scale of rates ranging from 19% to 28% (see *Investment income*).

General income, such as employment income and rental income, among others, derived by nonresidents is generally taxed at a flat tax rate of 24% (or 19% for residents of other EU Member States and EEA countries).

See *Special tax regime for inbound assignees and directors* for details regarding the tax rate applicable to individuals granted under the special tax regime.

**Credits.** Tax credits are allowed in only a few specified circumstances, such as for gifts to specified entities and for certain double tax relief.

In addition, an investment tax credit is available for amounts paid for the acquisition, maintenance, repair, restoration or exhibition of assets deemed to be of cultural interest. The credit is granted at a rate of 15% on a maximum expenditure of 10% of the taxpayer's tax base.

The Spanish government removed the tax credit on the purchase of the taxpayer's primary residence acquired in or after January 2013. However, a grandfathering provision has been introduced for acquisitions or investments made before 1 January 2013.

Under this transitional measure, the tax deduction amounts to the equivalent of 15% of the acquisition cost (base of the deduction) up to a maximum base of EUR9,040. As a result, the tax credit cannot exceed the amount of EUR1,356. If the acquisition of the primary residence is financed with debt, the amount of the debt repaid plus the interest paid in the fiscal year represents the base of the deduction.

If spouses file separate returns, the tax credit is applied to each spouse according to the percentage of ownership.

A tax credit is available for working mothers with a child up to three years old (up to a maximum of EUR1,200 per year per child). An additional amount up to EUR1,000 can be applied for childcare expenses.

For large families (three or more children), a tax credit of EUR1,200 per family applies. This can be increased with an additional credit of EUR600 for each child in a family exceeding three children.

**Relief for losses.** Relief for losses may be available, subject to the limits and conditions established by law.

## B. Other tax obligations

**720 Form.** The 720 Form is an informative declaration of assets and rights located abroad. Ordinary resident taxpayers who have assets or rights located abroad meeting certain conditions must file this informative declaration by 31 March, following the end of the tax year of reference.

**721 Form.** The 721 Form is an informative declaration of virtual currencies located abroad. From the 2023 tax year, ordinary taxpayers who have cryptocurrencies abroad must file this informative declaration by 31 March, following the end of the tax year of reference.

**Wealth tax.** Wealth tax is a tax that has been transferred to the autonomous regions. Therefore, it must be taken into account that these regions have regulatory powers. A filing obligation arises for those individuals with a net wealth higher than EUR700,000 or the threshold that is established in the Spanish region of residence. If no tax liability arises, there will be a filing obligation if the gross value of the wealth exceeds EUR2 million. Spanish nontax residents and residents under the special tax regime are liable only for the goods and assets situated in Spain, while ordinary residents are liable for goods and assets situated worldwide.

**Temporary solidarity tax on major wealth.** The temporary solidarity tax on major wealth is a temporary tax introduced by Law 38/2022, applicable from the 2022 to 2023 tax years. Its applicability was recently extended to the 2024 tax year. It is complementary to the wealth tax and is applicable to individuals whose net wealth (goods and assets) exceeds EUR3 million.

**Exit tax.** If an individual has been an ordinary tax resident in Spain for at least 10 years out of 15 consecutive tax periods, losing tax resident status in Spain may generate the obligation to declare the non-realized capital gains on his or her financial assets (stocks and shares) under certain circumstances.

**Estate and gift tax.** An individual resident in Spain for tax purposes is taxed on assets and rights acquired by inheritance or gift, regardless of where the assets or rights are located. If the recipient is not resident in Spain, estate and gift tax applies only to assets located in Spain or to rights that may be executed in Spain.

Estate tax must be paid by the legal heir, and gift tax must be paid by the donee. The taxable amount for estate tax purposes is determined by deducting certain amounts based on the beneficiary's age and on the relationship between the deceased and beneficiary. Tax payable is calculated by applying factors based on the taxpayer's net worth, age, relationship with the deceased, or beneficiary and type of asset.

Estate and gift tax rates vary depending on the autonomous region.

### C. Social security

**Contributions.** Under Spanish domestic law, an individual must join the Spanish social insurance system if work and residence permits are received. The tax rate of social insurance contributions is 6.47% for employees and 30.48% for employers (plus an additional surcharge depending on the employers' activity). For 2024, the maximum taxable base is capped at EUR56,646 annually.

As of 1 January 2025, an additional solidarity contribution will apply to the salary range that exceeds the maximum contribution base, without generating rights on such contribution. The amount of the contribution will be increased progressively, from a minimum contribution in 2025 of 0.92% (0.77% for employers and 0.15% for employees) to a maximum contribution in 2045 of 7% (5.84% for employers and 1.16% for employees).

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Spain has entered into totalization agreements with the following jurisdictions.

Andorra	Dominican Republic	Philippines
Argentina	Ecuador	Russian
Australia	Japan	Federation
Brazil	Korea (South)	Senegal
Canada	Mexico	Tunisia
Cape Verde	Moldova	Ukraine
Chile	Morocco	United States
China Mainland	Paraguay	Uruguay
Colombia	Peru	Venezuela

Spain has also entered into the Ibero-American Multilateral Agreement.

### D. Tax filing and payment procedures

The Spanish tax system operates through self-assessment.

As a general rule, Spanish tax resident individuals are required to file an annual income tax return, regardless of their marital status, referred to the fiscal year of reference (which is also the calendar year). Under certain circumstances, it is possible to file a joint tax return for all the family members. It is allowed to offset the payment of the debt of one spouse resulting from the annual income tax return, with the balance in favor of the other spouse's tax return (tax refund).

Annual income tax returns are usually filed from 4 April to 30 June following the end of the calendar year. As a general rule, the tax due is payable with the tax return, but the taxpayer can opt to pay 60% of the tax due by the time the tax return is filed (provided it is filed on time) and the remaining 40% can be paid by early November with no additional associated interest.

The filing period referred to above also applies to individuals granted the special tax regime for inbound assignees or directors.

Spanish nontax resident individuals must file an income tax return for each type of income, and the deadlines and filing frequency vary depending on the type of income and the accrual date.

## E. Double tax relief and tax treaties

An individual tax resident in Spain may claim a foreign tax credit to avoid double taxation with respect to foreign income tax paid on the non-Spanish source income (credit method). Under certain double tax treaties, the exemption method (with progression clause) is allowed. Spain has entered into double tax treaties with the following jurisdictions.

Albania	Finland	Pakistan
Algeria	France	Panama
Andorra	Georgia	Paraguay (b)
Argentina	Germany	Philippines
Armenia	Greece	Poland
Australia	Hong Kong SAR	Portugal
Austria	Hungary	Qatar
Azerbaijan	Iceland	Romania
Barbados	India	Russian
Belarus	Indonesia	Federation
Belgium	Iran	Saudi Arabia
Bolivia	Ireland	Senegal
Bosnia and Herzegovina	Israel	Serbia
Brazil	Italy	Singapore
Bulgaria	Jamaica	Slovak Republic
Canada	Japan	Slovenia
Cape Verde	Kazakhstan	South Africa
Chile	Korea (South)	Sweden
China Mainland	Kuwait	Switzerland
Colombia	Latvia	Thailand
Costa Rica	Lithuania	Trinidad and
Croatia	Luxembourg	Tobago
Cuba	Malaysia	Tunisia
Cyprus	Malta	Türkiye
Czech	Mexico	USSR (a)
Republic	Moldova	United Arab
Dominican	Morocco	Emirates
	Netherlands	United Kingdom

Republic	New Zealand	United States
Ecuador	Nigeria	Uruguay
Egypt	North Macedonia	Uzbekistan
El Salvador	Norway	Venezuela
Estonia	Oman	Vietnam

- (a) Spain honors the USSR treaty with respect to certain former Soviet republics.  
 (b) The Paraguay double tax treaty is not yet in force, pending national gazette publication.

## F. Residence permits

A non-EU national who wishes to reside in Spain must obtain a valid residence permit.

For a non-EU national who does not wish to work in Spain, temporary and permanent residence permits are available.

Temporary residence permits are issued to persons who wish to reside in Spain more than 90 days and less than five years. In general, they are issued initially for one year and may be renewed for two periods of two years each.

If the temporary residence permit is issued as a result of a spouse holding work and residence permits, the validity of the residence permit is for the same duration as the spouse's work and residence permits.

Foreigners who have resided lawfully in Spain for a period of five years can apply for a long-term residence permit. However, the residence card must be renewed every five years.

A regulation applicable to EU nationals, nationals of the EEA, which comprises Iceland, Liechtenstein and Norway, and nationals of Switzerland provides for the right of freedom of movement, residence and work in Spain for these nationals. Partners appearing in an official register have the same rights as spouses.

EU nationals, EEA nationals and Swiss nationals, who wish to reside in Spain for more than three months, must go to the police station within the first three months after their entry into Spain and register in the Central Registry for Foreigners (Registro Central de Extranjeros). The police station issues a certificate that includes the name, nationality and domicile of the foreigner, his or her identification number and the date of the registration. This certificate does not replace the identification card. EU registration as a sole document is not accepted as proof of identity since it does not show the person's signature and photo, EU nationals residing in Spain are well documented with passport or EU identification card plus an EU registration certificate. To complete the registration, individuals must submit, among other documents, proof that they have sufficient economic means to live in Spain and that they have private or public medical coverage.

Relatives of EU nationals, EEA nationals and Swiss nationals with a third-country nationality must apply within the 90 days on their arrival in Spain for a special residence card indicating that they are a relative of these nationals. They will have the same rights as other EU nationals, EEA nationals and Swiss nationals. However, to obtain a residence card, the marriage must be registered in an EU country's registry. An exemption is granted to



nationals of Austria, Denmark, Germany, the Netherlands, the Slovak Republic and the United Kingdom. Nationals of these countries are not required to register a marriage that took place abroad. These rights also apply to partners of EU nationals, EEA nationals and Swiss nationals with a third-country nationality who are registered as partners in an official registration. A change in the Spanish regulations that entered into force on 16 December 2015 expands the beneficiaries of this special residence card to include partners with no legal bonds (among others). Applicants need to provide the authorities with all documentation available to demonstrate at least two years of proven partnership or one year of coexistence. The immigration authorities use their discretion in analyzing this documentation.

Regarding the possibility of residing in Spain without engaging in any work or professional activity, an individual may apply for a Non-Lucrative Residence Visa. It is not available to EU citizens or to nationals of countries to whom EU law applies in terms of being beneficiaries of the rights of free movement and residence. The Non-Lucrative Residence Visa can be applied for up to 90 days before the desired date of entry into Spain at the Spanish consulate at the place of residence. The main requirements are the following:

- Public or private health insurance taken out by an insurance company authorized to operate in Spain
- Proof of financial means required to cover the living expenses and, where appropriate, those of their family members

## **G. Work permits**

Nationals of non-EU countries who wish to work and reside in Spain must apply for work permits.

Non-EU nationals may not work while their work permits are being processed. EU nationals are not required to apply for a work permit to undertake employment in Spain. Rules applicable to EEA nationals and to EU nationals also apply to nationals of Switzerland.

A non-EU national who performs any economic activity in Spain, either as an employee of a Spanish or foreign company or as a self-employed individual, must obtain work and residence permits. Spanish law imposes steep fines of up to EUR180,000 for companies that hire foreign workers without valid work permits.

The same rules apply to self-employed foreign nationals and to those applying to work for a specific Spanish company. However, special permits exist for foreign nationals intending to start a business or for foreign companies wishing to establish subsidiaries headed by foreign nationals in Spain.

## **H. Types of permits under Law 14/2013, in support of entrepreneurs and certain others**

Law 14/2013 entered into force on 30 September 2013. Several changes to the rules for visas and residence permits came into force on 29 July 2015. They significantly reduced the administrative and financial requirements for obtaining a Spanish visa under Law 14/2013.

The law establishes a residence visa for employees to be temporarily assigned to work in Spain within the framework of an employment or professional relationship, or for professional training purposes, with a company or group of companies established in Spain (Intracompany Residence Permit [Autorización de Residencia por Traslado Intrapresarial]). For senior professionals or managing director-type individuals (highly qualified professionals), the visa is called the Residence Authorizations for Highly Qualified Personnel - EU Highly Skilled Professional (Blue Card) (Autorizaciones de Residencia para Personal Altamente Cualificado- Tarjeta Azul). For foreigners who are self-employed or employed by companies registered outside Spain and are seeking to provide professional services to non-Spanish companies from within Spain by using information and communication technologies, the visa is called International Teleworkers (Teletrabajadores de Caracter Internacional).

Among other measures, the law provides that the Spanish government may grant residence visas to the following types of foreigners:

- Entrepreneurs
- Investors
- Highly qualified professionals - EU Highly Skilled Professional (Blue Card)
- Researchers
- Employees with intercompany transfers
- International teleworkers

Foreigners who prove that they belong in one of the categories listed above and who wish to reside and work in Spain may request a residence visa if they fulfill all of the following conditions established in the law:

- They are not illegally residing in Spain.
- They are more than 18 years old (Spanish full age).
- They do not have a criminal record in Spain or in the jurisdictions where they have resided for the past five years.
- They are not rejectable by jurisdictions with which Spain has entered into an agreement.
- They have medical insurance with an entity authorized in Spain.
- They have enough economic resources to support themselves and their family members (if applicable).
- They pay the government fees.

**Highly qualified professionals and EU Highly Skilled Professional (Blue Card).** Law 11/2023 of 8 May introduces amendments to align with the EU Blue Card Directive. A new 71 bis in Law 14/2013 establishes the complementarity of the national entry and residence authorization scheme for highly qualified professionals with the EU Blue Card regime.

Applicants must possess educational qualifications equivalent to Level 2 of the Spanish Qualifications Framework for Higher Education (that is, a bachelor's degree on completing a program of at least four years) or above. Alternatively, they must have at least five years of relevant experience in their sector or profession (or three years in the case of information technology professionals).

Remuneration bands are not yet regulated but will be defined in accordance with the guidelines set out in the law: The salary bands will be at least 1.0 times and at most 1.6 times the average gross annual salary. However, in some cases the lower salary threshold of 80% may apply if it is not less than 1.0 times the average gross salary.

Among other reasons, the EU Blue Card will be revoked when the holder has moved to another Member State and obtained an EU Blue Card there.

For the holder of an EU Blue Card issued by an EU Member State who travels to Spain to carry out a professional activity for a period of 90 days in any period of 180 days, no authorization other than the EU Blue Card issued by the EU Member State will be required.

*Spanish National Classification of Occupations classification.* The Spanish National Classification of Occupations (CNO) classification refers to work positions and functions that can be assimilated to Groups 1 and 2 of the 2011 CNO (CNO-11). This is related to the profile of the position, the employment contract, the professional classification and the applicable Collective Agreement (the negotiated agreement between an employer and the employee's representatives, covering rates of pay and terms and conditions of employment).

*Remuneration.* Minimum salary is based on the social security classification group, taking data from the National Statistical Institute. The following are the applicable amount of minimum salary.

<b>Groups 1 and 2 of CNO-11</b>	<b>Average annual salary (EUR)</b>
Directors and managers	54,142
Other technicians and scientific and intellectual professionals	40,077

There is a reduction by a coefficient of 0.75 in applications from highly qualified professionals up to 30 years old.

Benefits in kind may not be considered for more than 30% of the worker's wages for purposes of calculating the annual average salary referred to above.

*Training.* Article 72 of Law 14/2013 regulates training, research, development and innovation.

*Renewal.* Compliance with the requirements resulting in the initial authorization must be established and verified to have been registered in order to proceed with the renewal application.

*Change of employer.* A change of employer must be communicated by the interested party to the Unit of Large Companies and Strategic Collectives within 30 days, requesting a new authorization.

The issuance of the new authorization could be required in case of change of companies when both entities belong to the same group.

In cases of acquisitions or mergers of companies, the residence permit is renewed for the period of validity remaining in the initial permit.

*Worker's dismissal.* If the highly qualified professional is dismissed, the dismissal must be communicated to the Unit of Large Companies and Strategic Collectives. If the applicant will be entitled to the unemployment benefit, the renewal shall be carried out in accordance with Article 71.

**Investors.** The law considers the following investments:

- Investment of EUR2 million or more in Spanish public debt securities
- Investment of EUR1 million or more in Spanish company shares or Spanish bank deposits
- Real estate with a value of EUR500,000 or more without any mortgage on this amount
- A business project to be developed in Spain that can be considered of general or public interest, taking into account the creation of jobs, the technology and scientific innovation of the project and its socioeconomic impact in Spain

The law establishes the manner for proving the investment.

The corresponding Spanish consulate grants the visa for a year. If the foreigner wishes to reside in Spain for a longer period, a residence permit can be requested from the Spanish immigration authorities in Spain.

For these residence visas, the Spanish immigration authorities take into account the business plan, the professional profile of the foreigner and possible benefit to Spain from the economic opportunity.

**Researchers.** A new residence permit is available for some research, development and innovation projects for Spanish public or private institutions, subject to certain requirements.

### **Intracompany transfers**

*EU Intracompany Transfer.* The EU Intracompany Transfer (ICT) applies to transfers between companies in the same group to work as a manager, specialist or training worker.

If there is a social security bilateral agreement in place, it must be applied. If the Certificate of Coverage does not include health care coverage, the applicant will need health insurance.

The assignment letter must contain the following information:

- Duration of the assignment and location
- Accreditation that the position will be as a manager, specialist or training worker
- Activities
- Remuneration
- Accreditation of return to company of the same group

Under EU Directive 96/71/EC concerning the posting of workers (96/71/CE), every displacement of a posted worker affected by a work contract signed between two EU companies should be communicated to national labor authorities before the displacement. This communication does not affect the work and residence permit, but it should be considered to avoid any sanction in the framework of labor inspections.

*ICT Nacional.* The ICT Nacional applies to the following workers:

- Workers posted between subsidiary companies or companies within the same group, when they have passed the period limited by the directive (one year for training and three years for the other activities).
- Workers posted between subsidiary companies or the same group who are neither a manager, nor a specialist nor a training worker, but who can be considered key personnel for the performing of a job that is particularly complex.
- Workers transferred as a result of a contract to provide services between the company that transfers the worker and the one that receives the worker, if the two companies are not part of the same company group and if the worker is part of the workforce of the company that transfers the worker.

*Remuneration.* The following are the rules applicable to remuneration:

- The minimum salary is the salary established by the applicable Spanish Collective Bargaining Agreement.
- The salary received in the country of origin must be indicated in both local and foreign currency.
- Bonuses and allowances may not be considered.
- Benefits in kind may not be more than 30% of the salary.

**International teleworkers.** Law 28/2022, of December 21, for the Promotion of the Ecosystem of Emerging Companies, introduced a new Visa and Permit - International Teleworker into Law 14/2013, of 27 September. Third-country nationals who are employed or self-employed by companies registered outside Spain and intend to provide professional services to non-Spanish companies from Spain using information and communication technologies are eligible to apply. International teleworking visa and permit holders will be prohibited from receiving remuneration from Spanish sources and performing work that generates revenue for Spanish entities.

Companies that wish to sponsor, and individuals who wish to apply for, a visa or residence permit must comply with the following requirements:

- Applicants must be highly qualified professionals who received a graduate or postgraduate degree from a university, vocational training institute or business school, or have at least three years of professional experience.
- Non-Spanish companies with which applicants have a “labor” (employment) or “professional” (self-employment) relationship must provide proof that they have operated as lawful businesses in good standing for at least one year and that the applicants can perform their activities (for example, deliver services) remotely from within Spain.
- In cases of self-employment, the digital nomad visa/permit holder will be allowed to work for a company located in Spain if the percentage of work does not exceed 20% of the total of his or her professional activity.
- Both employed and self-employed applicants must prove that they have been employed continuously (in the case of employed applicants) or maintained business relationships (in the case of self-employed applicants), with such companies for at least three months prior to filing their visa/permit applications.

- A certificate of social security coverage (if there is an agreement with the country of origin) or registration made by the foreign company to the Spanish social security authority with the commitment to register the employee before the start of work will be required.
- Proof of public or private health insurance is required. Travel insurance is not accepted (not necessary in the case of registration with the Spanish social security authority).

**Other considerations.** In general, this law establishes easier processes and shorter deadlines to obtain these types of residence visas and permits than under the normal immigration rules. As a result, the immigration process will be expedited for foreign companies and individual investors making investments and engaging in professional activities in Spain. The following are some of the advantages of the new types of permits in comparison with the permits established in the immigration law:

- The law provides for shorter processing times for obtaining the work or residence permit. The current processing times are 20 business days, while the regular procedure takes 30 business days.
- The law provides for shorter processing times when applying for the residence visa at a Spanish consulate overseas (should not exceed 10 business days).
- In some cases, bypassing the visa application process is possible if the work permit applicant is in Spain legally at the moment of the work permit application. This is determined on a case-by-case basis.
- Family applications can be made simultaneously with the principal application or at a later stage.
- The residence visa or permit allows work in any region within the Spanish territory.

The following are other measures in the law:

- At the time of renewal, the individual must not have stayed outside Spain for more than six months per year (except for investors).
- For the regulated professions, all academic qualifications and diplomas must be duly validated by the Spanish Ministry of Education.
- In some cases, the applicant or the dependents need to demonstrate that they have their own financial means (entrepreneur and investors).

## I. Family and personal considerations

**Family members.** Family members must obtain residence permits if they intend to accompany a foreign national to Spain. The spouse's children, child guardians and ancestors of the spouse are considered family members.

**Driver's permits.** A foreign national may drive legally in Spain with his or her home country driver's license for six months. Requirements for driver's license reciprocity in Spain vary, depending on the country of origin of the foreign national.

# Suriname

[ey.com/globaltaxguides](https://www.ey.com/globaltaxguides)

Please direct all requests regarding Suriname to the following persons in the Paramaribo, Suriname, or the Willemstad, Curaçao, office.

## Paramaribo

GMT -3

### EY

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### Executive and immigration contacts

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## A. Income tax

**Who is liable.** Residents are taxable on their worldwide income. Nonresidents are taxable only on income derived from certain Suriname sources. Nonresidents are generally subject to personal income tax from their first day in Suriname. A resident individual who receives income, wherever earned, from former or current employment is, in principle, subject to income tax in Suriname.

Residence is determined based on the applicable facts and circumstances, such as an individual's domicile (the availability of a permanent home), physical presence and location of an individual's vital personal and economic interests.

**Income subject to tax.** The following are the principal types of income taxed in Suriname:

- Employment income
- Self-employment and business income
- Income from immovable property (rental income)
- Income from movable assets (interest and dividend income)
- Income from periodic allowances, provided that the allowances are dependent on life

*Employment income.* Taxable employment income consists of employment income, including directors' fees and supervisory directors' fees, less itemized and standard deductions and allowances (see *Deductions*), pension premiums and social security contributions (old-age insurance contributions), whether paid or withheld.

Directors' fees and supervisory directors' fees are treated in the same manner as ordinary employment income and are taxed with the income listed above at the rates set forth in *Rates*. Directors' fees and supervisory directors' fees and paid by Suriname resident companies are, in principle, subject to withholding for wage tax and for social security insurance contributions with respect to Suriname resident individuals.

Nonresident individuals receiving income from current or former employment carried on in Suriname are subject to income tax in Suriname.

Nonresident individuals employed by Suriname public entities or funds established by such entities are subject to tax on income in Suriname even if the employment is carried on outside Suriname. In principle, wage tax is withheld from individuals' earnings.

Nonresident individuals receiving income as managing directors or supervisory directors of companies established in Suriname are subject to income tax in Suriname.

*Self-employment and business income.* Residents are subject to tax on their worldwide self-employment and business income.

Nonresidents are taxed on income derived from a business, provided that the income can be allocated to a permanent establishment in Suriname. A permanent representative is regarded as a permanent establishment for Suriname income tax purposes.

Annual profits derived from a business must be calculated in accordance with sound business practices that are applied consistently. Taxable income is determined by subtracting the deductions and personal allowances specified in *Deductions* from annual profits.

Profits attributable to a permanent establishment in Suriname are calculated in the same manner as profits of resident taxpayers.

*Income from periodic allowances.* In principle, resident individuals are subject to tax on their worldwide periodic allowances received, including old-age pensions, alimony payments and disability allowances, provided that the allowances are payable for the individual's lifetime. Under certain conditions an exemption may apply.

In principle, nonresident individuals are subject to income tax on income derived from periodic allowances received from Suriname public entities or funds established by such entities.

*Income from immovable property.* Income derived from immovable property is subject to Suriname income tax. Income derived from a person's residence is not taxed as income from immovable property. Various costs related to immovable property can be deducted from taxable income, such as interest paid on mortgage loans for the acquisition or the restoration of immovable property.

Nonresident individuals are taxed on rental income derived from immovable property located in Suriname or from the rights to such property.

*Income from movable assets.* Dividend and interest income derived from domestic and foreign sources, less deductions, are generally subject to income tax.

Nonresident individuals are taxed on interest income derived from debt obligations if the principal amount of the obligation is secured by mortgaged immovable property located in Suriname. Nonresident individuals are also taxed on income derived from



participations in general or limited partnerships with their place of management in Suriname.

In principle, a 25% dividend withholding tax is imposed on dividends distributed by Suriname-established companies.

**Capital gains and losses.** Capital gains are generally exempt from tax, and capital losses are nondeductible. However, in the following circumstances, residents may be subject to income tax on capital gains.

Type of income	Rate (%)
Capital gains realized on the disposal of business assets and on the disposal of other assets if qualified as income from independently performed activities	Up to 38
Capital gains on the repurchase of shares by the company in excess of the average paid-up capital	Up to 38
Capital gains on the liquidation of a business	Up to 38*

\* In principle, the tax rate is up to 38%, but on request a tax rate of 25% is applied. The Suriname government announced that the amounts of the income tax brackets and the related rates will be revised as of 1 January 2023, simultaneously with introduction of a value-added tax (VAT).

## Deductions

*Deductible expenses.* Residents may claim the following personal deductions:

- Mortgage interest paid that is related to the taxpayer's dwelling (limited to interest payments on a maximum debt of SRD600,000).
- Exterior paintwork expenses related to the taxpayer's dwelling (limited to once in three years).
- Under certain conditions, pension, annuity and other periodic allowance payments.
- Life-insurance premiums that entitle taxpayers to annuity, pension or other periodic allowance payments (up to a maximum of 10% of income).
- Alimony payments if they meet the threshold amount.
- Medical expenses, educational expenses and support for up to second-degree relatives if they meet certain threshold amounts.
- Under certain conditions, an amount up to SRD8,000 for a disabled child.
- Acquisition costs (also available to nonresidents) for taxpayers deriving employment income. The deduction is limited to 4% of the wage, with a maximum of SRD1,200, if specified expenses are paid under certain conditions.

*Business deductions.* In general, business expenses are fully deductible if the expenses are incurred in accordance with sound business practices. However, the deduction of certain expenses is limited.

*Devaluation compensation allowance.* The Government of Suriname increased the devaluation compensation allowance from SRD100 to SRD800 as of 1 September 2021. This is a tax-free allowance. The net allowance to a maximum of SRD800 can be applied if the salary is increased in September 2021 or going forward. If a salary increase was made in 2021 before 1 September 2021, this allowance

can equally be applied with explicit approval from the Suriname tax authorities. If the salary increase exceeds SRD700 (difference between SRD100 and SRD800) the excess is considered taxable wage.

**Rates.** Resident and nonresident individuals are subject to income tax at the same progressive rates except for the tax-free amount of SRD108,000 annually, which only applies to resident individuals and not to nonresident individuals. The following are the income tax rates as of 1 January 2024.

Annual taxable amount		Tax rate %
Exceeding SRD	Not exceeding SRD	
0	108,000	0
108,000	150,000	8
150,000	192,000	18
192,000	234,000	28
234,000	—	38

**Tax charge on special payments.** Separate rates apply to irregular one-off payments related to employment. The following are the applicable tax brackets.

Taxable amount		Tax rate %
Exceeding SRD	Not exceeding SRD	
0	42,000	5
42,000	84,000	15
84,000	126,000	25
126,000	—	35

**Relief for losses.** Losses in a financial year may be carried forward for seven years. No carryback is available. Losses incurred by businesses during their first three years of business may be carried forward indefinitely.

## B. Wealth tax

In principle, resident individuals in Suriname are subject to a wealth tax on the net value of their assets. Nonresident individuals are subject to wealth tax only on the following:

- Immovable property owned in Suriname or the rights to such property
- Debt obligations owned if the principal amount of the obligation is secured by mortgaged immovable property located in Suriname
- Entitlement, other than as a shareholder, to the assets of a Suriname permanent establishment, provided that the individual is subject to Suriname income tax

Specific exemptions apply for certain assets. In addition, special rules may apply to married resident individuals.

The wealth tax rate is 3%. This rate is applied to the taxable base, which is the net wealth reduced by SRD100,000 for unmarried resident individuals or SRD120,000 for married resident individuals.

Residence is determined based on the applicable facts and circumstances, such as an individual's domicile (the availability of

a permanent home), physical presence and the location of an individual's vital personal and economic interests.

### **C. Social security, basic illness insurance law and pension law**

**Social security.** In principle, resident individuals must pay social security contributions, which are contributions for the old-age insurance. Some residents are exempt from paying social security contributions.

The annual old-age insurance contribution is 4% of employment income.

**Basic illness insurance law and pension law.** The basic illness insurance law and the pension law apply to resident individuals. The basic illness insurance law, which took effect on 9 October 2014, aims to sufficiently insure every Suriname resident against costs of illness. The pension law, which took effect on 9 December 2014, aims to provide every Suriname resident with a pension.

The principal obligations of employers under these laws consist of providing sufficient insurance coverage against the costs of illness, arranging for participation in a pension scheme and paying at least 50% of the insurance premiums and the pension premiums.

### **D. Tax filing and payment procedures**

The standard tax year is the calendar year. However, on request and under certain conditions, a business may use a different financial accounting year as its tax year.

Because the wage tax is a pre-levy to the income tax, employers must file wage withholding tax returns on a monthly basis. In principle, Suriname wage tax returns must be submitted for monthly periods. Because the Suriname wage tax is a pre-levy on the Suriname income tax, residents and nonresidents remain liable for Suriname income tax if the wage tax is not withheld correctly. The wage tax returns must be filed and the wage tax due must be paid by the seventh business day of the month following the end of the reporting period. For most nonresident employees, wage withholding tax is a final tax.

If the fiscal year is the calendar year, resident taxpayers must file a preliminary tax return by 15 April of the current fiscal year. Otherwise, they must file this return within two and one-half months after the beginning of the current fiscal year. The return must show taxable income that is at least equal to the taxable income shown on the most recently filed final tax return. In principle, the tax due on this preliminary income tax return must be paid in four equal installments, which are due on 15 April, 15 July, 15 October and 31 December. An extension of time to file the return and pay the tax is not granted. On request of the taxpayer, the Tax Inspector may consent to the reporting of a lower taxable income than the taxable income shown on the most recently filed final tax return.

Nonresident taxpayers must only file a final income tax return.

The final income tax return must be filed within four months after the end of the fiscal year or after the individual is no longer subject to tax. Any difference between the tax due based on the preliminary return and the tax due based on the final return must be settled at the time of the filing of the final return.

**Social security payments.** Social security contributions (old-age insurance contributions) are withheld by the employer and are declared in the wage tax returns. Otherwise, they are due when the final individual income tax return is filed.

**Basic illness insurance law and pension law.** Employers must withhold the employees' shares of the premiums required under the basic illness insurance and pension laws from wages and remit these withholdings.

**Wealth tax returns.** For married individuals, in principle, one wealth tax return is required to be filed. Under certain circumstances, two returns may be filed. The Suriname Tax Inspector provides the form for a wealth tax return. The form must be filed within 20 days after receipt of the form. If, based on the applicable law, a taxpayer is required to file a wealth tax return, but does not receive a form, the taxpayer must file a wealth tax return by 15 February or within two months after establishment in Suriname.

## **E. Double tax relief and tax treaties**

Suriname has entered into tax treaties with Indonesia and the Netherlands. These treaties contain provisions to avoid double taxation between Suriname and the other countries regarding taxes on income. On 1 July 2024, a double tax treaty was signed between Curaçao and Suriname. The treaty will become effective once both countries have completed all the constitutionally required formalities. The treaty will particularly cover personal income tax, wage tax and profit tax in Curaçao, as well as income tax, wage tax, dividend withholding tax, and wealth tax in Suriname.

If no treaty applies, the Suriname Tax Inspector may be contacted for possible application of an exemption to avoid double taxation.

## **F. Residency and working permits**

In general, foreign individuals who wish to reside and work in Suriname need residency and working permits. The conditions for obtaining such permits depend on the nationality of the individual.

# Sweden

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## A. Income tax

### Who is liable

*Territoriality.* Residents are subject to Swedish taxes on their worldwide income. Nonresident individuals are taxed on salary earned from work performed in Sweden, on certain pensions and on other income sourced in Sweden.

*Definition of resident.* Individuals who are present in Sweden for six months or more and regularly stay overnight are generally considered resident for tax purposes.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Income from employment includes wage and salary income, directors' fees, pensions, fringe benefits and most allowances. Special valuation rules apply to housing and car benefits. Education allowances provided by employers to their employees' children are taxable for income tax and social security purposes unless they are exempt under the foreign key personnel rules (see below).

The granting of cost allowances is a taxable benefit but, under certain circumstances, a standard amount may be deducted for increased cost of living if the employee is temporarily working in Sweden.

Other benefits received by residents from employment abroad (except for employment on Swedish ships or on Swedish, Danish or Norwegian airplanes) may be exempt if either of the following conditions applies:

- The employment abroad lasts for at least six months, and the income is taxed in the country of employment.
- The employment abroad lasts for 12 months or longer in one country and no tax has been paid under the legislation or administrative practice of that country.

An additional condition for both of the above alternatives is that visits to Sweden are restricted to an average of six days per month of the assignment period (for example, 42 days for seven months), up to a maximum of 72 days during an employment year.

Employment income is taxed on a cash basis when the income is available to the employee. As a result, taxation occurs when the income becomes available and not when it is actually received or earned.

Salary income and other comparable benefits received by a non-resident for employment or received as commission for activities performed in Sweden from an entity other than the Swedish state or a Swedish municipality is exempt from tax if all of the following conditions apply:

- The recipient has been in Sweden for less than 183 days during a 12-month period.
- The remuneration is paid by, or on behalf of, an employer not having a residence in Sweden.
- The remuneration is not borne by a permanent establishment of the employer in Sweden.

However, the 183-day rule does not apply if the employee's work can be seen as the hiring of labor to a Swedish company (that is, to a Swedish economic employer). Hiring of labor means that an individual is directly or indirectly made available by a foreign employer to perform work in a company's business in Sweden and the work is performed as an integrated part of that company's activities and, entirely or partly, under the Swedish company's control and management. In these situations, taxation could arise in Sweden.

Several factors are considered when assessing whether the work can be regarded as hiring of labor, such as the following:

- Which entity benefits from the work performed by the employee?
- Which entity instructs the employee?
- Which entity bears the cost?

In situations in which the work is regarded as hiring of labor, the 183-day rule does not apply to provide an exemption from Swedish taxation for Swedish workdays under 183 days. However, Swedish taxation may still be exempt to some extent as the economic employer concept only applies for nonresidents working in Sweden for a period exceeding 15 consecutive workdays or a total of 45 workdays during a calendar year. Therefore, any work performed in Sweden under these thresholds is still exempt from taxation, provided that the remaining criteria of the 183-day rule are met.

Foreign key personnel, who are experts and scientists with knowledge and skills that are scarce in Sweden, may benefit from an expatriate tax regime. Expatriates may take advantage of the tax regime only if their applications are approved. The regime applies to individuals whose periods of assignment will not exceed seven years, and tax relief may be granted for seven years. An individual who has resided in Sweden at any time during the five years preceding the calendar year when the assignment starts is not entitled to tax relief under this regime. Furthermore, tax relief may be granted only if the individual's remuneration is paid by a Swedish company, branch or permanent establishment. The tax regime exempts the following remuneration from Swedish income tax and social security contributions:

- 25% of gross salary and benefits
- Moving expenses to and from Sweden
- Travel expenses (two return tickets to the home country for the individual and family members annually)
- Children's school fees

To qualify for the expatriate tax regime, an individual must either receive monthly remuneration of a minimum of SEK88,201 (including monthly benefits) per month for the 2025 calendar year or qualify as an expert. In addition, an application must be filed with the Expert Tax Board (Forskarskattenämnden) in Stockholm within three months after the beginning date of the assignment.

*Investment income.* Dividend income from listed Swedish and foreign shares, net interest income and income from rental activities are taxed as income from capital at a flat 30% rate. However, if such income is earned in connection with the operation of a business, it is taxed at the rates applicable to business income. Royalties are in general taxed as business income.

Nonresidents are not subject to tax on interest received from Swedish bank accounts or on capital gains derived on sales of property, other than real estate and certain shares and securities described below. Unless a relevant tax treaty stipulates otherwise, dividends paid by a Swedish company to a nonresident are subject to withholding tax at a rate of 30%.

Nonresidents are subject to tax on income and capital gains derived from real estate located in Sweden. The effective tax rate on such gains is 22% of the capital gain.

*Self-employment and business income.* Self-employment income of residents is considered business income and is taxed at the same rates applicable to employment income (see *Rates*). Taxable business income is computed under the rules of sound accounting practices. Accounting profit and taxable income are the same, in principle, but the tax law prescribes several adjustments to arrive at taxable income.

*Directors' fees.* Directors' fees are considered employment income. Regardless of where the services are performed, directors' fees and similar remuneration paid to nonresident members or deputy members of Swedish boards or similar bodies are treated as salary income and are subject to a 25% final withholding tax, with no deductions allowed.

**Taxation of employer-provided stock options.** Taxable income derived from a stock option incentive plan is generally taxed at the time the option is exercised. If double taxation occurs, the individual may be entitled to a foreign tax credit or tax exemption, depending on the applicable tax treaty or whether the individual is a citizen of a country within the European Union (EU). The value of the benefit is the spread credited to the employee on the date of exercise. The taxable benefit is treated as ordinary employment income. The benefit is also subject to social security contributions.

Income tax must be withheld by the employer by the time the benefit is received by the employee. The tax must be deducted from the employee's normal salary and forwarded to the tax authorities as normal withholding on salary. However, tax withholding is limited to cash payments in the month in which the taxable event occurs.

According to Swedish Supreme Administrative Court decisions in 2015 and 2018, stock option income can be tax-exempt if an individual earns the income outside Sweden while being a tax nonresident of Sweden but exercises the option while being a tax resident of Sweden. These decisions primarily apply to EU citizens.

**Capital gains and losses.** Capital gains are treated as investment income. Gains on listed shares are taxed at a rate of 30%. The rate is 25% for gains on unlisted shares. In addition, certain specific rules apply to companies if 50% of the voting capital is controlled by four or fewer shareholders. Residents are subject to tax on capital gains on both Swedish and foreign shares. Nonresidents are taxed on capital gains on Swedish shares and foreign shares if they were tax resident in Sweden at any time during the 10 calendar years immediately preceding the year in which the transaction occurred. However, taxation of capital gains derived from the sale of non-Swedish shares is limited to shares purchased during the period in which the individual was tax resident in Sweden. Tax treaties often shorten the 10-year period.

Residents are subject to tax on  $\frac{22}{30}$  of the capital gains on disposals of private homes located in Sweden or abroad. Consequently, gains derived from the sale of a primary residence are taxed at a rate of 22% ( $\frac{22}{30} \times 30\%$ ). A substantial portion of capital losses, which varies depending on the asset generating the loss, may primarily be deducted against capital gains and investment income and then also may generate a tax credit with respect to tax payable on employment income.

## **Deductions**

*Deductible expenses.* The principal deductions allowed are interest expense, expenses for travel between home and work and for business, and alimony payments.

Interest expenses may be deducted from investment income. If the expenses exceed investment income, 30% of the expenses up to SEK100,000 may be credited against taxes payable. For expenses exceeding SEK100,000, the percentage of the tax credit is reduced to 21%. From 2025, only 50% of interest expenses not connected to a specific security (such as a home or securities) is



deductible. From 2026, only interest paid on loans connected to a specific security is deductible.

Under certain conditions, travel costs between home and work that exceed SEK11,000 are deductible. The amount deductible if using a private automobile is SEK2.50 for each kilometer traveled. An employee is also entitled to a deduction of SEK2.50 for each kilometer traveled in a private automobile to carry out the employer's business.

Alimony paid to a former spouse is deductible, subject to certain limitations.

Mandatory individual social security charges in other EU/European Economic Area (EEA) Member States and Switzerland can be deductible in Sweden.

*Personal deductions.* A basic deduction is allowed for both local and state tax purposes. For 2025, the amount of the basic local and state deduction ranges from SEK17,300 to SEK45,300. However, this does not imply that all income in excess of SEK17,300 is taxed because no tax is payable if total income does not exceed SEK24,800 (for 2025). Accordingly, up to this level of income, the personal deduction does not apply. Beyond an income level of SEK24,800, the personal deduction supersedes the exemption rule. The personal deduction is subject to proration if individuals are part-year residents.

*Business deductions.* For expenses to be deductible, they must be included in the financial accounts. In principle, all expenses incurred to obtain, secure and maintain business income are deductible. Exceptions are made for certain items, including penalties, fines, objects of art, expensive entertainment, and wine and liquor.

Social security taxes for self-employed individuals, as described in Section C, are deductible in the same year they accrue at the rates of 28.97% for active business income and 24.26% for passive business income. Lower rates can apply for young employees.

**Rates.** For 2025, employment income is subject to both national income tax and local income tax, at the rates set forth below.

Employment income over SEK643,100 (before the personal deduction) is subject to national tax at a flat rate of 20% (in addition to the local tax).

Local taxes are levied on employment income at rates ranging from 29% to 36%.

Nonresidents who perform work in Sweden are taxed at a flat rate of 25%, and no deductions are allowed. This tax is imposed as a final withholding tax. A special application form needs to be filed annually with the Swedish tax agency in order to get a decision for the nonresident taxation. Nonresident entertainers and artists are subject to reduced tax at a flat rate of 15%.

**Credits.** A tax credit applies to income from employment or self-employment. This tax credit is calculated on the basis of the eligible income. The amount of the tax credit depends on the

amount of income, the amount of tax and the number of months the individual has been resident in Sweden in the tax year.

Employee social security contributions described in Section C are paid by the employer and are not included in taxable income for the employee.

A tax credit is granted for expenses with respect to so-called household or housekeeping services. Such services include cleaning, childcare in the home, cooking, laundry and garden maintenance as well as personal care and assistance to handicapped or elderly members of the household. The tax credit is granted against tax payable and calculated as 50% of actual costs up to an annual maximum limit of SEK75,000. As a result, the maximum annual tax credit is SEK75,000 per individual.

The above tax credit is also available for certain maintenance and repair costs on the taxpayer's home or summer house if the taxpayer owns his or her home or summer house. The credit is granted only for labor costs and the costs must be substantiated by invoices. The home or summer house must be located within the EU/EEA. The tax credit is granted against tax payable and calculated as 30% of actual labor costs. The maximum annual tax credit is SEK50,000.

The aforementioned credits combined cannot exceed SEK75,000 per year.

A tax credit is also granted for the installation of "green technologies." "Green technologies" include the following installation projects:

- Installation of a grid-connected solar power systems
- Installation of systems for the storage of self-generated electrical energy
- Installation of electric vehicle charging points

For the installation of a grid-connected solar power system, a tax credit of 20% of the cost of labor and materials is granted. For installation of systems for the storage of self-generated electrical energy and installation of electric vehicle charging points, a tax credit of 50% of the cost of labor and materials is granted.

The tax credit for green technologies is granted against tax payable and calculated as 20% or 50% of actual costs up to an annual maximum limit of SEK50,000. As a result, the maximum annual tax credit is SEK50,000 per individual. The tax credit for green technologies works in the same way as the credits for household or housekeeping services and maintenance and repair costs described above.

**Relief for losses.** Losses resulting from business activities or earned income may be carried forward indefinitely and offset against the same categories of income in future years.

## **B. Other taxes**

**Net wealth tax.** The net wealth tax was abolished, effective from 1 January 2007.

**Inheritance and gift taxes.** The inheritance and gift taxes were abolished, effective from December 2004.

**Real estate fee.** The real estate fee for privately owned properties equals 0.75% of the assessed value. However, the highest amount of the real estate fee is capped at SEK10,074 for each house. The owner of the real estate should pay the real estate fee. The owner or the owner as of 1 January the applicable year should pay the fee for the whole calendar year.

This fee also applies to nonresidents owning real estate in Sweden.

For business properties, other rates may apply.

### C. Social security

**Employers.** Social security taxes are levied on salaries, wages and the assessed value of benefits in kind and are paid primarily by the employer (however, see *Employees*). Payments are made to several programs, including general sickness insurance, basic old-age pension insurance and supplementary pension insurance. Contributions to these various programs are assessed and administered by a single authority. For 2025, the total rate for most employers is 31.42%. In addition, the rate is 10.21% for individuals born between 1938 and 1958 (both years inclusive). The rate is 0% for individuals born in 1937 or earlier.

**Employees.** Social security is not payable by the employee. Although the employee pays a minor portion of social security (pension insurance contribution) through the tax return, this amount is normally fully creditable against the tax paid.

Certain expatriates may apply to qualify for an exemption of certain remuneration from Swedish social security contributions (see Section A).

The employee social security contributions described above are credited against income taxes in the year paid. For details, see Section A.

**Self-employed individuals.** Self-employed individuals are subject to social security taxes on their net taxable profit. For 2025, the nominal social security rate is 28.97% for income from a business actively conducted by an individual. In addition, the rate is 10.21% for individuals born between 1939 and 1958 (both years inclusive). The rate is 0% for individuals born in 1938 or earlier who carry on business activity. For passive business income, the rate is 24.26%, regardless of the age of the individual.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Sweden has entered into totalization agreements with various jurisdictions, including EU/EEA countries. Some of the totalization agreements apply only to certain parts of the social security taxes. The following is a list of the totalization agreement jurisdictions.

Austria	Greece	Netherlands
Belgium	Hungary	Norway
Bosnia and Herzegovina	Iceland	Philippines
Canada	India	Poland
Cape Verde	Ireland	Portugal
Chile	Israel	Quebec
	Italy	Serbia

Croatia	Japan	Slovak
Cyprus	Korea (South)	Republic
Czech Republic	Latvia	Slovenia
Denmark	Liechtenstein	Spain
Estonia	Lithuania	Switzerland
Finland	Luxembourg	Türkiye
France	Malta	United Kingdom
Germany	Morocco	United States

Totalization agreement negotiations are currently underway with Brazil and China Mainland.

#### **D. Tax filing and payment procedures**

Tax is assessed on taxable income for each fiscal year, which is generally the calendar year. Married persons are taxed separately, not jointly, on all types of income.

Annual tax returns must generally be filed by 2 May of the year following the year in which the income is earned. Extensions to file returns may be obtained.

Tax on salaries, wages and other remuneration, including benefits in kind, is withheld by employers. Individuals who are self-employed or who have business income as well as other non-employment income may register as self-employed taxpayers. Preliminary tax is then computed according to a preliminary tax return. The preliminary tax is payable monthly, beginning in February of the fiscal year and ending in January of the following year.

Any difference between the final tax due and the preliminary tax paid is either refunded immediately or must be paid by 90 days after the date of the final tax assessment.

#### **E. Double tax relief and tax treaties**

Double tax relief is provided by allowing taxpayers to credit foreign taxes paid or to deduct foreign taxes paid as an expense. If a credit is elected, a five-year carryforward is available. The credit is limited to the lesser of foreign taxes actually paid or the Swedish tax payable on all foreign-source income.

Sweden has entered into double tax treaties with many countries. Most of the treaties follow the Organisation for Economic Co-operation and Development (OECD) model. In general, the treaties provide that a credit may be taken for foreign taxes paid in the other treaty country to the extent of Swedish taxes imposed on the same income. However, under Sweden's unilateral tax credit system, a credit may also be taken against Swedish tax imposed on other foreign-source income.

Sweden has entered into double tax treaties with the following jurisdictions.

Albania	Gambia	Norway (b)
Argentina	Georgia	Pakistan
Armenia	Germany	Philippines
Australia	Guernsey (d)	Poland
Austria	Hungary	Romania
Azerbaijan	Iceland (b)	Russian
Bangladesh	India	Federation

Barbados	Indonesia	Saudi Arabia
Belarus	Ireland	Singapore
Belgium	Isle of Man (d)	South Africa
Bermuda (d)	Israel	Spain
Bolivia	Italy	Sri Lanka
Botswana	Jamaica	Switzerland
Brazil	Japan	Taiwan
British Virgin Islands (d)	Jersey (d)	Tanzania
Bulgaria	Kazakhstan	Thailand
Canada	Kenya	Trinidad and Tobago
Cayman Islands (d)	Korea (South)	Tunisia
Chile	Latvia	Türkiye
China	Lithuania	Ukraine
Mainland (a)	Luxembourg	USSR (c)
Cyprus	Malaysia	United Kingdom
Czechoslovakia (c)	Malta	United States
Denmark (b)	Mauritius	Venezuela
Egypt	Mexico	Vietnam
Estonia	Namibia	Yugoslavia (c)
Faroe Islands (b)	Netherlands	Zambia
Finland (b)	New Zealand	Zimbabwe
France	Nigeria	
	North Macedonia	

(a) The treaty does not apply to Hong Kong.

(b) Sweden has signed the Nordic Mutual Assistance Treaty, together with Denmark, the Faroe Islands, Finland, Iceland and Norway.

(c) Sweden will apply the treaties with Czechoslovakia, the USSR and Yugoslavia to the new republics that have not entered into a separate treaty with Sweden, unless a law is enacted providing otherwise.

(d) The tax treaty is limited to certain tax issues.

## F. Entry visas

Permission to enter Sweden is granted to foreign nationals who wish to visit or stay in the country for up to 90 days within a 180-day period if they have valid passports and if they prove they have sufficient means to support themselves while in Sweden and to pay for their journeys home. Citizens of certain jurisdictions outside of the EU may be required to apply for visas before traveling to Sweden. Applications for entry visas are made through the Swedish embassy or consulate in the country of residence. Citizens from certain countries can obtain permission to enter Sweden on arrival. For a list of visa-required nationals, please refer to the Swedish Ministry of Foreign Affairs website.

## G. Work permits and self-employment

In December 2008, the Swedish parliament enacted legislation revising the rules regarding work permits. The intention was to facilitate the hiring by Swedish employers of non-EU/EEA citizens with special skills. The legislation transferred the responsibility for determining the availability of the needed skills from the Labour Boards and the Migration Agency to the individual employers.

Citizens of EU/EEA Member States and Switzerland are treated in accordance with EU rules and do not need work permits to work in Sweden. Sweden also has an agreement with the other Nordic countries (Denmark, Finland, Iceland and Norway) that

allows citizens of these countries to live and work in Sweden without residence or work permits.

Foreign nationals from other countries who wish to work in Sweden must obtain work permits before entering Sweden. An application for a work permit must be accompanied by an offer of employment form issued by the Swedish employer or “end user” (the company for which the individual performs work in Sweden if not the legal employer) in Sweden. In situations in which the foreign (non-EU/EEA or Swiss) national is a new local hire (by the formal employer), the position must be posted on the EU job exchange (EURES) network for a minimum of 10 days before a job offer is issued to the foreign national.

The terms of the offer of employment and signed employment contract must comply with current collective bargaining agreements concerning wages, mandatory insurance and other benefits or, if no collective agreements exist, with market practice for the specific industry. An opinion must be obtained from the relevant union body as part of the application process.

In the last quarter of 2023, the Swedish Government significantly increased the minimum salary to obtain a work permit in Sweden. The new minimum salary is more flexible and equals 80% of the median salary. As of 2024, the minimum salary is SEK28,480. The amount will be updated annually in June.

The Swedish work permit regulation stipulates that no foreign citizen should be granted a work permit in Sweden unless their terms of employment are at least on par with Swedish collective agreements or the practice within the occupation or line of business. The terms of employment include salary level and insurance coverage. The requirement to offer terms of employment that are at least on par with Swedish collective agreements or that are customary in the occupation or industry applies regardless of whether the employer has a collective agreement.

The type of insurances that must cover employees include the following:

- Health insurance
- Life insurance
- Occupational injury
- Pension insurance

Certain exemptions exist with respect to the requirement to apply for a work permit, such as for employees who enter Sweden for the purpose of undertaking internal training for up to three months with the Swedish entity of an international group of companies. Such exemptions are outlined in Chapter 5 of the Aliens Ordinance.

The Swedish Migration Agency has recently changed their certification system, which enabled a fast-track for certain companies, including EY. Under the new model, work permit cases are divided into four different categories, based on occupation and industry. The waiting time for highly skilled workers (Category 1) is expected to be 30 days.

On 1 January 2025, there were new rules implemented in Sweden regarding the EU Blue Card. With a lower salary requirement,

equivalent to 1.25 times the average salary in Sweden, more assignees will qualify for the EU Blue Card. It will also be easier to change between roles for EU Blue Card holders, compared to the standard work permit under which a new application is mandatory before changing a role or position. Instead, the EU Blue Card holder will only need to notify the Migration Agency if the job role changes.

## **H. Residence permits**

Non-EU/EEA/Nordic foreign nationals who wish to stay in Sweden for longer than three months must have residence permits. These must be obtained before entering Sweden. Individuals normally apply for residence permits in an application for a work permit, and the permits are granted simultaneously. Residence permits are granted for a maximum period of two years when applied for in an application for a work permit. A renewal application must be submitted before the expiration of the initial residence permit. An individual who has held a work permit in Sweden for a total of four years may submit a permanent residency application.

To be granted a permanent residence permit, the employment needs to fulfill the work permit requirements (offered terms of employment must be at least on par with those set by Swedish collective agreements or with those that are customary within the occupation or industry). However, the individual also needs to have sufficient ties to the Swedish labor market. If the individual has spent more than one year outside of Sweden during the previous four years, he or she would be deemed to have insufficient ties to Sweden. As a result, the permanent residence permit would not be granted, and the individual would have to leave Sweden. If the individual has spent less than one year outside of Sweden but more than four months, they would not be deemed eligible for permanent residence but could be granted a temporary extension of their work and residence permit in order to qualify for permanent residence at a later date. Since July 2021, there is also an added maintenance requirement. All applicants need to be able to support themselves and have housing of a good standard.

On 1 June 2022, there were additional requirements added to the work permit legislation. The previous regulation on maximum time limit of six years was removed. There were also added requirements for accompanying family members. Income and maintenance requirements were added for first time applications.

On 1 November 2022, the Swedish Migration Agency also introduced new rules regarding control of the applicants' passports. An applicant will have to show their passport at a Swedish embassy abroad in order to verify its validity before a work permit is issued. These changes will affect all third-country nationals who are applying for work and residence permits in Sweden, with the only exemptions being asylum seekers and, in some cases, small children.

In 2024, the Migration Agency began implementing a digital passport control for citizens of 22 specific jurisdictions, which can confirm their passport check through an online application called "Freja." The following are the included jurisdictions.

Albania	Colombia	Peru
Argentina	Georgia	Serbia
Australia	Japan	Singapore
Bosnia and Herzegovina	Korea (South)	Taiwan
Brazil	Malaysia	Ukraine
Canada	Mexico	United Kingdom
Chile	New Zealand	United States
	North Macedonia	

## I. Family and personal considerations

**Family members.** Accompanying spouses or other accompanying children below the age of 21 of expatriates can be included in the primary applicant's residency application. The primary applicant must show that he or she can support accompanying family members the first time they apply for a residence permit as a co-applicant.

Children of expatriates do not need student visas to attend schools in Sweden.

**Marital property regime.** The default marital property regime in Sweden is community property. All property owned by the spouses is regarded as community property, regardless of whether it is acquired prior to marriage or after marriage by gift or inheritance. If a gift or inheritance is received on the condition that it is deemed to be private property, however, the gift or inheritance is not regarded as community property.

Couples may elect out of the regime before or during the marriage by signing a marriage settlement, which should be registered with the civil court.

The community property regime applies to couples resident in Sweden at the time of the wedding. If a couple with foreign citizenship becomes resident in Sweden after the wedding, the regime applies after two years of residency in Sweden. The couple may elect out of the regime by signing a settlement.

**Driver's permits.** EU citizens and citizens of Iceland, Liechtenstein and Norway may use home country driver's licenses for unlimited periods of time in Sweden.

Citizens of other countries may use their driver's licenses for up to 12 months if these are issued in English, French or German, or if they are accompanied by a translation into one of these languages or into Danish, Norwegian or Swedish. A driver's license without a photograph is valid only if accompanied by an identity document with a photograph. Residents of Sweden for longer than one year must obtain Swedish driver's licenses. A driver's license issued in Japan, Switzerland or the United Kingdom may be exchanged for a Swedish driver's license if the holder is resident in Sweden or if he or she passes a standard medical test. Otherwise, to obtain a Swedish driver's license, an individual must complete a physical exam and written and driving tests. In addition, drivers must take lessons in driving on slippery roads.

## J. Obligation to report postings and new hires

**Posted worker reporting.** Foreign employers must report postings and specify a contact person to be registered in Sweden. The Swedish Work Environment Authority maintains the register.



Reporting should be made as of the first day, effective from 30 July 2020.

A posted employee is a person who has been sent by his or her employer to another country to work for a limited time period. If a person has been sent to Sweden, he or she is covered by certain provisions in Swedish laws and collective agreements during the period of employment. This covers all posted workers regardless of nationality or citizenship.

**New foreign employee reporting.** All new third-country (non-EU/EEA) hires, regardless of whether they are locally employed or assigned to Sweden, must be reported to the Swedish Tax Agency by no later than the 12th day of the month following the individual's first day of work in Sweden.

# Switzerland

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## A. Income tax

**Tax system in summary.** Switzerland's tax structure has been shaped by the country's three levels of government, which are federal, cantonal and municipal. The following two distinct taxes are levied:

- Federal taxes
- Cantonal and municipal taxes

Swiss federal tax law is uniform throughout Switzerland, but each of the 26 cantons has a separate law for cantonal taxes. Municipal taxes are levied as a multiple of cantonal taxes. Because tax laws and tax rates vary widely among cantons and among municipalities, the choice of residence is an important element of tax planning.

No average tax rates can be calculated because of the multilayered tax system. Taxes are calculated based on specific figures for specific cantons and municipalities. The maximum overall rate of federal income tax is 11.5%. The various cantonal and municipal taxes are also levied at progressive rates, with a maximum combined cantonal and municipal rate between 8.05% and 33.63%. In addition, cantonal and municipal net wealth taxes are levied.

The federal Supreme Court and tax administration have developed rules for allocating tax liability among the cantons to avoid double taxation.

*Federal taxable income.* Individuals establishing tax residence in Switzerland are assessed for federal income tax purposes on a current-year basis.

The basis of assessment may be altered if certain events change an individual's financial and/or personal situation (for example, level of income and/or assets, marriage, divorce or legal separation).

In general, taxable income for federal tax purposes consists of all types of income earned by a resident individual, including the following (list is not exhaustive):

- Remuneration from an employer (for example, base salary, bonus, stock options, restricted stocks, restricted stock units, crypto currencies, home leave, payment of rent, taxes, school fees and utilities)
- Self-employment or business income
- Pension payments and compensation for loss of work or health
- Income from private investments (including interest and dividends)
- Income from real estate
- Alimony payments

Although income derived from either a fixed place of business or a permanent establishment located abroad, as well as income derived from real estate located abroad, are exempt from taxation, this income must be properly recorded on a Swiss tax return for the determination of the tax rate (exemption with progression).

*Cantonal and municipal taxable income.* At the cantonal level, tax is also assessed on a current-year basis. Taxable income for cantonal and municipal tax purposes is calculated in basically the same way as taxable income for federal taxes.

**Who is liable.** An individual who is tax resident in Switzerland is subject to federal, cantonal and municipal taxes on worldwide income, except income derived from real estate located abroad and income from either a fixed place of business or a permanent establishment located abroad. Individuals are subject to Swiss income tax and net wealth tax (see Section B) from their first day of residency until they officially leave the country.

Nonresidents are subject to tax on income from the following Swiss sources:

- Rental income from Swiss real estate
- Interest in a Swiss partnership or sole proprietorship
- Trade or business attributable to a Swiss permanent establishment or fixed place of business

- Professional practice in Switzerland
- Trade and agency of real estate located in Switzerland
- Services performed in Switzerland (with exceptions)
- Interest income derived from a mortgage secured by Swiss real estate
- Services rendered as a director or officer of a Swiss corporation (with exceptions)
- Payments by Swiss pension funds

Subject to the provisions contained in double taxation agreements (see Section E), individuals are considered resident in Switzerland if they take up legal residence in Switzerland or if they intend to stay there for a period of 90 days without gainful occupation, as well as if they work in Switzerland for a period exceeding 30 days during a calendar year.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* In general, all compensation provided by an employer is considered employment income and is included in the employee's overall taxable income. However, if properly documented, certain reimbursements for necessary business-related expenses are not subject to tax.

Both residents and nonresidents who remain in Switzerland for employment purposes are subject to tax on employment income. Resident Swiss nationals or C permit holders are not subject to withholding tax (they do file an ordinary tax return), and most nonresidents are subject to withholding tax on employment income. Foreign residents who are not C permit holders must file a tax return if their gross employment income equals or exceeds CHF120,000 (on an annual basis), or if they have income (for example, private income) not subject to withholding taxes, have taxable wealth or have Swiss real estate.

*Self-employment and business income.* Self-employment and business income is included in overall taxable income. A partnership is not taxed as a separate entity; rather, the respective shares of partnership profit are included in the taxable income of each partner. All necessary expenses incurred in operating a business or profession are tax-deductible. Self-employed individuals may carry forward business losses if these losses cannot be offset against other taxable income. No carrybacks are allowed for self-employed individuals.

*Directors' fees.* For residents, directors' fees received from a Swiss company are included in the taxpayer's overall taxable income. Directors' fees remitted from a foreign country are generally included in a resident's overall taxable income unless an applicable double tax treaty provides otherwise. For nonresidents, directors' fees received from a Swiss resident company are subject to withholding tax (at a rate of 25% in the Cantons of Geneva and Zurich) and social security contributions (unless the terms of an applicable totalization agreement specify otherwise).

*Investment income.* A withholding tax of 35% is levied on dividends; on interest from publicly offered bonds, from debentures and from other instruments of indebtedness issued by Swiss residents; and on bank interest (in excess of CHF200 per year), but

not on normal loans. For Swiss residents, withholding tax is fully recoverable. For nonresidents, withholding tax is a final tax, unless the terms of an applicable double tax treaty specify otherwise.

Dividends received are taxed as ordinary income. However, if the recipient of a dividend owns at least 10% of the share capital of the payer company, only 70% of the dividend is taxable for the purpose of the federal income tax. Cantons have adopted similar rules and tax between 50% and 80% of the dividends.

Dividends are usually financed from profit reserves. If a company has capital contribution reserves (CCR; also known as premium reserves), it may also use these reserves for dividend payments. Dividends from CCR are tax-free for private investors. Since 2020, such dividends from publicly listed companies may not exceed dividends from the profit reserve. When tax-free CCR dividends are distributed, taxable dividends from the profit reserve must also be distributed in at least the same amount.

Rental income and royalties, as well as licensing, management and technical assistance fees, are not subject to withholding tax. With certain exceptions, they are included in taxable income and are taxed by the federal government, cantons and municipalities.

**Taxation of employer-provided equity-based incentives.** Under federal law, equity-based compensation schemes are taxed as ordinary employment income at vesting (restricted stock units), at exercise (stock options are subject to vesting conditions) or at grant (tradable and unrestricted stock options, and ordinary shares with or without sales restrictions and forfeiture conditions). The cantons may apply deviating rules, especially regarding the taxation of Co-Investment Plans and Private Equity Management Participations (that is, sweet equity).

For imported and exported equity-based incentives taxed at vesting or exercise, the income is allocated to Switzerland based on the work performed in Switzerland during the vesting period, in accordance with Organisation for Economic Co-operation and Development (OECD) rules.

Income derived from equity is taxed together with other income at ordinary tax rates. In addition, social taxes are levied on equity income.

The subsequent sale of the shares usually triggers no further tax consequences because private capital gains are exempt from tax in Switzerland. Special complex valuation rules for the grant and sale of non-listed shares must be observed to benefit from tax exempt private capital gains.

**Capital gains and losses.** Private capital gains derived from sales of movable assets are not taxed at the federal level or at the cantonal level, provided that the taxpayer will not be qualified as a professional securities dealer. Capital gains derived from sales of immovable assets (real estate) located in Switzerland are subject to a separate tax in all cantons.

For federal tax purposes, a gain or loss from a sale or exchange of business assets is treated as ordinary income or an expense item. For cantonal tax purposes, the treatment is the same, except that

some cantons levy a separate tax on gains from sales or exchanges of immovable assets.

## Deductions

*Deductible expenses.* Necessary expenses incurred in connection with employment income, maintenance and operating costs of real estate, any kind of debt interest, contributions to qualified pension plans, Swiss or foreign compulsory social security premiums, and other specific items are deductible from taxable income. For some expenses, tax-deductible amounts are standardized (insurance premiums, education costs and lunch expenses). These rules apply for federal as well as cantonal and municipal taxes. However, other items may be treated differently among the cantons.

For expatriates (as defined), an annual deduction of CHF18,000 is allowed, which is intended to cover an expatriate's housing and other expenses related to being an expatriate. Expenses more than CHF18,000 may be deductible if they can be proven. Other typical expenses of an expatriate, including moving expenses, may also be deductible.

*Personal deductions and allowances.* No specific personal deductions and allowances are granted to individual taxpayers, except some minor standardized deductions granted in most cantons (for example, deductions for children).

*Business deductions.* Nonresidents may deduct necessary expenses incurred in operating a business or profession and in the maintenance and operation of rental property.

**Lump-sum taxation.** Resident aliens who were resident or domiciled abroad for the past 10 years may qualify for a special tax concession called lump-sum taxation if they do not engage in any employment or carry on a business in Switzerland. Activities outside Switzerland are not taken into consideration. The lump-sum tax is imposed on income imputed from the living expenses of taxpayers and their families (for example, by a multiple of rental value). The amount of lump-sum tax may not be less than the tax that would be payable on the sum of the following items:

- Income from Swiss real property
- Income from Swiss investments
- Income from any other property located in Switzerland
- Income from Swiss-source patents, copyrights and similar property rights
- Pensions or annuities paid from Swiss sources
- Foreign income, if treaty exemption is claimed

Several cantons allow a nonworking resident to elect lump-sum taxation instead of regular income tax.

In certain cantons, lump-sum taxation is granted for only a limited number of years. In many cantons, eligibility for lump-sum taxation and the method of calculating the tax payable are negotiated individually with the tax authorities rather than statutorily determined.

**Rates.** The maximum overall federal tax rate is 11.5%.

Cantonal tax rates vary considerably from one canton to another, although all rates are progressive. The tax rate consists of a base

rate multiplied by a coefficient, which may change from year to year. The municipal tax rate is usually a percentage of the cantonal rate. Therefore, the overall rate varies within a canton, depending on the municipality where a taxpayer resides. In most cantons, a church tax is also levied as a percentage of the cantonal rate for taxpayers who are members of an official Swiss church community. Maximum cantonal and municipal tax rates range from approximately 8% to 34%.

## B. Other taxes

**Net wealth tax.** No net wealth tax is imposed at the federal level. All cantons and municipalities levy net wealth tax on worldwide assets, except for real estate, a fixed place of business, or a permanent establishment located abroad. Tax rates are reasonably low and vary widely, depending on the canton and municipality where the taxpayer resides. Maximum cantonal and municipal wealth tax rates range from approximately 0.10% to 0.88%.

**Church tax.** Church tax is levied on individuals who are members of recognized religious communities, such as the Roman Catholic and Protestant churches, and is collected by cantonal tax authorities as a percentage of income tax; however, it is not imposed in all cantons. The rates and regulations vary by canton, and individuals can opt out by formally resigning from their religious community. Revenue from the church tax funds religious activities, community services and social programs.

**Inheritance and gift taxes.** No inheritance or gift taxes are imposed at the federal level. However, all cantons levy separate inheritance and gift taxes. Rates vary widely depending on the canton where the deceased or donor is domiciled. Inheritances and gifts to spouses and registered partners, as well as to direct descendants, such as children and grandchildren, are generally tax-free.

In most cantons, residents are subject to inheritance tax and gift tax on worldwide assets, except for real estate located abroad. Nonresidents are subject to inheritance tax and to gift tax on real estate located in Switzerland only.

**Treaties.** To prevent double taxation, Switzerland has entered into inheritance tax treaties with the following jurisdictions.

Austria	Liechtenstein	Netherlands
Denmark (including Faroe Islands)	(only with limited	Sweden
Finland	Swiss	United Kingdom
Germany	cantons'	United States
Israel (only with Basel Stadt canton; declaration of reciprocity)	declaration of reciprocity)	

## C. Social security

Swiss retirement benefits are derived from the following sources:

- The mandatory social security system (old-age and survivors' insurance). Pensions are based on premiums paid and on the number of years worked. Benefits generally satisfy minimum living requirements.

- Company pension plans. Pension plans must be segregated from the company. These benefit plans complement the benefits of the Swiss social security program and are compulsory for employees subject to the old-age and survivors' insurance.
- Individual savings.

**Employees.** The Swiss social security contribution rate is 10.6% of total salary, with no ceiling; the employer and employee each pay 5.3%. The employee's share is withheld monthly by the employer. In addition, contributions at a rate of 2.2% on annual salary up to CHF148,200 must be made to the unemployment insurance fund. This cost is also divided equally between the employer and employee.

In general, employees who pay into the Swiss social security system must contribute to a pension plan. The employer must make contributions of at least 50% of the total contribution.

Contributions to both schemes are fully tax-deductible. Furthermore, contributions to special types of individual savings schemes are tax-deductible, up to a certain amount.

Additional employer contributions to the family compensation fund and mandatory occupational accident insurance and administrative cost contributions to the social security authority are due.

**Self-employed individuals.** Self-employed individuals must make social security contributions at a maximum rate of 10% of their income from their business or profession. The 10% rate also applies to partnership profits. Self-employed persons are not required to be members of a pension plan. Additional contributions to the family compensation fund and administrative cost contributions to the social security authority are due.

**Nonresidents.** Nonresidents who carry on a business activity within Switzerland (including serving on the board of a Swiss company) are subject to Swiss social security contributions on income derived from that activity, unless a social security treaty provides otherwise.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Switzerland has entered into totalization agreements, which usually apply for a period of two years but may extend to five years, with the following jurisdictions.

Albania	France	North Macedonia
Australia	Germany	Norway
Austria	Greece	Philippines
Belgium	Hungary	Poland
Bosnia and Herzegovina	Iceland	Portugal
Brazil	India	Quebec
Bulgaria	Ireland	Romania
Canada	Israel	San Marino
Chile	Italy	Serbia
China Mainland (including the Macau SAR)	Japan	Slovak Republic
Croatia	Korea (South)	Slovenia
	Kosovo	Spain
	Latvia	Sweden
	Liechtenstein	Tunisia



Cyprus	Lithuania	Türkiye
Czech Republic	Luxembourg	United
Denmark	Malta	Kingdom
Estonia	Montenegro	United States
Finland	Netherlands	Uruguay

Negotiations are in progress with Argentina, Ecuador, Moldova and Peru. For the United Kingdom, a new convention was provisionally applicable from 1 November 2021. The ratification for a definitive entry into force is applicable from 1 October 2023. The old convention now only applies to the Channel Islands and the Isle of Man.

Under the totalization agreements, if certain conditions are met, exemption from the Swiss social security system is available for a certain period if employees continue to contribute to their home country social security systems.

Under an agreement between Switzerland and the European Union (EU), Switzerland has applied European Regulation 883/2004 since 1 April 2012 (European Regulation 1408/71 before that date), which overrules the bilateral totalization agreements listed above with respect to Swiss and EU nationals.

Effective from 1 January 2016, EU Regulation 883/2004 applies to moves of European Free Trade Association (EFTA) nationals between Switzerland and EFTA countries (EU Regulation 1408/71 previously applied). A transition period of 10 years applies to ongoing situations.

## **D. Tax filing and payment procedures**

Federal taxes are due 31 March of each year. Tax filing and payment procedures vary widely from canton to canton and depend on individual circumstances.

Married persons are taxed jointly, not separately, on all types of income.

In general, Swiss tax resident individuals have the obligation to file an annual tax return declaring their worldwide income and worldwide assets, including properties outside Switzerland. In all cantons, directors' fees and payments by Swiss pension funds are subject to special withholding provisions (covering cantonal and municipal, as well as federal, income taxes) for nonresidents and resident foreign nationals not holding a C permit.

## **E. Double tax relief and tax treaties**

Income is allocated in accordance with rules developed by the Federal Supreme Court on inter-cantonal tax allocation, unless an applicable double tax treaty provides otherwise. In addition, certain cantonal rules may influence international income allocation. However, treaty law always overrules Swiss domestic law.

According to Swiss domestic law and treaty regulations, foreign-source income is excluded from taxable income if it is derived from a permanent establishment located in a foreign country (as defined by treaty law or, in the absence of an applicable double tax treaty, by Swiss domestic law). Also excluded is income derived from real

estate located abroad. In addition, certain types of income, including directors' fees, special pensions and partnership profits, may be exempt in Switzerland under an applicable treaty.

In general, all other foreign-source income is taxable in Switzerland. In the absence of a treaty, foreign-source income on movable assets (for example, dividends on foreign shares) may be taxed net of any foreign income taxes or withholding taxes imposed on such income by the source country, depending on the circumstances.

Most of Switzerland's income tax treaties follow the draft model of the OECD. Switzerland generally applies the exemption-with-progression method rather than the tax-credit method for qualified foreign-source income. However, a limited tax credit is granted, for remaining net foreign withholding taxes imposed on dividends, interest and royalties from the treaty jurisdictions listed below. The credit may not exceed Swiss tax due on the relevant income.

Switzerland has entered into double tax treaties with the following jurisdictions.

Albania	Hungary	Philippines
Algeria	Iceland	Poland
Argentina	India	Portugal
Armenia	Indonesia	Qatar
Australia	Iran	Romania
Austria	Ireland	Russian
Azerbaijan	Israel	Federation
Bahrain	Italy	Saudi Arabia
Bangladesh	Jamaica	Serbia
Barbados	Japan	Singapore
Belarus	Kazakhstan	Slovak Republic
Belgium	Korea (South)	Slovenia
Brazil	Kosovo	South Africa
Bulgaria	Kuwait	Spain
Canada	Kyrgyzstan	Sri Lanka
Chile	Latvia	Sweden
China Mainland	Liechtenstein	Tajikistan
Colombia	Lithuania	Thailand
Côte d'Ivoire	Luxembourg	Trinidad
Croatia	Malawi	and Tobago
Cyprus	Malaysia	Tunisia
Czech Republic	Malta	Türkiye
Denmark	Mexico	Turkmenistan
Ecuador	Moldova	Ukraine
Egypt	Mongolia	United Arab
Estonia	Montenegro	Emirates
Ethiopia	Morocco	United
Faroe Islands	Netherlands	Kingdom
Finland	New Zealand	United States
France	North Macedonia	Uruguay
Georgia	Norway	Uzbekistan
Germany	Oman	Venezuela
Ghana	Pakistan	Vietnam
Greece	Peru	Zambia
Hong Kong SAR		

On 29 July 2021, Switzerland signed a double tax treaty with Ethiopia, which is not yet in effect.

## **F. Telework agreements and cross-border agreements**

**Income tax.** On 22 December 2022, Switzerland and France reached a tax agreement allowing cross-border workers to telework up to 40% of their workload from France without impacting their personal taxation.

This means that cross-border workers can telework up to 40% from France without tax implication. It should be noted that the 40% rate includes temporary assignments (business trips) carried out in France or in a third country. These missions must not exceed 10 days per calendar year. As a result, cross-border workers need to respect the following double limitation on a yearly basis:

- Telework (including business trips) up to 40%
- Maximum of 10 business days in France or abroad

An agreement on the taxation of cross-border commuters and a protocol of amendment to the double taxation agreement between Switzerland and Italy entered into force on 17 July 2023. The new provisions apply from 1 January 2024. With the new agreement, Switzerland will retain 80% of the regular withholding tax on the income of cross-border commuters who are new to work in Switzerland. The new cross-border commuters will also be taxed properly in Italy, avoiding double taxation. “New” cross-border commuters are individuals who enter the labor market on or after 17 July 2023.

A transitional arrangement applies to cross-border commuters who work or have worked in the cantons of Graubünden, Ticino or Valais between 31 December 2018 and 17 July 2023. These persons will continue to be taxed exclusively in Switzerland until the end of the 2033 fiscal year, with Switzerland paying financial compensation to the Italian border municipalities corresponding to 40% of the tax at the source collected.

On 16 October 2024, the Swiss Federal Council set 1 January 2025 as the effective date for the federal law on taxing telework in an international context.

This is closing the process that started in March 2024 when the Swiss tax law amendments were proposed and became open for consultation.

The purpose is to create the legal basis for the following:

- Taxation of teleworking performed abroad with certain limitations (that is, only applicable for neighboring countries and if foreseen by the tax treaties)
- Obligation on companies to issue an attestation to employees leaving the company during the year with all relevant information to determine their status as a cross-border employee
- Obligation on companies to report the relevant information under the automatic exchange of information introduced in the tax treaties with France and Italy

Also, the Federal Department of Finance has amended its ordinance on tax at source taxation (“OIS” of 11 April 2018) with the introduction of Article 5a to include the obligation for companies

to issue a statement to employees leaving the company during the year with all relevant information to determine their status as a cross-border employee. This is aligned with the content of the amendments to the tax law in terms of requirements and specific information to be reported. This came into force on 1 January 2025 and applies to employees resident in France.

The following is the information to be reported by the company:

- The name, surname and address of the employee
- The employment period during the year
- The average activity rate (percentage)
- The number of days spent on business trips in the country of residence (France)
- The number of days spent on business trips in third countries
- The number of days or percentage of teleworking in the country of residence (France) excluding business trips
- Number of nights spent in Switzerland for those covered under the agreement of 11 April 1983 (cantons applying the agreement for taxation in France and no tax at source in Switzerland)

**Social security.** Due to COVID-19-related restrictions, the flexible application of EU social security subordination rules under the Agreement on the Free Movement of Persons and the EFTA Agreement applied until 30 June 2022. This flexible application of the subordination rules has been extended until 30 June 2023 during a transitional period. Until this date, a person (for example, a cross-border commuter working from home) will continue to be subject to Swiss social security legislation, even if he or she carries out his or her activity in the form of telework, regardless of the extent, in his or her country of residence (EU/EFTA).

From 1 July 2023, some EU/EFTA countries and Switzerland have concluded an agreement allowing workers to carry out up to 49.9% of their activity from their country of residence without this activity having any impact on social security rules. In other words, workers are subject to the social security rules of the country where the employer's head office is located and where they usually work, as long as they do not telework more than 49.9% from their country of residence.

This new agreement applies to the following countries (other countries may be added once they sign the agreement):

- Austria
- Belgium
- Croatia
- Czech Republic
- Finland
- France
- Germany
- Ireland
- Italy
- Liechtenstein
- Lithuania
- Luxembourg
- Malta
- Netherlands
- Norway
- Poland

- Portugal
- Slovak Republic
- Slovenia
- Spain
- Sweden
- Switzerland

The multilateral agreement applies to persons to whom the Agreement on the Free Movement of Persons (AFMP; see Section H) or the EFTA Convention applies. It does not apply to the following:

- Persons who also carry out an activity other than telework in the state of residence that is a signatory to the agreement (for example, visiting clients, self-employed ancillary activity)
- Persons who also carry out an activity in the EU or EFTA outside their country of residence that is a signatory to the agreement and Switzerland
- Persons working for another employer in the EU or EFTA in addition to their work for their Swiss employer
- Non-EU/EFTA nationals
- Self-employed persons

**Return to application of ordinary social security rules.** The EU/EFTA Member States that have not signed this new agreement will revert to the ordinary rules that were applicable before the COVID-19 pandemic (that is, employees are subject to the social security system of the country where their employer is based). They may work from their country of residence at less than 25% of their rate of activity without consequence. If the 25% ceiling is reached or exceeded, employees are subject to the social security system of their country of residence for their entire activity.

## **G. General visa requirements for entry into Switzerland**

Since 12 December 2008, Switzerland is an associated Member State of the Schengen agreement and accordingly part of the Schengen area. The Schengen regulations apply to the entry and a stay of up to three months within a six-month rolling period that is not subject to authorization. For individuals who are required to hold a visa, Switzerland issues Schengen visas for a stay up to 90 days within a 180-day rolling period that are in principle valid for the whole Schengen area.

Foreign nationals require a valid and accepted travel document to enter Switzerland. In addition, a visa is required in certain cases.

Foreign visitors who have entered Switzerland in compliance with the relevant regulations and are not taking up any form of employment (or if the gainful activity performed in Switzerland does not exceed eight days per calendar year) are not required to have a residence permit if the duration of their stay does not exceed three months within a six-month rolling period. Their stay must not exceed a total of 90 days per 180-day period. For the purpose of the computation of this 90-day period, it is in principle necessary to consider all stays in each Schengen state. Individuals requiring a visa must observe the duration of stay specified in their visa.

## H. Work permits and work authorizations

**General principles.** Any foreigner who wants to perform a gainful (productive) activity in Switzerland must, in principle, be in possession of a work authorization. Any activity (self-employed or employed status) that normally procures a gain is a gainful activity, even if the activity is performed for free or if the remuneration consists only of coverage of basic expenses.

Switzerland has the following dual system for the admission of foreign workers:

- The provisions of the AFMP and its directives for European Economic Area (EEA) citizens locally employed in Switzerland and for employees in the EEA who work in Switzerland for up to 90 days per calendar year (online notification)
- The provisions of the Foreign Nationals and Integration Act (FNIA) and its provisions for non-EEA citizens and EEA citizens seconded to Switzerland

**EEA citizens.** EEA citizens under local (Swiss) employment contracts benefit from the AFMP and, accordingly, are entitled to obtain a work permit. They may perform a gainful activity in Switzerland as soon as they have registered their residency in Switzerland. In the case of EEA citizens seconded to Switzerland, their employer needs to file a formal work permit application with the authorities because they fall under the Swiss FNIA. Further requirements (quotas and minimum salary requirements) also apply to them (see below). They may only start working after having received the respective approvals from the Swiss immigration authorities.

As of 1 June 2019, the Swiss Federal Council has granted the full unrestricted free movement rights to Bulgarian and Romanian nationals and therefore abolished the quotas that were in force until May 2019.

On 22 November 2023, the Swiss Federal Council extended the safeguard clause for Croatian nationals until 31 December 2024. As of 1 January 2025, Croatian nationals again benefit from the unrestricted freedom of movement.

The Swiss Federal Council will review the numbers of permits issued to Croatian nationals near the end of 2025 and announce if the safeguard clause will be reintroduced in 2026 (and if so, they will announce the new quota numbers for B and L permits; see Section I). As of 2027, there is no legal basis for the Swiss Federal Council to maintain the safeguard clause, and it will be required to reinstate unrestricted access of Croatian nationals to Switzerland.

**United Kingdom citizens.** On 31 January 2020 the United Kingdom withdrew from the EU. In the withdrawal agreement between the EU and the United Kingdom, a transitional phase lasting until 31 December 2020 has been agreed on. From 1 January 2021, the AFMP between Switzerland and the EU no longer applies to the United Kingdom. From this date, UK nationals are no longer EU/EFTA nationals but are considered third-country nationals.

Switzerland and the United Kingdom signed an agreement on acquired citizen rights in 2019. The agreement is intended to protect the residence (and other) rights of Swiss and UK citizens acquired under the AFMP (until 31 December 2020). As a result of this agreement, these rights are preserved after Brexit and are in principle valid for an indefinite time.

UK nationals wanting to move to Switzerland after 31 December 2020 are not covered by the agreement on acquired citizens' rights. At the moment, no additional bilateral agreement to cover this scenario has been concluded between Switzerland and the United Kingdom. For now, UK nationals moving to Switzerland after 31 December 2020 must meet the terms of the FNIA because they are considered third-country nationals. They are subject to quotas in such a case.

**Non-EEA citizens.** Switzerland's immigration policy for foreign nationals is selective and restrictive in the sense that only a limited number of executives, specialists and other qualified employees are admitted to work in Switzerland. The following significant criteria apply:

- Non-EEA citizens may be permitted to work only if it is proven, by way of a labor market search, that no suitable domestic employees or EEA citizens can be found for the job. Certain exceptions apply with respect to seconded foreign employees and international transfers of specialists and executives within a group of companies.
- Quotas limiting the number of work permits also apply (except for L-four-month/120-day work permits).
- Non-EEA citizens may be admitted to work only if the salary and employment conditions customary for the location, profession and sector are met.

### Exceptions

*Eight-day rule.* In principle, citizens from non-EEA countries, as well as EEA nationals seconded to Switzerland, may work up to eight days in a calendar year in Switzerland without a work permit if the project in Switzerland is planned for a maximum duration of eight days (depending on the nationality, visa requirements may apply). However, depending on the location of the assigning company (EEA- or non-EEA-based company), the approach of the authorities related to the computation of the eight days varies. For employees of non-EEA-based companies, the eight days are counted per person. The eight days for EEA-based companies are cumulatively counted per entity and all employees.

For certain sectors, an online announcement or work permit application must be filed by the first day of activity. This rule applies to the following sectors:

- Construction, civil engineering and sub-trade or construction supply work
- Hotel and restaurant business
- Industrial or domestic cleaning
- Surveillance and security
- Travel and security
- Sex industry

Every gainful activity exceeding the eight days referred to above requires a work permit, an authorization or the filing of the appropriate announcement.

*Business meetings.* Business meetings may be attended without a work permit in Switzerland. However, only a very limited number of activities are considered to be a business meeting. According to the authorities' practice, the following are considered the attending of a business meeting:

- Attending conferences as a listener
- Attending initial/introduction meetings with clients (no productive contribution to an existing project)
- Attending coordination/synchronization meetings
- Attending project coordination meetings
- Receiving training (not as a presenter; no training on the job)
- Attending contract negotiating meetings (without proposal or acquisition work)
- Signing of contracts

However, to be on the safe side, individuals should apply for a work authorization. Because there is no legal definition of a business meeting, the authorities decide at their own discretion whether an activity is considered a business meeting or a gainful activity for which a work authorization is required.

Citizens of most non-EEA countries also need a visa to enter Switzerland even if they "only" attend a business meeting.

*Online announcement.* An online announcement applies to seconded employees of EEA- and UK-based companies as well as EEA citizens working under a Swiss employment contract in Switzerland for less than 90 days.

Employers that are located within the EEA and the UK and that second EEA/UK nationals (or foreign nationals included in the EEA/UK labor market for at least 12 months) for less than 90 working days per calendar year must perform an online announcement to comply with Swiss immigration requirements. The 90-day quota is allocated per each foreign legal entity, employee and year. The online announcement must be processed eight days before the first working day in Switzerland. The online announcement confirmation represents the work authorization.

The same principle applies if Swiss companies want to employ EEA citizens for less than 90 days per calendar year in Switzerland. In such a case, the 90-day quota is allocated per employee and year.

Once the 90 days are exceeded, a work permit must be applied for.

**Quotas.** Swiss law imposes a quota system that limits the number of available permits for third-country nationals, UK nationals and EEA nationals who are seconded to Switzerland for more than four months.

**Change of employer, change of activity or change of canton.** No authorization is required for locally employed EEA citizens to change employers. The same principle applies to foreign nationals holding a long-term B permit except in some circumstances.



However, authorization is required for the following non-EEA nationals to change employers:

- Individuals who receive work permits for specific time-limited activities or specific projects
- Individuals holding a short-term L permit (see Section I)

Locally employed EEA nationals holding long-term B permits can freely change from a dependent activity to an independent activity.

EEA and non-EEA citizens can in principle move their residence to another canton (a new permit will be issued by the new canton of residence). However, non-EEA citizens are required to request a specific authorization from the cantonal authorities to be allowed to move their residence to another canton.

## I. Type of permits

**Online announcement.** Strictly speaking, the online announcement is not a permit, but still required if employees of EEA- and UK-based entities work in Switzerland for less than 90 days. This also applies for EEA-citizens employed by a Swiss entity for less than 90 days per calendar year. For more information, please see *Online announcement* under *Exceptions* in Section G.

**Short-term work permits (L permits).** Short-term work permits (L permits) are one- to four-month/120-day permits, which do not fall under the Swiss quota system described above. Foreign nationals may take up short-term employment (typically under assignment) for a maximum of four consecutive months, or 120 days, spread throughout a 12-month period.

Typically, one- to four-month/120-day permits are granted to executives or specialists who are needed either once or periodically in Switzerland to perform time-limited tasks. However, Swiss law does not allow a system of rotating employees every four months or 120 days (for example, one employee comes for 120 days and is replaced by another, who is then replaced by another).

The second category of L permits is granted for a period between four months and one year and permits are generally issued for project-related stays or short-term assignments. Such permits are subject to quotas, and registration of residence in Switzerland is required. After one year, the L permit may be extended for another year (24 months maximum in total for non-EEA nationals).

The permit lapses if the permit holder gives notice of departure from Switzerland to the municipality's local registration office, forfeits his or her residence, or lives abroad for more than three months.

**Long-term work permits (B permits).** Long-term work permits (B permits) are granted if an employment/assignment contract for an undetermined duration or for a duration greater than 24 months exists. B permits typically have a validity of five years for all EEA nationals and of one year for non-EEA nationals. The B permits are renewable until obtaining the C permit (see below). In the case of seconded EEA or non-EEA nationals, the B permits are subject to quotas and are usually granted for one year

and can be renewed annually. B permits on assignment are generally limited to five years.

The permit lapses if the permit holder gives notice of departure from Switzerland to the municipality's local registration office, forfeits his or her residence, or lives abroad for more than six months.

**Permanent residence permits (C permits).** Permanent residence permits (C permits) are available in Switzerland to all foreign nationals who have lived in the country for a time period that varies depending on citizenship and bilateral treaties (five years of residence are required for citizens of most European countries and 10 years for most non-EU citizens). In general, foreign nationals need to be able to prove a certain degree of proficiency in the official language spoken at their place of residence (French, German or Italian) to be eligible for a C permit.

C permit holders may engage in any legal activity in Switzerland. They may change their employment or profession without approval.

C permits are granted for an unlimited duration, but the permit card must be renewed every five years. The permit lapses if the permit holder gives notice of departure from Switzerland to the municipality's local registration office, forfeits his or her residence, or lives abroad for more than six months. For stays abroad for up to four years, the permit may be maintained if an application is filed in due time.

**Cross-border commuter work permits (G permits).** Cross-border commuter work permits (G permits) are granted to EEA citizens who reside in an EEA country while working in Switzerland under a local employment contract. Non-EEA citizens who also reside in an EU country while working under a local employment contract in Switzerland can also benefit from a G permit, provided that certain conditions are met (they must reside near the Swiss border in an EU country and their place of work must also lie within a border region in Switzerland).

G permits are valid for five years. However, in the case of a change of employer, a new G permit will be issued.

The G permit lapses if the permit holder stops his or her employment relationship with the Swiss employer.

## J. Family reunion

**Family reunion under the AFMP.** Family members of EEA nationals holding a B or L permit (valid for 364 days) are granted an EEA permit allowing them to join the principal applicant and reside in Switzerland, regardless of their nationality (even if they are third-country nationals). The following are family members according to the AFMP:

- Spouses
- Children or grandchildren who are under 21 years of age or who financially depend on the applicant
- Parent(s) and grandparent(s), if they financially depend on the applicant

The spouse and children of an EEA citizen admitted in Switzerland for the purpose of family reunion are entitled to

perform gainful activities in Switzerland regardless of their nationality.

**Family reunion under the FNIA.** The spouse of the principal beneficiary (non-EEA national) of an L or a B permit and unmarried children who are under 18 years may be admitted to Switzerland for family reunion. Family members of L permit holders may not undertake employment unless they have been granted permission to do so. The family reunion must be made within five years. For children over 12 years, the family grouping must be made within 12 months. Since 1 January 2019, family members of third-country nationals holding a B or C permit need to prove sufficient language skills (at least A1 oral level of the language spoken at the place of residence).

# Taiwan

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## A. Income tax

**Who is liable.** Resident and nonresident individuals are subject to consolidated (personal) income tax on income earned from Taiwan sources. Taiwan-source income includes all employment income derived from services performed in Taiwan, regardless of where the compensation is paid.

Individuals are considered residents of Taiwan if they are domiciled and reside in Taiwan or, if not domiciled, have resided in Taiwan for at least 183 days in a tax year. If an expatriate enters and departs Taiwan several times within a calendar year, the resident days are accumulated.

**Income subject to tax.** Individuals in Taiwan are subject to Taiwan consolidated income tax. However, the amount of income subject to tax and the applicable rates depend on the length of stay as well as on the individual's residence status.

An individual's consolidated gross income is the total of the following categories of Taiwan-source income:

- Business profits, including dividends, profits distributed by cooperatives and partnerships, profits from a sole proprietorship and profits from sporadic business transactions
- Income from a professional practice
- Salaries, wages, allowances, stipends, annuities, cash awards, bonuses, pensions, subsidies and premiums paid by an employer for group life insurance policies that offer payment on maturity, but not including the voluntary pension contribution and the voluntary annuity insurance premiums based on the Labor Pension Act, which are up to 6% of the individual's monthly wage or salary

- Interest income
- Rental income and royalties
- Self-employment income from farming, fishing, animal husbandry, forestry and mining
- Gains from sales of rights and properties other than land
- Cash or payments in kind received as winnings in competitions or lotteries
- Retirement pay, severance pay, non-insurance old-age pension payments and insurance payments made under annuity insurance based on the Labor Pension Act received by the individual
- Other income

Taxable income of residents is computed by deducting from consolidated income certain allowable exemptions and deductions (see *Exemptions and deductions*). The income of a taxpayer's dependents is also included in the taxpayer's taxable income.

*Employment income.* In general, a nonresident staying in Taiwan for no longer than 90 days during a calendar year is not subject to Taiwan income tax on salary received from an offshore employer, provided the payment is not charged back to any Taiwan entity; otherwise, the income is subject to an 18% withholding tax on salary received from a resident employer.

Nonresidents are subject to Taiwan income tax on Taiwan-source employment income, regardless of where the income is paid, at a fixed rate of 18% on salary income.

For foreigners with foreign employers who stay in Taiwan less than 300 days in a calendar year, salary not borne by a Taiwan entity may be allocated based on the number of days present in Taiwan to determine the amount taxable in Taiwan.

The following benefits are exempt from consolidated income tax for all expatriates:

- Traveling expenses paid for expatriates on home leaves
- Rental payments for a house leased by the employer for expatriates
- Durable furniture purchased by a Taiwan-registered entity

Individuals who qualify as "Foreign Professionals" (see *Foreign Professionals*) are also exempt from consolidated income tax on the following assignment-related benefits:

- Moving expenses paid for expatriates and their families when they report for duty and at the time of repatriation
- Water, electricity, gas, telephone and cleaning services for expatriates' houses leased by Taiwan entities
- Automobiles leased by employers for expatriates

*Investment income.* Dividend and interest income are subject to consolidated income tax and are taxed together with other income at the rates set forth in *Rates*. However, interest income from postal savings accounts is excluded from gross income. In addition, the following types of interest income are subject to withholding tax and are not included in gross income:

- Interest income from short-term commercial paper is subject to a 10% withholding tax for residents and 15% for nonresidents.
- Interest income from beneficiary securities or asset-based securities issued according to the Financial Asset Securitization Act

and the Real Estate Securitization Act is subject to a 10% withholding tax for residents and 15% for nonresidents.

- Interest income from public debts, corporate bonds or financial bonds is subject to a 10% withholding tax for residents and 15% for nonresidents.

The rate of withholding tax on other interest for nonresidents is 20%. For dividends, the rate of withholding tax is 0% for residents and 21% for nonresidents.

Rental income and royalties are included in taxable income. For rental income and royalties, the rate of withholding tax is 10% for residents and 20% for nonresidents.

*Other income.* The taxable amount of a lump-sum severance payment received in 2024 is calculated in accordance with the following rules:

- If the total amount received in one lump sum is less than TWD198,000 multiplied by the number of service years at the time of separation, the entire amount is tax-exempt.
- If the total amount received in one lump sum is more than TWD198,000 multiplied by the number of service years at the time of separation, half of the excess over TWD198,000 but less than TWD398,000 multiplied by the number of service years at the time of separation is taxable income.
- The excess over TWD398,000 multiplied by the number of service years at the time of separation is taxable income.
- If the individual spent only certain years rendering service in Taiwan among the total service years with an employer, the severance payment may be allocated based on the ratio of the number of years in Taiwan to the total service years in order to arrive at the amount subject to tax in Taiwan.

For severance payments received in installments, the taxable income amount is the total of all payments received in 2024 in excess of the TWD859,000 annual deduction.

The exemption amount for the severance payment may be adjusted if the accumulated consumer price index has increased by at least 3% over the last adjustment.

Income tax paid by an employer on behalf of its expatriates should be treated as the expatriates' salary income if the employment contract or other related document states that such tax payments constitute part of the expatriate's compensation package. If the income tax paid by an employer does not constitute part of the expatriate's compensation package, it is considered a gift to the expatriate and is treated as the expatriate's other income.

**Foreign Professionals.** The decree "Preferential Tax Treatment for Foreign Professionals" provides for the preferential taxability of certain assignment benefits paid in accordance with an assignment agreement for a foreign national who qualifies as a "Foreign Professional."

To qualify as a "Foreign Professional" and accordingly enjoy certain preferential tax treatment for assignment-related benefits, an individual must satisfy the following conditions:

- He or she must be physically present in Taiwan for 183 days or more during a calendar year.

- He or she must not hold dual nationality of Taiwan and another jurisdiction.
- His or her annual taxable salary income must exceed TWD1,200,000.
- The individual must have obtained a working permit from the authority in Taiwan in accordance with Article 46 of the Employment Service Act or obtained an Employment Gold Card in accordance with Article 9 of the Act for Recruitment and Employment of Foreign Professionals.

**Foreign special professionals.** Effective from 8 February 2018, the Act for Recruitment and Employment of Foreign Professionals (the Act) provides a tax incentive for individuals who have obtained the foreign special professional work permit or Employment Gold Card and meet all of the following requirements:

- He or she is approved to reside in Taiwan as a result of employment for the first time (see Section H).
- He or she is engaged in professional work related to the recognized special expertise in Taiwan.
- During the five years prior to his or her employment engaged in professional work, he or she did not have household registration in Taiwan and was not an individual residing in Taiwan in accordance with the Income Tax Act.

If a foreign special professional meets both of the following conditions, 50% of the annual salary income (after deducting the special deduction for salary or wages; see *Exemptions and deductions*) in excess of TWD3 million is exempted from Taiwan income tax and non-Taiwan-sourced income is excluded from the calculation of the individual Alternative Minimum Tax (AMT; see *Alternative Minimum Tax*):

- The individual physically resides in Taiwan for at least 183 days during the tax year.
- The individual receives Taiwan taxable salary income (after deducting the special deduction for salary or wages) in excess of TWD3 million during the tax year.

Under the 2021 amendment of the Act, starting from the first tax year that the foreign special professional meets both conditions, the above tax incentive can be applied for five consecutive years. However, if the foreign special professional does not meet both conditions in any one of the tax years during the five-year span, the tax incentive for that particular year is forfeited and cannot be deferred.

**Taxation of share-based compensation.** Based on tax decrees issued by the Ministry of Finance, on the exercise of a stock option, the difference between the fair market value of the shares at exercise and the exercise price (that is, the option spread) is taxed as other income.

Taiwan employers have a reporting requirement, but not a withholding requirement, with respect to the option spread. Taiwan employers must issue non-withholding statements to employees who exercise stock options.

For foreign employees who are sent to Taiwan for assignment, the option spread can be prorated based on the ratio of the number of

days the employee is physically present in Taiwan during the period from the date of grant through the date of vesting to the total days in such period. However, based on the tax authority's current practice, for Taiwan employees on assignment to foreign jurisdictions if the individuals remain as employees of the Taiwan entity (that is, the Taiwan entity continues the enrollment of National Health Insurance and Labor Insurance for the relevant employees), the proration of stock option income may not be allowed.

The Ministry of Finance also issued decrees indicating that the income (discount) derived from employee stock purchase plans, income derived from stock appreciation rights granted by foreign companies, and restricted stock issued by Taiwanese companies should be treated as other income.

For other types of equity income, no specific Taiwan income tax laws or regulations addressing Taiwan taxation currently exist.

Under Article 19-1 of the Statute for Industrial Innovation, effective from 1 January 2016 to 31 December 2029, employees who receive share-based compensation issued by Taiwanese companies may choose to defer taxation on the compensation until the date on which the shares are transferred. The amount deferred is based on the fair market value of the shares received and is limited to TWD5 million per year. If the employee continues to hold the shares and work for the same employer for two years, the taxable income is based on the fair market value on the date the shares were received or on the date the shares were transferred, whichever is lower.

### **Capital gains and losses**

*Gains from securities transactions.* Effective from 1 January 2016, income tax on capital gains derived from securities transactions is suspended and losses on such transactions are not deductible.

A securities transaction tax is imposed on proceeds from sales of shares at a rate of 0.3%.

Income tax on income derived from transactions in futures is suspended, and losses on such transactions are not deductible.

*Gain from sales of real properties.* Effective from 1 January 2016, capital gains from sales of real properties are subject to different tax schemes, depending on the property acquisition date and the length of the holding period.

For real properties acquired before 2014 or acquired on or after 2 January 2014 and held for more than two years, gains from the sale of houses and apartments are taxed together with other income at the rates described in *Rates*.

For real properties acquired on or after 1 January 2016, the new capital gain tax scheme applies. For resident taxpayers, the final tax rate on the capital gains ranges from 15% to 45%, depending on the length of holding period. For a resident taxpayer who sold his or her home used for the purpose of self-dwelling for more than six years, the capital gains up to TWD4 million are exempt from tax, and the portion exceeding TWD4 million is subject to a 10% tax rate. For nonresident taxpayers, the tax rate is 35% for



property held for more than two years and 45% for property held for not more than two years.

*Gain from sales of other properties.* Capital gains from sales of other properties are taxed together with other income at the rates described in *Rates*.

*Losses.* Losses from disposals of properties are deductible only to the extent of gains from the disposals of properties in the same tax year. Net losses may be carried forward for three years.

**Exemptions and deductions.** A nonresident taxpayer is not entitled to personal exemptions or deductions. Income tax is computed on gross income. The exemptions and deductions described below apply to residents only.

A resident may deduct the personal exemption, and either the standard deduction or itemized deductions, whichever is higher, as well as special deductions, from consolidated gross income to arrive at taxable income.

*Personal exemptions.* For 2024, a taxpayer is entitled to personal exemptions of TWD97,000 each for the taxpayer, his or her spouse, and each dependent. If the taxpayer, or if married, either the taxpayer or taxpayer's spouse, is more than 70 years of age, the exemption amount is increased to TWD145,500 per person. The exemption amount is also increased to TWD145,500 for a lineal ascendant dependent who is older than 70 years of age.

The personal exemption amount may be adjusted if the accumulated consumer price index has risen at least 3% over the last adjustment.

*Itemized deductions.* The following itemized deductions are available:

- The following contributions and donations:
  - Up to 20% of gross consolidated income for a taxpayer, his or her spouse, and qualified dependents if given to officially registered educational, cultural, public welfare or charitable organizations
  - Up to 100% of gross consolidated income for a taxpayer, his or her spouse, and qualified dependents if given for defense or troop support or if contributed directly to government agencies
  - Up to 20% of gross consolidated income for a taxpayer, his or her spouse, and qualified dependents, if given to political parties, political associations and persons planning to participate in a campaign and subject to limitation provided by the Political Donations Act
- Insurance premiums, up to TWD24,000 per person per year (except for the National Health Insurance, which is 100% deductible), for life insurance, medical insurance, labor insurance, national pension, and government employee insurance for a taxpayer, his or her spouse, and lineal dependents.
- Unreimbursed medical and maternity expenses incurred by a taxpayer, his or her spouse, and dependents living with the taxpayer, provided the expenses are incurred in the following recognized institutions:
  - Government hospitals.
  - Hospitals that have entered into contracts with the government under the national health insurance program.

- Hospitals maintaining complete and accurate accounting records recognized by the Ministry of Finance. Expenses incurred outside of Taiwan may be allowed as deductions only if such expenses are incurred in a foreign public hospital, university hospital, or private foundation hospital. Claims for deductions of expenses incurred in foreign hospitals must be supported by evidence of the officially registered status of the hospitals.
- Uncompensated casualty losses (uninsured portion of losses caused by a natural disaster of *force majeure*). To claim this deduction, the loss must be appraised by an investigator appointed by the tax authorities within 30 days after the disaster occurred.
- Mortgage interest paid on loans from financial institutions for the purchase of an owner-occupied dwelling (limited to one), up to TWD300,000, after subtracting the special deduction for savings and investments claimed for the same tax year. The dwelling must be a principal residence located in Taiwan.

*Standard deduction.* For 2024, a taxpayer may claim a standard deduction instead of the itemized deductions listed above. The standard deduction is TWD131,000 for a single taxpayer and TWD262,000 for a married taxpayer filing jointly.

The standard deduction amount may be adjusted if the accumulated consumer price index has increased by at least 3% over the last adjustment.

*Special deductions.* The following special deductions are available:

- Special deduction for salary or wages: The lesser of either total salaries and wages earned or TWD218,000 is deductible by each salary and wage earner included in the same return. Each salary and wage earner may choose to deduct the following expenses from salary income if the sum of the deductible expenses exceeds the TWD218,000 special deduction for salary or wages:
  - Expenses incurred for purchasing, leasing, cleaning or maintenance of clothes or costumes that are specifically for professional use
  - Expenses incurred for attending courses or training that are specifically work-related
  - Expenses incurred for purchasing books, journals or tools that are specifically work-related

The deductible amount for each type of the above expenses is limited to 3% of the individual's annual salary and wage income.

- Special deduction for savings and investments: Up to TWD270,000 for each family unit is deductible for income realized from a savings trust fund and for interest income realized on deposits with financial institutions, excluding interest income from postal savings accounts (which is not taxable), from short-term commercial paper (which is subject to a final 10% withholding tax) and from beneficiary securities or asset-based securities issued according to the Financial Asset Securitization Act and the Real Estate Securitization Act (which is subject to a final 10% withholding tax).

- Special deduction for individuals with disabilities: Up to TWD218,000 is deductible for an individual meeting the definition of a person with disabilities or diagnosed as having mental illness under the Mental Health Law.
- Special deduction for losses from property transactions: Losses derived from disposals of property are deductible to the extent of gains derived from disposals of property in the same tax year. Any remaining losses may be carried forward for three years.
- Special deduction for tuition fees paid for post-secondary education: Up to TWD25,000 of tuition fees paid for each dependent child less any reimbursement received for post-secondary education is deductible.
- Special deduction for preschool children: TWD150,000 is deductible for the first child six years of age or younger and TWD225,000 for any additional child.
- Special deduction for long-term care: TWD120,000 for each individual, including the taxpayer, spouse and dependents, who is deemed disabled by the Ministry of Health and Welfare.
- Special deduction for rental expenses: Rental expenses paid by the taxpayer, taxpayer's spouse and/or lineal dependents for housing located in Taiwan are deductible up to TWD180,000 per household. To qualify for the deduction, the property must be used for residential purposes and not for business purposes. The deduction is not allowed if the taxpayer, spouse or lineal dependent owns real property in Taiwan.

The deduction for long-term care and the deduction for rental expenses is not allowed if the taxpayer meets one of the following conditions:

- The taxpayer's annual net taxable income after subtracting the deduction is subject to a progressive tax rate of 20% or higher tax rates.
- The taxpayer elects to separately apply the flat 28% tax rate on dividend income (see *Rates*).
- The taxpayer's minimum income under the Alternative Minimum Tax Law exceeds the TWD7,500,000 deduction (see *Alternative Minimum Tax*).

The amounts of the special deductions for salary or wages and for persons with disabilities may be adjusted if the accumulated consumer price index has increased by at least 3% over the last adjustment.

**Basic living expenses.** Under the Taxpayer Rights Protection Act, which took effect on 28 December 2017, the expenses that taxpayers pay for maintaining their basic living in accordance with human dignity for themselves and their dependents is not taxed.

Effective from the 2017 tax year, the basic living expense is calculated in accordance with the amount announced by the Ministry of Finance multiplied by the number of persons consisting of the taxpayer, spouse and dependents. If the sum of personal exemptions and deductions is less than the basic living expenses, the taxpayer may deduct the difference from the gross consolidated income. When comparing the sum of exemptions and deductions with basic living expenses, the special deduction for salary or wages and the special deduction for losses from property transactions should be excluded.

The Ministry of Finance should announce the amount of basic living expenses before the end of December each year. For the 2023 tax year, the basic living expense was TWD202,000 per person.

**Rates.** The progressive consolidated income tax rates for residents for 2024 are set forth in the following table:

Taxable income TWD	Tax rate %	Tax due TWD	Cumulative tax due TWD
First 590,000	5	29,500	29,500
Next 740,000	12	88,800	118,300
Next 1,330,000	20	266,000	384,300
Next 2,320,000	30	696,000	1,080,300
Above 4,980,000	40	—	—

The income tax rate brackets may be adjusted if the accumulated consumer price index has risen at least 3% over the previous rate adjustment.

Taxpayers can choose to calculate the tax liability for dividends by the more beneficial of the following methods:

- Combine dividend income with gross consolidated income and apply progressive tax rates as set forth in *Rates*. The total tax payable can be offset by a tax credit at 8.5% of the dividend income with a limitation of TWD80,000 per year.
- Separately apply a flat tax rate of 28% on the dividend income.

The flat tax rate for nonresident individuals varies according to the type of income. The following are the flat tax rates:

- Salary income and severance and retirement payments: 18%
- Interest income other than those specifically identified in the tax regulation (see *Investment income*): 20%
- Dividends: 21%
- Commissions, rentals, royalties, gains from winnings in competitions or lotteries, income from independent professional practice and other income: 20%

**Alternative Minimum Tax.** The AMT Law applies to both profit-seeking enterprises and individuals.

Under the AMT Law, for residents, the following items are added back to net income as calculated under the general income tax system to determine minimum income (MI) subject to AMT:

- Foreign-source income, if such income for each filing household unit exceeds TWD1 million in a tax year
- Insurance payments from life insurance policies or annuities contracted on or after 1 January 2006 in which the beneficiary and the purchaser are not the same person (TWD37,400,000 exemption may be claimed)
- Capital gains derived from transactions of the following securities:
  - Shares issued by companies not listed on the stock exchange or traded on over-the-counter markets
  - Beneficiary certificates of privately placed securities investment trust funds
- Deductions claimed for noncash charitable contributions
- Other items published by the Ministry of Finance

The AMT rate for individuals is 20%. A TWD7,500,000 deduction may be claimed from the minimum income (MI) by each filing

household unit to arrive at the minimum taxable income (MTI) subject to AMT.

Under the AMT scheme, individual taxpayers calculate both the tax due under the general income tax rules and the AMT rules, and pay the higher of the two amounts. If foreign-source income has been included in the calculation of the AMT, any foreign tax paid on these amounts may be offset against AMT.

**Relief for losses.** Except for losses derived from the disposal of properties described in *Capital gains and losses*, no loss may be carried forward or back.

## B. Other taxes

**Estate tax.** Estate tax is imposed on the estate of a decedent who was a citizen of Taiwan or who owned property (including movable property, immovable property, and all other rights and interests of monetary value) in Taiwan. If the decedent was a Taiwan citizen regularly domiciled in Taiwan, tax is levied on all property, wherever located. If the decedent was a Taiwan citizen regularly domiciled outside Taiwan or a foreign citizen, tax is levied only on property located in Taiwan.

The basis for estate tax is the prevailing value of property at the time of death, less legal exclusions, exemptions and other deductions. Land and buildings are valued at an officially assessed value determined by the relevant government agencies.

In general, an exemption of TWD13,330,000 is allowed for each decedent. The following are other allowable deductions from total taxable property (the first five items are not applicable for foreign nationals and Taiwanese regularly domiciled outside Taiwan):

- TWD5,530,000 for the decedent's surviving spouse
- TWD1,380,000 for each of the decedent's surviving parents, TWD560,000 for each dependent grandparent, dependent brothers and sisters, and lineal descendants, as well as an additional TWD560,000 for each year that each lineal descendant and dependent brother and sister is younger than 18 years of age
- An additional TWD6,930,000 for each qualified handicapped or mentally disturbed heir
- The value of agricultural land and the products on the land if the heirs continue to farm the land for at least five years after the death of the decedent
- 80%, 60%, 40% or 20% of the value of any estate property that was inherited by the decedent within six, seven, eight or nine years before his or her death, respectively
- Taxes and penalties owed, and debts incurred, by the decedent before his or her death
- TWD1,380,000 for funeral expenses
- Direct and necessary expenses to execute the decedent's will and administer the estate

Certain property is not subject to estate tax. The following exclusions are among the more common:

- Proceeds from life insurance policies with designated beneficiaries

- Furniture, household equipment and other daily necessities, up to TWD1 million
- Patents and literary or artistic works created by the decedent
- Donations to government agencies and enterprises and to privately incorporated educational, cultural, social welfare, charitable and religious organizations
- Tools used in the decedent's profession, up to TWD560,000
- Property inherited by the decedent within five years before death that was subject to tax
- Land reserved for public facilities

Net taxable estate TWD	Tax rate %	Tax due TWD	Cumulative tax due TWD
First 50,000,000	10	5,000,000	5,000,000
Next 50,000,000	15	7,500,000	12,500,000
Above 100,000,000	20	—	—

The following items may be adjusted if the accumulated consumer price index has increased by at least 10% over the last adjustment:

- Exemptions
- Estate tax rate brackets
- Exclusion amount of furniture, household equipment and other daily necessities, and tools used in the decedent's profession
- Deductions for the surviving spouse, lineal descendants, parents, siblings, and grandparents of the decedent, standard deduction for funeral expenses, and special deductions for handicapped heirs

The executor of an estate, or the heir in the absence of an executor, must file an estate tax return with the local tax bureau generally within six months after the death of the deceased. An extension of three months for the filing may be applied for up front. Payment of tax is due within two months after receipt of a tax assessment notice, and a two-month extension can be applied for if necessary. If the tax due exceeds TWD300,000, a taxpayer may, subject to prior approval, pay it in 18 installments at intervals of no longer than two months or pay the tax in kind. A taxpayer who is not satisfied with an assessment may seek relief through administrative and judicial reviews.

**Gift tax.** Gift tax is imposed on gifts made by a donor who is a citizen of Taiwan or who owns property (including movable property, immovable property, and all other rights and interests of monetary value) in Taiwan. If the donor is a Taiwan citizen regularly domiciled in Taiwan, the tax is levied on any donated property, wherever located. If the donor is a Taiwan citizen regularly domiciled outside Taiwan or a foreign citizen, tax is levied only on donated property located in Taiwan.

Gifts are valued based on the prevailing value at the time of donation. Land and buildings are valued at officially assessed values determined by government agencies.

An annual exemption of TWD2,440,000 per donor is allowed for taxable gifts. The following items are excluded from total taxable gifts:

- Donations to government agencies and enterprises and to educational, cultural, religious, public welfare and charitable organizations

- Transfers between spouses
- Marriage gifts of up to TWD1 million given by each parent
- Agricultural land given to the donor's heir, if the heir continuously uses the land for farming for at least five years after the transfer

Net taxable gift TWD	Tax rate %	Tax due TWD	Cumulative tax due TWD
First 25,000,000	10	2,500,000	2,500,000
Next 25,000,000	15	3,750,000	6,250,000
Above 50,000,000	20	—	—

The annual exemption amount and gift tax rate brackets may be adjusted if the accumulated consumer price index has increased by at least 10% over the last adjustment.

A donor must file a gift tax return with the local tax bureau within 30 days after making a gift if the aggregate amount of total gifts during the calendar year, including the current gift, exceeds the TWD2,440,000 annual exemption. The local tax bureau must complete the tax assessment within two months after it receives the return. Payment is due within two months after the receipt of a tax assessment notice, and a two-month extension can be applied for if necessary. If the tax due exceeds TWD300,000, a taxpayer may, subject to prior approval, pay the tax in 18 installments at intervals of no more than two months or pay the tax in kind. A taxpayer who is not satisfied with an assessment may seek relief through administrative and judicial reviews.

### C. Social security

No social security taxes are levied in Taiwan. However, nominal labor insurance premiums and national health insurance premiums are imposed at the following rates on each person employed by a Taiwan business entity.

Contributions	Rate (%)
Labor insurance scheme, on monthly salary of up to TWD45,800; paid by	
Employer	8.4
Employee	2.4
National health insurance scheme, on monthly salary of up to TWD219,500; paid by	
Employer	4.83918
Employee	1.551

In addition to the above regular premiums, a supplementary premium for national health insurance at a rate of 2.11% is payable by the employer and employee if the conditions described below are met.

An employer must pay the supplementary premium for the excess portion if the total monthly salary expenses exceed the monthly insurance salary for all employees.

An employee must pay the supplementary premium for the excess portion if his or her total bonus or incentive payments in a calendar year exceed four times his or her monthly insurance salary.

Income derived from part-time jobs is subject to the supplementary premium if a single payment exceeds the minimum wage publicized by the central labor competent authority.

The following income not derived from employment is subject to the supplementary premium if a single payment is TWD20,000 or more, with cap of TWD10 million:

- Professional income from the performance of services rendered by the practitioner of a profession
- Dividend income
- Interest income
- Rental income

An employer is also required to contribute occupational accident insurance premiums based on each employee's monthly salary up to TWD72,800. The premium rate varies depending on the business category that the employer registered with the insurance bureau.

#### **D. Tax filing and payment procedures**

The tax year in Taiwan is the calendar year. A taxpayer must file an annual income tax return between 1 May and 31 May following the close of the tax year. No extensions are allowed.

Married couples must file joint tax returns except for the first year of marriage and the year of divorce, when they may choose to file as single or as married. If filing jointly, spouses may choose to separately compute tax on their salary income or their total taxable income, whichever is more beneficial.

The following are the tax filing procedures for aliens, depending on the length of their residence in Taiwan:

- In general, a nonresident staying in Taiwan for 90 days or less is only subject to withholding tax on income received from a Taiwan entity and, accordingly, does not need to file an income tax return. For these individuals, income tax payable is withheld directly by the payer at the time of payment at various tax rates depending on the respective income classification (see *Rates*). However, capital gains derived from property transactions and other income that is not subject to withholding tax must be declared and any tax due must be paid on the filing of the tax return.
- An individual present in Taiwan for longer than 90 days must file an annual income tax return.

Taxpayers must submit supporting documents issued by their non-resident employers stating the amount of foreign-paid compensation. The documents must be certified by the tax office that has jurisdiction over the employer or by a certified public accountant.

For taxpayers who file returns after 31 May following the end of the tax year, interest is charged on the net amount of tax payable at a specified interest rate set annually by Taiwan tax authorities.

If an item of income is omitted or if the return is improperly filed, the tax authorities may assess a penalty of up to two times the amount of the additional tax due. If the taxpayer fails to file a tax return, the tax authorities may assess a penalty of up to three times the tax payable.



## E. Tax treaties

Taiwan has entered into comprehensive tax treaties with the following jurisdictions.

Australia	Indonesia	Poland
Austria	Israel	Saudi Arabia
Belgium	Italy	Senegal
Canada	Japan	Singapore
Czech Republic	Kiribati	Slovak Republic
Denmark	Korea (South)	South Africa
Eswatini	Luxembourg	Sweden
France	Malaysia	Switzerland
Gambia	Netherlands	Thailand
Germany	New Zealand	United Kingdom
Hungary	North Macedonia	Vietnam
India	Paraguay	

## F. Entry visas

Foreign passport holders must have valid visas when they enter Taiwan. However, to meet special needs, the Ministry of Foreign Affairs may grant exemptions from visa requirements to foreign nationals of certain jurisdictions (visa-exempt entry) or allow certain foreign nationals to apply for an eVisa, travel authorization certificate and/or landing visa if certain conditions are met. In addition, other than diplomatic and courtesy visas, two categories of visas, which are the visitor visa and the resident visa, are available for foreign nationals to enter the territory of Taiwan.

Visitor visas are issued to those who wish to visit Taiwan for short time periods (for example, for working less than six months, sightseeing, conducting business and other purposes).

Foreign nationals accepting employment in Taiwan must obtain the appropriate visas to enter Taiwan and the necessary employment authorization (work permits) to work in Taiwan because having the right to enter Taiwan does not automatically grant the right to work in Taiwan. In addition, individuals looking for jobs in Taiwan may apply for an employment-seeking visa.

The Workforce Development Agency issues employment authorizations. The Ministry of Foreign Affairs in Taiwan and consulates abroad issue the appropriate visas based on employment authorizations. The National Immigration Agency supervises entry, departure and residence of foreign nationals working in Taiwan.

## G. Resident visas

In general, resident visas are issued to foreign nationals who obtain employment authorizations issued by the Workforce Development Agency that are valid for longer than six months.

Foreign nationals entering Taiwan with resident visas must report to the National Immigration Agency to secure their residency and apply for Alien Resident Certificates (ARCs) within 30 days counting from the next day after their arrival. The ARC bears the foreign national's personal information, reason for residence, residential address in Taiwan and the expiration date of the ARC.

Expatriates holding ARCs should report any changes of information on the ARCs to the National Immigration Agency within 30 days after the change occurs.

Nonetheless, foreign nationals who are from visa-exempted jurisdictions and holding a valid work permit may enter Taiwan without a resident visa and apply for ARC directly with the National Immigration Agency 15 days before the visa-exempt permitted stay expires. This policy does not apply to foreign nationals from jurisdictions of visa-exempt trial programs or those holding a Type G work permit (see Section H).

## H. Work permits and self-employment

**Work permit for foreign professionals.** Foreign nationals who intend to work in Taiwan must apply for employment authorizations (work permits). An expatriate's entry, residence and departure are governed by the Ministry of Foreign Affairs and the National Immigration Agency.

An application for employment authorization must be filed by the employer in accordance with the Measures for Regulations on the Permission and Administration of the Employment of Foreign Workers (Employment Rules).

The Employment Rules apply to foreign nationals who wish to work in Taiwan. For most professional foreign expatriates, the three types of job categories are described below.

*Type A.* The Type A category includes specialized or technical workers.

To qualify as a specialized or technical worker, foreign employees must possess one of the following qualifications:

- A PhD or master's degree in a related field.
- A bachelor's degree from one of the world's top 500 universities, as announced by the Ministry of Education.
- A bachelor's degree in a related field with more than two years of work experience in a related field. If the bachelor's degree is from one of the world's top 500 universities, as announced by the Ministry of Education, work experience is not required.
- Proof of employment in a related field for more than five years, and during this period, the completion of related training and the receipt of awards or recommendations from employers. Foreign employees must satisfy all three of these requirements.
- Employment with a multinational enterprise for more than one year and an assignment to work in Taiwan from the multinational enterprise.

An employer must satisfy one of the following conditions to hire foreign specialized or technical workers in the manufacturing industry or the wholesale business:

- Sales volume of TWD10 million for the preceding year or an average of TWD10 million for the preceding three years
- Total import and export volume of USD1 million for the preceding year or an average of USD1 million for the preceding three years
- Total import and export commission revenue of USD400,000 for the preceding year or an average of USD400,000 for the preceding three years

- Company that has been incorporated for less than one year and has paid-in capital of TWD5 million
- Foreign branch that has been established for less than one year and has registered working capital of TWD5 million
- Foreign representative office that has been approved by the government authorities and has been operating in Taiwan
- Research and development center or business operational headquarters that has been approved by the government authorities

*Type B.* The Type B category includes branch managers for Taiwan branches of foreign companies, representatives for Taiwan representative offices of foreign companies and general managers of companies approved for foreign investment under either the Statute for Investment by Overseas Chinese or the Statute for Investment by Foreign Nationals.

To qualify as a branch manager, representative or general manager of a foreign-investment approved company, an employee must be registered with the government authorities and shown on the company registration card. An employer must satisfy one of the following conditions to hire these foreign nationals:

- Sales volume of TWD3 million for the preceding year or an average of TWD3 million for the previous three years
- Total import and export volume of USD500,000 for the preceding year or an average of USD500,000 for the preceding three years
- Total import and export commission revenue of USD200,000 for the preceding year or an average of USD200,000 for the preceding three years
- Company has been incorporated for less than one year and has paid-in capital of TWD500,000
- Foreign branch has been established for less than one year and has registered working capital of TWD500,000
- Foreign representative office has been approved by the government authorities and has been operating in Taiwan
- Foreign representative office has been approved by the government authorities and has been established for less than one year, in which case no such performance records are needed

For Type A and Type B jobs, employment authorization is based on the employment contract, with a maximum length of three years. Employment extensions can be granted. The wages for foreign employees who undertake these job assignments may not be lower than the amount recorded in the latest survey.

*Type G.* The Type G category includes contracting foreigners appointed by a foreign legal person to engage in works in order to perform contracts of construction, sale, technical cooperation and other necessities.

If a foreign corporation performing a contract needs to assign an expatriate to Taiwan to fulfill contractual obligations, the expatriate can apply for a work permit. Normally, the duration of such work permit may not exceed one year, but it is possible to apply for a renewal. The entry visa held by such foreign employee is deemed to be a work permit for up to 30 days beginning on the date of entry to Taiwan. The work permit for the foreign employee must be applied for within 30 days following the employee's arrival in Taiwan if the employee wishes to work for more than 30 days. To qualify to file a work permit application for contracting

foreigners, the company must be the Taiwanese branch of the contracted foreign entity or the contracted local entity in Taiwan. If neither is applicable, the contracted foreign entity may authorize a representative agency to file the work permit application on behalf of the company.

Foreign nationals may not be self-employed in Taiwan.

**Work permit for foreign special professionals.** Effective from 8 February 2018, the Act for Recruitment and Employment of Foreign Professionals introduced a work permit for foreign special professionals with a maximum validity period of five years. To qualify for the foreign special professionals work permit, foreign employees must satisfy the qualification for a Type A or Type B work permit, have earned an average monthly salary of at least TWD160,000 and have experience working in the designated field of industry. Depending on the field of industry, qualifications other than the income threshold may be considered.

**Employment Gold Card.** Foreign professionals who satisfy the requirements to obtain a work permit for foreign special professionals may also meet the qualification to apply for an Employment Gold Card. This is a four-in-one personal employment pass combining work permit, resident visa, ARC and re-entry permit. The application may be filed by a foreign special professional who is not already employed by a local employer.

## I. China Mainland nationals

China Mainland nationals must apply for a Taiwan entry permit in advance to enter Taiwan. The purpose of the entry and the planned activities must be approved by the competent authority. The two main categories of entry permits are Business and Professional. In most cases, the applicants fall into the Business category. Under the Business category, the following are the four commonly used entry purposes:

- Business meetings
- Training (to be trained)
- Intracompany transfer
- Contract fulfillment

## J. Family and personal considerations

**Family members.** Resident visas are granted to the dependents of either a Taiwan citizen or an expatriate who obtains an ARC (see Section G). Copies of the marriage certificate and birth certificates, which are legalized by the Taiwan consulate located in the issuing jurisdiction must be provided to obtain resident visas for the spouse and children, respectively. Health certificates or immunization records may be required for dependents' resident visa applications, depending on the local Taiwan consulate's policy. The spouse and children may apply for their resident visas and ARCs together with the expatriate.

For dependents over six years old, the ARC application must be accompanied by a health certificate issued within the preceding three months. For dependents six years old or younger, the immunization record must be provided with the ARC application. However, if both the dependents and expatriate are eligible for

visa-exempt entry into Taiwan, the health certificate and immunization record are not required.

A working spouse does not automatically receive work authorization. If the spouse wishes to file for a work permit, he or she must do so independently. Effective from 28 July 2017, spouses of foreign professionals who hold a dependent ARC are eligible to apply for a Type A or Type B work permit to provide part-time services. The validity period of the spouse work permit may not exceed the validity period of the foreign professional's work permit. The spouse must meet the same conditions described in Section H for the corresponding types of work permits. The hourly wages for spouses who undertake these job assignments may not be lower than TWD200, and the employer is not subject to meeting the criteria regarding the entity's financial background with respect to the employer's qualification for employment work authorizations.

Dependents of China Mainland nationals who also hold a China Mainland passport are subject to the same Taiwan entry permit application requirement (see Section I) if they want to join the expatriate in Taiwan.

**Marital property regime.** All married individuals in Taiwan are subject to a statutory property regime, unless the parties agree otherwise in writing and register the agreement in court before or during the marriage. The statutory property regime applies to all heterosexual and homosexual couples married in Taiwan.

Under the statutory property regime, the property of the husband and the wife is divided into property acquired before marriage and the property acquired during marriage.

If it cannot be determined whether property was acquired before marriage or during the marriage, it is presumed that the property was acquired during the marriage. If it cannot be determined whether the property is owned by the husband or the wife, it is presumed that the property is owned by the husband and the wife jointly.

The remains of fruits gained during the marriage from the property acquired by the husband or the wife before marriage is deemed to be property acquired during the marriage.

If the husband and the wife enter into a contract regarding the holding of matrimonial property and subsequently adopt the statutory regime, the property held before the adoption is deemed to be property acquired before marriage.

Under the statutory regime, on the termination of the marriage relationship, the balance of the property acquired by the husband or the wife in marriage, after deduction of debts incurred during the marriage, if any, is equally distributed to the husband and the wife, except for property acquired as a result of a succession or a gift or property acquired as a solatium (compensation for an injury or loss).

**Forced heirship.** Taiwan's succession law provides for forced heirship rules. The law guarantees certain heirs a portion of the decedent's estate.

The compulsory portion for an heir is determined in accordance with the following rules:

- For a lineal descendant by blood, the compulsory portion is one-half of his or her entitled portion.
- For a parent, the compulsory portion is one-half of his or her entitled portion.
- For a spouse, the compulsory portion is one-half of his or her entitled portion.
- For a brother or a sister, the compulsory portion is one-third of his or her entitled portion.
- For a grandparent, the compulsory portion is one-third of his or her entitled portion.

For purposes of the above rules, the entitled portion is the portion that the spouse and heirs in the same priority should receive, which is determined according to the following rules:

- If the spouse inherits concurrently with lineal descendants by blood, the decedent's estate is equally divided among each party.
- If the spouse inherits concurrently with the parents of the decedent or the brothers and/or sisters of the decedent, the spouse is entitled to one-half of the inheritance.
- If the spouse inherits concurrently with the grandparents of the decedent, the spouse is entitled to two-thirds of the inheritance.
- If there is no lineal descendant by blood, parents, or brothers or sisters of the decedent, the spouse is entitled to the entirety of the inheritance.

**Driver's permits.** Foreign nationals may not drive legally in Taiwan with their home jurisdiction driver's licenses. However, expatriates may drive legally with valid international driver's licenses after applying for international driver's license permits in Taiwan.

Foreign nationals with valid international driver's licenses from reciprocating jurisdictions may drive legally in Taiwan for 30 days without applying for international driver's license permits. However, if the stay in Taiwan is more than 30 days, foreign nationals must apply for international driver's license permits.

Based on driver's license reciprocity with the expatriate's home jurisdiction, an expatriate who possesses an ARC (see Section G) with a validity period of more than six months may apply for a Taiwan license after taking a physical examination if his or her home jurisdiction license is valid and has been legalized by the Taiwan consulate in the issuing jurisdiction. However, exceptions may apply for each state or jurisdiction. For expatriates without a home jurisdiction license to take the written and driving tests, to obtain a Taiwan driver's license, he or she must first undergo a physical examination and then apply for a learner license and maintain it for at least three months.

# Tanzania

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## A. Income tax

**Who is liable.** Residents are subject to income tax on worldwide income. Nonresidents are subject to tax on Tanzania-source income only. A resident person is also subject to income tax if such resident person is an agent of a nonresident person or a beneficial owner through whom such nonresident person receives any income, whether directly or indirectly, from business or investment that accrues or is deemed to accrue in Tanzania.

An agent of a nonresident person or of a beneficial owner includes a person in Tanzania who meets any of the following conditions:

- He or she is employed by or on behalf of a nonresident person or a beneficial owner.
- He or she has a business connection with a nonresident person or a beneficial owner.
- He or she is in receipt of any income, whether directly or indirectly, from or through a nonresident person or a beneficial owner.
- He or she is a trustee of a nonresident person, and includes any other person who, whether a resident or nonresident, has acquired by means of a transfer a capital asset located in Tanzania.

Individuals are considered residents if they meet any of the following conditions:

- They are present for 183 days or more in the year of income.
- They are present for an average of 122 days or more in the year of income and in each of the two preceding years of income.
- They have a permanent home in Tanzania and are present for any length of time during the year of income.
- They are employees or officials of the government of Tanzania and are posted abroad during the year of income.

Foreigners (non-citizens) are taxed on their worldwide income after they have been residents for a total of two years during their lifetime.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable employment income includes any compensation for employment received in cash, as well as the value of any employer-provided benefits. For employees, the value of employer-provided housing is calculated at 15% of their gross salary, minus any rent paid by the employee. Annual directors' fees payable to directors who do not provide full-time service are also included in employment income. A full-time service director is defined as a person who holds a managerial position and serves full time at a corporation

Nonresidents are taxed on employment income that is sourced in Tanzania at a rate of 15%.

The value of other benefits is also included in employees' taxable income. These benefits include payments for utility expenses, tuition expenses and the provision of services by a watchman or gardener. An education allowance provided by employers for the children under 18 years of age of expatriate or local employees is considered taxable income. The value of these taxable benefits is included in the calculation of taxable employment income.

The following benefits are specifically exempt from tax:

- The traveling costs for passage of the taxpayer, spouse and up to four children, if the individual is domiciled more than 20 miles from his or her place of employment and performs services for the employer only
- Cafeteria services on the business premises that are available on a nondiscriminatory basis
- Contributions to approved pension funds and provident funds
- The value of medical services granted on a nondiscriminatory basis to a full-time employee or a director providing full-time services, the spouse and four children
- Benefit for use of motor vehicle if the employer does not claim any deduction or relief with respect to the vehicle

*Directors' fees.* Directors' fees paid to directors who do not serve as full-time service directors are subject to a tax rate of 15% for both residents and nonresidents. Directors who are not engaged in full-time service are typically members of a company's board of directors.

*Self-employment and business income.* Self-employment and business income is taxed at a rate of 30%.

*Investment income.* The following resident and nonresident withholding taxes apply.

Income	Resident Rate	Nonresident Rate
Dividends from Dar es Salaam Stock Exchange	5%	5%
Dividends from resident corporation to another resident corporation if the corporation receiving the dividend holds 25% or more of the shares in the corporation	5%	N/A



Income	Resident Rate	Nonresident Rate
Dividends from other corporations	10%	10%
Interest	10%	10%
Royalties	15%	10%
Rental income	10%	15%
Insurance premiums	N/A	5%
Other withholding payments from investment returns	15%	15%
Technical services fees (mining)	5%	15%
Transport (nonresident operator/charterer without permanent establishment)	N/A	5%
Natural resources payment	15%	15%
Service fees	5%	15%
Directors' fees (non-full-time directors)	15%	15%
Commission to agents by service providers on money transfer through mobile phones	10%	N/A
Payments for goods supplied to the government and its institutions by any person	2% of gross payment	N/A
Aircraft	10%	15%
Other assets	N/A	15%

**Taxation of employer-provided stock options.** Currently, Tanzania does not have a tax regime for stock options. It is suggested that professional advice be obtained regarding the taxation of stock options.

**Capital gains.** Capital gains derived from the sale of real property by individuals not engaged in business are subject to tax at a rate of 10% for residents and 20% for nonresidents. Gains from the sale of shares and securities listed on the Dar es Salaam Stock Exchange are exempt if the shareholding (alone or together with associates) is less than 25%.

Capital gains tax of 3% is also charged to resident persons who realize an interest in land or a building and do not have records of the asset's costs. This tax is applied to either the income received from the sale or the approved value of the asset, whichever is greater.

### Deductions

*Deductible expenses.* For expenses to be deductible from employment income, an employee must generally establish that the expenses were incurred wholly and exclusively in the production of income. This is a narrower standard than that required for deductible expenses for self-employed persons (see *Business deductions*).

*Business deductions.* Expenses directly related to accrued business income, including the cost of goods sold and sales and administrative expenses, are allowed as deductions.

**Rates.** Tax is levied on monthly income at the rates shown in the following table.

Monthly taxable income		Tax on lower amount TZS	Rate on excess %
Exceeding TZS	Not exceeding TZS		
0	270,000	0	0
270,000	520,000	0	8
520,000	760,000	20,000	20
760,000	1,000,000	68,000	25
1,000,000	—	128,000	30

Presumptive income tax may apply to income received by individuals from businesses generating annual gross turnover of up to TZS100 million. Income derived by resident individuals who are independent professionals and providers of technical, management, construction and training services is not subject to presumptive income tax. The assessments are based on annual turnover and vary depending on whether the taxpayer maintains complete or incomplete records for the business. The following are the amounts of these assessments.

#### Complete records

Annual turnover		Amount of tax TZS
Exceeding TZS	Not exceeding TZS	
0	4,000,000	0
4,000,000	7,000,000	3% of the turnover in excess of 4,000,000
7,000,000	11,000,000	90,000 + 3% of the turnover in excess of 7,000,000
11,000,000	100,000,000	3.5% of turnover

#### Incomplete records

Annual turnover		Amount of tax TZS
Exceeding TZS	Not exceeding TZS	
0	4,000,000	0
4,000,000	7,000,000	100,000
7,000,000	11,000,000	250,000
11,000,000	100,000,000	3.5% of turnover

**Nonresidents.** Nonresident individuals are subject to tax on total (business, investment and employment) income derived in Tanzania at a rate of 30% (previously 20%).

## B. Other taxes

**Estate and gift taxes.** Tanzania does not impose estate or gift tax.

**Skills Development Levy.** The Skills Development Levy (SDL) is payable by employers who have 10 or more employees. The SDL rate is 3.5%. It is imposed on gross emoluments, excluding benefits in kind.

**Workers' Compensation Fund.** The Workers' Compensation Fund (WCF) is payable by all employers. The WCF rate is 0.5%. It is imposed on basic salary plus fixed allowances paid to employees.

The WCF is a government fund responsible for compensating employees for disablement of death caused by or who suffer occupational injuries or contract occupational diseases arising out of and in the course of their employment.

All employers are statutorily required to contribute to the WCF on a monthly basis. The due date is on the last working day after the end of the month to which the tariff relates.

For the 2024-25 financial year, the contribution rate is 0.5% of employees' annual earnings for each employer in the public and private sector.

### **C. Social security**

Tanzania does not have a comprehensive social security system. However, the following pension funds are available:

- The National Social Security Fund (NSSF) for employees in the private sector.
- The Public Service Social Security Fund (PSSSF) for employees in the public sector and employees who were in other previous funds (Parastatal Pension Fund [PPF], Government Employees Pension Fund [GEPF] and Local Authorities Pension Fund [LAPF], which were repealed by the PSSSF Act, 2018). The PSSSF Act is effective from February 2018.

For NSSF, the employee and employer each contribute 10% of monthly gross emoluments, provided that the employee joins the fund before reaching 40 years of age. A refund of contributions made may be claimed in full when the employee ceases to contribute to the fund. In exceptional cases, membership in the fund may continue after the employee reaches 50 years of age, but in all cases, membership ceases at 60 years of age.

For PSSSF, employees contribute 5% of basic salary, and the employer contributes 15%.

No ceiling applies to the amount of salaries that is subject to social security contributions in Tanzania.

### **D. Tax filing and payment procedures**

The statutory tax year for individuals is the calendar year.

Tax is withheld from employees under the Pay-As-You-Earn (PAYE) system within seven days after the end of each calendar month. Employers must file returns specifying taxes withheld within seven days after the end of the month to which the tax relates. All employees are required to obtain a Tax Identification Number.

An employer who is not required to pay the SDL (see Section B) is not required to file SDL returns.

Individuals who do not have employment income from a resident employer (that is, not under the PAYE system) but have income or profit earned either from investment or business (consultancy) are required to pay and file provisional tax every last working day of March, June, September and December. In addition, a final return is due six months after the end of the respective financial year.

## E. Tax treaties

Tanzania has entered into double tax treaties with the following countries.

Canada	India	South Africa
Denmark	Italy	Sweden
Finland	Norway	Zambia

## F. Entry visas and passes

Foreign nationals must have visas to enter Tanzania, unless they are nationals of countries whose citizens are exempted from the visa requirement. These countries include most British Commonwealth countries, South Africa and member countries of the East African Community (EAC), which includes, among others, Kenya, Rwanda and Uganda.

A detailed list of the countries whose citizens are exempted from the visa requirement for entry into Tanzania is provided under the third schedule to the Immigration (Visa) Regulations 2016.

At the point of entry into Tanzania, visitors with valid passports may receive visas for social or tourist purposes.

Foreigners intending to visit Tanzania to attend meetings or establish business contacts must first obtain a business visa. A business visa is issued for a maximum of 90 days. A business visa will be provided for the following purposes:

- To conduct special assignments, such as fixing or repairing machines or to run short term training
- To conduct professional roles, such as auditing accounts
- To conduct lawful business according to the laws of the country

If the applicant is aiming to conduct a long-term assignment, he or she should apply for a residence permit.

A business visa is issued on a single-entry basis. However, if the applicant is a citizen of the United States, he or she can apply for a multiple-entry visa. This is due to the fact that American citizens do not qualify for standard visas. As a result, Americans planning to travel to Tanzania for holiday, tourism, visiting friends and relatives, or attending a conference should obtain a multiple-entry visa. In contrast, if Americans are visiting for business reasons, the standard requirements for a business visa apply to them.

To receive a business visa and pass, a foreign national must have the following:

- A valid passport with at least six-months validity
- The respective visa fee (USD250)
- A passport-size photo
- A return ticket for exiting Tanzania
- A work contract or covering letter from the host institution detailing the specific purpose (assignment to be undertaken) and the duration of such assignment

## G. Work and residence permits and self-employment

Foreign nationals wishing to be employed in Tanzania must obtain both a work permit and a residence permit. Work permits

enable foreign nationals to work in Tanzania. The residence permits allow foreign nationals to live in Tanzania for specific purposes, including employment. The permits are issued initially for a period of up to two years and are renewable after two years up to five years. In exceptional cases, an extension can be granted beyond this period if the company proves it has an investment of great value to Tanzania. The foreign assignee must apply for the work permit and residence permit separately before entering Tanzania, with the application for work permit being the basis for the residence permit. Work permit and residence permit applications must be accompanied by a succession plan for training a local to fill the position of the foreign national once the foreign national ceases to be employed in Tanzania.

**Work permits.** The following are the classes of work permits.

- A: Investors (self-employed)
- B: Non-citizens engaged in prescribed professions
- C: Non-citizens engaged in other professions
- D: Non-citizens engaged in approved religious or charitable activities
- E: Refugees

For Class B work permits, the prescribed professions are provided by the law. Regulation 3 defines prescribed professions to include medical and health care professionals, experts in oil and gas, and teachers and university lecturers in science and mathematics.

The fees and maximum time of working in Tanzania vary among the above work permit categories.

**Residence permits.** Class A, B, C, D and E residence permits are available.

Class A residence permits may be granted to a person who intends to enter or remain in Tanzania and engage in specified investor activities. The following are the categories of Class A residence permits:

- A-1: Professional artists and investors
- A-2: Diaspora investors
- A-3: Other sector industry investors
- A-4: Refugee investors

The eligibility requirements and fees vary among the above Class A residence permit categories.

A Residence Permit Class B is issued to a foreigner who possesses qualification or skills, preferably in highly technical occupations, that are not readily available in the local labor market. This covers foreigners with rare professions having specific employment by a specific employer and professionals working in government and private strategic projects. Application must be made prior to entry of the prospective employee into Tanzania.

The following are the categories of the Class B residence permits:

- B-1: Specific employment by specific employer
- B-2: Specific employment by specific employer (diaspora)
- B-3: Specific employment by specific employer (short-term residence permit)
- B-4: Specific employment by specific employee (relatives)

The eligibility requirements and fees vary among the above Class B residence permit categories.

Class C residence permits are issued to foreigners who are not eligible to obtain either Class A or B permits. Application must be made prior to the entry of the prospective applicant into Tanzania except for retired persons and those winding up affairs.

The following are the categories of the Class C residence permits:

- C-1: Researchers
- C-2: Retired persons
- C-3: Approved religious activities (missionaries)
- C-4: Winding up affairs
- C-5: Volunteers
- C-6: Medical treatment
- C-7: Non-governmental organizations (NGOs) employees
- C-8: Parties and witnesses in courts and tribunals
- C-9: Interns
- C-10: Professional artists
- C-11: Buyers of real estate
- C-12: Refugees
- C-13: Others

The eligibility requirements and fees vary among the above Class C residence permit categories.

**Obtaining work and residence permits.** To obtain work permits, the employer must file for review and approval a completed application pack with the Labour Commissioner at the Ministry of Labour, the Tanzania Investment Center (if the business is registered with the Tanzania Investment Center) or the Zanzibar Investment Promotion Authority. After the application is approved, the Labour Commissioner issues a work permit, and the application will be forwarded to the Commissioner-General of Immigration Services. Applications for work permits are initiated and completed through the online system.

The following are the steps for obtaining work and residence permits.

- The process will start through the filing of an application for work permit and residence permit in the portal and submit all the required documents. The maximum years for both work permit and residence permit is two years. A person who wishes to stay longer than the provided period must obtain a renewal.
- The applicant should follow up with the respective authority on the status of the application.
- The application may be granted or refused. If refused, the applicant has a right to appeal.
- Once the work permit is granted, the application will automatically be sent to the Immigration Department, which will review the application and grant or refuse it. If the Immigration Department refuses, it will provide reasons.
- The applicant should follow up with the Immigration Department.
- Once the residence permit is granted, the applicant should visit the Immigration Department for certain procedures, such as fingerprinting.

## H. Family and personal considerations

**Family members.** Holders of valid work and residence permits may be accompanied by their spouses and children who are 18 years of age or younger. Any dependent wishing to take up employment in Tanzania must apply for both work and residence permits as prescribed in Section G before the commencement of employment. A dependents pass can be issued to a dependent wife, children and near relative. A male child who is above 18 years old is not entitled to be a dependent. Children who will be attending school while they are in Tanzania are required to apply for a student pass.

**Marital property regime.** The marital property regime in Tanzania is one of community property. The regime is mandatory, and couples may not elect out without losing the privileges or interests arising from the joint marital property. The regime applies to all types of property interests arising during the marriage. A spouse's separate property must be clearly identified when the spouse first becomes subject to the regime. The proceeds of separate property always remain separate, unless the couple elects otherwise.

The regime applies to married heterosexual couples who solemnize their marriages in Tanzania and also to foreigners who establish marital domicile in Tanzania. Domicile is established by purposefully making Tanzania the couple's principal or sole permanent home. Tanzania law does not allow same-sex marriages.

In general, community property claims do not survive a permanent move to a non-community property country. Tanzania enforces community property claims brought between couples from non-community property countries who have established a new marital domicile in Tanzania.

**Driver's permits.** Foreign nationals with international driver's licenses or driver's licenses issued in a British Commonwealth country may drive in Tanzania for a maximum period of three months, after which they must obtain a valid Tanzanian driving license. An applicant must take a driving test, including a written and physical examination.

# Thailand

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## A. Income tax

**Who is liable.** All resident and nonresident individuals earning income from sources in Thailand are subject to personal income tax (PIT). A Thai resident is also subject to PIT on self-employment and business income from sources overseas if the income is remitted to Thailand.

Individuals are considered resident if they reside in Thailand for a period or periods aggregating 180 days or more during a calendar year. Income earned overseas by Thai residents from 1 January 2024 onward is also subject to PIT if it is remitted to Thailand in the year in which it is earned or in subsequent years.

**Income subject to tax.** Taxable income consists of assessable income, less deductible expenses and allowances.

The taxation of various types of income is described below.

*Employment income.* All benefits derived from employment are assessable, unless expressly exempt by law. Examples of assessable benefits are wages, salaries, per diem allowances, bonuses, bounties, gratuities, directors' fees, pensions, house rental allowances, the monetary value of rent-free accommodation provided by an employer, and income tax paid and borne by an employer on behalf of an employee.

Tax-exempt benefits include medical expenses as well as travel expenses incurred wholly and exclusively by an employee in carrying out his or her duties. In addition, group medical insurance premiums paid by the employer to an insurance company operating in Thailand on behalf of its employees are tax-exempt benefits if the duration of the group insurance policy does not exceed one year. Income received from a provident fund



by an employee at the termination of his or her employment as a result of retirement, disability or death is also exempt from income tax, subject to certain conditions.

*Self-employment and business income.* Taxable self-employment and business income consists of assessable income less deductible expenses and allowances. Generally, all types of income are assessable unless expressly exempt by law.

*Investment income.* Interest, dividends and other investment income are subject to PIT at the rates set forth in *Rates*.

A tax credit is granted for dividend income received by an individual domiciled in Thailand from locally incorporated companies. The credit is calculated according to the following formula:

$$\text{Tax credit} = \frac{t}{100 - t} \times \text{dividends received}$$

For the purposes of the above formula, *t* equals the rate of corporate income tax applicable to the distributing company.

**Capital gains.** Gains derived from sales of shares are generally subject to PIT. However, gains derived from sales of securities listed on the Stock Exchange of Thailand are exempt from tax.

Gains derived from sales of real property are subject to PIT. A standard allowance is deductible, depending on the number of years of ownership. This tax also applies to gains derived from sales of real property used in a trade or business.

**Taxation of employer-provided stock options.** Employees are subject to tax on the benefit derived from shares provided either for free or at a favorable price by the employer. The taxable benefit is the difference between the price paid by the employee, if any, and the fair market value of the shares.

## Deductions

*Deductible expenses.* A standard allowance of 50% of assessable income, up to THB100,000, is allowed as a deductible expense against income from employment.

To arrive at net assessable income, the following allowances are permitted as deductions.

Benefit	Amount
Personal allowance	THB60,000
Spouse allowance	THB60,000
Child allowance	THB30,000 per child (THB60,000 for second child born from 2018 onward)
Prenatal and child delivery expense	Up to THB60,000 per pregnancy (conditions apply)
Parental support allowance	THB30,000 per parent (conditions apply)
Life insurance allowance	Up to THB100,000 (conditions apply)
Health insurance premiums	Up to THB25,000 (aggregate amount of life and health insurance premiums cannot exceed THB100,000)

<b>Benefit</b>	<b>Amount</b>
Parental health insurance allowance	Up to THB15,000 per parent (conditions apply)
Provident fund (PF) allowance	Up to THB500,000 (contribution cannot exceed 15% of basic salary)
Retirement Mutual Fund (RMF)	Up to THB500,000 (contribution cannot exceed 30% of assessable income; combined sum of RMF allowance, SSF allowance, PF allowance and pension insurance may not exceed THB500,000; conditions apply)
Super Saving Fund (SSF)	Up to THB200,000 (investment cannot exceed 30% of assessable income; combined sum of SSF allowance, RMF allowance, PF allowance and pension insurance may not exceed THB500,000; conditions apply)
Thai Environmental, Social and Governance (ESG) Fund	Up to THB300,000 (investment cannot exceed 30% of assessable income; conditions apply)
Interest allowance (housing loans)	Up to THB100,000 (conditions apply)
Donations allowance	Up to 10% of net assessable income
Social security fund allowance	Actual amount (5% of basic salary, not exceeding THB9,000 per year)
Patronage of disabled spouse/parent/child/dependents allowance	THB60,000 per person (conditions apply)
Education and sport donation allowance	Two times actual payment but not over 10% of assessable income after deductions of other allowances
Pension insurance	Up to THB200,000 (actual premium cannot exceed 15% of assessable income; combined sum of pension insurance, RMF allowance, SSF allowance and PF allowance may not exceed THB500,000; conditions apply)
Residential building construction cost allowance 2024-2025	THB10,000 per THB1 million of actual payment, not exceeding THB100,000 (conditions apply)

*Business deductions.* Certain expenses are fully or partially deductible, depending on the type of income. For some expenses, standard deductions are provided. The following table provides the rates of deduction for certain types of income.

Type of income	Rate of deduction
Employment and service income	50%, up to THB100,000
Income from copyrights	50%, up to THB100,000, or the actual amount of expenses
Income from goodwill or other rights	50%, up to THB100,000, or the actual amount of expenses
Dividends and interest	None
Rental income	Either 10% to 30%, or actual amount of expenses
Income from liberal professions	Either 30% or 60%, or actual amount of expenses
Income from work contracts	Either 60%, or actual amount of expenses
Income from other businesses, commerce, agriculture, industry and transport	Either 40% or 60%, or actual amount of expenses

**Rates.** Personal income tax is levied on an individual's net assessable income at the following progressive rates.

Net assessable income		Tax rate %
Exceeding THB	Not exceeding THB	
0	150,000	0
150,000	300,000	5
300,000	500,000	10
500,000	750,000	15
750,000	1,000,000	20
1,000,000	2,000,000	25
2,000,000	5,000,000	30
5,000,000	—	35

## B. Other taxes

**Net worth tax.** PIT normally is levied on assessable income earned during a calendar year. However, the tax authorities may reassess income tax based on net worth if the amount of a taxpayer's income is believed to be understated.

**Inheritance and gift taxes.** Under the Inheritance Tax Act, which took effect on 1 February 2016, inheritances received are taxable only on the accumulated value in excess of THB100 million per benefactor, at a rate of 5% in the case of descendants or parents or 10% in all other cases. The tax filing must be completed within 150 days from the date of receipt or penalties and surcharges are applied.

In general, gifts are taxed at a flat rate of 5%. However, gifts received from a legitimate parent, child or spouse (up to THB20 million per tax year) or in a ceremony or on occasions in accordance with custom and tradition (up to THB10 million per tax year) are exempt from tax.

## C. Social security

The social security contribution rate is 5% on a capped remuneration of THB15,000 per month. As a result, the contribution is capped at THB750 per month and THB9,000 per year.

## D. Tax filing and payment procedures

PIT payable by employees is withheld by employers. Some self-employed individuals, including certain professionals and those engaged in the rental of property, must make an interim income tax payment by September.

All individuals who earn income in Thailand during a calendar year must file personal income tax returns with the Revenue Department by the end of the following March. Self-assessed income tax must be paid on the filing date.

Married persons are taxed jointly or separately, at the taxpayers' election, on employment income and jointly on all other types of income.

## E. Tax treaties

Thailand has entered into double tax treaties with the jurisdictions listed below. The method of eliminating double tax varies by treaty.

Armenia	Indonesia	Seychelles
Australia	Ireland	Singapore
Austria	Israel	Slovenia
Bahrain	Italy	South Africa
Bangladesh	Japan	Spain
Belarus	Korea	Sri Lanka
Belgium	(South)	Sweden
Bulgaria	Kuwait	Switzerland
Cambodia	Laos	Taiwan
Canada	Luxembourg	Tajikistan
Chile	Malaysia	Türkiye
China	Mauritius	Ukraine
Mainland	Myanmar	United Arab
Cyprus	Nepal	Emirates
Czech Republic	Netherlands	United Kingdom
Denmark	New Zealand	(Great Britain
Estonia	Norway	and
Finland	Oman	Northern
France	Pakistan	Ireland)
Germany	Philippines	United States
Hong Kong	Poland	Uzbekistan
Hungary	Romania	Vietnam
India	Russian Federation	

## F. Entry visas

The government of Thailand through its embassies or consulates overseas can issue many types of visas. However, the three principal types of visas requested by foreigners from Thai embassies and consulates are tourist visas, non-immigrant visas and transit visas.

Tourist visas are granted for the purpose of tourism only and are normally valid for 60 days. Non-immigrant (business type or Non-B) visas are required for foreign nationals who wish to work or conduct business in Thailand. The holder of a non-immigrant visa is granted a stay of 90 days. The visa may be extended, subject to meeting certain conditions, with permission from the Immigration Bureau.

The government of Thailand introduced the Long-Term Resident Visa (LTR) for four categories of applicants. The visa is granted for five years plus five years for a total of 10 years. Some categories of LTR holders can enjoy a Thai tax exemption on foreign-source income.

Thailand has implemented a Temporary Visa Exemption Scheme and the Destination Thailand Visa (DTV) program. The visa exemption scheme allows tourists and business visitors from over 93 jurisdictions to enter Thailand for tourism and business purposes without a visa for up to 60 days per visit. The DTV is designed for foreign nationals who wish to work remotely from Thailand. The DTV is granted for five years and permits a stay of up to 180 days per visit.

### **G. Work permits**

Foreign nationals who wish to work in Thailand must obtain work permits from the Employment Department. To be eligible for a work permit, a foreign national must enter Thailand on a Non-Immigration Category “B” (Non-B) Visa.

The granting of a work permit is discretionary, based on criteria such as the nature of the work, the knowledge and skills of the applicant, the capital of the employer, and the proportion of Thai national employees to foreign national employees. The consideration process and criteria for companies with Board of Investment (BOI) privileges are different, and an expedited process is available.

After all required documents are received, the time for processing a work permit can range from approximately a few days up to two weeks, at the discretion of the authority. Applicants may not begin working in Thailand while their work permit applications and other papers are being processed.

Non-BOI companies seeking to extend a visa must show evidence of payroll withholding and Thai Social Security Fund contributions of the foreign national.

To change employers after an applicant receives a work permit, the applicant must cancel the existing work permit before filing a new application reflecting a change of employer.

Work permits are usually granted for one year. An application for renewal is required if the holder wishes to continue working in Thailand.

A foreigner caught working without a valid work permit is subject to a fine or imprisonment or both. The employer in Thailand is also subject to a fine of up to THB100,000 per person.

### **H. Short-Term Business Travelers**

All foreigners entering Thailand for work or business activities are required to apply for a Non-B visa at a Thai embassy abroad. Certain types of activities undertaken in Thailand may require a separate work permit, or an Urgent Work Permit (UWP) if the duration of work is less than 15 days. The Ministry of Labor provides guidance on the specific types of activity that require a UWP, and travelers should seek professional consultation prior to travel.

## **I. Family and personal considerations**

**Family members.** The working spouse of a work permit holder does not automatically receive a work permit; an application must be filed independently, and a change of visa type is required.

**Marital property regime.** Thailand does not have a community property or similar marital property regime.

**Forced heirship.** No forced heirship rules apply in Thailand.

**Driver's permits.** Although Thailand has no driver's license reciprocity agreements with other countries, a foreign national may drive legally in Thailand with an international driver's license.

Obtaining a Thai driver's license requires taking a written examination and a driving test and undergoing a physical examination.

## Trinidad and Tobago

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### A. Income tax

**Who is liable.** Individuals ordinarily resident in Trinidad and Tobago are subject to tax on their worldwide income. Individuals not ordinarily resident in Trinidad and Tobago are taxable on income accruing in or derived from Trinidad and Tobago and on foreign income remitted to or received in Trinidad and Tobago.

Individuals are considered resident in Trinidad and Tobago if they are physically present in Trinidad and Tobago for a period of more than six months in the income year. The concept of ordinary residence is expanded under common law jurisprudence and examines various factors that determine the individual's habitual place of abode.

**Income subject to tax.** Taxable income is the aggregate of worldwide income from all specified sources after allowing for appropriate deductions and exemptions.

*Employment income.* Taxable income includes the value of employer-provided benefits, including accommodation, transportation and tax equalization.

*Self-employment and business income.* Taxable income consists of the aggregate amount of income from all sources, including self-employment and business income, after allowing the appropriate deductions.

*Directors' fees.* Directors' fees and amounts paid by a company for expenses to any of its directors are subject to tax.

Married persons are taxed separately, not jointly, on all types of income. No community property or other similar marital property regime applies.

*Investment income.* Dividends received from a resident company (other than preferred dividends) are exempt from tax. Interest

received by resident individuals on bank deposits and certificates of deposit held at financial institutions in Trinidad and Tobago and interest on bonds and similar instruments that are issued in Trinidad and Tobago are exempt from tax. Rental income and royalties are taxed as ordinary income.

For nonresidents, a final withholding tax is levied at source at a rate of 15% on interest, royalties and management fees. A final withholding tax is imposed at a rate of 3% on dividends paid to a parent company. For other dividends paid to nonresidents, the final withholding tax rate is 8%. These withholding tax rates may be modified or eliminated under the provisions of a tax treaty (see Section E).

**Capital gains.** Long-term capital gains are not subject to tax.

Any gain realized on the disposition of certain assets within 12 months after acquisition is taxable as ordinary income. Persons domiciled in Trinidad and Tobago are taxed on gains derived from sales of capital assets acquired and disposed of within a 12-month period.

The following assets are exempt from tax:

- Currency acquired for personal expenditure abroad by the taxpayer or his or her family or dependents
- Sums obtained as compensation or damages for any wrong or injury suffered by an individual in his or her personal life or profession or vocation

The following gains are exempt from tax:

- Gains accruing on the disposal of any security in Trinidad and Tobago
- Gains accruing on the disposal of personal automobiles, household goods or owner-occupied houses if these assets are disposed of for TTD5,000 or less
- Gains that are specifically exempt from tax under the law

The following deductions are allowed:

- The cost (money or money's worth) of an asset, together with other expenses incidental to acquisition
- Any expenditure incurred wholly and exclusively for enhancing the value of an asset (maintenance expenses are not allowable expenses)
- Costs incurred wholly and exclusively in disposing of an asset, including legal fees and agent's fees

**Taxation of employer-provided stock options and profit-sharing schemes.** No specific provisions in Trinidad and Tobago regulate the taxation of employer-provided stock options. Therefore, the tax treatment is based on general principles and case law.

Ordinarily, an option is taxed on its market value at the time of grant if the option gives the employee an irrevocable right to acquire shares. An option is not taxed at the time it is exercised. In general, any gains derived from the subsequent sale of the shares acquired under the option are exempt from tax. If a vesting period must elapse before the employee obtains an irrevocable right to acquire shares, the taxing date is the date of vesting.

Specific provisions apply to profit-sharing schemes approved by the Board of Inland Revenue. An employer that establishes an



employee share ownership plan (ESOP) must contribute at least 25% of the annual bonus distribution to the plan's trustee for the purchase of company shares. When shares are granted to employees, the shares have already been purchased on behalf of the employees. Contributions by the employer to the plan are not considered income to the employee and are not taxable. Distributions received by an employee from the shares held in trust are not subject to tax. If the shares are transferred to an employee under either of two specified conditions, the market value of all the shares transferred is deemed to be income accruing to the beneficial owner of the shares on the date of transfer and is included in the income of the individual for that income year. The following are the specified conditions:

- The employee is still employed by the employer, and the shares are transferred after five years from the date of allocation of the shares.
- The employee ceases to be employed by the employer for a reason other than retirement or death, and the shares are transferred after the employment ends.

### Deductions

*Allowances and deductible expenses.* The following table lists allowances and deductible expenses.

Allowances and deductible expenses	Amount
Personal allowance	TTD90,000
Contribution to approved pension or retirement fund deferred annuity and 70% of contribution to the National Insurance Scheme (NIS)	TTD60,000
Tertiary education expenses	TTD72,000
First-time homeowner allowance	TTD30,000
Maintenance or alimony (under court order)	Amount paid (unlimited)
Donations under deed of covenant	Up to 15% of total income
Purchase and installation of CNG kit	Tax credit of 25% of cost (up to TTD10,000)
Purchase of solar water heating equipment	Tax credit of 100% of cost (up to TTD10,000)
Purchase of National Tax Free Savings Bonds not exceeding TTD5,000 in value	Tax credit of 25% of the face value of the bonds

Traveling expenses wholly, exclusively and necessarily incurred by an employee in the performance of his or her duties with respect to his or her employment are deductible for tax purposes to the extent that the expenses have not been reimbursed by the employer.

*Business deductions.* The following expenses incurred wholly and exclusively in the production of income are deductible:

- Wear-and-tear allowance: A tax depreciation allowance is available for assets used in a business. The rates range from 10% to 40%, depending on the class of the asset.

- **Bad debts:** Bad debts incurred that are proved to the satisfaction of the Board of Inland Revenue to have become unrecoverable during the income year are deductible.
- **Interest paid:** Interest paid on loans or overdrafts is an allowable expense.
- **Balancing charge and allowance:** Effective from 1 January 2006, all assets are included in the various classes contained in the Seventh Schedule of the Income Tax Act. A balancing charge arises only if the disposal results in a credit balance on the entire pool of assets. A balancing allowance arises only if there are no assets left in the pool.
- **Rental payments:** Rental expenses are deductible in arriving at taxable income. This expense consists of the following elements:
  - Rental of equipment, plant and machinery.
  - Rental of buildings (must substantiate certain details).
  - Rental of motor vehicles.
- **Business entertainment:** Only 75% of business meals and entertainment expenses may be deducted.
- **Promotional expense allowance:** This allowance provides for a deduction equal to 150% of the expenditure incurred with respect to the creation or expansion of foreign markets except those markets within the Caribbean Community and Common Market (CARICOM). Effective from 1 January 2020, first-time exports by companies to the CARICOM region are entitled to the promotional allowance. However, this amendment does not apply to exports by individuals.
- **Childcare or homework facility:** The actual expenditure incurred in setting up a childcare or homework facility for dependents of employees is deductible up to a maximum of TTD500,000 per facility but not exceeding in aggregate TTD3 million.

**Rates.** For 2024, income tax is imposed at the following rates.

Chargeable income		Tax rate TTD
Exceeding TTD	Not exceeding TTD	
0	1,000,000	25
1,000,000	—	30

**Credits.** Most tax credits have been replaced by the deductible personal allowance of TTD90,000 (see *Allowances and deductible expenses*).

**Relief for losses.** Business losses carried forward may be written off to the full extent of taxable business profits in the same tax year. The unrelieved balance may be carried forward indefinitely. No loss carrybacks are allowed.

## B. Other taxes

**Estate and gift taxes.** No inheritance or estate tax is levied on a deceased person's estate, and no tax is levied on gifts.

**Lottery winnings tax.** A lottery winnings tax is imposed at a rate of 10% on all prize money exceeding TTD1,000 from lotteries organized by the National Lotteries Control Board.

**Business levy.** Sole traders and self-employed persons engaged in a trade or business are subject to a business levy on gross

sales or receipts (other than emolument income) at a rate of 0.6%. This levy applies only if gross sales or receipts exceed TTD360,000 for the income year. Any income tax paid may be credited against the individual's business levy liability if the business levy liability is higher. An exemption applies for the first three years of the business.

**C. Social security**

Trinidad and Tobago has no social security program. A national insurance program provides pension, sickness and maternity benefits. The employers' weekly required contributions for 2024 range from TTD23.80 for employees earning less than TTD1,472.99 per month to TTD276.20 for employees earning TTD13,600 or more per month. The employees' weekly required contributions range from TTD11.90 to TTD138.10.

Employees under 16 years of age, unpaid apprentices and persons 60 years of age and older, as well as these individuals' employers, are exempt from the national insurance contribution requirement.

The following health surcharge tax is levied on every employed person who makes, or is required to make, contributions under the National Insurance Act and on individuals, other than employed persons, who are required to file income tax returns.

Income		Weekly
Weekly TTD	Monthly TTD	contribution TTD
0 to 109	0 to 469.99	4.80
Over 109	Over 469.99	8.25

**D. Tax filing and payment procedures**

The tax year in Trinidad and Tobago is the calendar year. Married persons are taxed separately, not jointly, on all types of income. In general, every person in receipt of income must file an income tax return by 30 April of the year following the tax year. However, taxpayers whose sole income is from employment are not required to file tax returns, unless specifically requested by the Board of Inland Revenue. Every person receiving income from any trade, business, profession or vocation must file an income tax return for the year of income, even if the business operated at a loss. Penalties of TTD100 are imposed on late returns for every six months or part thereof past the due date.

Employers must deduct tax from employees under the Pay-As-You-Earn (PAYE) system.

Every person in receipt of income other than employment income must pay tax in four equal installments on or before 31 March, 30 June, 30 September and 31 December in each income year. Each installment should equal one-quarter of the tax on chargeable income for the preceding year. The balance of tax due, if any, must be paid no later than 30 April of the following year. Late payment of a quarterly installment results in an interest charge at a rate of 20% a year.

If the current year's tax liability exceeds the previous year's tax liability, total quarterly payments for the current year must equal at least the previous year's liability plus 80% of the current year's

tax increase. If this requirement is not met, interest is charged at a rate of 20% a year on the underpayment.

Nonresidents must file tax returns for any year in which they derive income from Trinidad and Tobago sources. To file returns, nonresidents follow the administrative rules that apply to residents.

## E. Double tax relief and tax treaties

**Unilateral relief.** In the event that no double tax treaty is in place, unilateral relief may be available at the following rates:

- In the case of prescribed Commonwealth countries, the credit is limited to one-half of the double tax relief on foreign-source income calculated according to applicable rules.
- In the case of other countries, the credit is limited to one-quarter of the double tax relief on foreign-source income calculated according to applicable rules.

**Relief under double tax treaties.** Trinidad and Tobago has entered into double tax treaties with the following jurisdictions:

Brazil	India	Switzerland
Canada	Italy	United Kingdom
China Mainland	Luxembourg	United States
France	Spain	Venezuela
Germany	Sweden	

In addition, the treaty with the CARICOM states (Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, St. Kitts and Nevis, St. Lucia and St. Vincent) provides reduced rates of withholding tax.

## F. Entry visas

Only Trinidad and Tobago nationals and residents have the right to enter the country freely. Nonresidents are subject to varying entry requirements, depending on whether a temporary visa or resident status is required. General entry visas are not required for nationals of countries that are members of the following:

- CARICOM
- European Union (EU)
- British Commonwealth

Certain exceptions apply to the European Union and the British Commonwealth.

Obtaining a visa for entry into Trinidad and Tobago does not ensure that entry will be permitted. The immigration officer makes the final decision on whether to allow entry. Under the Immigration Act of 1969, an officer may allow entry to the following classes of persons:

- Diplomatic or consular officers of any country, representatives of the United Nations or any of its agencies, and officials from international organizations in which Trinidad and Tobago participates, who are entering the country to carry out official duties or to pass through in transit
- Tourists and visitors
- Persons passing through the country to another country
- Clergy, priests or members of religious orders entering to carry out religious duties

- Students entering to attend a university or college authorized by statute to confer degrees, or an educational or training establishment recognized by either the Permanent Secretary of the Ministry of National Security or the Chief Immigration Officer
- Members of crews entering Trinidad and Tobago for shore leave or some other legitimate and temporary purpose
- Persons entering to engage in a legitimate profession, trade or occupation

At the point of entry, the immigration officer issues a landing certificate, which states the terms and the permitted period of stay. The officer may require the person entering to furnish security in the form of a deposit or a bond to cover the cost of repatriation and other incidental expenses.

### **G. Work permits and self-employment**

Trinidad and Tobago has a well-educated labor force with an adequate supply of skilled workers. Therefore, the government requires offering employment opportunities first to Trinidad and Tobago nationals and residents before nonresidents. The Ministry of National Security requires specific and detailed information before granting foreign nationals work permits. In practice, however, in highly technological industries, most foreign investors prefer to rely on expatriate personnel at the senior management level.

Traveling salespeople must obtain valid work permits and Traveling Salesman Licenses to enter Trinidad and Tobago. The licenses allow salespeople to engage in sales and set the conditions for their stays.

Broadly, individuals offered business offices or employment in Trinidad and Tobago who are not residents of countries that belong to the CARICOM, EU or the British Commonwealth must obtain both entry visas and work permits.

A foreign national interested in establishing a business in Trinidad and Tobago must apply for a work permit. Foreign subsidiaries and branches may be headed by foreign nationals.

Foreign nationals intending to work in Trinidad and Tobago for less than 30 days do not require work permits. This is a one-off exemption granted on the first entry. The one-off exemption is not intended for individuals who intend to exercise employment in Trinidad and Tobago for greater than 30 days within a 12-month period. If persons are required to work for a period exceeding 30 days, the employers of such persons must apply to the Permanent Secretary at the Ministry of National Security for work permits. The employer must include a statement indicating the steps taken to recruit a citizen or resident of Trinidad and Tobago for the position in question.

The Ministry of National Security usually requires employers to advertise locally to secure the services of a Trinidad and Tobago national. The employer must document the results by presenting the advertisements and responses to the Ministry of National Security together with the foreign national's work permit application.

The Trinidad and Tobago work permit process has now moved to a paperless system. All applications are submitted to the Ministry of National Security via a new online system through “TTBiZLink.” Access to the site is permitted only after a tconnect ID is obtained. All required documents, including the completed application form, must be uploaded into the system. Other required documents include a digital passport photo (with required specifications), *curriculum vitae* and proof of qualifications, the biography page of the current passport, a police certificate covering the preceding five years and two written character references (one must be from the last employer). Copies of the documents may be provided but the originals of the police certificate and certified translations must be retained. The application must be submitted with a nonrefundable application fee of TTD600.

The Work Permit Advisory Committee reviews applications through the new online system and may seek advice from competent sources in Trinidad and Tobago about the requirements for the position and whether a qualified national is available to fill the position. If the committee is satisfied that all the requirements are met, approval is granted subject to the payment of TTD450 for each month the work permit is issued. The committee meets every two weeks to review applications; in most circumstances, approval is granted within eight to 10 weeks from the date of submission of the application. Copies of work permits issued are forwarded to the International Tax Unit of the Board of Inland Revenue.

The approval form and the work permit state the name of the nonresident employee and the position for which he or she is employed, and specify certain conditions. In many cases, the conditions relate to the repatriation of the nonresident employee at the end of the approved period and to training a national employee as an understudy.

By order, the Minister of National Security may exempt nonresidents from the requirement to have a visa and work permit. In addition, the following facilitation policies apply:

- Reciprocal agreement: Under the Visa Abolition Agreement, nationals of Brazil, Canada, Denmark, Finland, Germany, Ireland, Italy, Norway, Singapore, Sweden, Switzerland, the United Kingdom and the United States are not required to obtain visas to enter Trinidad and Tobago. Entry visas are required for persons in possession of valid work permits.
- Short-term work visits: Persons intending to work in Trinidad and Tobago for less than 30 days do not need work permits.
- CARICOM nationals: CARICOM nationals seeking to exercise rights conferred by the Immigration (Caribbean Community Skills Nationals) Act or the Caribbean Community (Movement of Factors) Act are exempt from the requirement to obtain a work permit.

## H. Residence permits

The Ministry of National Security may grant permanent resident status to any of the following persons:

- A person who has ceased to be a citizen of Trinidad and Tobago
- A spouse, parent or grandparent of either a citizen or a resident

- A person who, by reason of education, employment, training, skills or other qualifications, has established, or is likely to establish, a successful profession, trade, self-operating business or agricultural enterprise in Trinidad and Tobago and who has sufficient means of support while in the country

A person who has been a continuous resident of Trinidad and Tobago must apply for resident status to the Permanent Secretary of the Ministry of National Security and must present the circumstances of his or her particular case. In determining the suitability of an applicant, the Ministry of National Security must receive proof that the applicant entered the country legally, be satisfied that the person is not categorized within a prohibited class, and receive a good character certificate for the applicant from the police in Trinidad and Tobago. If an application for resident status is refused, the applicant may reapply one year after the date of receipt of the refusal.

## **I. Family and personal considerations**

**Family members.** Any family member of a working expatriate wishing to work in Trinidad and Tobago must obtain his or her own work permit. The children of a working expatriate need student visas to attend schools in Trinidad and Tobago.

**Marital property regime.** No community property or other similar marital property regime applies in Trinidad and Tobago.

**Driver's permits.** Foreign nationals may drive legally in Trinidad and Tobago with their home country driver's licenses for 90 days after their date of arrival. A driver must keep a valid passport and license in his or her possession at all times. If the foreign national's period of stay is more than 90 days, he or she is required to apply for a Trinidad and Tobago driver's license.

To obtain a local Trinidad and Tobago driver's license, a foreign national must take an eye test, a written examination and a practical driving examination.

# Türkiye

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Email: [didem.erdem@tr.ey.com](mailto:didem.erdem@tr.ey.com)**A. Income tax**

**Who is liable.** Individuals who are resident in Türkiye (full liability taxpayers) are subject to tax on their worldwide income. Nonresidents (limited liability taxpayers) are taxed only on earnings and revenues derived in Türkiye.

Residents include individuals with legal permanent residence in Türkiye and those who reside in Türkiye for more than six months during one calendar year. Temporary absence does not interrupt the continuity of residence in Türkiye.

The civil law defines residency as an “intention to settle down permanently.” The law does not specify any objective criteria for the determination of residency. However, factors, such as purchasing an apartment in Türkiye, closing business operations abroad or having vital social and economic interests in Türkiye, may be considered in determining Turkish residency.

An exception to the six-month rule described above applies to expatriates such as businesspersons, scientists, experts, employees of governments or journalists who come to Türkiye to perform temporary and predefined work as well as those who have arrived for the purpose of education, medical treatment, rest and travel. Such persons are considered to be nonresidents even if they stay in Türkiye longer than six months in a calendar year.

In general, if an individual is a nonresident of Türkiye under these rules, the individual is also a nonresident for purposes of the application of Türkiye’s tax treaties. This may affect the taxation of non-Turkish income in the source country.

**Income subject to tax.** Türkiye has a unitary tax system under which income derived from different sources is aggregated and tax due is computed on the total aggregate income. Under the unitary system, withholding taxes are considered advance payments of tax and are credited against the tax due in the annual return. Income derived in Türkiye by residents and nonresidents are allocated to the following categories:

- Commercial income
- Agricultural income



- Employment income (remuneration)
- Self-employment earnings
- Revenues from immovable properties (including royalties)
- Income from capital investments (dividends and interest)
- Other earnings and gains (capital gains)

The above categories of income and the rules for determining the sources of such income are described below.

*Commercial income.* Income derived from every kind of commercial and industrial operation through a place of business in Türkiye, or through a permanent representative in Türkiye, is considered to be income derived in Türkiye.

*Agricultural income.* Income arising from agricultural operations carried out in Türkiye is considered to be derived in Türkiye.

*Employment income.* Salary and wages are defined as money and goods given as compensation to employees in connection with a specific place of business as well as benefits provided to them that can be represented in terms of money. No distinction is made between salary and wages in Türkiye. Wages include amounts paid as cash, indemnities, allowances, overtime, advances, subscriptions, premiums, bonuses, expense accruals or percentages of profits of enterprises that are not partnerships. Certain payments made by employers on behalf of employees, such as payment for rent and utilities are grossed up and taxed as salary and wage income.

Wage income is considered to be derived in Türkiye by nonresident individuals if either of the following conditions is satisfied:

- The employment service is performed in Türkiye.
- The services are evaluated in Türkiye. Services are considered to be evaluated in Türkiye if the payment for the services is made in Türkiye or if the payment for the services is made abroad and the amount of the payment is transferred to the account of or deducted from the profit of a Turkish resident entity.

An employment service is considered to have been evaluated in Türkiye if the salaries are booked as a cost or expense by a Turkish entity.

Individuals in Türkiye who work for liaison offices and are compensated in foreign currency are not taxed on their salaries if all of the following conditions are met:

- The nonresident entity pays the salaries out of earnings derived abroad.
- The salary payments are not charged as expenses against profits taxable in Türkiye.
- The amount of compensation is brought into Türkiye as foreign currency.

*Self-employment earnings.* Self-employment earnings include services rendered by a person who satisfies the following conditions:

- He or she works on behalf of himself or herself in his or her name.
- He or she uses his or her own professional knowledge.
- He or she works without being dependent on an employer.

If benefits are derived from self-employment activities performed in Türkiye or if the self-employment activities are evaluated in Türkiye, the income derived from such activities is considered to be income derived in Türkiye and is accordingly taxable to non-residents.

Recipients of services provided by resident and nonresident self-employed individuals must withhold a 20% tax from the amounts paid to the individuals and remit the withholding tax to the tax offices on behalf of the individuals. If the service provider is a nonresident, provisions of an applicable double tax treaty need to be taken into account.

*Revenues from immovable properties.* Revenues derived from the rental of immovable properties and rights by their owners, by their holders, by those holding easement and usufruct rights or by their tenants are taxable in Türkiye if the immovable property is located in Türkiye or if such properties and rights are used or evaluated in Türkiye.

Rental income derived by resident and nonresident individuals from immovable assets and royalties for patents and rights are subject to withholding tax at a rate of 20%. For nonresidents, this withholding tax may be eliminated or reduced under applicable double tax treaties.

*Capital investment income.* The following types of income are included in investment income:

- Dividends from all types of share certificates
- Earnings arising from participation shares
- Profits distributed to the chairman and members of the board of directors of companies
- Interest income derived from bonds and bills
- All interest income (time deposits, repurchase [REPO] agreements and others)

Resident and nonresident individuals are subject to withholding tax on dividends and interest. The rates of withholding tax on interest from deposit accounts should be further checked because there can be separate tax rates based on certain factors, such as duration and currency types. The withholding tax rates for interest on term accounts varies, and different tax rates are applicable.

*Other earnings and gains.* The following types of income are included in other earnings and gains:

- Earnings arising from the sale of securities, rights, copyrights and patents
- Earnings arising from the disposal of land, immovable properties and ships within five years after the acquisition of the assets
- Earnings arising from the transfer of rights of partnership shares
- Earnings arising from the disposal of a whole operation whose activities were halted or from the disposal of part of such operation
- Incidental earnings

**Capital gains.** Capital gains are normally considered to be ordinary income. However, capital gains derived from transfers of shares are exempt from income tax in certain cases. The rules

applicable to capital gains derived from the transfer of shares acquired on or after 1 January 2006 are summarized below.

Under a Council of Ministers' Decree, the withholding tax rate is reduced to 0% for capital gains derived by resident and nonresident individuals from the sale of shares traded at the ISE. This is the final taxation.

Capital gains derived from the disposal of the shares without the intermediation of a bank or an intermediary institution (that is, capital gains derived by resident and nonresident individuals from the sale of shares not traded on the ISE) are subject to tax at the general progressive income rates (see *Rates*) and reported in the annual income tax return. However, if the shares are issued by Turkish resident companies and held for more than two years, the gain is not subject to income tax.

**Taxation of employer-provided stock options.** No specific rules in Türkiye govern the tax treatment of employer-provided stock options. Under the general tax provisions, options are taxable as employment income at the time of exercise. The time of taxation may vary depending on the stock option plan. In addition, under certain circumstances, stock options are subject to stamp tax at a rate of 0.759% and may be subject to social security contributions (see Section C).

**Deductions.** In determining taxable income, expenses allowable under the income tax law are deducted from gross revenue.

Individuals who render independent professional services or who carry out commercial activities may deduct ordinary business-related expenses from taxable income, including salaries, rental payments, fees and the cost of utilities. Depreciation on fixed assets is also allowed. Penalties are not deductible.

The employee portions of social security contributions and unemployment insurance premiums are deductible from gross employment income.

Premiums paid by the employee for himself or herself, his or her spouse or children with respect to personal insurance policies covering life, death, accident, illness, disablement, unemployment, maternity, birth and education are deductible if the following conditions are satisfied:

- The insurance policy is concluded with an insurance company that is located in Türkiye and whose headquarters is in Türkiye.
- The amount of the monthly premium or membership fee may not exceed 15% of the salary earned in that month.
- The annual total of the monthly premiums and membership fees that are paid must not exceed the annual legal minimum wage determined by the law (gross TRY20,002.50 per month from 1 January 2024 through 31 December 2024).

Lighting, heating, water, elevator, administration, insurance, interest, tax, depreciation, and maintenance expenses paid by an individual who earns rental income can be deducted from taxable rental income.

**Rates.** In principle, individual income and gains calculated on a cumulative basis are subject to income tax at progressive tax rates, which vary between 15% and 40% and are calculated on a cumulative basis. The following are the 2024 brackets and relevant income tax rates.

Taxable income TRY	Tax rate %	Tax due TRY	Cumulative tax due TRY
First 110,000	15	16,500	16,500
Next 120,000	20	24,000	40,500
Next 640,000	27	172,800	213,300
Next 2,130,000	35	745,500	958,800
Above 3,000,000	40	—	—

Remuneration paid by local employers is also subject to a 0.759% stamp duty.

**Credits.** An income tax and stamp tax credit is applicable on employment income in Türkiye. The minimum wage applicable in Türkiye is exempted from income tax and stamp tax in Türkiye. Employees who are earning more than minimum wage are able to benefit from a tax credit that is equal to the income tax and stamp tax that would be calculated on minimum wage.

**Relief for losses.** Self-employed individuals engaged in a business, or individuals who carry out commercial activities, may carry forward business losses for five years. No loss carrybacks are allowed.

## B. Other taxes

**Inheritance and gift tax.** For 2024, beneficiaries of inheritances and gift recipients are subject to inheritance and gift tax at rates ranging from 1% to 30%. The tax is paid over three years in two equal installments, in May and November. For 2024, inheritances amounting up to TRY1,609,552 and gifts amounting up to TRY37,059 are exempt from tax. The following are the tax rates.

Tax base		Inheritance	Gift
Exceeding TRY	Not exceeding TRY	tax rate %	tax rate %
0	1,700,000	1	10
1,700,000	5,700,000	3	15
5,700,000	14,400,000	5	20
14,400,000	31,400,000	7	25
31,400,000	—	10	30

Turkish citizens are subject to inheritance and gift tax on worldwide assets received. Resident foreigners are subject to inheritance and gift tax on worldwide assets received from Turkish citizens and on assets located in Türkiye received from resident foreigners or nonresidents. Nonresident foreigners are subject to inheritance and gift tax on assets located in Türkiye only.

**Motor vehicle tax.** The persons in whose names motor vehicles are registered may pay motor vehicle tax for each year in two equal installments in January and July. The amount of tax is

determined separately for each group of vehicles by taking into consideration the age and engine capacity of the vehicles.

**Real estate tax.** Buildings and land in Türkiye are subject to real estate tax. The taxpayer is the owner of the building or land, the owner of any usufruct over the building or land, or if neither of these exist, any person that uses the building or land as its owner. A partial exemption of 25% of the tax value is granted for buildings or apartments used as residences. This partial exemption applies for five years from the year following the year of the completion of construction.

The tax base for the real estate tax is the tax value of the building or land. The tax value is the value recorded at the Land Registry. The rate of building tax is generally 0.2%, but this rate is reduced to 0.1% for buildings used as residences. The rate of land tax is 0.1%, and the rate of parceled land tax is 0.3%. These rates are increased by 100% within the frontiers of a metropolitan municipality and contiguous regions as defined by law.

A declaration is submitted to the municipality where the building or land is located if a modification is made that might lead to a change in the tax value. Taxes are paid annually in two equal installments, the first at any time during the period from March through May and the second in November.

**Luxury housing tax.** Starting from 2020, luxury housing tax is collected from residential properties located in Türkiye with a value of TRY12,880,000 (for 2024; the amount is updated annually) and higher. Value is determined by using the real estate tax base identified by the municipalities. The following are the tax brackets per value of the properties for the 2024 tax year:

- TRY12,880,000 to 19,321,000: applicable tax rate is 0.3%
- TRY19,321,000 to 25,763,000: applicable tax rate is 0.6%
- Exceeding TRY25,763,000: applicable tax rate is 1%

## C. Social security

The Turkish social security system was previously based on three institutions each regulated by its own law. These institutions were the Social Security Institution (for private sector employees), the Pension Fund (for public sector employees) and the Bag-Kur (for self-employed people). Effective from 1 October 2008, the Social Security and General Health Insurance Law No. 5510 unified the prior three social security regimes.

Under the law, all employees of Turkish private entities are subject to a national social insurance system that covers work-related accidents and illness, general social security, disability and death. The law also provides retirement benefits.

Employers and employees pay monthly contributions at varying percentages calculated on gross salary, subject to upper and lower limits stated in the law. For the period of 1 January 2024 to 31 December 2024, the upper limit for monthly salary subject to social security contributions is TRY150,018.90, and the lower limit for monthly salary subject to social security contributions

is TRY20,002.50. Employees pay contributions at a rate of 14%. Employers pay contributions at a rate of 20.5%. Five percent of the employers' contribution can be reimbursed by the Republic of Türkiye Prime Ministry Undersecretariat of Treasury if certain conditions are fulfilled by the employer. The rates of unemployment insurance premiums are 1% for employees and 2% for employers.

Employees who are subject to social security contributions in their home country may not be subject to social security contributions in Türkiye if they prove their social security status by submitting legal documents obtained from the relevant foreign social security institution.

To provide relief from double social security premiums and to assure benefit coverage, Türkiye has entered into bilateral totalization agreements, the terms of which may differ from agreement to agreement, with the following jurisdictions.

Albania	Hungary	Northern Cyprus
Austria	Iran	(Turkish Republic of)
Azerbaijan	Italy	Norway
Belgium	Korea (South)	Poland
Bosnia and Herzegovina	Kyrgyzstan	Quebec
Canada	Libya	Romania
Croatia	Luxembourg	Serbia
Czech Republic	Moldova	Slovak Republic
Denmark	Mongolia	Sweden
France	Montenegro	Switzerland
Georgia	Netherlands	Tunisia
Germany	North Macedonia	United Kingdom

Türkiye is also a party to the European Social Security Agreement. Article 15-1/a of the agreement contains the following provision:

“Workers employed by a corporation which has a normal employer in one of the contracting states, who are sent to another contracting state for a specific piece of work for the corporation, are subject to the legislation of the state where they were originally employed, provided that the estimated period of employment in that state does not exceed 12 months and that such workers are not sent to replace workers whose periods of employment have ended.

In cases where the work takes longer than 12 months for unforeseen reasons, the employment law of the country of origin will continue to apply until the end of the work, subject to the agreement of the authorities in the country where the work is being carried out.”

#### **D. Filing and payment procedures**

Tax is imposed on a calendar-year basis in Türkiye.

Employers must withhold income tax from salaries and wages paid to employees. All withholding taxes must be declared

monthly by the 26th day of the month following the month of payment (in cash or by accrual) and paid by the filing deadline.

A taxpayer who derives commercial or self-employment income must file and pay advance income tax quarterly. The advance tax amount equals 15% of net income. The advance payments must be made by the 17th day of the second month following the end of the quarterly tax period. Advance tax paid is deducted from the income tax payable in the final tax return.

Annual income tax returns must be submitted to the tax authorities between 1 March and 31 March of the following year. The balance of tax due must be paid in two equal installments in March and July.

Nonresidents are generally not required to file income tax returns if they have only earnings subject to withholding tax. Nonresident individuals or Turkish citizens who reside in Türkiye with the intention of staying or nonresident individuals who derive income not subject to withholding tax must file annual income tax returns for other sources of earnings, including commercial income. If nonresident individuals having such earnings leave Türkiye, they must file an “occasional” tax return 15 days before their departure.

Nonresident individuals who are not required to file an annual income tax return must file a special tax return for certain gains listed in the Income Tax Code. The special tax return must be filed within 15 days following the date on which the gains are derived. For gains related to self-employment earnings, the special tax return must be filed within 15 days after the ending of the self-employment activities.

## **E. Double tax relief and tax treaties**

Tax resident individuals may claim a credit for taxes paid abroad on income derived outside Türkiye and subject to tax in Türkiye. This credit can be applied against the tax payable in Türkiye. A foreign tax credit is not available to nonresidents.

The tax amount allowed as a foreign tax credit for a resident is limited to the amount of tax to be paid in Türkiye for the same amount of income. Accordingly, if the tax rate applied in the other country is greater than the tax rate applicable in Türkiye the difference cannot be considered in calculating the foreign tax credit. The portion of the income tax corresponding to the earnings derived in foreign countries is calculated based on the ratio of such income to worldwide income.

To claim the foreign tax credit, both of the following conditions must be satisfied:

- The tax paid in the foreign country must be a personal tax levied on the basis of income.
- The payment of the tax in a foreign country must be substantiated with documents obtained from competent authorities and attested to by the local Turkish embassy or consulate, or if these institutions do not exist, by similar representatives of Türkiye in that country.

Türkiye has entered into double tax treaties with the following jurisdictions.

Albania	Iran	Poland
Algeria	Ireland	Portugal
Australia	Israel	Qatar
Austria	Italy	Romania
Azerbaijan	Japan	Russian Federation
Bahrain	Jordan	Rwanda
Bangladesh	Kazakhstan	Saudi Arabia
Belarus	Korea (South)	Serbia
Belgium	Kosovo	Singapore
Bosnia and Herzegovina	Kuwait	Slovak Republic
Brazil	Kyrgyzstan	Slovenia
Bulgaria	Latvia	South Africa
Cambodia	Lebanon	Spain
Canada	Lithuania	Sri Lanka
Chad	Luxembourg	Sudan
China Mainland	Malaysia	Sweden
Croatia	Malta	Switzerland
Czech Republic	Mexico	Syria
Denmark	Moldova	Tajikistan
Egypt	Mongolia	Thailand
Estonia	Montenegro	Tunisia
Ethiopia	Morocco	Turkmenistan
Finland	Netherlands	Ukraine
France	New Zealand	United Arab Emirates
Gambia	North Macedonia	United Kingdom
Georgia	Northern Cyprus (Turkish Republic of)	United States
Germany	Norway	Uzbekistan
Greece	Oman	Venezuela
Hungary	Pakistan	Vietnam
India	Philippines	Yemen
Indonesia		

## F. Entry visas

Nonresident foreign nationals, who are not exempt from the visa requirements of Türkiye under reciprocal agreements, must obtain a visa from the Turkish Embassy or the Consulate General in their country before their travel. Exemptions apply for a stay of limited duration (that is, 30 days, 60 days or 90 days, depending on the country of nationality). Overall, the duration of the stay in Türkiye with a business visa cannot exceed 90 days within the 180-day period starting from the date of the first entrance into Türkiye. In addition, foreign nationals from a limited group of countries may obtain an e-visa from the online portal of the Turkish government for a stay of limited duration (that is, 30 days, 60 days or 90 days, depending on the country of nationality).

A business traveler is restricted to the following activities:

- Business interviews
- Business meetings
- Pre-inspection of goods prior to purchase
- Signing or reviewing business agreements



- Participating in work-related conferences, trade fairs or seminars
- Participating in intercompany technical trainings

Under the Turkish visa regime, touristic/business purpose visa applications from several countries are subject to pre-approval of the Ministry of Interior Affairs.

## G. Work permits and resident permits

**Main restrictions.** The employer company must satisfy certain conditions in order for a foreigner to apply for a work permit in Türkiye.

The Ministry of Labor and Social Security establishes evaluation criteria with respect to work permit applications in order to implement a quota system for work permits, a capital requirement for the sponsoring company and a minimum salary requirement for the assignee.

The following are the relevant evaluation criteria of the Ministry of Labor and Social Security:

- At least five persons who are citizens of Türkiye must be employed at the workplace for which the work permit is requested (5:1 quota). Work permit applications of the sponsoring companies employing four or fewer Turkish citizen employees will not be evaluated by the Ministry of Labor and Social Security
- The paid-in capital of the company shall be at least TRY100,000, the gross sales of the company shall be at least TRY800,000 or the last year's export amount shall be at least USD250,000.
- The salary amount that is declared by the employer to be paid to the foreigner must be at a level that complies with the position and competence of the foreigner. Accordingly, considering the minimum wage amount effective as of the application date, the wage to be paid to a foreigner must be equal at least to the following:
  - Six-and-a-half times the minimum wage amount for senior executives and pilots as well as engineers and architects requesting a preliminary permit
  - Four times the minimum wage amount for unit or branch managers as well as engineers and architects
  - Three times the minimum wage amount for persons to be employed for jobs requiring expertise and proficiency as well as teachers, psychologists, physiotherapists, performing artists, musicians
  - One-and-a-half times the minimum wage amount for persons to be employed for home services and other occupations
  - Two times the minimum wage amount for persons to be employed as masseuses and spa therapists and other related occupations

The payroll requirements may be managed from the home jurisdiction of the expatriate if there is a bilateral social security treaty between Türkiye and the jurisdiction.

**Exemption from Ministry of Labor and Social Security criteria.** The criteria regarding the 5:1 quota and the minimum capital is not applied if the criteria are regulated under bilateral or multilateral

agreements to which Türkiye is a party or if the work permit applications are for foreigners who are intended to be employed by public institutions and organizations for the purchase of goods and services under an agreement or tendering procedures.

The criteria regarding the 5:1 quota and the minimum capital is not applied to the work permit applications of the foreigners who are intended to be employed for the jobs requiring high technology or in the absence of local employees having the same qualifications, on the approval of the General Directorate of the Ministry of Labor and Social Security.

The 5:1 quota is applied taking into account all of the Turkish employees who are employed in the workplaces of such company in Türkiye when calculating the number of employees for purposes of the work permit applications of foreigners, other than the key personnel, who are intended to be employed in special foreign direct investments.

In addition, Turkish authorities introduced a new exemption method. This new implementation of the Ministry of Industry and Technology eases the process for specific types of work permit applications.

On 17 August 2022, a protocol on facilitating work permit processes was signed between the Ministry of Industry and Technology and Ministry of Labor and Social Security relating to the employment of foreigners quickly without being subject to the 5:1 quota and with reduced salary requirements, provided that the work permit application and the foreigner's competencies complies with their criteria.

Accordingly, the authorities decided to leverage the current global know-how and workflow by easing the transfer of global technology specialists to Türkiye. To file the exceptional application, the following criteria must be met:

- The host company shall be a "Priority Entity," which means that it is established in either the TeknoPark (Technology Development Zones) or the Research and Development (R&D) or Design Center.
- The employee shall be a technology specialist. The occupational codes included in this application can be found at <http://yetenektransferi.gov.tr/>.

If the above criteria are met, the work permit applications will be automatically directed to the assessment of the Ministry of Industry and Technology. This will result in the following benefits:

- Employees will not be a subject to the 5:1 criteria. Priority Entities can employ foreigners and do not need to employ a Turkish employee).
- Employees can obtain a work permit in about 15 days or less.
- Salary requirements are reduced to two times the minimum wage.

The following is the procedure for obtaining a work permit (within the scope of the transfer):

- The host companies on the list of "Priority Entities" apply for a work permit through [ecalismaizni.csgb.gov.tr](http://ecalismaizni.csgb.gov.tr).

- The Ministry of Labor and Social Security notifies the Ministry of Industry and Technology about the employee of the entity for which a work permit is requested.
- The Ministry of Industry and Technology establishes an assessing authority to evaluate it.
- The assessing authority evaluates the employee's ability and proficiency.
- The assessing authority notifies the Ministry of Labor and Social Security of the final evaluation via web service.
- The work permit is accepted or rejected.

**General overview.** The Turkish parliament adopted the Law on International Labor Force No. 6735 on 28 July 2016, and this law was published in the *Official Gazette* on 13 August 2016. Following the adoption of the law, on 2 February 2022, the Regulation on the Implementation of the International Labor Law was published in the *Official Gazette* and entered into effect on that date. Under the Law on International Labor Force No. 6735, nonresident expatriates must obtain a work permit to be eligible for employment in Türkiye. The work permit also serves as a residence permit. Work permits are issued by the Ministry of Labor and Social Security. The initial application for the work permit is filed from abroad with the local Turkish Embassy or the Consulate General or to the competent authority authorized by the Turkish Embassy or Consulate General. Foreigners with a residence permit in Türkiye for at least six months may apply from within the country. The application is made directly to the Ministry of Labor and Social Security in this case. However, this is an exceptional method to obtain a work permit.

The work permit process consists of the following three main steps.

- The expatriate must first apply for a “work visa” at the Turkish Consulate General in the jurisdiction of his or her citizenship or legal residence to initiate the process. This step can be exceptionally conducted via an agency depending on the country of application. As of 5 January 2016, applications for all types of visas must be made first online at [www.konsolosluk.gov.tr](http://www.konsolosluk.gov.tr). This must be followed by the submission of the original documents to the Consulate General at the time of the appointment. During the appointment, the expatriate submits the work visa application and is provided with a reference number to be used for the second step.
- The second step is to apply for the “work permit” through the Ministry of Labor and Social Security's online system. Following the work visa application at the Turkish Consulate, the work permit application must be submitted within 30 days after the reference number is obtained. Work permit applications are accepted by the Ministry of Labor and Social Security through the online system only. Accordingly, the Turkish host company must have registered as an employer with the electronic signature of the Social Security e-Declaration Officer of the company. The Turkish host company must be registered as an employer to file applications.
- The expatriate must revisit the Turkish consulate to get the work visa stamped into his or her passport and enter into Türkiye with his or her work visa within 180 days following the approval of the work permit application by the Ministry of Labor and Social Security, provided that all preconditions are satisfied and

all required documents are available during the application process. Approval confirmations are communicated via email and relevant fees must be paid.

Work permits are obtained in order to work in specific workplaces; therefore, the expatriate is expected to work in the specified workplace and a remote working option is not viable for foreigners working and residing in Türkiye with a work permit.

Expatriates must register an address in the same city where the workplace is located within 20 days of their arrival to Türkiye. Address registration with another city is not permissible.

Work permits are granted for definite or indefinite time period, and independent work permits are granted for a definite time period.

**Definite-term work permit.** For the first application for the work permit, unless otherwise provided in bilateral or multilateral agreements to which Türkiye is a party, the work permit is valid for at most one year for work in a certain workplace or enterprise in a certain job. After the duration of one year, the duration of the work permit may be extended up to two years, on the condition of working in the same workplace or enterprise in the same job. At the end of the duration of three years, the duration of the work permit may be extended up to three years, on the condition of working in the same profession and at the disposal of a desired employer. The work permit extension processes must be realized at most 60 days before the expiration date of the valid work permit. Work permit extensions must be processed 60 days before the expiration date of the valid work permit at the earliest.

**Indefinite-term work permit.** Foreigners with a long-term residence permit or a legal work permit with a minimum term of eight years may apply for an indefinite-term work permit. However, fulfilling the application criteria does not automatically entitle the foreigner to be granted an indefinite work permit. And indefinite work permits should be renewed at the end of every five years as of the start date of the work permit.

**Turquoise Card.** By virtue of the Law, another type of work permit called the Turquoise Card is initiated. The Turquoise Card is designed to bring into Türkiye a qualified foreign labor force who will make investments supporting the development of Türkiye and provide contributions to scientific and technological development. The Turquoise Card Regulation was announced in the Official Gazette No. 30007 and dated 14 March 2017. The Turquoise Card may be granted to foreigners who have the following characteristics:

- Are evaluated to be highly qualified labor given their education, salary, professional knowledge and experience, contribution in science and technology, and similar qualifications
- Are evaluated to be highly qualified investors given their investment or export level, size of the employment they will provide, contribution in scientific and technological development, and similar qualifications
- Contribute in scientific and technological development or are scientists or researchers who conduct studies that are considered to be strategic on the international level in terms of the country's interest in the fields of science, industry and technology

- Are successful on the international level in cultural, artistic or sportive activities
- Contribute in the international recognition or promotion of Türkiye or the Turkish culture and carry out international activities in relation to national interests of Türkiye

The Turquoise Card will be given for a transition period of three years. The General Directorate assigns a specialist to monitor the activities and commitments of the Turquoise Card holder within the transition period in 12-month periods. The transition period registration on the Turquoise Card that is not canceled within the transition period shall be removed if the request to remove the transition period registration is approved and the Turquoise Card becomes indefinite.

A Turquoise Card holder's Relative Card is issued for the Turquoise Card holder's relatives upon application. This card replaces a residency permit within the validity period of the Turquoise Card.

A Turquoise Card holder shall benefit from the rights granted by the indefinite work permit. The following conditions apply:

- Turquoise Card holders are exempt from military duty obligations in Türkiye.
- Turquoise Card holders cannot benefit from the right to elect and be elected and assigned in public positions.
- Acquired rights regarding social security are reserved and are subject to the provisions in related legislation when using these rights.
- Transactions of these people in relation to residency, travel, work, investment, commercial activity, inheritance, acquiring and renouncing from movable and immovable, and others are carried out by the related organizations or institutions in accordance with the legislations that apply to Turkish citizens.

Provided that the provisions of the social security agreements in which Türkiye is a party are reserved, Turquoise Card holders and employers who employ foreigners are obliged to fulfill their obligations arising from social security legislation in due time.

**Independent work permit.** Under the Law on International Labor Force, the following individuals can obtain an independent work permit to work in Türkiye:

- Statutory managers of limited liability companies who are also shareholders of the relevant company
- Members of board of directors of joint stock companies who are also shareholders of the relevant company
- Commandite shareholders of partnerships in commendam, the capital of which is divided into shares

Under Article 10 of the International Labor Law No. 6735, foreigners who are members of professional professions can be granted an independent work permit, provided that the special conditions specified in other laws are met. In the evaluation of the independent work permit in line with the international labor policy, the foreigner's level of education, professional experience, contribution to science and technology and the impact of his or her activity or investment in Türkiye on the national economy and employment shall be taken into consideration. If the foreigner is a company partner, the capital share and other issues to

be determined by the Ministry of Labor and Social Security in line with the recommendations of the International Labor Policy Advisory Board are taken into consideration.

Under Article 36 of the Regulation on Implementation of the Law No. 4817 on Work Permits of Foreigners, foreigners are allowed to work independently if the following conditions are met:

- They will have at least five years of legal and continuous residence in Türkiye.
- They will work and create added value in terms of economic development and positive impact on employment.

**Work permit exemption.** Foreigners whose qualifications are sufficient for work permit exemptions may work in Türkiye by obtaining a work permit exemption. Work permit exemption applications shall be submitted directly to the Ministry of Labor and Social Security in Türkiye, and to the consulates of the jurisdictions in which the foreigner is a citizen or legally resides. They will be forwarded to the Ministry of Labor and Social Security by the consulate. The work permit exemption period may vary, depending on the foreigner's field of activity, and cannot be applied for renewal. However, a new work permit exemption can be applied for after a period of six to 12 months. The exemption period is limited in the law and is determined according to the foreigner's field of activity.

**Digital Nomad Visa.** The Ministry of Culture and Tourism recently announced the Digital Nomad Visa. According to the announcement, foreign citizens who are employees of a company located outside Türkiye can work as remote workers in Türkiye without obtaining a residence permit and work permit in Türkiye, while maintaining ties with the company for which he or she works. To obtain the visa, the foreign national will first need to meet the application criteria indicated in Digital Nomads - GoTürkiye Experiences website.

## H. Family and personal considerations

**Family members.** After a foreign national obtains a work permit, the spouse and children will be eligible to apply for their own residence permits.

The family of the expatriate may obtain a residence permit for the duration of the expatriate's employment, which is called a "family residence permit." Dependents cannot file their applications jointly with the expatriate. Once the work permit process is finalized and the dependents enter into Türkiye, the residence permit application process can be initiated by completing an online residence permit application form and booking an appointment with the competent immigration authority. The online system generates the date and time for the appointments; a particular date or time cannot be requested.

For residence permit applications, the original of the birth certificate of children, the marriage certificate and the criminal record of the work permit holder are required. These documents must be legalized with either of the following:

- An *apostille* by the authorities from which it is obtained

- If the state from which the document is obtained is not a party to the Apostille Convention, approval by the relevant state's authorities, approval by the consulate and approval by the Ministry of Foreign Affairs or competent Turkish authorities

The working spouse of a foreign national must apply for a separate work permit.

Once the work permit application process is finalized and the dependents enter Türkiye, the residence permit application process can be initiated by completing an online residence permit application form and booking an appointment with the immigration authority. The foreign national and his or her dependents are required to attend the appointment at the immigration authority in person.

However, according to developments recently announced by the Ministry of Interior, the application for a residence permit can also be made through a notary public. In this case, the necessary documents will be submitted to a notary public in the city of residence and the application will be finalized. At this stage, it will not be mandatory for the foreigner to meet with the notary public. The relevant notary public will transmit the application to the competent immigration authority and, after evaluating the application, the immigration authority will invite the applicant to the immigration authority for fingerprinting.

**Marital property regime.** The Turkish Civil Code considers the marital property regime to be the statutory regime for management of marital property. The ordinary marital property regime is participation in the jointly acquired property. Spouses can opt out of the regime by mutual agreement, which must be executed in writing and notarized.

**Forced heirship.** Turkish succession law provides for forced heirship. If a decedent leaves descendants and a surviving spouse, the spouse is entitled to one-quarter of the entire intestate share. Other legal portions range from one-quarter to three-quarters of the forced heir's intestate share.

**Driver's permits.** As per the "Regulation to amend the Road Traffic Regulation," announced in the *Official Gazette*, dated 17 April 2015 and No. 29329, foreigners can use their driver's licenses in Türkiye for six months from the date of their first entrance into Türkiye. If they want to drive in Türkiye for more than six months, they must change their driver's licenses to Turkish driver's licenses. In Türkiye, driver's licenses can only be exchanged if the person is from one of the 84 jurisdictions that are parties to the Road Traffic Convention and have an agreement on the mutual exchange of driver's licenses. Driver's licenses obtained from jurisdictions outside this agreement cannot be converted into Turkish driver's licenses. Individuals who have a driver's license from jurisdictions not included in this list must go to driver's license courses and get a new driver's license to have license in Türkiye.

The most recent modifications mandate that the civil registration offices now handle the licensing processes. Before the procedure, a scheduled appointment should be arranged over the telephone or online.

Before preparing the required documentation, the foreigner must visit the Traffic Registry Directorate with the original and a translated, notarized copy of his or her driver's license in order to confirm whether his or her driver's license can be changed.

The following is the required documentation:

- Original of the driver's license and notarized or consulate-approved translation copy
- Original and the photocopy of identification or passport (for foreigners, original and copy of residence permit)
- Two hard-copy photographs
- In accordance with the class of the driver's license, a health certificate (from the private or official health authorities within the province; must be valid for two years)
- Blood type approval document
- Criminal record document
- One biometric photograph
- Education certificate and notarized translation of education certificates obtained from schools abroad
- Fee receipt according to the class of the driver's license (paid to banks and tax offices; the website <https://randevu.nvi.gov.tr/pages/applicationprices> contains information on application fees)



# Uganda

[ey.com/globaltaxguides](http://ey.com/globaltaxguides)

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*Because of the possible changes to the tax law, readers should obtain updated information before engaging in transactions.*

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**A. Income tax**

**Who is liable.** Residents are subject to tax on worldwide income. Nonresidents are taxable on Ugandan-source income only.

Individuals are considered resident in Uganda for tax purposes if they meet at least one of the following conditions:

- They maintain a permanent home in Uganda.
- They are present for 183 or more days in the tax year. The tax year runs from 1 July to 30 June.
- They are present for an average of 122 days in the tax year and the two preceding tax years.
- They are employees or officials of the government of Uganda posted abroad during the tax year.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Employment income includes wages, salaries, vacation pay, sick pay, payment in lieu of vacation, directors' fees, commissions, bonuses, gratuities, and entertainment or other allowances received for employment. Employment income also includes most benefits in kind, including employer-provided cars, housing and stock options. Travel allowances are taxable if they are deemed to be excessive.

Education cash allowances provided by the employer to all of the employer's local and expatriate staff are taxable for income tax purposes and social taxes. However, the allowances are not subject to social taxes if the employer pays directly the school fees to the school or college, or reimburses the actual fees paid by the employee.

A nonresident is subject to income tax on employment earnings if his or her employer is resident in Uganda or has a permanent establishment in Uganda. Income derived from foreign sources by a short-term resident is exempt from tax. A short-term resident is a resident individual who is not a citizen of Uganda and is present in Uganda for a period not exceeding two years.

A resident individual who earns foreign-source employment income is exempt from tax on that income if the individual has paid foreign income tax with respect to that income.

If the employee is receiving a motor-vehicle benefit from his or her employer, the motor vehicle is depreciated at an annual reducing-balance rate of 35% when computing the motor-vehicle benefit.

*Self-employment and business income.* Business income includes the following:

- Trading profits
- Gains from disposals of business assets, shares of profits or partnership interests
- Professional and management fees
- Insurance compensation and legal damages for loss of profits

*Investment income.* Dividends received by residents and nonresidents are subject to final withholding tax at a rate of 15%. For resident persons, royalties are aggregated with other income and are taxed at the rates set forth in *Rates*. Income received by residents from the rental of immovable property is taxed separately. The tax rate for individuals whose gross rental income exceeds UGX2,820,000 per year is 12% of gross rental income. For individuals earning rental income of up to UGX2,820,000 per year, the tax rate is 0%. The rate also applies to individuals earning rental income through a partnership. Mortgage interest incurred on rented premises is not an allowable deduction against the rental income. A final withholding tax is levied on interest income received by residents at a rate of 15%.

Nonresidents are subject to withholding tax at a rate of 15% on investment income, income from the rental of real property, management fees, royalties, consultancy fees and any payments for services performed in Uganda. The withholding tax rate may vary if Uganda has entered into a double tax treaty with the country in which the nonresident is based. For a list of Uganda's double tax treaties, see Section E.

**Capital gains.** Capital gains derived from the disposal of business assets are subject to tax at a rate of 30%.

## **Deductions**

*Personal deductions.* No personal deductions are allowed.

*Business deductions.* Expenses are deductible to the extent they are incurred in the production of income. Identified bad debts incurred in the production of taxable income are also deductible.

Plant and machinery qualify for a depreciation (wear-and-tear) allowance deduction at the applicable rate. Plant and machinery are eligible for a wear-and-tear allowance using the declining-balance method at rates ranging from 20% to 40%. Effective

from 1 July 2023, the initial allowance on plant, machinery and industrial buildings was repealed. Capital allowances for industrial buildings and certain commercial buildings are permitted on a straight-line basis over 20 years.

Effective from 1 July 2021, the following is the reclassification of depreciable assets.

Class	Assets	Declining-balance depreciation rate (%)
1	Computers and data handling	40
2	Plant and machinery used in farming, manufacturing and mining	30
3	Automobiles; buses, minibuses, goods vehicles, construction and earth moving equipment, specialized trucks, tractors, trailers and trailer-mounted containers, rail cars, locomotives and equipment, vessels, barges, tugs, and similar water transportation equipment, aircraft, specialized public utility plant, equipment, and machinery, office furniture, fixtures and equipment, and any depreciable asset not included in another class	20

**Rates.** The resident individual tax rates are set forth in the following table. These rates apply to employment income and taxable business income.

Annual taxable income		Tax on lower amount UGX	Rate on excess %
Exceeding UGX	Not exceeding UGX		
0	2,820,000	0	0
2,820,000	4,020,000	0	10
4,020,000	4,920,000	120,000	20
4,920,000	120,000,000	300,000	30
120,000,000	—	34,824,000	40

For nonresidents, taxable income, including investment income, is taxed at the rates in the following table.

Annual taxable income		Tax on lower amount UGX	Rate on excess %
Exceeding UGX	Not exceeding UGX		
0	4,020,000	0	10
4,020,000	4,920,000	402,000	20
4,920,000	120,000,000	582,000	30
120,000,000	—	35,106,000	40

The amount of tax payable is reduced by tax withheld.

**Withholding tax.** The Income Tax Act Cap 340 specifies persons who are required to withhold tax as well as those on whom the tax should be imposed, depending on the nature of transaction. This tax is deducted at source by a withholding agent on making the payment to another person.

A withholding tax agent is the person who makes the payment and is required to withhold tax; the recipient of the payment is the payee.

If a taxpayer is designated by the minister to withhold tax, and the payer pays an amount or amounts in aggregate exceeding UGX1 million for a supply of goods and services, the payer withholds tax at a rate of 6% on local payments. If a taxpayer is not a designated withholding tax agent, the payer withholds tax only on payments made with respect to professional services and management fees. For international payments, tax is withheld at a rate of 15%. However, for countries that have double tax treaties with Uganda, the rate at which tax is withheld varies per country.

*International transportation of goods or passengers.* No withholding tax is due on income derived by a nonresident from transportation of goods, passengers or mail not embarked in Uganda as the income does not arise from sources in Uganda.

**Relief for losses.** Losses may be carried forward to be offset against future profits. Effective from 1 July 2023, a taxpayer carries forward assessed losses for seven years shall only be allowed a deduction of 50% of the loss carried forward at the beginning of the following year of income and the subsequent years. In general, losses may not be carried back. However, with respect to long-term contracts, a loss in the final year of the contract can be carried backward to offset reported tax profits of previous years.

A long-term contract is a contract for manufacturing, installation, or construction or for the performance of services related to such activities, if not completed within the year of income in which work under the contract commenced, excluding a contract estimated to be completed within six months of the date on which work under the contract commenced.

## B. Other taxes

**Value-added tax.** Uganda imposes value-added tax (VAT) on the sale or import of taxable goods and services. Supplies of services or goods may be exempt, zero rated (subject to a VAT rate of 0%) or standard rated. The standard VAT rate is 18% on the gross amount paid. Exempt goods or services are neither zero rated nor subject to the rate of 18%. They include supplies of livestock, unprocessed foods, financial services and other items listed in the second schedule of the VAT Act. Zero-rated goods or services include exports, international transport, and drugs and medicines manufactured in Uganda.

The VAT payable on a taxable supply made to a government ministry, department or agency by a contractor executing an aid-funded project is deemed to have been paid by that ministry, department or agency if the supply is solely and exclusively for the use of the aid-funded project. A credit for input tax is allowed if a person is dealing in standard and zero-rated goods.

The Electronic Fiscal Receipting and Invoicing System (EFRIS) to handle e-invoicing and e-receipting is mandatory, effective from 1 January 2021. All VAT-registered taxpayers are required to configure this system into their businesses depending on the preferred channel. Taxpayers are not able to claim a deduction

(income tax) or credit (VAT) for purchase expenses if these transactions are not supported by e-invoices or e-receipts.

Section 28 of the VAT Act was amended to limit the time period for applying for an input tax credit to six months from the date of the invoice.

Effective from 1 July 2024, the VAT refund claim threshold is increased from UGX5 million to UGX10 million.

*Government contracts.* Suppliers of goods or services to the government of Uganda now account for output VAT on their supplies to government ministries, departments or agencies only when paid by the government. Suppliers to the government may claim input tax credit only when they have paid for their purchases.

**Import duty.** Uganda charges import duty on goods at the time of importation except for exempt imports. A traveler is allowed duty-free imports of up to USD500.

Effective from 1 February 2005, the East African Community Customs Union (EACCU) consisting of Kenya, Tanzania and Uganda, became operational. In 2007, Burundi and Rwanda were admitted to the EACCU. In 2016, South Sudan became a member of the EACCU. In 2022, the Democratic Republic of Congo became the newest member of the EACCU. Somalia was admitted into the EACCU in November 2023 and became a full member on 4 March 2024. The EACCU provides for the duty-free movement of goods among Member States and a common external tariff (CET) on goods from third countries. The CET is generally imposed at a rate of 0% to 25% on goods imported from third countries into Uganda. However, sensitive products are subject to a duty rate exceeding 25%. Eligible goods from Common Market of East and Southern Africa (COMESA) and Southern African Development Community (SADC) countries continued to attract preferential treatment for 2009 and 2010. The import duty rate on goods imported into Uganda from Kenya was progressively reduced by two percentage points per year, from an initial 10% in 2005 to 0% in 2010. The EACCU also provides various tax incentives for producers of goods for export.

**Excise duty.** Uganda charges excise duty on certain items, including cigarettes and mobile phone airtime. EFRIS also applies to excise duty.

**Other taxes.** Estate and gift tax is not levied in Uganda. Net worth tax is not levied in Uganda.

### C. Social security

The National Social Security Fund (NSSF) is a statutory savings program to provide employees with retirement benefits. Employees contribute 5% of their total monetary remuneration, and employers contribute an amount equal to 10% of each employee's total monetary remuneration.

Effective from 7 January 2022, the NSSF Act Cap. 222 was amended to provide for mandatory registration of an employer regardless of the number of employees and to require employers to make regular contributions for their employees. The act also provides that a member of the fund may make voluntary

contributions to the fund over and above his or her standard contributions. A member who is 45 years of age and above and has made contributions to the fund for at least 10 years is eligible for midterm access to his or her benefits of a sum not exceeding 20% of his or her accrued benefits.

#### **D. Tax filing and payment procedures**

Tax is withheld from employees under the Pay-As-You-Earn (PAYE) system.

The tax year runs from 1 July to 30 June. Individuals must file quarterly provisional returns. A penalty is imposed for the failure to file provisional returns.

Individuals must file their final tax returns within six months after the end of the accounting year. An assessment is made based on the return, with a credit given for taxes withheld at source and for provisional taxes paid.

Nonresidents who trade in Uganda through permanent establishments are subject to the same filing requirements as residents.

Interest and a penalty are imposed for unpaid tax. Any penalties or interest paid cannot exceed the principal amount of the tax outstanding.

#### **E. Double tax relief and tax treaties**

Residents may deduct foreign taxes paid from Ugandan income tax payable on foreign-source income. Uganda has entered into double tax treaties with the following countries.

Denmark	Mauritius	South Africa
India	Netherlands	United Kingdom
Italy	Norway	Zambia

Certain treaties are in the final discussion phase including treaties with Belgium, China, the East African Community (EAC) Egypt, Seychelles, Sudan and the United Arab Emirates.

#### **F. Temporary permits**

All foreign visitors must obtain valid entry visas to enter Uganda, with the exception of nationals of member countries of the COMESA or the EAC, and nationals of the following countries.

Angola	Gambia	St. Vincent and the Grenadines
Antigua	Ghana	Sierra Leone
Bahamas	Grenada	Singapore
Barbados	Jamaica	Solomon Islands
Belize	Lesotho	Tonga
Cyprus	Malta	Vanuatu
Fiji		

Dependents' passes are issued to family members and relatives of foreign nationals with valid permits. These passes are linked to the principal's permit and are canceled on expiration or cancellation of the principal's permit.

Students' passes are issued to foreign students who wish to study in Uganda. All EAC nationals studying or seeking to study in

Uganda must obtain student passes from designated immigration offices. These passes are issued at no cost.

Special passes are issued to foreign nationals wishing to work in Uganda on a short-term assignment (three to five months). A special pass is valid for three months and may be extended once.

Visitors' passes are issued on entry into Uganda. They are valid for three months and may be extended for up to six months.

Transit passes are normally valid for seven days.

Prohibited immigrant passes are issued to foreign nationals who, under normal circumstances, would not be granted visas. They are granted only in special cases and are valid for seven days.

When applying for passes, applicants must have valid passports or equivalent travel documents. No quota system exists for immigration purposes in Uganda.

## **G. Work permits and self-employment**

Only special passes and work permits allow foreign nationals to undertake employment in Uganda.

Temporary work permits, called special passes, are valid for three months and may be extended for up to a maximum of three months.

A work permit or entry permit is issued for up to three years and may be renewed every three years. Work permits are divided into eight classes (Classes A through H), which are summarized below. To obtain each of the work permits, specified documents must be submitted.

Class A work permits are issued to foreign diplomats.

Class A official work permits are issued to holders of official passports and employees of organizations exempted from the payment of immigration fees.

Class A2 work permits are issued to a person employed in a government institution and paid by the government of Uganda.

Class B work permits are issued to investors in agribusiness.

Class C1 work permits are issued to investors prospecting for minerals.

Class C2 work permits are issued to shareholders of companies engaged in prospecting of minerals or mining of specific minerals (gold, copper, iron ore, silica, phosphate, limestone and marble).

Class D work permits pertain to general business or the retail trade.

Class E work permits are issued to manufacturers.

Class F work permits are issued to shareholders of companies engaged in specified professions (medical professionals, dentists, legal professionals, pharmacists, civil engineers, mechanical engineers, electrical engineers, mining engineers, aeronautical engineers, chemical engineers, accountants, architects and

surveyors, veterinary surgeons, estate agents, valuers, land surveyors and land agents, nurses, and midwives).

Class G work permits has three sub-classifications of work permits, which are Class G1 , G2 and G3. They are issued to employees.

Class G1 work permits are issued to missionaries and volunteers for nongovernmental organizations (NGOs).

Class G2 work permits are issued to foreign expatriates employed in Uganda, including salaried employees working for NGOs.

G3 work permits are issued to rare skilled foreign nationals employed in agro-processing, manufacturing and mining of selected minerals.

Class H work permits are issued to persons who have an assured income derived from sources outside and undertakes not to accept employment of any kind.

The flow of the immigration process is adjusted, effective from 1 July 2016. The following is the flow of the process:

- The company must register and obtain an organization code so that all assignees apply under the company's account (the requirements for obtaining an organization code include filling out the Imm001 form and then attaching the company documentation under each class on a CD, which is shared with the immigration department).
- After the company obtains an organization code, the applicant must fill out the permit application form online.
- The applicant is then prompted to upload the required documents as per the type of permit.
- The application is then submitted, and follow-ups can be made based on the application identification number, passport number and date of birth.
- An approval letter is sent by email or downloaded through the Uganda electronic visa/permit website. This letter establishes that the applicant is eligible for the approved visa or permit, but it does not establish that the application is definitely approved.
- The final approval is issued at the selected point of entry (in the case of a visa) or at the immigration office headquarters where the visa or permit sticker is printed and pasted on the passport.

Payment of the government fees is due after approval has been received.

After all documents are received, it takes from three to four weeks to process a work permit. All passes (special passes, dependent passes and student passes) usually take one to two weeks to be approved.

As a result of the introduction of the organization code, nonresidents seeking permits are not required to present company documentation (for example, articles and memorandum of association), because they are applying for a permit under an organization's account that was issued an organization code on presentation of the necessary documentation mentioned above.

Foreign nationals may change employers after they have obtained work permits. However, they must apply for new work permits under their new employers.



An investment license, issued by the Uganda Investment Authority, is required for all foreign business operations in Uganda. Investment incentives, including tax holidays, are available to businesses that satisfy certain conditions and bring specific amounts of capital into Uganda.

## **H. Residence permits**

Certificates of residence allow foreign nationals to work and live in Uganda. The duration for the certificates can be five years, 10 years or a lifetime.

Foreign nationals seeking certificates of residence must have resided in Uganda for at least 10 consecutive years, be married to a Ugandan or be a former citizen of Uganda.

## **I. Family and personal considerations**

**Family members.** Dependents of expatriates with work permits may obtain long-term entry permits called dependents' passes. The length of validity of these passes depends on the duration of the expatriate's work permit. However, the duration of the passes is granted at the discretion of the Commissioner General.

Working spouses of work permit holders do not automatically receive the same type of pass or permit as the principal permit holder. Applications must be filed independently.

**Driver's permits.** Uganda has driver's license reciprocity with British Commonwealth countries only. Foreign nationals from a British Commonwealth country may drive legally in Uganda with their home country driver's licenses for three months. Thereafter, the foreign national can apply to the Uganda Revenue Authority for a Conversion Permit, which allows the national to obtain a Ugandan driver's permit with classes equivalent to those in his or her home country permit.

To obtain a local driver's license in Uganda, an applicant must obtain a provisional driver's license after paying a general fee. This enables the applicant to go to a driving school and to perform a driving test, after which he or she is issued a driving permit. No written or physical examination is required. However, a medical examination is now required before an applicant can take a driving test.

# Ukraine

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*At the time of writing, martial law was in force in Ukraine. As such, the Ukrainian tax legislation may change rapidly. As a result, readers should obtain updated information before engaging in transactions.*

*The exchange rate on 1 January 2025 is UAH42.0295 = USD 1.*

## A. Income tax

**Who is liable.** Residents of Ukraine are subject to tax on worldwide income. Individuals who are not tax residents in Ukraine are taxed on their Ukrainian-source income, which includes, among others, the following:

- Income derived from work or services performed in Ukraine
- Income and gains from the disposal of real estate in Ukraine
- Rent from property located in Ukraine
- Dividends paid on shares of Ukrainian companies

An individual is considered to be a tax resident of Ukraine if he or she has a place of abode in Ukraine. If a person has a domicile both in Ukraine and in another country, he or she is considered Ukrainian tax resident if he or she has a permanent place of abode in Ukraine. If he or she has a permanent place of residence in both countries, he or she is considered Ukrainian tax resident if he or she has a center of vital interests (for example, resident relatives) in Ukraine. If a country where the person has a center of his or her vital interests cannot be determined or if a person does not have a permanent place of residence in any country, he or she is considered Ukrainian tax resident if he or she is present in Ukraine for 183 days or more during a tax year (including the day of arrival and the day of departure). For this purpose, the days of presence in Ukraine need not be consecutive.

If it is impossible to determine residency status based on the above, the person is considered to be Ukrainian tax resident if he or she is a citizen of Ukraine.

Notwithstanding the above, the law allows an individual to claim tax residency in Ukraine based on an acknowledgment that Ukraine is his or her main residence or on registration as a self-employed person in Ukraine.

However, in practice, since January 2010, the most important criterion from the perspective of the tax authorities in Ukraine is physical presence (183 days) during a calendar year in Ukraine, which must be confirmed by documents.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* The taxable employment income of residents consists of all compensation received in cash or in kind, whether the income is received in Ukraine or abroad.

The taxable income of an individual also includes allowances paid because of residence in Ukraine (hardship and cost of living allowances) and compensation received for children's education, meals and holiday travel for the taxpayer's family to the family's home country.

Certain benefits provided by a Ukrainian employer to employees and compensation for such benefits (for example, accommodation or corporate cars) may be exempt from tax under the tax code of Ukraine if the following conditions are satisfied:

- The benefits are provided with respect to the performance of labor.
- The benefits are stipulated in the law, an applicable employment agreement or a collective bargaining agreement.
- The benefits are provided within the limits prescribed in the employment agreement, the collective bargaining agreement or the law. Because the law does not currently impose any such limits, the employment agreement or collective bargaining agreement must specify the limits.
- The employer owns the property provided to the employee.

Individuals are exempt from tax on the following types of employment income:

- Unified social tax payable by a Ukrainian employer on top of an employee's salary
- Amounts paid by employers to Ukrainian educational institutions to cover educational costs for the training of their employees with respect to the business activities of the employer, subject to certain limitations
- Amounts paid by employers to cover medical assistance to employees, subject to certain limitations
- Company contributions made under non-state pension contracts for the employees' benefit, subject to certain limitations

*Passive income.* Passive income in the form of royalties and capital gains, as well as interest income received by individuals from deposits in Ukrainian banks, is subject to tax at a rate of 18%.

Dividends received by individuals from resident companies are taxed at a rate of 5%, while dividends received by individuals from nonresident companies, collective-investment institutions and economic agents that are not payers of corporate profit tax are taxed at a rate of 9%.

*Self-employment and business income.* Taxable self-employment and business income consists of gross income (receipts in cash or

in kind), less appropriately documented expenses incurred in generating that income.

*Exempt income.* In addition to the exempt items mentioned above, individuals are exempt from personal income tax on the following types of income:

- Tax refunds as well as payments from state social security and pension funds
- Insurance proceeds, except for long-term life (long-life insurance contracts are those that have a duration of five years or more and that provide for an insurance payment as a lump sum or annuity if certain conditions are satisfied) and non-state pension insurance (subject to certain limitations)
- Income received from entrepreneurial activities by an individual who pays tax under the simplified system of taxation
- Certain income in the form of financial aid received by persons who suffered from the Russian invasion

**Taxation of employer-provided stock options.** Ukrainian law contains no specific rules for the taxation of stock option plans. Consequently, taxation of such options is based on general principles. Because of the broad definition of income, a risk of taxation of an option at the moment of grant exists. The position of the Ukrainian tax authorities on this matter is unclear, but it appears that this risk is remote. As a result, options are likely to be taxed at the moment of exercise.

The difference between the option exercise price and the fair market value of the shares on the date of exercise is considered to be taxable income to the employee. This income is subject to tax at a rate of 18%.

On the sale of the shares in Ukraine, the employee derives a taxable capital gain, which is equal to the difference between the sale price and the purchase price. Income from the sale of shares is taxed in the same manner and at the same rate as the employee's other compensation income. The capital gain is not taxable if it falls within the capital gains exemption described in *Capital gains*. In addition, if shares are received as a gift or inheritance, the taxable amount on sale is decreased by the amount of personal income tax and state duty (the current maximum rate of the state duty is 1%).

Certain limits on the transfer of funds abroad (including the purchase of the underlying shares) apply to Ukrainian currency control residents. Currently, the annual limit is EUR200,000. Currency control residents are defined as individuals (citizens of Ukraine, foreigners and stateless persons) who permanently reside in Ukraine, including individuals temporarily staying outside Ukraine. Additional currency control restrictions are in place during martial law.

**Income from alienation of movable and immovable property.** Income derived from sales of property is subject to tax at the rates described in *Rates*, but certain exemptions and special rules apply.

Income derived from sale of a car, motorcycle or motor bicycle in Ukraine is exempt from tax if only one such sale is performed in a reporting year.

Income derived from the sale of immovable property (for example, residency house, apartment or single room) in Ukraine, with the simultaneous sale of a land plot on which the property is located, if any, or from the sale of a land plot (subject to certain limitations) is exempt from tax if a seller has owned the respective immovable property for more than three years or inherited it and if only one such sale is performed in a reporting year.

**Capital gains.** A capital gain is usually calculated as the difference between proceeds derived by a taxpayer from investment assets and expenses incurred in connection with the acquisition of such property.

Capital gains derived from the alienation of investment assets, such as securities and other corporate rights, are included in taxable income to the extent that the investment income exceeds the amount of UAH4,240 as of 1 January 2025. If the alienation of the investment assets results in a loss, such loss can be deducted against gains derived from the alienation of investment assets during the tax year, subject to certain limitations. Such loss can be carried forward to future years without limitation.

An individual who receives income from the alienation of investment assets must record the results of the transactions separately from other income and expenses and report such results in the annual tax return. However, if the individual performs transactions regarding investment assets with the involvement of a securities broker in accordance with an agreement with the broker, the broker may be considered a tax agent of the individual.

**Deductions.** Taxable salary income received from a Ukrainian employer may be reduced by the social tax benefit, which varies from one-half to two subsistence minimums for the employee as of 1 January of the reporting year (starting 1 January 2025, the subsistence minimum in Ukraine equals UAH3,028), depending on the status of the individual (categories include single parents, parents of handicapped children, widowers, certain war veterans, disabled persons, Chernobyl victims and others).

A Ukrainian tax resident who has a Tax Identification Code may apply for a tax discount by deducting from salary income the sum of certain amounts paid to Ukrainian residents during the tax year. The following amounts may be included in the tax discount:

- Payments for the education of the individual and his or her immediate family members, subject to certain restrictions
- Payments for medical assistance provided to an individual and his or her immediate family members, subject to certain restrictions (this measure will take effect in the year following the year when the Law of Ukraine on Mandatory Medical Insurance enters into effect)
- A portion of interest paid by an individual with respect to a mortgage
- Cost of charitable gifts made by a taxpayer in an amount of up to 4% of his or her annual taxable income
- Long-term life insurance premiums and contributions paid by the taxpayer for himself or herself or his or her immediate family (subject to certain limitations) to the respective Ukrainian resident entities (insurance companies)

- Private pension insurance contributions made by the taxpayer for himself or herself or his or her immediate family (with certain restrictions) to the respective Ukrainian resident entities (non-state pension funds and banking establishments)
- Payments for artificial insemination, with certain restrictions
- Payments for state services related to the adoption of a child
- Payments for equipment that allows a taxpayer's vehicle to use biofuel
- Expenses incurred on the building or purchase of accommodation that is classified as affordable
- Expenses incurred on the renting of housing by an internally displaced person
- Expenses incurred on the purchase of shares (or other equity rights), issued by a resident of Diia City

The total amount of the tax discount may not exceed the total amount of taxable salary income received by an individual during the tax year. In addition, any amount of the tax discount that is not used as a result of this restriction may not be carried back or forward.

To claim the tax discount, a taxpayer must file his or her tax return by the end of the tax year following the reporting year. All relevant expenses incurred must be properly documented with receipts and bills. Based on the tax return, the tax authorities allow the tax discount and refund any excess tax paid not later than 60 days after receipt of the tax return.

**Rates.** Flat income tax rates of 0%, 5%, 9% and 18% are imposed on individuals in Ukraine. The rates vary according to the type of income.

Income derived from the alienation of real estate is taxed at a rate of 0%, 5% or 18% depending on the following:

- Duration of ownership of such property
- The frequency of alienations
- Type of property
- Tax residence status

In general, an 18% tax rate applies to most types of income of resident and nonresident individuals (employment and non-employment), except for the types of income described below.

An 18% tax rate applies to royalties, investment income and interest income received by resident and nonresident individuals in Ukraine. A 9% tax rate applies to dividends received by individuals from nonresident companies, collective-investment institutions and economic agents that are not payers of corporate profit tax. A 5% tax rate applies to dividends received from resident companies.

Gifts and inheritances received are treated as income and are subject to personal income tax at rates of 0%, 5% or 18%. The applicable rate for inheritances depends on the residency status of the testator and inheritor and on the degree of relation between the testator and inheritor. The applicable rate for gifts depends on the giver (that is, if a giver is a legal entity or an individual registered as a private entrepreneur, the applicable rate is 18%; if a giver is a private individual who is not an entrepreneur, the rate

depends on the residency status of the giver or recipient and on the degree of relation between the giver and recipient).

A tax rate of 18% applies to prizes and gains derived from non-statutory lotteries.

A tax rate of 5% applies to remuneration of employees and gig contractors of Diia City residents (special regime for information technology companies in Ukraine).

The law provides a special procedure for the payment of Ukrainian-source income by a nonresident individual or company to a nonresident individual. Under such procedure, the income must be paid through an account specially opened by the recipient nonresident individual at a Ukrainian bank, which acts as a tax agent of the individual.

Income received in foreign currency is converted into Ukrainian currency at the exchange rate established by the National Bank of Ukraine on the date of accrual (receipt). The converted amount is then subject to tax at the same rates as income in Ukrainian currency. The exchange rate on 1 January 2025 is UAH42.0295 = USD 1.

**Military levy.** Effective from 3 August 2014, a military levy of 1.5% is imposed on Ukrainian wages and similar compensation, as well as on lottery and gambling prizes. This levy was expected to be in effect until 1 January 2015. However, it is further extended for an indefinite term. In addition, the base for the levy is extended to any personal income (including foreign income) to which income tax applies. Starting from 1 December 2024, the military levy rate is increased from 1.5% to 5%, with some exceptions. The updated military levy rate of 5% will be effective until 1 January of the year following the year of the end of martial law.

**Relief for losses.** Loss carryforwards and carrybacks are not allowed, except for operations with investment assets.

## B. Property tax

Property space that exceeds 60 square meters for an apartment, 120 square meters for a house or 180 square meters for various types of residential property, including all of its parts (in the case of simultaneous ownership of apartments and residential houses) is subject to property tax. Property tax may be established at a rate of up to 1.5% of a minimum salary (UAH120 as of 1 January 2025) per square meter of space. The local authorities establish the property tax rates, depending on the location.

If the taxpayer owns residential real estate and if the total area exceeds 300 square meters (for an apartment) and/or 500 square meters (for a house), the amount of real estate tax is increased by UAH25,000 annually for each such real estate object.

## C. Social security

Locally paid salaries are subject to the unified social tax, borne by the employer at a flat rate of 22%. The base for the contributions is capped by the maximum monthly base (20 minimum salaries), which is UAH160,000 as of 1 January 2025.

The unified social tax is not payable on salaries paid from outside Ukraine by nonresident employers to their employees.

#### **D. Tax filing and payment procedures**

The tax year in Ukraine is the calendar year.

For most individuals, tax is payable through withholding at source of payment by a tax agent. The tax is withheld by the tax agents, which are entities that withhold and pay personal income tax on behalf of and at the expense of individual taxpayers in Ukraine. Ukrainian entities, including enterprises with foreign investment, must withhold income tax from the salaries of their employees.

The following individuals, among others, must file annual tax returns:

- Individuals who derive income that is taxable in Ukraine if a tax agent did not withhold income tax from such income
- Foreign individuals who obtained Ukrainian residence status in the reporting year

An individual may voluntarily file a tax return even if this is not required by law. An individual may want to voluntarily file a tax return to claim a tax refund or a tax discount.

An individual must file the annual income tax return before 1 May of the year following the reporting year. However, to claim a tax discount, an individual may file a tax return by 31 December of the year following the reporting year. Under the tax law, the deadline for the settlement of tax liability is 1 August of the year following the reporting year.

Tax residents who intend to leave Ukraine for permanent residence must file a departure tax return no later than two months before departure. After the liability is settled, the tax authorities issue a tax certificate, which must be presented by the individual to the Ukrainian Immigration Services when leaving Ukraine.

In Ukraine, for delinquent filing, the tax authorities may impose an administrative fine and financial sanctions of up to UAH476.

In addition, the tax authorities are monitoring the timing of tax payments very closely. The tax authorities impose late payment penalties of 0.0004% of the tax due for each day of delay starting with the 91st day of non-payment. They also impose an additional fine of 5% of the tax due. This fine is increased to 10% if the payment delay exceeds 30 days.

Self-employed individuals and private entrepreneurs are subject to special tax filing and payment requirements, which differ from the above.

#### **E. Tax treaties**

Ukraine is currently honoring the double tax treaties entered into by the former USSR with Japan and Spain. To replace the former USSR treaty with Japan, Ukraine entered into a double tax treaty with Japan in February 2024. This treaty will enter into force once both states complete their domestic administrative procedures.



Ukraine has entered into new double tax treaties with the following jurisdictions.

Algeria	Indonesia	Poland
Armenia	Ireland	Portugal
Austria	Israel	Qatar
Azerbaijan	Italy	Romania
Belgium	Jordan	Saudi Arabia
Brazil	Kazakhstan	Singapore
Bulgaria	Korea (South)	Slovak Republic
Canada	Kuwait	Slovenia
China Mainland	Kyrgyzstan	South Africa
Croatia	Latvia	Sweden
Cuba	Lebanon	Switzerland
Cyprus	Libya	Tajikistan
Czech Republic	Lithuania	Thailand
Denmark	Luxembourg	Türkiye
Egypt	Malaysia	Turkmenistan
Estonia	Malta	United Arab
Finland	Mexico	Emirates
France	Moldova	United Kingdom
Georgia	Mongolia	United States
Germany	Morocco	Uzbekistan
Greece	Netherlands	Vietnam
Hungary	North Macedonia	Yugoslavia
Iceland	Norway	(former)*
India	Pakistan	

\* This treaty applies to Montenegro and Serbia.

## F. Temporary visas

Entry visas may be obtained from Ukrainian embassies or consular offices before arrival in Ukraine. Ukraine issues transit, short-term (for up to 90 days of stay in Ukraine in a 180-day period) and long-term (for those foreigners who submit the documents for work or living in Ukraine) visas.

Individuals may travel to Ukraine without visas if they are citizens of Albania, Andorra, Antigua and Barbuda, Argentina, Armenia, Australia, Azerbaijan, Bahrain, Bosnia and Herzegovina, Brazil, Brunei Darussalam, Canada, Chile, Colombia, Dominica, Ecuador, European Union (EU) Member States, Georgia, Grenada, the Hong Kong Special Administrative Region (SAR), Iceland, Israel, Japan, Kazakhstan, Kyrgyzstan, Korea (South), Kuwait, Liechtenstein, Marshall Islands, Moldova, Monaco, Mongolia, Montenegro, New Zealand, North Macedonia, Norway, Oman, Panama, Paraguay, Peru, Qatar, Saudi Arabia, St. Kitts and Nevis, St. Vincent and the Grenadines, San Marino, Serbia, Switzerland, Tajikistan, Türkiye, the United Arab Emirates, the United States, the United Kingdom, Uruguay, Uzbekistan or Vatican City, and if the duration of the stay does not exceed 90 days in a 180-day period, with certain exceptions (up to 30 days in a 60-day period for citizens of Bosnia and Herzegovina; up to 30 days for citizens of Brunei Darussalam; up to 14 days for citizens of the Hong Kong SAR). Visitors from other jurisdictions need to obtain entry visas.

In a limited number of cases, foreign citizens can obtain visas on arrival, which are described below, at border check points at Boryspil and Odesa international airports.

The first type of visa referred to above is a single-entry short-term (C type) visa, which is valid for 15 days and is available to the following.

- Applicants who enter Ukraine for a diplomatic or official purpose on invitation of Ukraine's state authorities
- Applicants who enter Ukraine to render assistance in eliminating the aftermath of an emergency or accident in Ukraine
- Applicants who enter Ukraine for urgent medical treatment or participation in the burial of a close relative in Ukraine
- Pilots and other aircraft crew members carrying out international flights (based upon a pilot's license or a Flight Crew Member Certificate issued in line with the Convention on International Civil Aviation)

The second type of visa referred to above is a single-entry transit (B type) visa, which is valid for up to five days to crew members of foreign vessels staying in Ukraine's ports (based upon an extract from the shipboard list).

Starting from 1 January 2019, the Ministry of Foreign Affairs introduced an extended range of Ukraine's electronic visa (e-Visa) categories of travel to Ukraine for the purposes of business, private, tourism, medical treatment, cultural/scientific/educational/sport activities and foreign mass media staff visits. E-Visas may be issued to foreigners holding passports of the following specified jurisdictions.

Bahamas	India	Philippines
Barbados	Indonesia	St. Lucia
Belize	Jamaica	St. Vincent and the
Bhutan	Kiribati	Grenadines
Bolivia	Laos	Samoa
Cambodia	Malaysia	Seychelles
China Mainland	Maldives	Singapore
Costa Rica	Mauritius	Solomon Islands
Dominican	Mexico	South Africa
Republic	Micronesia	Suriname
El Salvador	Myanmar	Thailand
Fiji	Nauru	Timor-Leste
Grenada	Nepal	Trinidad and
Guatemala	Nicaragua	Tobago
Haiti	Palau	Tuvalu
Honduras	Peru	Vanuatu

E-Visas are issued as single- or double-entry visas, which are valid for up to 30 days.

## G. Work permits

To work in Ukraine (either based on a direct employment agreement or being assigned based on an agreement between a Ukrainian and a foreign legal entity), a foreign national must have a work permit. No comprehensive quota system exists in Ukraine with respect to the issuance of residence and work permits to most foreign nationals. Obtaining a work permit is a rather burdensome and time-consuming procedure.

The State Employment Center of the Ministry of Social Policy issues work permits, which are valid for a period of six months to three years and may be extended an unlimited number of times.

The local hosting entity of a foreign national must apply for a work permit with the local employment center and submit the following documents:

- An application
- Copies of passport pages bearing personal data
- One color matte photograph of 3.5 cm by 4.5 cm
- Copy of the draft employment agreement between the Ukrainian legal entity and the foreign national or the draft agreement between the Ukrainian and foreign entities

All documents issued in foreign countries and in foreign languages must be legalized, *apostilled* or notarized, depending on the country of issuance, before their translation into Ukrainian.

In addition, the procedure for obtaining a work permit varies depending on the category of the employee. The rules make a clear distinction between the lists of documents needed to obtain work permits for direct employees, secondees and intracorporate transferees (a specific category of secondees).

No special treatment is given to EU nationals. The application procedure is the same for all foreign nationals except Polish nationals who can work without a work permit in Ukraine starting from 16 September 2022. The work permit application process may take up to two months.

A foreign national's work permit becomes invalid if the individual changes employers.

A work permit is a basis for issuing a Long-term Visa D (a special type of entry visa, which may be obtained for the purpose of engaging in employment in Ukraine). This type of visa is a multi-entry visa (which is issued for a purpose of obtaining a temporary residence permit in Ukraine; a foreign individual is allowed to stay in Ukraine up to 90 days for obtaining his or her temporary residence permit).

**Self-employment.** No law prohibits foreign nationals from establishing or managing businesses in Ukraine. However, restrictions on foreign investment are imposed in certain industry sectors, including defense. Business activities of foreign nationals must comply with either domestic law or international treaties entered into by Ukraine.

## H. Residence visas/permits

Foreign citizens' passports are registered at the point of entry into Ukraine. Individuals can legally stay in Ukraine for a period of 90 days during a 180-day period or for the term of validity of the respective visa that is the basis for entry into Ukraine, unless otherwise provided under a relevant international agreement. A foreign citizen who remains in Ukraine longer than the valid registration period must apply for extension of the period of stay with the immigration service of Ukraine if sufficient grounds exist for such extension (for example, treatment, pregnancy or

childbirth, caring for a sick family member, registration of heritage, applying for an immigration permit or Ukrainian citizenship, performance of the duties of a foreign correspondent or representative of the foreign mass media).

If a foreign citizen's employer has obtained a work permit for the individual, a temporary residence permit must be obtained from the Ukrainian immigration authorities in order for the foreign citizen to have a right to stay in Ukraine for the period of the work permit's validity (usually up to one year) and to travel freely to and from the country. An individual can begin the procedure for obtaining a temporary residence permit only if he or she obtains a D-type visa at a consular office outside Ukraine, with exceptions for certain Commonwealth of Independent States (CIS) countries.

A foreign citizen must submit the following documents with the Ukrainian immigration authorities:

- Application for a temporary residence permit
- Obligation from the employer (a document stating that in case of termination of the employment relationship with the foreign employee, the company has the obligation and takes responsibility for informing the Ukrainian immigration authorities of that fact)
- Notarized translation of the first page of the foreign citizen's passport
- Foreign citizen's original passport
- Foreign citizen's Ukrainian work permit (in cases in which the employment of a foreigner does not require the obtaining of a work permit, the employment contract should be submitted)
- Medical insurance certificate
- Receipt confirming payment of the statutory fee

The temporary residence permit application process may take up to 15 working days.

On obtaining a temporary residence permit, a foreign citizen should be registered at his or her place of residence in Ukraine.

## I. Family and personal considerations

**Family members.** The working spouse of a work permit holder does not automatically receive a work permit. An application must be filed independently. The spouse and children are allowed to stay in Ukraine under the family reunion grounds and accordingly obtain their own temporary residence permits (separately for spouse and for each child notwithstanding the age). Like the holder of the work permit, the D-type visa should be first obtained at a consular office outside Ukraine.

**Marital property regime.** A joint ownership regime applies to legally married couples in Ukraine. The regime is mandatory and applies to property acquired during marriage. Property owned by an individual before marriage, as well as property obtained during marriage by gift or inheritance, remains separate property. Separate property must be clearly identified when the couple first becomes subject to the joint ownership regime.

Although the law is silent on the marital domicile, Ukraine acknowledges marriages contracted in foreign countries.

Consequently, the joint ownership rules are applied to couples married outside Ukraine who divorce under Ukrainian law.

**Forced heirship.** Under Ukrainian law, specified proportions of testamentary property are transferred to minor or disabled children or to a disabled spouse or parent, regardless of the contents of a will.

**Driver's permits.** If a foreign individual obtains a permanent residence permit, his or her driving license is valid only for the period of 60 days from the moment of issuance of the permanent residence permit. To obtain a local Ukraine driver's license, an applicant must pass a written examination, a medical test and a practical driving test.

# United Arab Emirates

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## A. Income tax

There is no personal income tax in the United Arab Emirates (UAE). Individuals conducting business activities in the UAE may be subject to UAE corporate tax.

*Tax residency.* The UAE issued Cabinet Decision No. 85 of 2022 on determining tax residency under domestic legislation that came into effect on 1 March 2023.

An individual is considered a UAE tax resident under domestic legislation if any of the following circumstances exist:

- He or she has been physically present in the UAE for 183 days or more within any consecutive 12-month period.
- He or she has been physically present in the UAE for 90 to 182 days within any consecutive 12-month period, is a Gulf Cooperation Council (GCC) national or holds a valid UAE residence permit, and meets the following conditions:
  - He or she has a permanent place of residence in the UAE.
  - He or she carries on employment or business in the UAE.
- He or she has been physically present in the UAE for less than 90 days in any consecutive 12-month period and meets either of the following conditions:
  - His or her usual or primary place of residence and the center of his or her financial and personal interests are in the UAE.
  - The individual meets the conditions and criteria determined by a decision from the Ministry of Finance.

It is possible to apply for a Tax Residency Certificate in the UAE confirming the tax residency of the individual (a Tax Residency Certificate based on UAE domestic legislation and, if the conditions are met, a Tax Residency Certificate for purposes of double tax treaty application).

## B. Other taxes

No capital gains tax is presently imposed in the UAE. Capital gains are taxed as part of regular business profits.

The UAE does not impose net worth tax, inheritance/estate tax or gift tax.

### C. Social security

**UAE nationals.** UAE nationals working in the public and private entities are subject to the UAE social security system of the Emirate in which the employer is registered.

*Employer registered in Abu Dhabi.* Monthly contributions in Abu Dhabi are calculated on the salary specified in the employment contract with a minimum of AED6,000 and a maximum of AED100,000. The following are the applicable rates.

<b>Social insurance contributions</b>	<b>Rate (%)</b>
Employer's contribution	15
Employee's contribution	5
Government's contribution	6*

\* The government's contribution only applies if the individual has entered the Abu Dhabi workforce before 1 December 2023; otherwise, if they have not been registered and contributed previously to such date, the employee contribution rate is 11%.

*Employer registered in one of the other Emirates.* Monthly contributions for individuals who joined the workforce before 1 October 2023 are calculated based on the salary stated in the employment contract up to a maximum of AED50,000. The following are the applicable rates.

<b>Social insurance contributions</b>	<b>Rate (%)</b>
Employer's contribution	12.5
Employee's contribution	5
Government's contribution	2.5

Monthly contributions for individuals who joined the workforce after 1 October 2023 are calculated based on the salary stated in employment contract up to a maximum of AED70,000. The following are the applicable rates.

<b>Social insurance contributions</b>	<b>Rate (%)</b>
Employer's contribution	15*
Employee's contribution	11

\* For employers in the private sector, the government bears 2.5% of the employer contributions for UAE nationals with a remuneration less than AED20,000 to encourage entities to employ UAE nationals.

**GCC (non-UAE) nationals.** GCC (non-UAE) nationals will continue to be subject to their home country social security system while working in the UAE based on the GCC Unified Law of Insurance Protection Extension passed by the Supreme Council of the GCC. Consequently, the home country social security rates and caps apply.

**Non-GCC nationals.** Non-GCC nationals are not subject to the UAE social security scheme. However, employees are entitled to receive an end-of-service benefit upon termination of their tenure.

**End-of-service benefits.** Non-GCC national employees working in the private sector are entitled to an end-of-service benefit if

they have completed more than one year of continuous employment.

Employees are entitled to receive the benefit upon termination consisting of 21 days' base salary for each year below five years of service and 30 days' base salary as from the sixth year.

An alternative to the traditional end-of-service benefit scheme, the Savings Scheme, was introduced in November 2023. This alternative scheme allows employers to opt to invest the contributions in reputable funds, enabling employees to receive returns upon completion of their service. In addition to the monthly employer contributions, the enrolled employees can voluntarily opt to contribute to the scheme through monthly contributions payments.

*Dubai International Financial Centre contribution scheme.* Employees working for an employer registered with the Dubai International Financial Centre (DIFC) are, in principle, enrolled into the DIFC Employee Workplace Savings (DEWS) Plan (or another plan explicitly pre-approved by the UAE authorities) instead of the traditional or alternative end-of-service benefit plan. The DEWS Plan is a defined contribution scheme in which all employers in the DIFC are required to participate. Instead of the traditional end-of-service benefit system, employers contribute to this external plan. This allows employees to benefit from a professionally managed savings plan, where they can adjust their investment contributions according to their individual risk preferences.

**Involuntary Loss of Employment Insurance.** Employees working in the private sector or federal government sector must subscribe to the Involuntary Loss of Employment Insurance (ILOE) scheme, unless they are working for employer registered with the DIFC or the Abu Dhabi Global Market (ADGM). Employees of DIFC and ADGM companies may subscribe to ILOE on a voluntary basis.

Eligible employees will be offered protection up to a maximum of three months cash compensation if the applicable conditions (for example, regarding the reason for unemployment) are met. Employees must register within four months from the date of entry on the employment entry permit or visa change.

## **D. Wage Protection System**

The Wage Protection System (WPS) in the UAE is an electronic salary transfer platform that ensures timely payment of wages to employees through authorized banks and financial institutions. It enhances transparency in wage transactions and protects workers' rights by creating a centralized database of wage payments. This system allows the Ministry of Labour to monitor compliance with labor laws and promotes fair labor practices across the private sector.

In practice, the WPS is enforced in Mainland UAE, the Jebel Ali Free Zone and the Dubai Multi Commodities Centre Free Zone. Other Free Zones in the UAE have not implemented WPS.



## E. Double tax treaties

The UAE has concluded tax treaties with the following jurisdictions.

Albania	France	Pakistan
Algeria	Gabon	Panama
Andorra	Georgia	Paraguay
Angola	Greece	Philippines
Antigua and Barbuda	Guinea	Poland
Argentina	Hong Kong SAR	Portugal
Armenia	Hungary	Romania
Austria	India	Russian Federation
Azerbaijan	Indonesia	Rwanda
Bangladesh	Ireland	San Marino
Barbados	Israel	Saudi Arabia
Belarus	Italy	Senegal
Belgium	Japan	Serbia
Belize	Jersey	Seychelles
Bermuda	Jordan	Singapore
Bosnia and Herzegovina	Kazakhstan	Slovak Republic
Botswana	Kenya	Slovenia
Brazil	Korea (South)	South Africa
Brunei Darussalam	Kosovo	Spain
Bulgaria	Kyrgyzstan	Sri Lanka
Cameroon	Latvia	St. Vincent and the Grenadines
Canada	Lebanon	Sudan
Chile	Liechtenstein	Switzerland
China Mainland	Lithuania	Syria
Comoros Islands	Luxembourg	Tajikistan
Congo (Democratic Republic of)	Malaysia	Thailand
Costa Rica	Maldives	Tunisia
Croatia	Malta	Türkiye
Cyprus	Mauritania	Turkmenistan
Czech Republic	Mauritius	Ukraine
Ecuador	Mexico	United Kingdom
Egypt	Moldova	Uruguay
Estonia	Montenegro	Uzbekistan
Ethiopia	Morocco	Venezuela
Fiji	Mozambique	Vietnam
Finland	Netherlands	Yemen
	New Zealand	Zambia
	Niger	Zimbabwe
	North Macedonia	

The UAE's double tax treaties with the following jurisdictions are in various stages of negotiation, signature and ratification.

Austria	Gambia	Nigeria
Bahrain	Germany	Palestinian Authority
Benin	Ghana	Qatar
Burkina Faso	Guinea-Bissau	Sierra Leone
Burundi	Guyana	South Sudan
Chad	Iraq	St. Kitts and Nevis
Colombia	Jamaica	Suriname
Congo (Republic of)	Kuwait	Tanzania
Côte d'Ivoire	Liberia	Uganda
Cuba	Libya	
Equatorial Guinea	Mali	
	Monaco	

## F. Temporary permits

All foreign nationals wishing to visit the UAE on business must have a valid visa to enter the UAE, with the exception of nationals of GCC countries. Foreigners, depending on their nationality, may enter the UAE for business purposes under a pre-arranged visit visa or visa on arrival. In addition, transit visas of up to 96 hours are possible.

Passport holders from certain jurisdictions (see list below) do not need to apply for a visa in advance. On entry, they receive a free visa on arrival enabling them to stay in the UAE for an allowable period. The only documentation required for such individuals is their passport, which must have a validity of at least six months from the date of entry.

A paid 14-day visa on arrival can be granted along with a pre-approval from the UAE immigration authorities to Indian nationals who hold a visa issued by the European Union (EU), the United Kingdom or the United States. The EU, UK or US visa must be valid for a minimum of six months at the time of arrival in the UAE. The EU, UK or US visa must be valid for a minimum of six months at the time of arrival in the UAE.

Citizens of the following jurisdictions are granted a single-entry, 30-day free visa on arrival.

Andorra	Ireland	New Zealand
Australia	Japan	Singapore
Brunei Darussalam	Kazakhstan	Ukraine
Canada	Macau SAR	United Kingdom
China Mainland	Malaysia	United States
Hong Kong	Mauritius	Vatican City
SAR	Monaco	

Citizens of the following jurisdictions are granted a multiple-entry, 90-day free visa on arrival, which is valid for six months from the date of issuance.

Argentina	Germany	Peru
Austria	Greece	Poland
Bahamas	Honduras	Portugal
Barbados	Hungary	Romania
Belgium	Iceland	Russian
Brazil	Italy	Federation
Bulgaria	Kiribati	San Marino
Chile	Korea (South)	Serbia
Colombia	Latvia	Seychelles
Costa Rica	Liechtenstein	Slovak Republic
Croatia	Lithuania	Slovenia
Cyprus	Luxembourg	Solomon Islands
Czech Republic	Maldives	Spain
Denmark	Malta	St. Vincent and
El Salvador	Montenegro	the Grenadines
Estonia	Nauru	Sweden
Finland	Netherlands	Switzerland
France	Norway	Uruguay
Georgia	Paraguay	

Individuals holding Mexican passports are eligible for a multiple-entry 180-day visit visa, which is valid for six months from the date of issuance.

Business activities allowed under visas on arrival or pre-arranged visit visas are generally restricted to training, conferences, meetings, seminars and similar activities. The above list may change slightly from time to time, so it is therefore recommended that the applicability of the free visa on arrival be confirmed with the local UAE representative or chosen airline prior to travel. In addition, certain Free Zones require a temporary access pass to be provided by the host entity to the business visitor in addition to the pre-arranged visit visa or visa on arrival. Some Free Zones allow limited work activities with such a temporary access pass, while in others it is used as a gate pass to the premises of the Free Zone.

### **G. Remote working visa**

The UAE remote working visa enables foreigners to work remotely for a company abroad without a local employment contract and allows the applicant to live in the UAE. The visa is valid for one year and allows the sponsoring of dependents.

The following are key considerations regarding this visa:

- The remote working visa does not allow foreign nationals to perform any UAE-related work or services or work for an entity carrying out business in the UAE.
- All employment arrangements, such as payroll, must remain abroad and remote work activity must be performed from neutral locations, such as a residence address or hotel.
- To qualify for the program, a foreign national must earn a minimum remuneration of USD3,500 net per month.
- Certain documentation requirements must be met for the approval to be granted.
- Once the main applicant has obtained the remote working visa, he or she can sponsor dependents to apply for a residence permit, the validity of which will be one year.

### **H. Work and residence permits and self-employment**

Companies wishing to sponsor foreign national employees must apply for employment and residence permits for the individuals, unless they are eligible for a non-sponsored labor or Free Zone identification card. Companies must be eligible to sponsor foreign nationals and have available quota. For Mainland UAE companies, emiratization (local UAE national hiring quotas) may also be applicable depending on the skilled talent headcount and the business activity or industry. Emiratization is currently not applicable for UAE Free Zone companies.

For companies located in Mainland UAE, applications go through the Ministry of Human Resources and Emiratization (MoHRE) and the immigration authority.

The MoHRE is a federal UAE authority governing all emirates whereas the immigration authority depends on the governing UAE emirate. For example, in Dubai the MoHRE is the same work permit approval governing authority as all in the other emirates and the immigration authority is the General Directorate of Residency and Foreigners Affairs, whereas in Abu Dhabi, the immigration authority is the Federal Authority for Identity, Citizenship, Customs & Port Security.

For companies located in UAE Free Zones, the applications go through the Free Zone authority and the respective immigration authority as per the governing UAE emirate.

The application by the sponsoring company must include the following documents:

- A copy of the prospective employee's passport
- Passport photos of the prospective employee
- A legalized and attested highest education certificate (may be applicable for manager or technical job titles; the UAE governing authority job title list will be verified to determine the education document requirements)
- UAE offer letter or employment contract (signed and stamped by the employee and the UAE host employer authorized signatory)

From the submission of the application together with the relevant documents, the overall process for a UAE employment and residence permit should take approximately three to four weeks in Mainland UAE and the Free Zones, and work can begin when the employment and residence permit is issued.

If a UAE company wants to hire a GCC national, a self-sponsored Golden Visa holder (see Section J), or a female who is under her husband's or father's sponsorship, the UAE company can seek a non-sponsored labor identification card for the individual. This is an alternative way for an individual to be allowed to perform work-related activities. For foreign national employees (except for GCC nationals who are exempt from requiring a UAE residence permit) with a non-sponsored labor identification, the UAE company is not required to sponsor the individual's UAE residence permit. In Mainland UAE, this option is also available to non-GCC male employees.

Individuals who want to pursue self-employment, establish a business, invest in property or set up a foreign subsidiary in the UAE should seek advice as the conditions and requirements should be assessed on a case-by-case basis.

## **I. Family members**

Residence permits are granted to dependents of foreign nationals who have residence permits sponsored by a UAE company or self-sponsorship (such as Golden Visa holders; see Section K) and who satisfy certain income and status conditions. The foreign national is considered the sponsor.

Dependents of a holder of a residence permit do not automatically receive a residence permit. The sponsor must file an application independently once his or her residence visa and Emirates ID has been issued.

## **J. Golden Visa**

The Golden Visa is a self-sponsored residence visa that is valid for 10 years and enables foreign nationals to live or study in the UAE while enjoying exclusive benefits.

For an individual to be compliant to perform any work activities for a UAE company while holding the Golden Visa, the company

would need to obtain for the individual a separate work authorization document in the form of a non-sponsored labor identification card.

The validity of the work authorization will vary from one to five years subject to the issuing jurisdiction. It is renewable as per the employment contractual terms.

It is a grey area with respect to whether Golden Visa holders looking to work remotely for a company outside the UAE can do so. Therefore, advice should be sought on a case-by-case basis to determine the appropriate visa for the intended activity.

**Golden Visa eligibility criteria.** There are various routes to qualify for applying for a UAE Golden Visa, such as the following:

- Investors who purchase a property in the UAE worth at least AED2 million or one or more off-plan properties worth at least AED2 million from approved local real estate companies, or those who take loans from authorized banks in the UAE to purchase a property in the country
- Highly skilled professionals who earn a minimum monthly salary of AED30,000 and hold a bachelor's degree (or its equivalent), relevant work experience, a UAE employment contract and a job at the Occupational Level 1 or 2 as defined by the MoHRE
- Entrepreneurs who meet either of the following conditions:
  - They are owners or partners of start-up enterprises registered in the UAE as small and medium enterprises that are valued by an auditor in the UAE as having an enterprise value that is not less than AED500,000.
  - They secured approval to establish a start-up enterprise in the UAE from a business incubator, the Ministry of Economy or local authorities.
- Individuals with exceptional talent (for example, inventors and innovators) in fields such as culture, art, sports and digital technology, who hold an approval certificate or a recommendation letter issued by local authorities
- Scientists and researchers with high-level achievements in their field who hold a recommendation letter issued by the Emirates Scientists Council and a PhD or a Master's degree in engineering, technology, life sciences or natural sciences from one of the highest-ranked universities globally
- Outstanding (that is, high-performing) students and graduates who graduated from a secondary school or university in the UAE or one of the 100 highest-ranked universities globally
- Humanitarian pioneers (for example, distinguished members of international and regional organizations or public benefit organizations, recipients of prestigious awards in humanitarian fields and distinguished volunteers or sponsors of humanitarian efforts)

**Golden Visa benefits.** The Golden Visa is self-sponsored. Therefore, there is no need for a company/employment sponsor.

Golden Visa holders may sponsor their family members (that is, spouse, children regardless of age and parents). They may stay outside the UAE for a continuous period of up to one year, and they may sponsor unlimited number of domestic helpers.

In case of the principal applicant's death before the expiration of his or her Golden Visa, his or her dependents may continue staying in the UAE until the end of the validity period of their individual Golden Visas.

## K. Emiratization

Emiratization is an initiative taken by the UAE government and monitored by the MoHRE to increase the employment of UAE nationals in the private and public sectors. Currently, this initiative only applies in the UAE Mainland. Emiratization can be referred also as “Tawteen” in Arabic.

**Companies with 50 or more employees.** In 2022, the MoHRE issued Ministerial Resolution No. 279 for “Monitoring Mechanisms of Emiratization Rates in the Private Sector & Contributions Imposed on Non-Complaint Establishments.” This resolution shaped the regulations, responsibilities and penalties applicable with respect to the application of the Emiratization initiative in the private sector. According to the resolution, UAE Mainland companies registered in MoHRE with 50 employees or more are required to increase their percentage of UAE nationals employed each year by 2% of their skilled jobs until it reaches 10% in 2026. Compliance is monitored annually, and penalties are issued in case of noncompliance. On 7 February 2023, the authorities announced a change in the mechanism of monitoring of the targeted percentage, instead of the 2% annual compliance. It is now a 1% semi-annual compliance (every six months). In other words, the Ministry is monitoring compliance of targeted companies semi-annually instead of annually. Compliance will be monitored until the end of 2026 as stated by the MoHRE, which means that by the end of 2026, targeted companies should have increased the percentage of UAE nationals employed to 10%.

Companies that fail to meet the semiannual targets will be issued a fine. In 2022, the monthly fine was AED6,000 for each local employee that was not hired. This monthly fine will increase by AED1,000 annually.

**Companies with 20 to 49 employees.** On 11 July 2023, the MoHRE expanded the application of Emiratization targets to certain companies and individual establishments (that is, entities owned by one individual) with 20 to 49 employees in the following 14 sectors:

- Information and communications
- Financial and insurance activities
- Real estate
- Professional and technical activities
- Administrative and support services
- Arts and entertainment
- Mining and quarrying
- Transformative industries
- Education
- Health care and social work
- Construction
- Wholesale and retail
- Transportation and warehousing
- Hospitality and residency services

The MoHRE will shortlist companies that must meet these Emiritization targets based on different criteria (for example, types of jobs, work environment, geographical location). Shortlisted companies will be required to hire at least one UAE national in 2024 and another one in 2025. In addition, if one of their employed UAE nationals leaves the company, they will be required to hire a UAE national as a replacement within two months of the former employee's departure or pay the financial contribution for the targeted year if they reduce the number of their UAE national staff after the targeted year.

Companies that fail to meet the 2024 target will be subject to a fine of AED96,000 in January 2025, and those that do not meet the 2025 target will be required to pay a fine of AED108,000 in January 2026.

# United Kingdom

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## A. Income tax

**Who is liable.** The taxation of individuals in the United Kingdom (UK) is determined by residence and domicile status. The UK applies a comprehensive statutory residence test (SRT) to determine whether an individual is resident in the UK. The SRT has rules that determine whether someone is one of the following:

- Conclusively UK nonresident
- Conclusively UK resident
- Subject to the “sufficient ties” tests to determine their UK residence status

*Residents.* Tax residents are liable to UK tax on their worldwide income. However, individuals who are regarded as not domiciled in the UK (see *Domicile*) may not be liable to UK tax on offshore income and capital gains if the funds are not remitted to the UK (this is known as the “remittance basis”).

Individuals wanting to be taxed on the remittance basis must, in most cases, make a claim each year. For further details regarding the remittance basis, see *Remittance basis*.



Based on announced changes to the UK tax law, remittance basis taxation for non-UK domiciled individuals will be abolished from 6 April 2025 onward; see *Note below on changes from 6 April 2025*.

*Nonresidents.* Nonresidents are subject to tax on their UK-source income, such as compensation attributable to UK workdays and certain UK-source investment income. Under the SRT, an individual who has been nonresident for UK tax purposes throughout the preceding three UK tax years is generally regarded as conclusively nonresident if he or she spends no more than 45 days in the UK in any UK tax year. Other tests may also apply under which a taxpayer is regarded as conclusively nonresident, the most common of which is the test applying to an individual who meets the conditions for “full-time work abroad” (FTWA) during the tax year, which is defined under the SRT.

*UK residence.* Employees leaving the UK most commonly cease to be UK tax resident by virtue of FTWA. FTWA, as defined under SRT, requires individuals to work for a minimum of 35 hours per week under one or more contracts of employment and/or self-employment (the methodology for calculating the hours per week is set out in the legislation) for the relevant tax year. It also places a limit on the number of days (maximum of 90 per UK tax year) and workdays (maximum of 30 per UK tax year) that an individual may spend in the UK and still be regarded as FTWA for the tax year concerned. It is also possible to be conclusively nonresident by spending no more than a *de minimis* number of days in the UK in a tax year (15 days if the individual has been resident in any of the previous three tax years and 45 days if he or she has been nonresident throughout that period). Separate automatic nonresidence rules may apply if the taxpayer dies in the tax year.

An individual coming to the UK is likely to be regarded as conclusively UK resident if he or she does not meet any conditions to be regarded as conclusively UK nonresident (see above) and satisfies any of the following conditions:

- He or she spends at least 183 days in the UK in the UK tax year.
- He or she works sufficient hours (at least 35 hours per week on average) in the UK, assessed over a 365-day period, with more than 75% of his or her workdays being UK workdays (full-time working in the UK, or FTWUK).
- He or she has his or her only home or all his or her homes in the UK, for a period of at least 91 consecutive days, and at least 30 days of the 91-day period fall in the UK tax year concerned.
- He or she meets the sufficient ties test.

Particular rules apply to individuals who have relevant jobs in international transport, such as air crew. These rules exclude them from the FTWA and FTWUK tests.

For an individual who is neither conclusively resident, nor conclusively nonresident, a sufficient ties test applies under the SRT. The sufficient ties test looks at the number of connection factors (ties) that the individual has with the UK and the number of days spent in the UK. Five possible ties can apply to determine the extent of the individual’s connection to the UK; the more ties that an individual has, the fewer days he or she may spend in the UK

in a tax year without becoming UK tax resident. The following are the five possible ties that an individual may have:

- He or she has a UK substantive employment (at least 40 UK workdays, as defined).
- He or she has UK accommodation (as defined).
- He or she has more than 90 days present in the UK in either of the preceding two UK tax years.
- He or she has UK-resident family (spouse, civil partner or minor children).
- He or she has been UK tax resident in any one or more of the three preceding UK tax years and has not spent more days in any single country than he or she has spent in the UK.

After the number of ties is determined, this is compared with the number of days of presence in the UK. For example, under the sufficient ties test, an individual who has not been tax resident in the UK in any one of the preceding three tax years does not become a UK resident in the following circumstances:

- He or she is present up to 120 days in the UK and has no more than two ties.
- He or she is present up to 90 days in the UK and has no more than three ties.

Complex statutory definitions apply in all cases. For example, a day is usually counted as a day of presence if the individual is in the UK at midnight, but an additional anti-avoidance rule can also apply if the individual has three UK ties, has been UK tax resident during any of the preceding three UK tax years and has more than 30 days in the UK when he or she is in the UK during the day but absent at midnight (see *Days present in the UK*). A UK workday is defined as a day on which more than three hours of work is undertaken in the UK and includes both training and traveling undertaken in the performance of employment duties.

*Overseas workday relief.* For UK tax residents who are non-domiciled, overseas workday relief (OWR) may be available on their employment income when they first become resident if they have been nonresident for UK tax purposes throughout the preceding three UK tax years, if the remittance basis is claimed and if the remuneration related to those overseas workdays is both paid and retained offshore (for further details, see *Remittance basis*). If OWR applies, the income relating to the overseas workdays is excluded from UK taxation so long as it is not brought to the UK.

OWR is likely to apply to the UK tax year in which the individual first becomes UK tax resident and to the two subsequent UK tax years. The law does not prevent an individual from being entitled to OWR on several different assignments to the UK. However, unless he or she is nonresident in the UK for at least three full UK tax years between assignments, the period over which relief may be claimed is likely to be restricted.

The rules relating to OWR, including transitional rules for individuals eligible for OWR in the 2023-24 and 2024-25 tax years, will be updated from 6 April 2025; see *Note below on changes from 6 April 2025*.

*Split-year position.* In principle, residence is determined for a tax year as a whole, but under the SRT a taxpayer who is UK tax

resident may be eligible for split-year treatment in certain circumstances. If the conditions are met, non-UK income and gains of the overseas part of the UK tax year concerned are generally not subject to UK tax. An individual arriving in the UK who would otherwise be UK tax resident all year may qualify for split-year treatment in any of the following five circumstances:

- The individual starts to have his or her only home in the UK.
- He or she starts to work full time in the UK.
- He or she returns from working full time abroad, having been UK tax resident in one or more of the four tax years immediately preceding the previous UK tax year.
- He or she is an accompanying spouse or civil partner of someone who is returning from working full time abroad, as described above.
- He or she starts to have a home in the UK and did not previously have a UK home.

If more than one of the above circumstances applies, an ordering rule typically applies the test that minimizes the overseas part of the tax year and begins taxation as a UK resident from the earliest possible date.

In addition, in any of the following three sets of circumstances, someone leaving the UK may qualify for split-year treatment:

- The individual leaves the UK for FTWA.
- He or she is an accompanying spouse of someone who is leaving the UK for FTWA.
- He or she is leaving the UK permanently and will not have a home in the UK after departure.

If more than one of the above circumstances applies, the date of the beginning of the overseas part of the tax year is determined in the following order of priority:

- FTWA
- Accompanying spouse rule
- Test based on ceasing to have a UK home

Individuals may also need to look at their residence position for the previous and subsequent tax years as part of the split-year conditions. Consequently, professional advice should be obtained if relevant.

*Domicile.* Under English law, an individual's domicile is the country considered to be his or her permanent home, even though he or she may be currently resident in another country. It may be a domicile of origin, choice or dependency. Under English law, every person is born with a domicile of origin, which is normally that of his or her father. A domicile of origin has great tenacity. Consequently, individuals who were never domiciled in the UK and who work there for limited periods normally will likely be able to demonstrate that they are not domiciled in the UK.

Individuals who are non-UK-domiciled are deemed to have a UK domicile for income tax purposes if they have been resident in the UK for at least 15 out of the 20 tax years immediately preceding the current tax year. If an individual with a UK domicile of origin who had acquired a non-UK domicile of choice returns to the UK for a limited period, he or she will be deemed to be domiciled in the UK from the date on which he or she returns.

Domicile status affects how an individual's offshore income and/or capital gains are taxed. A non-UK-domiciled individual can have his or her offshore income and/or offshore capital gains taxed on either of the following bases:

- Remittance basis
- Arising basis

An individual who is taxable on the arising basis is subject to UK tax on his or her worldwide income and capital gains, regardless of where they arise. For further details regarding the remittance basis, see *Remittance basis*.

*Days present in the UK.* Any day on which the individual is present in the UK at midnight is considered a full day of presence in the UK for residence purposes. Days in transit may be excluded from the count if the individual does not perform any activities in the UK that are unrelated to the transit. In some cases, up to 60 days that were spent in the UK as a result of exceptional circumstances that were not anticipated and were outside the taxpayer's control may be disregarded in calculating total days of presence.

An anti-avoidance rule applies to taxpayers who have three or more ties under the SRT and who were UK tax resident in at least one of the preceding three UK tax years. If an individual spends more than 30 days in the UK on which the individual is not also present in the UK at midnight, each subsequent day spent in the UK (above 30) for which the taxpayer is absent at midnight is counted as a day of UK presence for all of the day-count tests applied under the SRT. However, this anti-avoidance rule does not apply to individuals who meet the criteria for FTWA (see above).

Based on announced changes to UK tax law, remittance basis taxation for non-UK domiciled individuals will be abolished from 6 April 2025 onward; see *Note below on changes from 6 April 2025*. For tax years prior to 6 April 2025 non-UK domiciled but UK resident individuals can claim the remittance basis of taxation. An individual who is taxed on the remittance basis can potentially keep certain of his or her foreign income and gains outside the scope of UK tax by having them paid offshore and not subsequently remitting them to or enjoying them in the UK. "Remittance" is widely defined to include direct and indirect remittances, and professional advice should be taken as necessary to determine when the remittance basis may be claimed.

The default position is that nearly all residents are subject to UK tax on worldwide income and gains (known as the "arising basis"). Individuals who qualify and wish to be taxed on the remittance basis must normally claim to be taxed on this basis. Individuals who claim the remittance basis lose the tax-free personal tax allowance for income tax (in any event, this allowance is subject to phaseout for individuals with income in excess of GBP100,000 in the tax year; see *Personal allowance*) and also lose the annual exemption for capital gains tax (CGT) for that tax year. In addition, individuals who have been resident in at least seven of the preceding nine UK tax years must pay an additional remittance basis charge (RBC) of GBP30,000 for each year for which the claim to be taxed on the remittance basis is made. The

charge is increased to GBP60,000 for individuals who have been resident in the UK in at least 12 of the preceding 14 UK tax years. Individuals resident in the UK in at least 15 of the preceding 20 UK tax years are no longer able to access the remittance basis.

However, the remittance basis currently applies without a formal claim if non-domiciled residents satisfy the following *de minimis* conditions:

- Their total unremitted offshore income and gains in the UK tax year amount to less than GBP2,000 (if a taxpayer is eligible for split-year treatment, this limit applies to the UK-resident part of the tax year only, so that any unremitted offshore income and gains for the overseas part of the tax year are ignored; only income and gains related to the UK part of the split tax year count toward the GBP2,000 limit).
- They have not made any remittances of “relevant income or gains” to the UK, have been resident in the UK in no more than six out of the preceding nine UK tax years (or they are under 18 throughout the tax year), and their only UK-source income is investment income that has been taxed at source of no more than GBP100.

“Relevant income or gains” are the individual’s foreign income and gains for that tax year as well as foreign income and gains for every previous tax year to which the remittance basis applied.

If the remittance basis applies without a formal claim, the individual does not lose the tax-free personal tax allowance for income tax (assuming his or her gross income is below the phaseout level; see *Personal allowance*) or the annual exemption for CGT for that tax year.

Income and gains that may be taxed on the remittance basis include the following:

- Earnings paid outside the UK and attributable to workdays outside the UK if the individuals are eligible to claim OWR (see *Overseas workday relief*)
- Earnings from a separate employment with a non-UK-resident employer if the duties are performed wholly outside the UK (however, under an anti-avoidance law, remuneration from many such contracts are typically taxed on the arising basis instead)
- Most common forms of investment income arising from assets or funds based outside the UK
- Capital gains arising from the disposal of assets located outside the UK

*Organizing bank accounts.* If the remittance basis applies, special rules identify the source of funds remitted to the UK in a specific order from a “mixed fund.” A “mixed fund” is a fund that contains monies from different sources, such as employment income, investment income, capital gains and “clean capital,” or income or gains of more than one UK tax year. If monies are remitted to the UK, the following order applies in determining what has been brought to the UK:

- Employment income that has already been taxed in the UK
- General foreign earnings (for example, earnings relating to overseas workdays) that have not been subject to foreign taxes

- Specific foreign employment income (such as income derived from certain share incentives) that has not been subject to foreign taxes
- Foreign-investment income that has not been subject to foreign tax
- Foreign chargeable gains that have not been subject to foreign tax
- Employment income that has been subject to foreign tax
- Foreign-investment income that has been subject to foreign tax
- Foreign chargeable gains that have been subject to foreign tax
- Income or capital (including income or capital already taxed in the UK) not contained in the above categories, including underlying capital, such as pre-residence earnings, investment income and capital gains

If possible, offshore accounts containing segregated funds (for example a separate account to hold proceeds from the disposal of assets chargeable to CGT) should be organized to avoid the complications of the mixed fund rules.

A taxpayer can nominate a particular offshore account that meets certain conditions to be a “qualifying mixed fund account,” which simplifies the calculation of OWR. To qualify, the types of income that the account may contain are restricted. Although the account may be held in joint names, only one of the account holders may contribute to it. Accounts that do not contain current year employment income that is a mixture of UK-source earnings and earnings that are eligible for OWR are not eligible for nomination. A taxpayer may have only one nominated bank account at one time and details of that nominated account must be provided to HMRC.

For most bank accounts, an analysis of what has been brought to the UK with each remittance must be made on a transaction-by-transaction basis. For nominated bank accounts only, the analysis may be undertaken at the end of the UK tax year on the basis of cumulative figures for the year if all of the necessary conditions are met.

As a result of the complexities of the remittance basis and the mixed fund rules, and the potential interaction with double tax treaties, professional advice should be sought from the outset.

**Note on changes from 6 April 2025.** The UK government announced a major reform to the taxation of non-domiciled individuals in the budget delivered on 30 October 2024, which will take effect from 6 April 2025. It represents significant changes to the way globally mobile employees are taxed in that it abolishes the remittance basis of taxation, which was largely dependent on domicile status, and brings in a residence-based system (although income relating to pre-6 April 2025 remains subject to the remittance basis).

As a high-level overview, the following are key aspects of the new regime:

- “Qualifying new residents” (QNRs) will not pay UK tax on foreign income and gains (FIG) arising in the first four tax years after becoming UK tax resident, provided they have not been UK tax resident in any of the previous 10 consecutive tax

years. They will be able to bring the FIG to the UK free from additional income and capital gains tax.

- QNRs will be taxable on worldwide income after four tax years of UK residence.
- OWR will be available for the four tax years (the year that the individual becomes resident and next three tax years). The relief will apply to employment income for non-UK workdays. The employment income will no longer have to be paid and kept overseas. The relief will be restricted to the lower of 30% of qualifying employment income and GBP300,000. Share-based incentives will be included in qualifying employment income when calculating the cap.

The reliefs under the FIG regime and OWR from 2025-26 need to be specifically claimed in a self-assessment tax return.

There are also transitional provisions and reliefs available for individuals who have been taxed on the remittance basis before 6 April 2025, including the following:

- OWR will be available up to four tax years for individuals who are eligible for the FIG regime, unless they have already had OWR for three tax years (that is, individuals who became resident in 2022-23), in which case OWR will no longer be available.
- The Temporary Repatriation Facility (TRF) is expected to be available in 2025-26, 2026-27 and 2027-28 for individuals who have previously claimed the remittance basis. The proposal is that they will be able to designate unremitted FIG that arose prior to 6 April 2025 (including unremitted income that qualified for OWR) and pay a reduced rate of tax on the designated FIG. Tax is paid for the year that the designation is made, but the remittance can be in a later year. The proposed tax rate applicable on designated FIG will be 12% for 2025-26 and 2026-27, increasing to 15% for 2027-28. The Chancellor has said that some changes will be made to this proposal but the exact details have not been published.
- Current and past remittance basis users are also expected to be able to rebase foreign capital assets to their value at 5 April 2017 when they dispose of them.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* An employee is prima facie taxed on all remuneration and benefits from employment received during a tax year. The UK tax year ends on 5 April. An employee is taxable not only on basic salary but also on most perquisites or benefits in kind, including company cars, meals, accommodation, tuition for dependent children, medical insurance premiums and imputed interest on loans below market rates. Employer-paid education expenses for employees and life insurance premiums may be taxable in certain circumstances. Education allowances provided by employers to their expatriate and local employees' children are chargeable to income tax and social security. However, contributions by an employer to a UK-registered pension scheme are normally not taxed if prescribed limits are not exceeded (see *Pensions*).

All salaries, fees and benefits in kind earned by directors are taxable as employment income. Individuals who are resident are taxed



on their worldwide employment income. However, for UK tax years before 6 April 2025, non-UK-domiciled individuals may be taxed on the remittance basis if they elect to be taxed on the remittance basis or if the remittance basis applies without a claim (see *Remittance basis*). As a result, remuneration for duties performed outside the UK, such as income relating to overseas workdays, may potentially escape UK tax altogether if it is paid offshore and not subsequently remitted to or enjoyed in the UK. However, as explained above, OWR is only normally available for the UK tax year in which tax residence is established and the two subsequent UK tax years. Earnings derived by non-UK-domiciled individuals from UK duties are taxable in the UK regardless of whether the arising or remittance basis applies.

Remuneration from certain specific employment contracts for non-domiciled individuals with non-UK employers under which no duties of the employment are performed in the UK may also be taxable on the remittance basis, but additional conditions must be met, which means that income from such contracts may be taxable as it arises.

Individuals who are resident are taxed on their employment income for the year. However, some individuals may qualify for “split-year” treatment under which the employment income relating to periods before and after their UK employment and assignment can be excluded from UK taxation if certain conditions are met (see *Split-year position*).

Individuals who are nonresident in the UK are taxed on their earnings from UK employment duties only.

If employment income that is earned during a period of UK residence is paid when the individual is nonresident, the employment income remains taxable as though the individual is resident. It is the resident status of the employee when the individual earns the income that determines the taxability of the earnings and not the residence status of the employee at the time of payment unless HMRC has specifically agreed to the use of an alternative “cash basis” for tax-equalized employees.

If all of the conditions are satisfied, a double tax treaty may grant an exemption to exclude certain types of employment income from UK taxation for employees who are resident in another contracting state for the purpose of the treaty (see Section E).

Tax is normally deducted from employment income at source under the Pay-As-You-Earn (PAYE) system (see Section D).

*Self-employment income.* Self-employment income includes income from a trade, profession or vocation. Whether a person is considered to be employed or self-employed is determined by the individual’s particular circumstances and as a matter of fact.

Tax is charged on the profits or gains of trades, professions and vocations carried out wholly or partly in the UK by UK residents. A nonresident individual is charged on any business exercised in the UK, or on the part of the trade carried on in the UK if the trade is carried on partly in the UK and partly overseas. A business carried out wholly overseas by a UK-resident individual is regarded as foreign income and, consequently, may be taxed on



the remittance basis if the individual is eligible and claims the remittance basis.

For tax purposes, profits are usually determined in accordance with normal accounting principles, but adjustments may be necessary.

A self-assessment system applies, and self-employed individuals are currently taxed on the business profits earned during an accounting period ending in the current tax year. From 2024-25, self-employed individuals will be taxed on the profits generated between the start (6 April) and end of the tax year (5 April).

A GBP1,000 trading allowance is available. If the allowance covers all the trading income before expenses, the income is not taxable and not reportable. If this is not the case, the individual has the option of deducting his or her expenses or using the allowance. The allowance cannot be claimed by partnerships and cannot be claimed if rent-a-room relief is claimed.

It is proposed that, from 6 April 2026, self-employed individuals will be required to keep records of self-employment income and expenses digitally and report the details to HMRC on a quarterly basis if the income is over GBP50,000.

*Investment income.* Taxpayers are entitled to a dividend allowance of up to GBP500 (GBP2,000 before 6 April 2023, GBP1,000 before 6 April 2024), so that up to the first GBP500 of dividend income received in the tax year is effectively taxed at 0%. For dividends in excess of the allowance, the following rates apply:

- 8.75% for basic rate taxpayers
- 33.75% for higher rate taxpayers
- 39.35% for additional rate taxpayers

Although the first GBP500 of dividend income is tax-free, it is still taken into account in determining the taxpayer's marginal tax rate and any entitlement to the personal savings allowance, as explained below.

A new personal savings allowance applies for other investment income such as bank interest.

UK banks and building societies are no longer required to deduct basic rate tax at source from any interest income paid by them. The personal savings allowance is set at GBP1,000 for basic rate taxpayers and GBP500 for higher rate taxpayers. It is not a deduction from taxable income, but it is effectively an amount of savings income that may be taxed at 0%. Additional rate taxpayers (individuals with taxable income in excess of GBP125,140) are not entitled to a savings allowance.

Investment income in excess of the savings allowance is subject to income tax at the taxpayer's marginal tax rate. See *Rates* for further details.

Any income from UK leased property is taxed as income at the applicable marginal rate of the taxpayer (see *Rates*). Leasing agents for nonresident landlords should withhold the basic tax rate of 20%, unless HMRC issues a direction to them authorizing gross payment to the landlord. Income tax on property income is

charged on the net profit from rentals after deduction of qualifying expenses, such as repairs and maintenance but not depreciation, which is not a qualifying expense for UK tax purposes. Relief for mortgage interest is limited to relief at the basic rate of tax.

The net profit is calculated in accordance with UK rules even if the rental income arises from foreign leased property and is taxed on the remittance basis. A deduction may be claimed instead for actual expenditure on replacement of furniture and fittings used in a property income business.

It is proposed that, from 6 April 2026, records of property income and expenses will have to be kept digitally and reported quarterly if the income is over GBP50,000.

A GBP1,000 property allowance is available. If the allowance covers all the property income before expenses, the income is not taxable and not reportable. If this is not the case, the individual has the choice of deducting his or her expenses or the allowance.

UK domiciled and resident individuals are usually liable to UK tax on their worldwide investment income.

Nonresident individuals are liable to UK tax on their investment income from UK sources only, regardless of their domicile status.

For UK tax years before 6 April 2025, individuals who are not domiciled but are resident in the UK are also usually liable to UK tax on investment income from UK sources. However, they may claim to have their investment income from any non-UK-source income taxed on the remittance basis so that they are taxed on their investment income from any non-UK sources only to the extent that it is remitted to or enjoyed in the UK.

If all the conditions are satisfied, a double tax treaty may grant an exemption to exclude certain types of investment income from UK taxation for individuals who are resident in the other contracting state for purposes of the treaty (see Section E).

**Stock options and share-based incentive schemes.** Detailed, complicated legislation applies to the taxation of share incentives provided to employees by their employers. The legislation applies to “securities,” which includes, but is not limited to, shares in the employer company. The application depends on the specific plan rules. As a result, professional advice should be taken on the tax and legal implications in any particular case. The following discussion is for general guidance only.

The UK introduced reforms of the law that governs the taxation of certain equity-based compensation for internationally mobile employees, which took effect on 6 April 2015. This regime applies to all chargeable events, including awards vesting or being exercised, occurring on or after 6 April 2015 and generally seeks to tax the proportion of any award attributable to periods of UK tax residence, together with any amounts attributable to UK work during periods of nonresidence. The regime described below applies to all awards if the taxable event occurs on or after 6 April 2015, regardless of the original date of grant.

*Unapproved employee share option schemes and restricted stock units.* Unapproved employee share options are not taxed on grant, but when the chargeable event occurs. This is usually when the option is exercised but may include other events, such as the settlement in cash of the option by the employer, rather than the exercise of the option to acquire shares.

Any rights to acquire securities are now likely to be taxed as employment-related securities options on exercise of the option or, for other rights to acquire, such as restricted stock units, when the employee becomes entitled to the award. The UK taxable proportion of the award is calculated by allocating the award to the UK tax years over which it was earned and apportioning the income by tax year between UK and non-UK elements. Any parts that are not attributable either to periods of UK residence or to UK workdays are excluded from UK taxation. If employees are entitled to OWR, they may also be eligible for a form of OWR with respect to their overseas workdays during UK-resident periods. It may also be possible to rely on a double tax treaty to limit the UK's right to tax amounts attributable to non-UK duties if the employee is treaty nonresident in the UK at the time of the chargeable event.

From 6 April 2025, OWR is expected to be restricted to the lower of 30% of qualifying employment income and GBP300,000. Share-based incentives will be included in qualifying employment income when calculating the cap.

The employer must withhold income tax on chargeable events, such as exercise, if the underlying securities are considered to be Readily Convertible Assets for UK tax purposes, via the PAYE system.

The social security position is more complex. However, if relevant and for employees who are within the scope of UK social security, it is possible for employers to enter into agreements with their employees to pass on the secondary (or employer's) social security liability to the employee. Under the agreement, the employee pays any employer-owed social security contributions due on the exercise of the option; the employee may then deduct the contributions paid when calculating the amount of the gain liable to UK income tax.

If awards of shares are made, rather than share options, the value of the shares awarded to an employee is usually subject to income tax and social security contributions (if applicable) on the date of the award. The position may be more complex if shares are restricted, such as being at risk of forfeiture. If shares are at risk of forfeiture, the liability is usually deferred until the restrictions lift, assuming this happens within five years of the grant. Employers and employees can instead jointly make elections so that the taxes on the award are charged up front on the value ignoring the restrictions. This is an extremely complex area, and professional advice should be obtained in all cases.

For the purpose of any treaty apportionment, share-option income is typically sourced from grant to vesting, assuming that the individual remains in employment with a group company throughout this period. By exception, the UK continues to apply

a grant-to-exercise sourcing period for gains under its treaties with Japan and the United States.

In all the above cases, the law is complex, and professional advice should be obtained. An apprenticeship levy is also potentially payable. See *Apprentice levy* in Section B.

*Tax-advantaged employee share schemes.* The UK currently has several employee share schemes that can have tax-advantaged status. Income from tax-advantaged schemes that is realized in an approved manner is usually not subject to income tax or to National Insurance contributions. Tax-advantaged plans include, among others, the Company Share Option Plan (CSOP), the Save As You Earn (SAYE) Share Option Scheme, the Share Incentive Plan (SIP; formerly the All Employee Share Ownership Plan) and the Enterprise Management Incentives (EMI). Each plan has different characteristics and is consequently relevant to particular employer and employee circumstances. The difference between tax-advantaged employee share schemes and unapproved schemes is that the former generally put shares into the hands of employees free of income tax and National Insurance. A disadvantage of the tax-advantaged employee share scheme is that the value of awards that may be made to employees is limited.

*CGT on employee share schemes.* CGT may be due if the shares acquired from employee share schemes are sold and if the employee is within scope of CGT at the time (broadly, if he or she is resident or only temporarily nonresident). In general, the underlying shares acquired from tax-advantaged schemes are still subject to capital gains tax when they are sold. However, shares in a Share Incentive Plan subject to a minimum holding period may be exempt from UK CGT on disposal.

For shares acquired from the exercise of options, the base cost of the shares sold for UK capital gains tax purposes is increased by the amount of any income that was subject to UK income tax at exercise. More complex base cost rules apply if employees hold shares acquired by them on different dates at different prices.

The employer does not have any withholding obligation with respect to CGT.

*Annual filing.* Any plans under which awards of securities are made to employees should be registered with HMRC by the relevant employer. Annual reports must also be filed by 6 July following the end of the relevant UK tax year (for example, by 6 July 2025 for the 2024-25 tax year) to report all reportable events: in the UK tax year, including, but not limited to, the acquisition of shares or the exercise of share options. It is noteworthy that nil returns must be filed if awards remain outstanding, but no reportable events occur in the year. Plans must be deregistered once completed.

**Pensions.** In terms of UK tax treatment, pension schemes may broadly be divided into the following three groups:

- UK registered pension plans and international equivalents
- Unapproved (for UK-tax) pension schemes
- Wholly unfunded schemes

*UK-registered plans.* The annual allowance charge applies to restrict the tax relief available if the contributions or increase in accrual in a tax year exceeds the permitted annual allowance.

Pension inputs are determined for a defined contribution scheme by adding together any employer and employee contributions and, for a defined benefit scheme, by multiplying the inflation-adjusted increase in the accrued annual pension value over the course of the tax year by a factor of 16 (plus the increase in any separate lump-sum entitlement) to arrive at the value by which the fund is deemed to have increased over that period. The total of the pension inputs to all relevant pension schemes for a particular individual is measured against his or her annual allowance for the relevant tax year, and any excess is subject to an annual allowance charge at his or her marginal income tax rate.

For the 2024-25 tax year, the annual allowance is GBP60,000. A further restriction applies so that for most persons with UK taxable income and pension inputs (as adjusted) of at least GBP260,000, the annual allowance is reduced by GBP1 for every GBP2 over the income limit, subject to a minimum allowance of GBP10,000. Therefore, the minimum annual allowance is currently GBP10,000. There have been fluctuations in these allowances and limits since the introduction of the tapered annual allowance on 6 April 2016. Any unused annual allowances from the preceding three UK tax years may be carried forward to offset any excess pension inputs in the current tax year. Before 6 April 2023, the lifetime allowance placed a limit on the tax-relieved pension savings an individual could make over their lifetime and a tax charge applied on withdrawal if the limit was exceeded.

The UK Spring Budget 2023 removed the lifetime allowance tax charge from the 2023-24 tax year onward. Although the charge was abolished, the concept of lifetime allowance remained for the 2023-24 tax year. With effect from 6 April 2023, the lifetime allowance tax charge was replaced with a charge to income tax at the individual's marginal rate for certain lump-sum payments (also referred to as "relevant lump sums") paid by registered pension schemes, which would otherwise have been subject to a lifetime allowance charge.

The concept of the lifetime allowance was removed completely from 6 April 2024 and replaced with two new allowances, which are the "lump-sum allowance" and the "lump-sum and death-benefit allowance." The standard amount for the lump-sum allowance is set at GBP268,275. This limits the UK tax-free sums that can be taken as pension-commencement lump sum and/or the tax-free portion of any uncrystallized funds pension lump sums. The standard lump-sum and death-benefit allowance is fixed at GBP1,073,100 (equivalent to the previous lifetime allowance limit). This sets the limit for the total UK tax-free amount that can be withdrawn over an individual's lifetime and on death (certain lump sums paid on the death of individuals aged under 75 can be paid tax-free). Sums over the allowance are taxed at the recipient's marginal tax rate. Various transitional rules apply to certain individuals who may have available allowances higher than the standard allowances.

*International equivalents.* Non-UK schemes that the UK law regards as being like a UK scheme are subject to a similar regime to the one described above, but with slightly different rules. The following four types of schemes may fall within this group:

- Schemes for which Migrant Member Relief (MMR) has been claimed.
- Schemes for which transitional corresponding acceptance (TCR) has been claimed.
- Schemes for which tax relief on contributions has been claimed under an appropriate double tax treaty.
- Overseas pension schemes (as defined) with employer contributions that are not taxable on the employee because the scheme provides only death and retirement benefits. In very broad terms, an overseas pension scheme is usually one that is subject to a system of regulation and tax recognition in the country in which it is established and that is open to local residents in that country.

For schemes for which relief is available under MMR, TCR or a double tax treaty, employer contributions are also usually deductible for corporation tax purposes. However, for the employee personally, UK tax relief for total pension inputs are subject to the limits described above. In addition, UK tax charges may apply if, after leaving the UK, an individual takes benefits from a UK tax-relieved pension scheme having been non-UK resident for a period of fewer than 10 complete UK tax years (or five complete UK tax years in the case of funds for which UK relief was claimed before 6 April 2017). If benefits are taken from his or her pension scheme in a form that would not be permitted for a UK-registered pension scheme (including taking any form of loan or making a transfer to another non-UK scheme that is not a qualifying scheme for UK tax purposes), a 55% unauthorized payment charge applies to an amount up to the amount of the total UK tax-relieved funds in the scheme.

*Other pension schemes.* Other schemes that are not UK-registered schemes and that are not schemes to which any of the reliefs for international equivalents are available are typically subject to tax under the UK's "disguised remuneration" regime, unless they can be shown to be wholly unfunded. This usually means that if any contributions made to such a scheme are with respect to, or otherwise earmarked for, an employee, the employee must be taxed on the contributions through PAYE at the time of contribution. For a funded defined benefit scheme, the employee is taxed on the value of the accrued benefit (unless the scheme provides only death and retirement benefits), but normally this tax charge is not subject to PAYE withholding.

*Wholly unfunded schemes.* Wholly unfunded schemes are usually outside the disguised remuneration rules but there are certain anti-avoidance provisions that could apply depending on the specifics of the scheme. It is noteworthy that an extended definition of funding for this purpose is provided. Under this definition, if, for example, the employer provides an asset as security for the scheme or if the employer makes any form of promise or undertaking to provide funding to a third party in the future, this is subject to UK tax, with PAYE withholding, in the same way as if the scheme was funded immediately.

Benefits paid from pension schemes for which an employee has had contributions or has accrued entitlement during a period when he or she was a UK resident or was performing duties in the UK is likely to be subject to UK tax, often with a corresponding PAYE withholding obligation for the employer or UK host employer. These UK tax charges might be blocked by the pensions article of a double tax treaty in some cases, but this does not automatically remove the employer's PAYE withholding obligation unless the pension scheme member obtains clearance in advance from the UK tax authorities.

The law with respect to pension schemes in the UK is extremely complex. As a result, specific advice should be obtained in all cases.

**Capital gains tax.** An individual who is resident and domiciled or deemed to be domiciled in the UK is taxed on gains arising on disposals of assets located anywhere in the world. However, an individual who is resident but not domiciled in the UK and who elects to be taxed on the remittance basis for that year is taxed on disposals of overseas assets only if the proceeds are remitted to the UK (see *Remittance basis* in Section A). In this case, the gain element of the sale proceeds is regarded as being remitted ahead of the capital. All individuals who are subject to UK capital gains tax (CGT) are entitled to an annual CGT exemption, but this is lost if the remittance basis is claimed.

From 6 April 2025, the government has proposed abolishing the current regime applying to non-UK domiciled individuals and replacing it with a new “4-year FIG regime.” An individual can elect to be taxed under this new regime, provided they have been non-UK tax resident for a consecutive period of 10 UK tax years. Broadly, under the new regime, for the first four years of UK residence, gains arising on disposals of overseas assets are not subject to CGT in the UK, regardless of whether the proceeds are remitted to the UK or retained overseas.

When a UK resident disposes of UK land and a CGT liability arises, a return should be made and the CGT tax paid within 60 days after completion of the disposal.

An individual who is nonresident is not normally subject to UK CGT (however, see *Years of departure and arrival, and temporary nonresidence rule* and *Disposal of UK residential property by nonresidents*).

*Years of departure and arrival, and temporary nonresidence rule.* Individuals who leave the UK during the year, who are considered resident before departure and who qualify for split-year treatment under the SRT are not normally chargeable to CGT on gains realized in the nonresident part of the tax year. However, individuals who, on departure, had been resident in the UK for four out of seven of the preceding UK tax years remain subject to “temporary nonresidence” rules if their period of absence from the UK does not last for at least five years.

If the temporary nonresidence rules apply, gains arising on the disposal of assets owned before the period of temporary nonresidence that are sold during the period of temporary nonresidence

are subject to CGT in the UK tax year in which the taxpayer returns to the UK and resumes tax residence (year of arrival). Gains on the disposal of assets acquired in a period of nonresidence and sold while the individual is still nonresident are not subject to UK CGT. Likewise, individuals who arrive in the UK during the year, who are considered resident, who are eligible for split-year treatment and who are not subject to temporary non-residence rules are normally taxed only on gains realized after the date on which they are treated as becoming UK tax resident under the split-year provisions.

*Reliefs.* Various reliefs are available for CGT. The most common relief is main residence relief, which exempts all or part of a gain that arises on a property that an individual has used as his only or main home, if certain conditions are met.

Business Asset Disposal Relief is a relief available to taxpayers who sell or give away their businesses. This relief aims to reduce the rate of CGT on qualifying disposals to 10%. Gains are eligible for Business Asset Disposal Relief up to a maximum lifetime limit, which is currently GBP1 million.

Many other reliefs are available, including rollover relief for disposals of certain business assets.

*Foreign currency.* Foreign currency is generally a chargeable asset for CGT purposes unless it is acquired for specific personal use outside the UK. However, currency gains on cash balances held in a non-sterling bank account are also specifically excluded from CGT if such funds are retained for personal use only.

*Annual exempt amount.* The annual exempt amount for the 2023-24 tax year is GBP3,000. This exemption is forfeited if a claim for the remittance basis is made for the tax year.

*Rates.* The rates for the 2024-25 tax year are provided below. The following are the rates from 6 April 2024 to 30 October 2024.

	Basic rate (%) <b>(a)</b>	Higher rate (%) <b>(b)</b>
Regular	10	20
Residential property	18	24
Carried interest	18	28

(a) The rate applies to chargeable gains that fall within the individual's basic rate band limit, after taking into account income as calculated for income tax purposes.

(b) This rate applies to chargeable gains in excess of the basic rate band.

The following are the rates from 30 October 2024 to 5 April 2025.

	Basic rate (%) <b>(a)</b>	Higher rate (%) <b>(b)</b>
Regular	18	24
Residential property	18	24
Carried interest	18	28

(a) The rate applies to chargeable gains that fall within the individual's basic rate band limit, after taking into account income as calculated for income tax purposes.

(b) This rate applies to chargeable gains in excess of the basic rate band.



*Capital losses.* Capital losses can be automatically deducted from capital gains in the same year. Any allowable unused capital losses may be carried forward indefinitely to relieve future gains. Losses realized by non-domiciled taxpayers who have claimed the remittance basis are not normally regarded as capital losses except in the circumstances discussed below.

For individuals who elect to be taxed on the remittance basis, capital losses from the disposal of assets not located in the UK cannot be offset against chargeable gains in the UK, unless they make an election. The election potentially allows individuals to claim relief for capital losses on the disposal of any assets not located in the UK. However, the election would require them to track and possibly disclose the details of their worldwide capital transactions to HMRC. Any losses from the disposal of assets located in the UK are first offset against any unremitted foreign gains in preference to any UK gains, thereby increasing the amount of UK CGT payable. As a result, this election might not be beneficial if an individual has significant UK gains and losses.

The election must be made with respect to the first tax year in which individuals are claiming the remittance basis of taxation (the election can be made up to four years after the end of the tax year the remittance basis is first claimed), regardless of whether they have any capital losses arising in that year. The election is irrevocable after it is made.

**Disposal of UK property by nonresidents.** Effective from April 2015, the UK government introduced nonresident Capital Gains Tax (NRCGT) to bring nonresidents into the charge of CGT on gains made on the disposal of UK residential property.

From April 2019, the UK government has widened the scope of NRCGT to bring nonresidents into the charge of UK CGT on gains made on the direct or indirect disposal of UK immovable property.

*Direct disposals.* From April 2019, direct disposals of UK land and buildings are subject to UK CGT, regardless of the type of the property or the residence of the disposing individual.

For nonresidential property, the property is rebased to market value at 6 April 2019, meaning that only the change in value from that date onward will be subject to UK tax. Nonresidents also have the option to use original cost rather than the April 2019 value if this results in a more favorable outcome. Sales of residential property do not benefit from a rebasing in April 2019; however, a further election is available to calculate the taxable gain on a proportionate basis.

*Indirect disposals.* In addition, indirect disposals of UK land are subject to UK CGT if the disposal is of an entity that is considered “property rich” and if the nonresident owner holds or has held at least a 25% interest in that entity at some point within the two years prior to the sale of the entity. For all indirect disposals of “property rich” entities, the value of shares is rebased to the April 2019 market value.

For these purposes, an entity is considered “property rich” if, at the time of disposal, 75% or more of the value of the entity being

disposed of is directly or indirectly derived from UK land. The 75% test is based on the market value of the underlying assets held by the entity at the time of its disposal.

The rules only bring nonresidents into the scope of UK tax if they hold or have held an interest of 25% or greater in the “property rich entity.” The holdings of connected parties or parties “acting together” need to be considered in determining whether the 25% test is met. Disposals with an appropriate connection to a collective investment vehicle (potentially including limited partnerships, unit trusts and UK real estate investment trusts) do not benefit from the 25% ownership test such that even a disposal of a small percentage holding would fall within the rules.

Generally, taxing rights on disposal of UK real estate are allocated to the UK under most double tax treaties. However, certain double tax treaties include an exemption for disposals of listed shares while others provide wider exemptions.

*Compliance.* Individuals will need to file an NRCGT return and settle any tax due within 60 days after the disposal. Penalties for late filing and late payment apply. Professional advice should be taken as necessary.

## **Deductions**

*Deductible expenses.* Under general rules, a deduction in determining taxable earnings is allowed for any amount if it is incurred wholly, exclusively and necessarily in the performance of the duties of the employment. The rule relating to what is regarded as “necessary” in the performance of the duties of employment is very tightly drawn.

Special rules relate to various items, including, but not limited to, travel and subsistence, relocation and overseas medical costs. The following are the common types of deductions and exemptions:

- Travel and subsistence costs incurred when an employee works at a temporary workplace (that is, a workplace where an employee expects to work for no longer than 24 months and such period does not form all or nearly all the employment period)
- The cost of employee and family return trips home (subject to certain limitations with respect to the duration of claim and family trips; for UK tax years before 6 April 2025, a non-UK-domiciled individual who performs employment duties in the UK is eligible to claim home-leave expenses with respect to his or her family for qualifying journeys that are completed within five years of the date of his or her arrival in the UK)
- Qualifying relocation expenses of up to GBP8,000
- Work-related training (for employees only)
- Professional subscriptions
- Business mileage allowance for using an employee’s private car to travel in the performance of employment duties
- Overseas medical costs (for UK employees on foreign assignment)

Certain conditions may need to be satisfied before the above expenses can be claimed as deductions. As a result, professional advice should be sought before making these claims.

*Personal allowance.* UK-resident taxpayers are normally entitled to an annual tax-free personal allowance. The amount is

GBP12,570 for the 2024-25 tax year. Each individual has his or her own personal allowance. In addition, if an individual is tax resident for only part of the UK tax year, he or she will nevertheless receive his or her full annual tax-free personal allowance. However, effective from 6 April 2010, the personal allowance is reduced by GBP1 for every GBP2 of “adjusted net income” over GBP100,000. Consequently, individuals with “adjusted net income” of GBP125,140 or more do not receive any personal allowance for the 2024-25 tax year.

In addition, as mentioned in *Remittance basis*, an individual who claims the remittance basis loses his or her personal allowance unless the remittance basis applies without a claim. In this circumstance, the personal allowance may, in some cases, be reinstated as a result of the specific provisions of a double tax treaty (see Section E), but typically remains subject to the phaseout because of income levels. Not all treaties contain the necessary provisions. Consequently, professional advice should be sought if an individual is considering this option.

Nonresident individuals are generally entitled to a UK personal allowance (subject to the same income phaseout) if they satisfy either of the following conditions:

- They are nationals of the UK or a member country of the European Economic Area (EEA)
- They are entitled to the allowance under specific double tax treaty provisions that cover personal allowances.

People born before 6 April 1948 may be entitled to a larger personal allowance.

Married couples also qualify for the married couple’s allowance if one or both of the spouses were born before 6 April 1935. The maximum amount of this allowance is GBP11,080, depending on the taxpayers’ age and income. This relief may be taken only at a rate of 10%. In some circumstances, married couples who pay tax at no more than the basic rate may also be able to transfer the unused personal allowance to their spouse or civil partner.

Relief for alimony and maintenance payments may be available if an individual or his or her ex-spouse was born before 6 April 1935 and if certain other conditions are met.

*Business deductions.* Expenses incurred for a trade, profession or vocation are generally only available as deductions in determining taxable profit or allowable loss if they are incurred wholly and exclusively for the purpose of the trade, profession or vocation. In addition, certain types of expenses are not allowed as deductions. These include the following:

- Entertainment and gifts (except for certain inexpensive gifts bearing conspicuous advertising)
- Depreciation, other than capital allowances
- Nonbusiness expenses or the private-use proportion of expenses
- Costs of a capital nature
- Profits or capital withdrawn from the business

Although deductions for depreciation and expenditure of a capital nature are not allowed, deductions in the form of capital allowances (tax depreciation) may be available.

It is proposed that, from 6 April 2026, self-employed individuals will be required to keep details of income and expenses digitally. They will also be required to file details of income and expenses quarterly if the income is over GBP50,000.

**Rates.** The income tax rates for the 2024-25 tax year are shown below (note separate rates and thresholds for Scotland). The 2018-2019 tax year was the first year that the Scottish Parliament used its powers to impose different rates and thresholds from the rest of the UK.

UK, excluding Scotland			
Taxable income GBP	Tax rate %	Tax due GBP	Cumulative tax due GBP
First 37,700	20	7,540	7,540
Next 87,440	40	34,976	42,516
Above 125,140	45	—	—

Scotland			
Taxable income GBP	Tax rate %	Tax due GBP	Cumulative tax due GBP
First 2,306	19	438.14	438.14
Next 11,685	20	2,337.00	2,775.14
Next 17,101	21	3,591.21	6,366.35
Next 31,338	42	13,161.96	19,528.31
Next 50,140	45	22,563.00	42,091.31
Above 125,140	48	—	—

From 6 April 2019, the Welsh Assembly can set part of the income tax rate. The current rates for Welsh taxpayers are the same as the UK excluding Scotland rates shown above.

**Relief for losses.** The most common types of losses are trading losses, property losses and capital losses.

*Trading losses.* Trading losses may be offset against a taxpayer's total taxable income. The taxpayer may choose to offset the loss in the year in which the loss is incurred and/or in the preceding year. If the current year loss cannot be fully offset against the current or preceding year trading income, the balance can be used to offset capital gains for that year (after the current year capital loss has been used). For married couples, losses may be offset only against the income of the spouse incurring the loss. Special rules provide for the carryback of losses incurred in early trading years. In addition, a taxpayer may carry forward unused trading losses to offset future income from the same trade. Special rules apply at the cessation of an individual's trade or business.

*Property losses.* If an individual has more than one rental property, all profits and losses from properties that are leased commercially in the tax year are pooled together to give an overall profit or loss for the year. Special rules can apply to properties leased at less than a commercial rent and to furnished holiday leases. Typically, other property losses can be carried forward and offset against property income from a UK property business in future tax years. A property loss may not be carried back to a previous tax year.

*Capital losses.* For details regarding capital losses, see *Capital gains tax*.

## B. Other taxes

### Taxes on property

*Real estate transfer taxes.* The UK levies various real estate transfer taxes on transactions involving the acquisition of any estate, interest, right or power in or over land in the UK and certain partnerships that hold UK real estate. The real estate transfer taxes cover the following:

- Real estate situated in England and Northern Ireland is subject to stamp duty land tax (SDLT).
- Real estate situated in Scotland is subject to land and building transaction tax (LBTT), which is effective from 1 April 2015 (prior to this date, SDLT applied).
- Real estate situated in Wales is subject to land transaction tax (LTT), which is effective from 1 April 2018 (prior to this date, SDLT applied).

Although these taxes are similar, differences exist, most notably to the rates and bands. In all cases, the tax rate depends on whether the property is residential (used or suitable for residential use or in the process of being constructed or adapted for residential use) or commercial or mixed use, with higher rates applying to residential property. The standard rates are up to 15% for residential property (the rate depends, broadly, on where the property is situated, the profile of the buyer and various other circumstances of the transaction). For nonresidential or mixed property, the rates are up to 6% (the rate depends, broadly, on where the property is situated).

From 1 April 2016 to 30 October 2024, an additional 3% surcharge (6% in Scotland 4% in and Wales) applies to the purchase of residential property if the purchaser is a company or if the purchaser is an individual who, broadly, already holds residential property (either themselves, their spouse or dependent children) unless they are replacing their main residence. The provisions in this respect are complicated so additional advice should be sought in these circumstances. From 31 October 2024, the surcharge is increased to 5% (Scotland and Wales have retained their surcharge rates as noted above).

From April 2021, an additional 2% surcharge applies to SDLT on purchases of residential property if the buyer is regarded as a “nonresident buyer.”

The purchaser is liable to the real estate transfer taxes.

Real estate transfer taxes apply at the applicable rates based on the value-added tax (VAT)-inclusive consideration given. In certain cases, the taxes are levied based on the market value of the real estate interest acquired. In the case of grant of a lease, real estate transfer taxes also apply at the applicable rates on the net present value of the rent payable under the lease.

*Annual tax on enveloped dwellings.* Since 1 April 2013, an annual tax on enveloped dwellings (ATED) applies to non-natural persons holding UK residential property (if an individual does not own the residential property directly, but owns it, for example, through a company, this tax may apply). There are various reliefs and exemptions that apply, notably for property developers and property rented out for profit.

There was an initial valuation date of 1 April 2012, which applied to properties valued at more than GBP2 million owned on or before this date. The regime was extended several times and its current form is that effective from 1 April 2016, properties valued at more than GBP500,000 as of 1 April 2012 (or on purchase if later) are in scope of the ATED.

There are fixed revaluation dates whereby property (including property acquired after 1 April 2012) must be revalued every five years from 1 April 2012. A subsequent revaluation occurred on 1 April 2017 and later on 1 April 2022, which is used effective from the ATED year beginning on 1 April 2023.

The following are the chargeable amounts of ATED for 1 April 2024 through 31 March 2025.

Property value	Annual charge (GBP)
More than GBP500,000 but not more than GBP1 million	4,400
More than GBP1 million but not more than GBP2 million	9,000
More than GBP2 million but not more than GBP5 million	30,550
More than GBP5 million but not more than GBP10 million	71,500
More than GBP10 million but not more than GBP20 million	143,550
More than GBP20 million	287,500

Prior to 6 April 2019, non-natural persons within the charge of the ATED were also liable to an ATED-related CGT charge at a rate of 28% in relation to certain disposals of a UK property with a value of more than GBP500,000 at a gain (also, see *Capital gains tax* in Section A). From 6 April 2019, ATED-related CGT has been abolished and disposals of UK residential property are brought within the nonresident CGT and corporation tax regime.

Certain reliefs and exemptions from ATED are available (for example, to bona fide property rental businesses, property developers and property traders).

**Inheritance and gift tax.** Inheritance tax (IHT) may be levied on the estate of a deceased person who was domiciled or deemed domiciled in the UK or who was not domiciled in the UK, but owned assets situated there. An individual who does not have a UK domicile for IHT purposes is taxed only on UK-situated assets and, from 6 April 2017, “UK residential property interests” held via certain non-UK trusts, companies and partnerships. For these purposes, a “UK residential property interest” is widely defined and includes certain loans and collateral provided with respect to UK residential property.

A UK domicile is acquired at birth when the individual’s father (if the child’s parents are married at birth) has a UK domicile. An individual may change this by severing all ties with the UK and acquiring a “domicile of choice” elsewhere. Similarly, an individual domiciled outside the UK may acquire a UK domicile of choice by forming an intent to remain in the UK permanently or indefinitely. For IHT purposes, UK domicile is extended to apply to non-domiciled individuals who were resident in the UK for 15

of the past 20 tax years with effect from 6 April 2017 (previously, 17 out of the last 20 years for the period up to 6 April 2017).

Other recent changes include that an individual born in the UK with a UK domicile of origin at birth, who later acquires a non-UK domicile of choice, is treated as being UK domiciled for IHT purposes when the individual resumes UK residence (if the individual has been UK resident for at least one of the two preceding tax years).

In addition, there is a “run-off period” during which deemed domicile status for UK IHT purposes endures for a non-UK resident. This applies if deemed domicile status has been acquired under the 15-out-of-20-years rule. Once deemed domiciled, the individual will need to spend at least four UK tax years outside the UK before losing his or her deemed tax domicile status for UK IHT.

From 6 April 2025, the government has proposed to reform the inheritance tax treatment of overseas assets. Under the new regime, the inheritance tax treatment of overseas assets will be determined by the residence status of an individual rather than his or her domicile.

The inheritance tax rate is 40% for the estate on death. If a will contains a charitable legacy leaving at least 10% of an individual’s estate to charity, this reduces the inheritance tax rate applied to that estate by 10%. This means that the effective tax rate is reduced to 36%. A nil rate band of GBP325,000 applies for 2024-25. Any unused allowance of a spouse or civil partner may be transferred to the second deceased’s estate proportionally, provided the second death occurs after 9 October 2007.

Effective from 6 April 2017, a new main residence transferable nil-rate band applies if a “main residence” is passed on to a direct descendant. Broadly, this means a child or grandchild and includes adopted children, foster children and stepchildren. It does not include nieces and nephews. The definition of main residence is very similar to the definition currently applicable to private residence relief for CGT. A property that was never a residence of the deceased such as a buy-to-lease property will not qualify. The allowance was initially set at GBP100,000 in 2017-18, increasing to GBP125,000 in 2018-19, GBP150,000 in 2019-20 and to GBP175,000 in 2020-21. The allowance for 2024-25 remains at GBP175,000. A tapered withdrawal of the additional nil-rate band is provided for estates with a net value of more than GBP2 million. The withdrawal rate is GBP1 for every GBP2 over this threshold.

IHT is also levied on gifts made by the deceased within seven years before death and on certain other lifetime gifts.

Exemptions and deductions are available for inter vivos gifts and for estate transfers at death. Gifts between spouses are exempt, but if the transferor is domiciled in the UK and if the transferee is not domiciled there, the spousal exemption is limited to the same amount as the prevailing nil rate band, which is currently GBP325,000 (GBP55,000 before 6 April 2013). Non-UK-domiciled individuals with UK-domiciled spouses may make an election to be treated as having a UK domicile for IHT purposes

in order to obtain the full spouse exemption. Inter vivos transfers over the nil rate band into all types of family trusts are subject to IHT at 20%, subject to certain limited exemptions. Taper relief provisions to reduce the IHT payable on gifts made within seven years before death are shown in the following table.

Years between gift and death		Percentage of relief on IHT due
Exceeding	Not exceeding	
0	3	0
3	4	20
4	5	40
5	6	60
6	7	80

Business Relief and Agricultural Relief are available at either 100% or 50% on the transfers of certain assets if various conditions are satisfied.

To prevent double taxation, the UK has entered into IHT or estate tax treaties with the following jurisdictions.

France	Netherlands	Sweden
India	Pakistan	Switzerland
Ireland	South Africa	United States
Italy		

Unilateral relief may also be available.

**Apprenticeship levy.** The apprenticeship levy, effective from 6 April 2017, is a charge on UK employers to fund apprenticeships. It potentially affects all employers across all industry sectors, regardless of whether apprentices are employed. The levy is charged at a rate of 0.5% of an employer's "pay bill," which is defined as earnings subject to Class 1 secondary National Insurance contributions (UK employer social security contributions on cash and deemed cash payments, but not on benefits in kind; also, see Section C). All employers receive an annual allowance of GBP15,000 to offset against their levy, meaning that only those employers with a pay bill in excess of GBP3 million per tax year actually have to pay the levy. Groups of connected companies are considered one employer for the purposes of calculating the levy and have only one allowance to cover all of the group companies' payrolls.

Employers need to calculate, report and pay the levy on a monthly basis via the normal payroll process alongside the normal PAYE (see Section D) and National Insurance contribution remittances. The levy, which is an employer charge, cannot be deducted from the earnings of an employee.

### C. Social security

**Contributions.** In general, National Insurance contributions are payable on the earnings of individuals who work in the UK. Special arrangements apply to individuals working temporarily in or outside of the UK. Under certain conditions, an employee is exempt from contributions for the first 52 weeks of employment in the UK or longer if a valid certificate of coverage/A1 is held from a country with which the UK has a current social security agreement.



The contribution for an employed individual is made in two parts — a primary contribution from the employee and a secondary contribution from the employer.

For 2022-23, the employee contribution was increased and was payable at a rate of 13.05% on weekly earnings between GBP190 and GBP967 and at a rate of 3.05% on weekly earnings in excess of GBP967 from 5 April 2022 until 5 November 2022. This increase was reversed by the UK Government with effect from 6 November 2022, and the rates returned to the previously applied 12% and 2%. There will also not be a new National Health Service (NHS) and Social Care Levy introduced from April 2023 as this has also been revoked.

For 2022-23, an employer contributes at a rate of 15.05% on an employee's earnings above GBP175 per week, (with no ceiling) until November 2022 when it reverts to the previous rate of 13.8%. There will also not be a new NHS and Social Care Levy for employers from 2023-24.

Exceptionally, the UK government had changed the thresholds at which employee contributions become payable (from 1 July 2022) to reduce the impact of cost-of-living increases. National Insurance contribution rates did not change at this point, but the employee primary threshold increased from GBP190 per week to GBP242 per week for the rest of 2022-23. The reversal of the National Insurance contribution rate from 6 November 2022 did not result in the employee thresholds changing again after 1 July 2022.

For 2023-24, the main employee contribution rate remains at 12% on weekly earnings between GBP242 and GBP967 and 2% on any earnings more than GBP967 per week until 5 January 2024, when the main rate then changes to 10% for employees on earnings between GBP242 and GBP967. The 2% rate will then remain unchanged on earnings above GBP967.

For 2023-24, an employer contributes at 13.8% on weekly earnings above the secondary threshold of GBP175.

Except under certain circumstances related to the exercise of a share option or the award of restricted securities, the employer is not entitled to reimbursement for any secondary contributions made, but these contributions are an allowable expense for purposes of determining the employer's income tax or corporation tax. Contributions are collected under the PAYE system (see Section D).

Since 6 April 2015, employers no longer pay employers' National Insurance contributions on weekly earnings up to the upper earnings limit (GBP967 for 2021-22) for employees under the age of 21.

From 6 April 2016, this exemption from employer National Insurance contributions also applies to apprentices under the age of 25. Employers' contributions are payable at a rate of 13.8% on weekly earnings above GBP967.

Certain reduced rates also apply to war "Veterans" for whom employers no longer pay contributions up to GBP967 per week.

In addition, certain beneficial rates for employers also exist for employees are working in certain designated “freeport” areas of the UK where employer contributions are not payable on earnings up to GBP481 per week.

Employees over the UK new state pension age when earnings are received remain exempt from employee contributions altogether, but their employers continue to pay employer contributions subject to the above provisions. This would have changed with the proposed NHS and Social Care Levy but, as this has been revoked, no employee National Insurance contribution rate is expected to apply to those over the new state pension age unless the government changes National Insurance contribution legislation once again.

Employers must also pay National Insurance contributions on the provision of taxable benefits in kind (for example, employer-provided cars or housing). Historically, the rate has always been the same as the employer National Insurance contribution rate in force, but due to the reversal of the increase to National Insurance contribution rates from November 2022, Class 1A contributions will be payable at a blended rate of 14.53% on the cash equivalent of the benefit provided for 2022-23. Again, due the reversal of the National Insurance contribution rate, there will be no correction from April 2023 as the new NHS and Social Care Levy will not enter into force, and accordingly the rate has been reduced back to 13.8% from April 2023.

The Class 1A rate for termination payments subject to UK taxation that are paid after 5 November 2022 has also reverted to 13.8% and still needs to be reported via payroll in real time.

For 2023-24, the blended rates that applied to directors (who have annual earnings periods) for 2022-23 will change to 11.5% while thresholds revert to those outlined above.

Any Class 1B National Insurance contribution payable on items and taxes settled via the PAYE Settlement Agreement return for the 2022-23 tax year that were charged at the blended rate of 14.53% will for 2023-24 revert to the main employer secondary rate of 13.8%.

Different rules apply to self-employed individuals. For 2023-24, a weekly Class 2 contribution of GBP3.45 is due if annual profits are expected to exceed GBP12570.

In addition, a self-employed individual must make a profit-related Class 4 contribution on business profits or gains, which is collected, together with income tax. The 2023-24 profit-related contribution rates will revert to the pre-2022-23 rates where 9% is levied on annual profits ranging from GBP12,570 to GBP50,270 and 2% on annual profits more than GBP50,270.

This will change with effect from 2024-25 where Class 2 contributions for the self-employed will be abolished and the main rate of Class 4 National Insurance contributions will be reduced to 9% to 8%.

Nonresident self-employed individuals are not subject to profit-related contributions.

The 2023-24 standard National Insurance contribution rates for employed individuals, effective from 6 April 2023 to 5 January 2024, are set forth in the following tables.

Employee's contributions		
Total weekly earnings		Contribution
From	To	rate
GBP	GBP	%
0	242.00	0
242.01	967.00	12
967.01	—	2

Employer's contributions*		
Total weekly earnings		Contribution
From	To	rate
GBP	GBP	%
0	175.00	0
175.01	—	13.8

\* Employer National Insurance contributions are only payable on earnings above GBP967 for employees under the age of 21, apprentices under the age of 25 and qualifying “veterans.” Employer National Insurance contributions are only payable on earnings above GBP481 for employees working in designated UK “freeport areas.”

From 6 January 2024, the employee’s rate between GBP242.01 and GBP967 reduces to 10%, but directors will pay a blended rate of 11.5% on earnings between those two figures for 2023-24. The 2023-24 standard National Insurance contribution rates for employed individuals effective from 6 January 2024 to 5 April 2024 are set forth in the following tables.

Employee's contributions		
Total weekly earnings		Contribution
From	To	rate
GBP	GBP	%
0	242.00	0
242.01	967.00	10
967.01	—	2

Employer's contributions*		
Total weekly earnings		Contribution
From	To	rate
GBP	GBP	%
0	175.00	0
175.01	—	13.8

\* Employer National Insurance contributions are only payable on earnings above GBP967 for employees under the age of 21, apprentices under the age of 25 and qualifying “veterans.” Employer National Insurance contributions are only payable on earnings above GBP481 for employees working in designated UK “freeport areas.”

For 2024-25, the Class 1 employee rate between the primary threshold and upper earnings limit is reduced from 10% to 8%. The employer rate and thresholds/bandings did not change as per the following table.

Employee's contributions		
Total weekly earnings		Contribution
From	To	rate
GBP	GBP	%
0	242.00	0
242.01	967.00	8
967.01	—	2

Employee's contributions*		
Total weekly earnings From GBP	To GBP	Contribution rate %
0	175.00	0
175.01	—	13.8

\* As per the prior tax year, Employer National Insurance contributions are only payable on earnings above GBP967 for employees under the age of 21, apprentices under the age of 25 and qualifying “veterans.” Employer National Insurance contributions are only payable on earnings above GBP481 per week for employees working in designated UK “Freeport and Investment Zone areas.”

The employer Class 1A and Class 1B National Insurance contribution rates on benefits in kind taxable in the UK and amounts reported through a PAYE Settlement Agreement (PSA) respectively remain at 13.8% throughout the 2024-25 UK tax year.

For 2025-26, there is no change to the Class 1 employee National Insurance contribution rate nor to the threshold at which contributions become payable. The Employer National Insurance contribution rate will increase to 15% from April 2025 and this will apply to earnings over GBP96 per week as shown in the table below (note that Employer Class 1A and Class 1B National Insurance contributions will be levied at the same rate).

Employee's contributions*		
Total weekly earnings From GBP	To GBP	Contribution rate %
0	96.00	0
96.01	—	15

\* As per the prior year, Employer National Insurance contributions are only payable on earnings above GBP967 for employees under the age of 21, apprentices under the age of 25 and qualifying “veterans.” Employer National Insurance contributions are only payable on earnings above GBP481 per week for employees working in designated UK “Freeport and Investment Zone areas.”

Employers can reclaim a percentage of the increase back by way of the “employment allowance,” which is limited to GBP10,500 per year.

The UK also has a voluntary National Insurance scheme that can be accessed by certain individuals if set criteria are met. This can assist individuals in maintaining access to the UK contribution-based benefits system notably for New State Pension entitlements. The following two rates remain in force for the 2024-2025 tax year:

- Voluntary Class 2: GBP3.45 per week
- Voluntary Class 3: GBP17.45 per week

The Class 2 rate is generally applicable to those working overseas who have fallen out of mandatory Class 1 National Insurance contribution. The Class 3 rate applies to those not in employment and not claiming benefits.

Generally, payments can be made for up to six years after the tax year in question, but the UK currently offer a concession to those with gaps in their UK NIC records dating back to 2006 that permits payments to be backdated over that longer period up to and including 5 April 2025 (although higher rates of National Insurance contributions may be imposed where paid late).

Individuals are still expected to be able to pay Class 2 voluntary National Insurance contributions for periods after 6 April 2025, but clarity is being sought on whether this can apply to individuals working overseas who have fallen outside the mandatory Class 1 National Insurance contribution system.

**Totalization agreements.** From 1 January 2021, contribution liability for employees and self-employed individuals moving to or from the UK varies, depending on whether the individual is covered by the old EC social security legislation by virtue of the UK/European Union (EU) Withdrawal Agreement (WA) (and equivalent Citizens Rights Agreement [CRA]/Separation Agreement [SA] with Switzerland and the EEA countries), the new social security legislation in the UK/EU Trade and Cooperation Agreement (TCA) or a reciprocal agreement, or whether the assignment is to or from a country with which the UK has not entered into a social security agreement.

Each of these categories is discussed below.

*EC social security legislation.* EU social security legislation (EEC Council Regulation No. 883/2004) is effective from 1 May 2010 until 31 December 2020 and beyond for certain individuals covered by the WA, CRA or SA. This legislation applies to all inter-EU moves for EU nationals. This legislation covers moves to Switzerland, effective from 1 April 2012, and moves to Iceland, Liechtenstein and Norway, effective from 1 June 2012. However, the UK did not extend the application of EEC Council Regulation No. 883/2004 to non-EU nationals. The previous EU legislation (EEC Council Regulation No. 1408/71) continues to apply to non-EU nationals if grandfathering under the WA is in point (although the new TCA will apply to such individuals).

Under the old EU legislation, a covered worker normally pays social security contributions in a single member country, usually the country where his or her employment duties are performed, even though he or she may not live there.

Under an exception to this rule, a worker seconded to work in the UK from another Member State normally remained subject to social security contributions in his or her home country if the assignment was for 12 months or less (if Regulation 1408/71 applied) or 24 months or less (if Regulation 883/2004 applied). Individuals may remain in their home country scheme for significantly longer periods if they are deemed to work partly in more than one Member State (multistate workers), or if they are considered special cases by virtue of specific skills or knowledge.

*Cessation of UK membership in the EU (Brexit).* Effective from 1 January 2021, the UK and the EU only (see information regarding the EEA and Switzerland below) are subject to new rules under the UK/EU TCA. As under the old rules, a covered worker normally pays social security contributions in a single member country only, and this is usually the country where his or her employment duties are performed, even though he or she may not live there.

Under the new rules, exceptions to that principle still apply but are somewhat diluted in comparison to the old rules.

A worker seconded to work in the UK from an EU Member State will only remain subject to social security contributions in his or her home country if the assignment is for 24 months or less.

Under the new provisions, individuals moving between the UK and an EU Member State may no longer remain in their home country social security scheme for periods expected to exceed 24 months at the outset or for periods that are extended beyond 24 months.

The only exception to this measure is for workers who work partly in the UK and another EU Member State (multistate workers) for which the old rules are mainly carried forward.

These new rules do not apply to the EEA countries, which are Iceland, Liechtenstein and Norway, or Switzerland. In the interim, until 31 December 2023, moves between the UK and Iceland and Norway are covered by the old bilateral agreements that the UK has with these countries, and Liechtenstein will be treated as a non-agreement country and, until October 2021, Switzerland was subject to the old UK/Switzerland bilateral agreement.

These old agreements generally have “detached” worker provisions, but not all are as generous as the old EU rules. In the case of Norway (and Switzerland pre-1 November 2021), no multi-state provisions exist. This is expected to cause some issues in the interim period.

It is expected that, as a result of signing the TCA, the UK’s old bilateral agreements with the EU states (other than with the Republic of Ireland; see below) will continue to be dormant other than where specifically provided for within the new TCA (or old EU regulations where the WA or equivalent applies).

In addition, the UK had already arranged a new agreement with the Republic of Ireland, which broadly replicates the terms of the old EU social security regulations and which will take effect if the new TCA provisions are not as beneficial as those rules or grandfathering under the WA is not in point.

A new agreement has since been reached with Switzerland. Effective from 1 November 2021, this replicates much of the UK-EU TCA but does contain an “exceptions clause” as per the old EC Regulations. However, this may still result in issues for UK nationals who work in the UK, Switzerland and any other EU Member State simultaneously. It appears that this completely revokes the old UK-Swiss bilateral agreement from 1968, so there are no transitional provisions from old to new and revised certification may be required for anyone currently subject to the 1968 agreement.

The UK authorities have recently confirmed that the new Convention on Social Security Coordination between Iceland, the Principality of Liechtenstein, the Kingdom of Norway and the United Kingdom of Great Britain and Northern Ireland (Convention; an EEA-wide agreement) has been implemented between the UK and the EEA, with effect from 1 January 2024.

This new Convention (which has only recently been published in its entirety) also appears more akin to the old EC Regulations than the new TCA as it contains provisions for “posted workers”

and “multi-state workers” and has an “exceptions clause” and an “employer reporting obligation provision.”

In summary, there are certain elements that are more beneficial than those contained in the old social security agreements applicable from 1 January 2021, but others are not as beneficial as, for example, the old provisions within the old 1990 UK/Norway social security agreement as far as the posting of workers is concerned. While it appears that this Convention will now supersede all previous bilateral or multilateral agreements (subject to the WA provisions) that existed, there are limited “grandfathering provisions” from the prior agreements where those provisions are more beneficial (see the reference to Norway above) that can continue to apply. Whether this new agreement mirrors the EU/UK TCA or is more aligned to the old EC Regulation 883/04 and the new Swiss agreement remains to be seen.

One further consideration within the new Convention that is not provided for within many of the UK’s other social security agreements, the UK/EU TCA or the old EC Regulations, relates to workers who operate on either the UK and Norwegian “Continental Shelf” who are involved in exploration or exploitation of the “natural resources” of the seabed of those “designated areas.”

This group of workers did have specific provisions applicable to social security liability contained within the 1990 UK/Norwegian social security agreement, but these have been amended slightly within the new Convention. As a result, companies operating in that sector and those “designated areas” will need to be aware of the changes for any individuals who do not have “grandfathered rights” under the old UK/Norway agreement.

*WA impact.* As mentioned above, the UK and the EU entered into a legally binding Brexit WA (equivalents with EEA and Switzerland) to protect the rights of citizens currently working or residing in an EU Member State or in an EEA country or Switzerland as of 31 December 2020.

Given the more limited nature of the TCA in terms of geographical coverage and periods of home country coverage that will now be available, it is imperative that businesses assess the applicability of the WA in terms of any post-1 January 2021 cross-border activities that include the UK, as the WA and equivalents may provide access to a more beneficial social security position.

*Reciprocal agreements.* The UK has reciprocal social security agreements with several non-EEA countries, although the terms of the agreements vary. Therefore, to determine an individual’s liability or benefit entitlement, it is important to consult each agreement relating to the individual’s home/host country.

To prevent double social security taxes and to assure benefit coverage, the UK has entered into reciprocal agreements with the following jurisdictions.

Barbados	Isle of Man	Mauritius
Bermuda	Israel	Philippines
Canada	Jamaica	Switzerland
Chile	Japan	Türkiye

Gibraltar  
Guernsey

Jersey  
Korea (South)

United States  
Yugoslavia\*

\* The UK honors the Yugoslavia treaty with respect to Bosnia and Herzegovina, Montenegro, North Macedonia and Serbia. The EC social security rules have applied to Slovenia since 1 May 2004 and to Croatia since 1 July 2013.

In the interim, the old agreements with Iceland and Norway also apply in certain scenarios when cross-border activity with the UK commences on or after 1 January 2021, until 1 January 2024 when the new Convention on Social Security Coordination between Iceland, the Principality of Liechtenstein, the Kingdom of Norway and the United Kingdom of Great Britain and Northern Ireland (an EEA-wide agreement) is implemented (see above).

A new social security agreement has been signed between the UK and Gibraltar with effect from 1 June 2024. This supersedes the previous application of EC Regulation 883/04 (which had still applied solely between the UK and Gibraltar post Brexit) but it is equivalent in scope to those old EC Regulations and the UK's new agreements with Switzerland and the EEA/European Free Trade Association (EFTA) countries.

However, no new agreement has been reached between Gibraltar and the EU post Brexit.

*Without reciprocal agreement.* If no reciprocal agreement exists between the home country of an individual and the UK, the individual is subject to both the domestic law of his or her home country and the domestic law of the UK. For these individuals who come to work temporarily in the UK, exemption from payment of certain contributions for the first 52 weeks of their stay is common. The exemption depends on both the employee and the employer meeting various requirements.

For individuals leaving the UK to work overseas who remain employed by a UK company, there is generally a continuing liability to mandatory Class 1 (employee and employer) National Insurance contributions for a period of 52 weeks from the date of departure from the UK.

Other considerations may be appropriate if directors or "office holders" attend UK board meetings or otherwise undertake UK duties, if rotational workers from the UK are concerned or if individuals break or do not break UK tax residency.

Special rules can also apply to mariners, air crews and those who work in oil and gas exploration on the UK continental shelf.

**UK National Insurance contributions compliance and reporting.** If an individual or employer remains or becomes liable for UK Class 1 (employee and employer) National Insurance contributions, this is normally assessed on worldwide earnings (income) from the employment(s) concerned and must be reported in UK payroll each pay period under the UK's Real Time Information (RTI) process. Also, see *Advance payment of taxes* regarding PAYE in Section D.

## D. Tax filing and payment procedures

**General.** The tax year for individuals in the UK runs from 6 April to 5 April of the following year.



Whether compensation is subject to UK tax and how it is taxed depend on the employee's residence status at the time the compensation is earned. Taxable compensation is actually taxed in the year of receipt. Earnings, including bonuses and commissions earned in one year but not paid until a subsequent tax year, are taxed when received. For example, if an individual receives a salary of GBP30,000 during the year ending 5 April 2025, and earns a bonus of GBP20,000 for that tax year that is not paid until December 2025, the salary is subject to tax in 2024-25, but the bonus, earned in the same period as the salary, is subject to tax in 2025-26, when it is received. The term "receipt" is broadly defined for this purpose and includes payment as well as entitlement to payment. The payment does not have to be made to the employee; for example, a payment of an employee's earnings to an employee's family remains taxable.

Married persons are taxed as separate individuals. Spouses are responsible for their own tax returns, are assessed on their own income and gains, and are given tax relief for their own allowable deductions and allowances. Individuals are entitled to their own tax-band rates and capital gains tax exemptions.

Income from jointly held assets is divided equally between spouses and taxed accordingly. However, if a husband and wife are beneficially entitled to unequal shares of an investment in certain property and to the resulting income, or if either spouse is beneficially entitled to the capital or income to the exclusion of the other, a declaration may be made to HMRC to ensure that the income is assessed according to its beneficial interest.

**Advance payment of taxes.** Income tax and social security contributions on cash earnings are normally collected under the Pay-As-You-Earn (PAYE) system. All employers must use the PAYE system to deduct tax and social security contributions from wages or salaries.

Although expense reimbursements and many noncash benefits are not normally subject to PAYE withholding, they must be reported to HMRC by employers after the end of the tax year and by employees on their tax returns. HMRC may also take them into account in determining the employee's PAYE tax code, which in turn adjusts the amount of tax to be deducted from the employee's cash pay. Alternatively, employers may agree with HMRC that most benefits in kind may be subject to payroll withholding rather than reported separately after the end of the tax year.

It is proposed that from 6 April 2026, all benefits in kind apart from the provision of living accommodation and beneficial loans will be subject to PAYE.

**Tax returns.** The UK has a self-assessment tax system. Under the self-assessment system, individuals who receive a notice to file a tax return from HMRC may choose to have HMRC calculate and assess their tax liability or to calculate and assess the tax due themselves. Individuals who choose to have HMRC calculate and assess tax must complete and submit their tax returns by 31 October following the end of the tax year. Individuals who choose to calculate and assess tax themselves must complete and submit

tax returns by 31 October following the end of the tax year if they want to file paper returns. Returns can be filed electronically, together with a calculation of the tax due, up to 31 January following the end of the tax year.

If tax is due as calculated on the return, it must be paid by 31 January following the end of the tax year. Provisional on account payments of tax on income not subject to withholding are usually payable in two installments, on 31 January in the tax year and on the following 31 July.

Each installment must equal 50% of the previous year's income tax liability not withheld at source.

Interest is automatically charged on tax not paid by the due dates. A 5% penalty is also imposed if the tax is not paid within 30 days after the final payment date. A further penalty of 5% is imposed if the tax is not paid within six months following the final payment date. An additional penalty of 5% is imposed if the tax is still not paid within 12 months following the final payment date.

A fixed penalty of GBP100 is imposed if a return is not filed by the applicable deadline (that is, 31 October or 31 January) even if no tax is due. If the return is three months late, HMRC may seek to impose daily penalties of GBP10 a day for a period of up to 90 days (GBP900 per return). A further fixed penalty of the higher of GBP300 or 5% of the tax due is imposed if the return is six months late. An additional penalty, which can be up to 200% of the tax due, is imposed if the return is 12 months late, if it involves overseas issues and if facts are deliberately concealed. Penalties also apply to incorrect returns.

Individuals who are not subject to tax withheld at source and who do not receive a notice to file a tax return must inform HMRC by 5 October following the end of the tax year if they are likely to have a UK tax liability for the tax year concerned. Individuals with simpler tax affairs may receive an assessment of their tax liability from HMRC, which negates the requirement to file a tax return. This would not normally apply to non-UK domiciled individuals and individuals working in more than one country.

In addition, from 6 April 2026, it is proposed that individuals with self-employment income and/or property income will be required to keep digital records and report details of income and expenses on a quarterly basis if the income is over GBP50,000. Full details of the individuals who will be within this regime are not yet available.

**Capital gains tax.** Capital gains are generally reported on the self-assessment tax return, and any CGT due must be included with the final payment of tax for the year. An exception is that disposals of UK land should be reported and any tax paid within 60 days after disposal. An additional reporting requirement, the NRCGT return, also applies with respect to disposals of UK residential property by nonresidents up to 5 April 2020 (see *Disposal of UK residential property by nonresidents* in *Capital gains tax* in Section A). From 6 April 2020, however, individuals need to report and pay nonresident Capital Gains Tax using the Capital Gains Tax on UK property service.

**Inheritance tax.** Inheritance tax is usually payable by the deceased's personal representative when probate (confirmation of the estate) is obtained. Some liabilities, however, must be paid by trustees of settled property and by recipients of lifetime gifts.

## E. Double tax relief and tax treaties

If income is doubly taxed in two or more jurisdictions, relief for double taxation is typically available through a foreign tax credit or exemption. In the absence of a treaty with the country imposing the foreign tax, unilateral relief may be claimed under UK domestic law. However, to claim relief, it is essential that the income be regarded as foreign source under UK law and arise from sources in the jurisdiction imposing the tax. The taxpayer also usually needs to be resident in the UK unless he or she has an ongoing liability for UK taxes as a nonresident (for example, because he or she is a Crown employee).

The relief usually takes the form of a foreign tax credit if an individual is resident in the UK for the purpose of a double tax treaty. In this case, any foreign taxes paid on doubly taxed income arising from sources in the other jurisdiction can be taken as credit against the UK tax liability on the same source of income. The credit that can be claimed is limited to the lesser of the foreign taxes paid or the amount of equivalent UK tax on the doubly taxed income.

If an individual is resident in the UK and treaty-resident in a jurisdiction with which the UK has entered into a double tax treaty, a claim may be made in the UK to exempt from UK tax the income that would otherwise be taxed in both jurisdictions if the treaty contains the relevant articles.

The UK has entered into double tax treaties covering taxes on income and capital gains with the following jurisdictions.

Albania	Greece	Norway
Algeria	Grenada	Oman
Antigua and Barbuda	Guernsey	Pakistan
Argentina	Guyana	Panama
Armenia	Hong Kong	Papua New Guinea
Australia	Hungary	Philippines
Austria	Iceland	Poland
Azerbaijan	India	Portugal
Bahrain	Indonesia	Qatar
Bangladesh	Ireland	Romania
Barbados	Isle of Man	Russian Federation
Belarus	Israel	San Marino
Belgium	Italy	Saudi Arabia
Belize	Jamaica	Senegal
Bolivia	Japan	Serbia
Bosnia and Herzegovina	Jersey	Sierra Leone
Botswana	Jordan	Singapore
British Virgin Islands	Kazakhstan	Slovak Republic
Brunei Darussalam	Kenya	Slovenia
Bulgaria	Kiribati	Solomon Islands
Canada	Korea (South)	South Africa
	Kosovo	Spain
	Kuwait	Sri Lanka

Cayman Islands	Kyrgyzstan	St. Kitts and Nevis
Chile	Latvia	Sudan
China Mainland	Lesotho	Sweden
Colombia	Libya	Switzerland
Côte d'Ivoire	Liechtenstein	Taiwan
Croatia	Lithuania	Tajikistan
Cyprus	Luxembourg	Thailand
Czech Republic	Malawi	Trinidad and Tobago
Denmark	Malaysia	Tunisia
Egypt	Malta	Türkiye
Estonia	Mauritius	Turkmenistan
Eswatini	Mexico	Tuvalu
Ethiopia	Moldova	Uganda
Falkland Islands	Mongolia	Ukraine
Faroe Islands	Montenegro	United Arab
Fiji	Montserrat	Emirates
Finland	Morocco	United States
France	Myanmar	Uruguay
Gambia	Namibia*	Uzbekistan
Georgia	Netherlands	Venezuela
Germany	New Zealand	Vietnam
Ghana	Nigeria	Zambia
Gibraltar	North Macedonia	Zimbabwe

\* The 1962 South Africa treaty applies to Namibia (formerly known as South West Africa).

The UK has agreed to tax treaties with Brazil, Ecuador and Peru, but these treaties are not in force because they have not yet been ratified by the governments of the jurisdictions. Belarus has suspended the provisions of the UK-Belarus double tax treaty. HMRC has stated that the UK-Belarus double tax treaty does not permit this unilateral action, and Belarus has been asked to reverse its action. The UK considers the treaty to remain in force and is continuing to comply with its terms. The government is considering its next steps and will provide more information in due course.

## F. Entering the UK

**Brexit.** The UK left the EU on 31 January 2020. Freedom of movement ended on 31 December 2020. The rights of EU nationals who were residing in the UK on or before 31 December 2020 remain the same subject to applying for status under the EU Settlement Scheme (EUSS).

*EUSS.* In line with the Citizens' Rights Agreement, the EUSS was established to enable EU, EEA and Swiss citizen residents in the UK by the end of the transition period on 31 December 2020, and their family members, to get the immigration status they need to continue to work, study and access benefits and services, such as health care, in the UK after 30 June 2021. For those citizen residents in the UK by 31 December 2020, the deadline for applications to be made to the EUSS was 30 June 2021, which was also the end of the grace period during which their existing EU law rights were protected pending the outcome of an application to the EUSS made by the deadline.

Since 1 July 2021, EU, EEA and Swiss citizens and their family members have to evidence their right to be in the UK by having

a valid UK immigration status. If they do not hold indefinite leave to enter or remain, they can obtain the status they need through the EUSS if they were resident in the UK by 31 December 2020, or are a joining family member of an EU, EEA, or Swiss citizen who was resident in the UK by then. Alternatively, they may be able to obtain a valid visa under the points-based immigration system.

Individuals who did not apply under the EUSS by the deadline can make a late application if they can show they have reasonable grounds for missing the deadline.

*Settled status.* EU nationals who started living in the UK by 31 December 2020 and who have lived in the UK for a continuous five-year period (known as “continuous residence”) will be granted settled status. This status will allow individuals to remain in the UK indefinitely and apply for British citizenship if eligible. The status will be lost if individuals spend more than five consecutive years outside the UK.

*Pre-settled status.* EU nationals who started living in the UK by 31 December 2020 but who have not yet lived in the UK for a continuous five-year period will be granted pre-settled status. This status will be issued for a five-year period. After spending five years continuously in the UK, the individual can apply for settled status. Pre-settled status will be lost if individuals spend more than two consecutive years outside the UK.

**General principles.** In general, to enter the UK, you must have a valid travel document (in most cases, a passport).

Regardless of the duration or purpose of their visit, nationals of certain countries must obtain entry clearance (a visa) before traveling to the UK. Individuals from the relevant countries are known as “visa nationals.”

In contrast, “non-visa nationals” are not required to obtain entry clearance if traveling to the UK as visitors or business visitors (performing certain permissible activities) for a period not exceeding six months.

If the purpose of the visit is for employment or study, all non-British/Irish nationals must obtain appropriate entry clearance (a visa) before traveling to the UK.

Entry clearance applications must be made to a British Embassy, Consulate General or High Commission (collectively known as British diplomatic posts) through one of the UK’s Commercial Partners’ offices in the individual’s home country or country of legal residence.

Applications for entry clearance may be refused if the applicant has breached UK immigration rules during the preceding 10 years. Providing misleading or false information when applying for entry clearance or leave to enter may result in an individual being barred from entering the UK for up to 10 years.

A British diplomatic post approving entry clearance for longer than six months may stipulate that the individual must register with the police within seven days of arriving in the UK. Nationals

of EEA or Commonwealth countries are not required to register with the police.

UK authorities may impose financial penalties on airlines and shipping companies that bring unauthorized passengers to the UK. This legislation was introduced to reduce the number of persons who are turned away at the port of entry because they do not have the necessary visa.

The UK government has introduced an Immigration Health Surcharge (separate from the visa fee). The surcharge is payable by non-EEA migrants coming to the UK for more than six months. The surcharge is currently set at GBP1,035 per year for the main applicant and each dependent who is 18 or older, and GBP776 per year for children younger than 18, students, dependents of students and Youth Mobility Scheme Visa applicants. Since 1 January 2021, EU nationals applying under the new immigration system (see *New immigration system from 1 January 2021*) are also required to pay the surcharge.

**Visitors.** Individuals coming to the UK as tourists or business visitors are normally granted admission for a period of six months. The rules regarding business visitors are complex and should be considered on a case-by-case basis. In general, business visitors are prohibited from working while in the UK or receiving a salary in the UK. However, they are allowed to attend meetings, transact business and negotiate contracts with UK companies. It is advisable that an individual planning to come to the UK as a business visitor carry a letter from his or her employer stating the purpose and duration of the visit.

The UK government has identified specific categories of individuals who are permitted to perform paid activities in the UK. They are allowed to perform “work” for which they can receive payment, but only for a period of up to one month. These categories are visiting academic examiners, lecturers, pilot examiners and advocates/lawyers, and activities related to the arts or entertainment. Academic visitors who are experts in their field can extend their stay in the UK to a total of 12 months.

Visa nationals coming to the UK must obtain entry clearance before traveling to the UK. Although non-visa nationals coming to the UK as visitors for up to six months do not require entry clearance, they must restrict their activities to those prescribed and permitted under the business visitor rules.

### **G. Entry for the purposes of employment, self-employment, studying, government-exchange program and other purposes**

Under the Immigration Act of 1971 and the British Nationality Act of 1981, certain individuals have right of abode, which in most cases entitles the bearer to live and work in the UK without restriction. These acts preclude the necessity for entry clearance for certain qualified individuals. Individuals who do not have right of abode and who wish to live and work in the UK must apply for the appropriate immigration document and/or entry clearance (visa). Whether a combination of these items is required depends on the individual’s circumstances.

**EEA and Swiss nationals.** The EEA consists of the following countries.

Austria	Germany	Malta
Belgium	Greece	Netherlands
Bulgaria	Hungary	Norway
Croatia	Iceland	Poland
Cyprus	Ireland	Portugal
Czech Republic	Italy	Romania
Denmark	Latvia	Slovak Republic
Estonia	Liechtenstein	Slovenia
Finland	Lithuania	Spain
France	Luxembourg	Sweden

Freedom of movement between the UK and the EU ended at 11:00 p.m. on 31 December 2020.

Nationals of EEA countries entering the UK will need to apply under the immigration system (see Section F).

The governments of the UK and Ireland have committed to ensure that there will be no changes to the rights enjoyed by Irish nationals in the UK and UK nationals in Ireland. Irish citizens continue to have a right to live and work in the UK without restriction.

**Individuals without the right of abode.** In general, all non-British/Irish nationals, and persons without settled status or a right of abode who wish to come to the UK for the purpose of employment must obtain the requisite entry clearance for that purpose before traveling to the UK.

The UK's Points Based System (PBS) is a points-scoring system under which applicants are awarded points to reflect earnings, experience and the demand for skills in certain sectors. Illegal working legislation has increased the penalties for employers who breach the requirements. These measures are aimed at strengthening the government's ability to control immigration more effectively.

The Global Talent category is intended for individuals who are internationally recognized in their field as either a recognized leader or an emerging leader in their field. The Global Talent route replaced the Tier 1 (Exceptional Talent) route, which was closed for new applicants from 20 February 2020. Every initial application must be endorsed by a "designated competent body" before a visa application can be made.

The Start-up and Innovator Founder categories require an endorsement by an approved body, which will assess whether an individual's business idea is new and viable and has potential for growth. The Start-up category is available for those looking to set up a business in the UK and permits a stay for up to two years without the option of extension. The Innovator Founder category is available for those wishing to set up and invest funds into a business and initially permits a stay for three years with the option to extend for further three-year periods with the potential to apply for settlement after five years. Business organizations with a history of supporting UK entrepreneurs may be eligible to apply to become endorsing bodies.

The Tier 1 (Entrepreneur) category was closed to applications to enter the scheme on 28 March 2019. However, the category, which applies to individuals who intend to invest in the UK by setting up or taking over the running of a UK business, is still open to those eligible to extend their visa.

The Skilled Worker Visa category applies to skilled workers with a licensed sponsor that has offered them a job in the UK. A key feature is that employers must obtain a sponsor license in order to sponsor all overseas nationals coming to the UK. Sponsors are required to estimate their use of Certificates of Sponsorship (CoS) in different categories on an annual basis. They are also subject to reporting and compliance requirements to maintain their status as licensed sponsors.

Applications can be submitted from within the UK if permissible (for example, extensions' applications for existing Tier 2 migrants, students, individuals seeking to change employment, and those switching from applicable immigration categories to Skilled Worker Visas) or from outside the UK. The skill level for the job is set at RQF Level 3 (equivalent to A-Level) or above. Except for nationals from a handful of majority-English-speaking countries, individuals who wish to work in the UK as a Skilled Worker must provide specified documents to show that they have a good knowledge of English of at least Level B1 on the Common European Framework of Reference for Languages (CEFR) scale. The minimum salary requirement for roles in this category is currently GBP38,700 or the occupation code minimum (whichever is higher) per year for experienced workers and GBP30,960 for new entrants. Salaries must also meet the minimum set out in the relevant Standard Occupation Classification (SOC) Code published by UK Visas and Immigration. There is also a maintenance requirement to be met if the individual's sponsor does not certify the maintenance associated with the individual's application.

The initial Skilled Worker Visa is granted for up to five years. The rules allow unlimited extensions of up to five years at a time.

Once a migrant has spent a continuous period of five years in the UK as a Skilled Worker, he or she is eligible to apply for indefinite leave to remain provided that he or she meets the requirements at the time of application.

The Global Business Mobility (GBM) visa category has five subcategories, which are the Senior or Specialist Worker, Graduate Trainee, Expansion Worker, Service Supplier, and Secondment Worker.

The GBM Senior or Specialist Worker subcategory applies to overseas employees of multinational companies who are being transferred to a UK-based branch of the organization. These employees must have normally worked abroad with the company for at least 12 months unless their salary is at least GBP73,900, in which case this requirement is waived. Individuals who enter the UK under this category must fill roles at RQF Level 3 (graduate level or above). The minimum annual salary threshold for this category is GBP48,500. Individuals must also receive at least the minimum salary specified in the relevant SOC Code for



their particular occupation. Individuals are not required to demonstrate English-language ability for the GBM category. Individuals earning GBP73,900 and above can stay in the UK for up to nine years in any 10-year period. Those earning less can stay for up to five years in any six-year period.

The Graduate Trainee subcategory applies to recent graduate employees of multinational companies with at least three months of overseas' service who are being transferred to the UK-based branch of the organization as part of a structured graduate training program for no more than 12 months. Only 20 graduate trainee visas may be issued per sponsor per financial year. Graduate Trainees must be paid a minimum salary of GBP25,410 per year, or the minimum salary threshold as specified in the relevant SOC Code, whichever is higher.

UK employers are required to pay an Immigration Skills Charge (ISC) for employing Skilled Worker and GBM migrants with some exceptions. The exact amount depends on the size of the organization and how long the worker will be employed. For large sponsors, this amount is GBP1,000 per person per year.

The Expansion Worker subcategory applies to representatives of an overseas business. It is for a business to introduce its products into the UK market by bringing senior-level overseas employees to the UK to set up operations.

To obtain entry clearance as a representative, an individual must prove that he or she will be a representative of a particular overseas company in the UK. He or she must also demonstrate that a need exists for his or her presence in the UK and that it is his or her intention to establish a subsidiary or branch of the foreign company after entering the UK.

A representative must remain under the direct control of the overseas company. Initially, entry clearance is usually granted for up to three years. After this period, the individual can apply for an extension if certain criteria are met. Indefinite Leave to Remain (ILR; see Section H) is also possible after five years, subject to meeting further eligibility criteria.

The Expansion Worker subcategory is for overseas workers who are undertaking temporary work assignments in the UK, if the worker is either a contractual service supplier employed by an overseas service provider or a self-employed independent professional based overseas and if he or she needs to undertake an assignment in the UK to provide services covered by one of the UK's international trade agreements.

The Secondment Worker subcategory is for overseas workers who are undertaking temporary work assignments in the UK if the worker is being seconded to the UK as part of a high-value contract or investment by his or her employer overseas that is valued at over GBP50 million.

The Minister of Religion Visa category applies to individuals coming to the UK as religious workers for religious organizations. Individuals coming to the UK under this category are required to meet the English language requirement at CEFR Level B2.

The Sportsperson Visa category applies to elite sportspersons and qualified coaches who are internationally established at the highest level and will make a significant contribution to the development of their sport. Individuals coming to the UK under this category are required to meet the English language requirement at CEFR Level A1 in speaking and listening.

The Student Visa category covers individuals wishing to study in the UK. Such individuals must be sponsored by a licensed educational institution in the UK and meet the English language and maintenance requirements.

Temporary Worker Visa routes covers the following temporary workers:

- Individuals coming to the UK to work or perform as sportspersons, entertainers or creative artists
- Individuals coming to the UK to do voluntary work for charity
- Individuals coming to the UK to work temporarily as religious workers
- Individuals coming to the UK through Government Approved Exchange Programs for the purposes of internships or work experience
- Individuals coming to the UK under a contract to do work that is covered under international law

This visa route also covers young people (aged from 18 years to 30 years) from participating jurisdictions who would like to experience life in the UK under the Youth Mobility Scheme for up to two years. Each jurisdiction has an annual allocation of places under the Youth Mobility Scheme. The following is the current list of jurisdictions:

- Australia
- Canada
- Japan
- Hong Kong
- Korea (South)
- Monaco
- New Zealand
- San Marino
- Taiwan

The Frontier Worker Permit allows EEA nationals to work in the UK but live in another country. This category is appropriate for individuals who began working in the UK by 31 December 2020 and must usually have worked in the UK at least once every 12 months since they started working in the UK.

The British National Overseas Visa allows those residing in Hong Kong who are British Nationals (Overseas) to come to the UK to live, work and study. Such individuals must be over the age of 18 and meet a maintenance requirement.

**Permit-free employment categories.** Individuals who fall into certain categories do not need permission to work in the UK but must obtain prior entry clearance from a British diplomatic post before entering the UK. These include the following:

- A Commonwealth citizen with a British-born parent or grandparent may be given permission to live and work in the UK for

five years. At the end of this period, the individual may be eligible to apply for Indefinite Leave to Remain (ILR; see Section H) in the UK.

- An individual coming to the UK as a representative of a foreign government or as an employee of the United Nations or another international organization.

## H. Indefinite Leave to Remain

If an individual has been living and working in the UK continuously for five years with valid leave in a relevant immigration category, he or she and his or her dependents may be eligible to apply for Indefinite Leave to Remain (ILR).

An individual who has obtained leave as the partner of a British citizen or person settled in the UK must reside in the UK continuously for five years before he or she qualifies for ILR.

ILR status removes the time and employment restrictions that were imposed when an individual first entered the UK. This means that the individual may be able to settle permanently in the UK and take up any employment. The individual is free from immigration restrictions.

An individual can retain his or her ILR status during a period of absence if he or she is not away from the UK for a continuous period of more than 24 months and if he or she retains close ties with the UK during his or her absences; that is, when the individual returns to the UK, he or she is returning to reside, not to visit.

## I. Family and personal considerations

**Family members.** The dependent family members admitted to the UK under most categories are admitted for the same period as the main applicant and are eligible to take up employment. Subject to some restrictions, dependents generally include the permit holder's spouse, unmarried or civil partner and children under than 18 years of age. However, dependents must obtain entry clearance before accompanying the principal applicant to the UK.

The spouse or civil partner and dependents (including children under 21 years of age, parents and grandparents) of an EEA national or a Swiss national living in the UK by 31 December 2020, regardless of whether they are EEA or Swiss nationals themselves, and who are applying for an EEA Family Permit or EU Settlement Scheme Permit are also granted entry rights, including the right to work for an initial period of six months. On entry into the UK, they may apply under the EU Settlement Scheme (see *EU Settlement Scheme* in Section F).

The UK immigration rules contain provisions to accommodate non-EEA family members of British citizens. However, such applications should be assessed on a case-by-case basis. Individuals are typically issued entry clearance for a period of 33 months with the option to extend this status from within the UK and make an application for ILR on the completion of five years' continuous lawful residence in the UK.

**Driver's permits.** Most foreign nationals may drive legally in the UK with their home jurisdiction driver's licenses for 12 months. After 12 months, foreign nationals must either exchange their license for a UK license or apply for a provisional driving license and then pass the theory and practical driving tests to continue driving in the UK.

## J. Other matters

**British citizenship.** In certain circumstances, an individual may be eligible to apply to naturalize as a British citizen after a continuous period of five years' residence in the UK, the last 12 months of which must have been as a holder of ILR. In most cases, an individual should be eligible for naturalization after a continuous period of residence of six years in the UK (five years to obtain ILR and one further year free of immigration conditions).

An individual married to a British citizen may be able to apply to naturalize as a British citizen if he or she has continuously resided in the UK for three years and is a holder of ILR at the time the application is made. In practice, because the partner of a British citizen can now only obtain ILR after five years, it still takes five years to qualify for naturalization in most circumstances. The UK allows dual nationality. However, not all countries allow dual nationality. Consequently, this should be confirmed before making an application.

**Identity cards for non-EEA nationals.** The government has introduced identity cards (Biometric Residence Permits, or BRP cards) for foreign nationals in the UK. BRP cards replace the stickers or vignettes in passports. Identity cards have now been introduced for all migrant worker categories, applications for ILR and applications for leave as an unmarried partner, same-sex partner or spouse. Individuals granted entry clearance now receive a vignette in their passport valid for 90 days and are required to collect their BRP cards from a participating post office in the UK on arrival.

**Tuberculosis testing.** Individuals resident in certain countries who are coming to the UK for more than six months are required to have a tuberculosis (TB) test.

An individual is given a chest X-ray to test for TB. If the result of the X-ray is not clear, the individual may also be asked to give a sputum sample (phlegm coughed up from the lungs).

If the test shows that the individual does not have TB, he or she is given a certificate that is valid for six months. This certificate must be included with the UK visa application.

A TB test is not required for the following individuals:

- Diplomats accredited to the UK
- Residents of the UK who are returning within two years of leaving
- Holders of certificates of entitlement (right of abode in the UK) for more than six months who are applying for another visa within six months of leaving their country of residence

All children must see a clinician who decides if they need a chest X-ray. Children under 11 will not normally have a chest X-ray. A

parent must take his or her child to an approved clinic and complete a health questionnaire. If the clinician decides the child does not have TB, the clinician gives a certificate to the parent. This certificate must be included with the child's UK visa application.

# United States

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\* All immigration services described in this chapter are provided by EY Law LLP (Ernst & Young Tower, 100 Adelaide Street West, P.O. Box 1, Toronto, Ontario M5H 0B3, Canada) and Mehlman Jacobs LLP (4350 La Jolla Village Drive, Suite 370, San Diego, California 92122, United States). EY Law LLP practices US business immigration law. It is an Ontario limited liability partnership and a member firm of Ernst & Young Global. Mehlman Jacobs LLP is a California-registered partnership that provides US immigration services and a member firm of Ernst & Young Global.

*The immigration section of this chapter was written in late 2021 and updated in 2022, 2023, and 2024. The ever-changing nature of immigration and the election of a new federal administration may lead to several additional immigration policy and legislative changes. Please contact our immigration professionals for the most up-to-date information.*

**A. Income tax**

**Who is liable**

*Territoriality.* US citizens and resident aliens are subject to tax on their worldwide income, regardless of source. US citizens and resident aliens may exclude, however, up to USD126,500 (for 2024) of their foreign-earned income plus certain housing expenses if they meet specified qualifying tests and if they file US tax returns to claim the exclusion.

A nonresident alien is subject to US tax on income that is effectively connected with a US trade or business and on US-source fixed or determinable, annual or periodic gains, profits and income (generally investment income, including dividends, royalties and rental income). US-source investment income is taxed on a gross basis at a flat rate of 30%. Income effectively connected with a US trade or business is taxed after subtracting related deductions at the graduated rates listed in *Rates*. Portfolio interest and, generally, capital gains from the sale of stock in a US company are exempt from the 30% tax. Moreover, an election to tax rental income on a net basis is available. However, gains from sales of US real property interests are usually considered to be effectively connected income, and special complex rules apply.

*Definition of resident.* Residence for income tax purposes generally has no bearing on an individual's immigration status. Generally, foreign nationals may be considered resident aliens if they are lawful permanent residents ("green card" holders; see Section G) or if their physical presence in the United States meets the substantial presence test. Under the substantial presence test, a foreign national is deemed to be a US resident if the individual fulfills both of the following conditions:

- The individual is present in the United States for at least 31 days during the current year.
- The individual is considered to have been present in the United States for at least 183 days during a consecutive three-year test period that includes the current year, using a formula weighted with the following percentages:

Current year	100.00%
First preceding year	33.33%
Second preceding year	16.67%

For example, 122 days of presence during each of the three consecutive years causes a foreign national to be considered a US resident under the substantial presence test.

Among several exceptions to the substantial presence test are the following:

- Days present as a qualified student, teacher or trainee, or if a medical condition prevented departure, are not counted.
- An individual might claim to be a nonresident of the United States by virtue of having a closer connection (such as a tax home) to a foreign country.
- Bilateral income tax treaties may override domestic US tax rules for dual residents.

The Internal Revenue Service (IRS) has issued regulations that require individuals to file statements with the IRS setting forth the facts that prove their claims for these exceptions.

In certain circumstances, it may be beneficial for an individual to be considered a resident of the United States for income tax purposes. An individual may make what is known as a first-year election to be treated as a resident in the year of arrival if certain conditions are met.

**Income subject to tax.** In general, gross income must be segregated into the following three separate baskets:

- Earned income, which is generally salary and earnings from active trades or businesses
- Portfolio income, which is generally investment income, including interest, dividends, certain royalties and gains from the disposition of investment property
- Passive income, which is generally income from traditional tax-shelter investments including real estate

Examples of items that are not included in taxable income are gifts, unrealized appreciation in the value of property, interest received on municipal bonds, certain amounts received (for example, death benefits paid) under US qualified life insurance contracts, certain employer-paid education costs, employer-paid retirement planning services, and qualified distributions from Roth individual retirement accounts (IRAs) or education savings accounts.

*Employment income.* In addition to cash payments, taxable salary generally includes all employer-paid items, except medical insurance premiums, pension contributions to a US qualified plan, and for qualifying individuals on short-term assignments of one year or less, meals and temporary housing expenses.

Education allowances provided by employers to their employees' children are taxable for income and social security tax purposes.

In general, a nonresident alien who performs personal services as an employee in the United States at any time during the tax year is considered to be engaged in a US trade or business. An exception to this rule applies to a nonresident alien performing services in the United States if all of the following conditions apply:

- The services are performed for a foreign employer.
- The employee is present no more than 90 days during the tax year.
- Compensation for the services does not exceed USD3,000.

These conditions are similar to those contained in many income tax treaties, although the treaties often expand the time limit to 183 days and increase or eliminate the maximum dollar amount of compensation.

If an employee does not fall under the above statutory exception or under a treaty exception, all US-source compensation received in that year is considered effectively connected income (not just the amount exceeding the USD3,000 limitation or the dollar limitation under a treaty). This income includes wages, bonuses and reimbursements for certain living expenses paid to, or on behalf of, the employee.

Compensation is considered to be from a US source if it is paid for services performed in the United States. The place where the income is paid or received is irrelevant in determining its source. If income is paid for services performed partly in the United States and partly in a foreign country, and if the amount of income



attributable to services performed in the United States cannot be accurately determined, the US portion is determined on a work-day ratio basis. Fringe benefits that meet certain requirements are sourced to the person's principal place of work. These benefits include moving expenses, housing, primary and secondary education for dependents and local transportation.

Effectively connected income retains its character even if received before or after a US trade or business ceases operations. Consequently, wages for services performed in the United States, but received during a year in which a nonresident alien reports no US workdays, are taxed at the graduated rates instead of the flat 30% rate.

States often follow the federal tax treatment in determining if a nonresident alien's income is subject to state taxation; however, certain states tax income of a nonresident regardless of federal tax treatment or treaty relief.

*Self-employment income.* In general, a nonresident alien who performs independent personal services in the United States at any time during the tax year is considered to be engaged in a US trade or business.

Although subject to tax at the graduated rates, compensation paid to a nonresident alien for performing independent personal services in the United States is subject to a 30% withholding tax. A nonresident alien must file a US tax return to claim a refund or to pay any additional tax due. If compensation is exempt from US tax under an income tax treaty, a nonresident alien may request exemption from withholding by preparing Form 8233, Exemption from Withholding on Compensation for Independent Personal Services of a Nonresident Alien Individual, and then giving it to the withholding agent (payer). In addition, many US income tax treaties contain separate provisions affecting the taxation of independent personal services income.

*Investment income.* Dividends, interest income and capital gains are considered portfolio income and are generally taxed at the ordinary rates (however, see *Capital gains and losses*, and *Dividends*). Certain types of interest income, including interest on certain state and local government obligations, are exempt from federal tax, but may be subject to alternative minimum tax (AMT; see *Rates*).

Net income from the rental of real property and from royalties is aggregated with other income and taxed at the rates set forth in *Rates*. Foreign rental properties considered to be qualified business units have an additional filing requirement of Form 8858 from 2018 onward.

*Directors' fees.* In general, directors' fees are considered to be earnings from self-employment (see *Self-employment income*).

*Deferred compensation and participation in foreign pension plans.* The United States has very complex rules regarding the taxation of deferred compensation. If a plan of deferral does not meet the requirements of the law, significant penalties and interest may be charged. Complex rules apply to the taxation related to participation in a non-US retirement plan. In many cases, continued participation in the home country plan may result in income that is

taxable in the United States. Certain income tax treaties attempt to address this issue.

*Income from certain foreign corporations.* Under a complex set of rules, US citizens and residents with ownership interests in “controlled foreign corporations” may be subject to US tax on certain categories of income, even if the income has not been distributed to them as a dividend. Beginning in 2018, the categories of income subject to current taxation are expanded. Individuals who were subject to these rules in 2017 were required to calculate a “transition tax” when filing their 2017 tax returns. The transition tax affected certain taxpayers in 2018 with fiscal year-ends. Taxpayers may have elected to pay the transition tax in eight annual installments.

### **Taxation of employer-provided stock options**

*Qualified stock option plans.* Under incentive stock option (ISO) rules, options provided to employees under qualified stock option plans are not subject to tax at the time the option is granted nor at the time the employee exercises the option and buys the stock. However, at the time of exercise, the difference between the exercise price and the fair market value of the stock at the date of exercise is considered a tax preference item for AMT purposes (see *Rates*). Tax is levied at capital gains tax rates when the employee sells the stock (see *Capital gains and losses*). The employee’s basis in the stock is the amount paid for the stock at the time the option is exercised. Consequently, the employee recognizes a capital gain or loss in the amount of the difference between the sale price and the grant price. For purposes of determining whether the capital gain is long-term or short-term, the holding period begins on the date after the option is exercised, not on the date the option is granted. Stock purchased under an ISO may not be sold within two years from the grant date and within one year from the exercise date. If the stock is sold before the expiration of the required holding period, any gain on the sale is treated as ordinary income.

*Non-qualified stock option plans.* A stock option provided to an employee under a non-qualified plan is taxed when it is granted if the option has a readily ascertainable fair market value at that time. An option that is not actively traded on an established market has a readily ascertainable fair market value only if all of the following conditions are met:

- The option is transferable.
- The option is exercisable immediately and in full when it is granted.
- No conditions or restrictions are placed on the option that would have a significant effect on its fair market value.
- The fair market value of the option privilege must be readily ascertainable.

The above conditions are seldom satisfied. Consequently, most non-qualified options that are not traded on an established market do not have a readily ascertainable fair market value and are not taxable at the date of grant.

The exercise of a non-qualified stock option triggers a taxable event. An employee recognizes ordinary income in the amount of the value of the stock purchased, less any amount paid for the

stock or the option. When the stock is sold, the difference between the sale price and the fair market value of the stock at the date of exercise, if any, is taxed as a capital gain.

**Capital gains and losses.** Net capital gain income is taxed at ordinary rates, except that the maximum rate for long-term gains is limited to the following:

- 0% for married individuals filing jointly, with a maximum taxable income of USD94,050 (USD47,025 for single individuals)
- 15% for married individuals filing jointly, with a maximum taxable income of USD583,750 (USD518,900 for single individuals)
- 20% for married individuals filing jointly, with taxable income of more than USD583,750 (USD518,900 for single individuals)

Net capital gain is equal to the difference between net long-term capital gains over net short-term capital losses. Long-term refers to assets held longer than 12 months. Short-term capital gains are taxed as ordinary income at the rates set forth in *Rates*.

Investors who hold “qualified small business stock” may be entitled to exclude from income part or all of the gain realized on disposition of the stock.

Once every two years, US taxpayers, including resident aliens, may exclude up to USD250,000 (USD500,000 for married taxpayers filing jointly) of gain derived from the sale of a principal residence. To be eligible for the exclusion, the taxpayer must generally have owned the residence and used it as a principal residence for at least two of the five years immediately preceding the sale. However, if a taxpayer moves due to a change in place of employment, for health reasons or as a result of unforeseen circumstances, a fraction of the maximum exclusion amount is allowed in determining whether any taxable gain must be reported. The numerator of the fraction is generally the length of time the home is used as a principal residence, and the denominator is two years. The repayment of a foreign currency mortgage obligation may result in a taxable exchange-rate gain, regardless of any economic gain or loss on the sale of the principal residence. In certain cases, part of the gain on the sale of a principal residence may not be eligible for exclusion. To the extent the taxpayer has “nonqualified use” of the property, that portion of the gain (determined on a time basis over the total holding period of the property) is not eligible for exclusion from income. A complex set of rules applies to determine whether a particular use of the property, such as renting out the property or leaving it vacant, is considered a “nonqualified use.”

Capital losses are fully deductible against capital gains. However, net capital losses are deductible against other income only up to an annual limit of USD3,000. Unused capital losses may be carried forward indefinitely. Losses attributable to personal assets (for example, a personal residence or an automobile) are not deductible.

**Dividends.** Dividends received by individuals from domestic corporations and “qualified foreign corporations” are taxed at the same special rates as those applicable to net capital gains, for both the regular tax and the alternative minimum tax. See *Capital gains and losses* for the tax rates.

To qualify for the 15% (or 0% or 20%) tax rate, the shareholder must hold a share of stock for more than 60 days during the 120-day period beginning 60 days before the ex-dividend date. Other dividends are taxed at ordinary rates.

### **Deductions**

*Deductible expenses.* Certain types of deductions, including amounts related to producing gross income, are subtracted to arrive at adjusted gross income. Alimony payments to a former spouse and contributions to health savings accounts are among the most commonly claimed deductions in this category. See new rules below for post-2018 divorce agreements. Alimony (but not child support) must meet certain criteria, and must be included in the recipient's gross income, to be deductible by the payer. Child support payments are neither deductible by the payer nor includible in the income of the recipient. A tax of 30% generally must be withheld (and remitted to the IRS) from alimony paid by a US citizen or resident to a nonresident-alien former spouse. Certain US income tax treaties may reduce the 30% withholding tax rate (see Section E).

For divorce agreements executed after 31 December 2018 (or modified after that date to reflect the new tax rules), alimony payments are not deductible, and alimony received is not taxable.

Complex rules determine eligibility for other deductions from gross income. For example, depending on the taxpayer's income level, interest of up to USD2,500 on qualified educational loans, and individual retirement account (IRA) contributions of up to USD7,000 (USD8,000 if age 50 or older at the end of 2024) may be deducted.

After adjusted gross income is determined, a citizen or resident alien is entitled to claim the greater of itemized deductions or a standard deduction. The amount of the standard deduction varies, depending on the taxpayer's filing status. For 2024, the standard deduction is USD29,200 for married individuals filing a joint return, USD21,900 for a head of household, USD14,600 for a single (not married) individual and USD14,600 for a married taxpayer filing a separate return.

Itemized deductions include the following items:

- Unreimbursed medical expenses to the extent that they exceed 7.5% of adjusted gross income
- Income, general sales and property taxes of US states and localities, but limited to USD10,000 in total
- Foreign income taxes paid if a foreign tax credit is not elected
- Certain interest expenses, generally home mortgage interest and investment interest expenses, with certain limitations
- Casualty losses to the extent they are attributable to specified natural disasters
- Gambling losses to the extent of gambling winnings
- Charitable contributions made to qualified US charities

A nonresident alien may not use the standard deduction instead of actual itemized deductions. Also, the types of itemized deductions a nonresident alien may claim are limited to charitable contributions made to qualified US charities, and state and local taxes imposed on effectively connected income (limited to USD10,000). A nonresident alien may not claim an itemized deduction for

medical expenses, taxes (other than state and local income taxes) or most interest expenses.

*Business deductions.* Self-employed individuals are entitled to the same deductions as employees, which after the 2017 Tax Cuts and Jobs Act are very limited. However, they may also deduct directly related ordinary and necessary business expenses. Special rules may apply to limit business deductions if a taxpayer’s business activity does not result in a profit for three of five years. In this situation, the activity may be classified as a hobby, and the expenses are deductible only if they qualify as itemized deductions. Self-employed individuals may establish, and may deduct contributions paid to, their own retirement plans, subject to special limitations.

Beginning in 2018, taxpayers may be entitled to deduct up to 20% of their “qualified business income” when calculating taxable income. This 20% deduction is calculated under a complex set of rules. There are many limitations to this deduction, including whether the taxpayer operates a qualified business and whether the individual’s taxable income is below the overall limit of USD191,950 [USD383,900] for married filing joint return). In general, qualified business income does not include income from performing services as an employee.

Noncorporate taxpayers may be subject to excess business loss limitations. An excess business loss is the amount by which the total deductions attributable to all trades or businesses exceeding the total gross income and gains attributable to those trades or businesses plus a threshold adjusted for cost of living. For 2024, the threshold amount is USD305,000 (USD610,000 for joint returns).

**Rates.** The applicable US tax rates depend on whether an individual is married or not and, if married, whether an individual elects to file a joint return with his or her spouse. Certain individuals also qualify to file as heads of households.

Unmarried nonresident aliens are taxed under the rates for single individuals. Married nonresidents whose spouses are also nonresidents are generally taxed under the rates for married persons filing separately.

The tax brackets and rates for 2024 are set forth in the tables below. The income brackets in these tables are indexed annually for inflation. The following are the tables.

Married filing joint return	
Taxable income	Amount of tax
Not over USD23,200	10% of the taxable income
Over USD23,200 but not over USD94,300	USD2,320 plus 12% of the excess over USD23,200
Over USD94,300 but not over USD201,050	USD10,852 plus 22% of the excess over USD94,300
Over USD201,050 but not over USD383,900	USD34,337 plus 24% of the excess over USD201,050
Over USD383,900 but not over USD487,450	USD78,221 plus 32% of the excess over USD383,900
Over USD487,450 but not over USD731,200	USD111,357 plus 35% of the excess over USD487,450
Over USD731,200	USD196,669.50 plus 37% of the excess over USD731,200

**Married filing separate return**

<b>Taxable income</b>	<b>Amount of tax</b>
Not over USD11,600	10% of the taxable income
Over USD11,600 but not over USD47,150	USD1,160 plus 12% of the excess over USD11,600
Over USD47,150 but not over USD100,525	USD5,426 plus 22% of the excess over USD47,150
Over USD100,525 but not over USD191,950	USD17,168.5 plus 24% of the excess over \$100,525
Over USD191,950 but not over USD243,725	USD39,110.5 plus 32% of the excess over USD191,950
Over USD243,725 but not over USD365,600	USD55,678.50 plus 35% of the excess over \$243,725
Over USD365,600	USD98,334.75 plus 37% of the excess over USD365,600

**Head of household**

<b>Taxable income</b>	<b>Amount of tax</b>
Not over USD16,550	10% of the taxable income
Over USD16,550 but not over USD63,100	USD1,655 plus 12% of the excess over USD16,550
Over USD63,100 but not over USD100,500	USD7,241 plus 22% of the excess over USD63,100
Over USD100,500 but not over USD191,950	USD15,469 plus 24% of the excess over USD100,500
Over USD191,950 but not over USD243,700	USD37,417 plus 32% of the excess over USD191,950
Over USD243,700 but not over USD609,350	USD53,977 plus 35% of the excess over USD243,700
Over USD609,350	USD181,954.50 plus 37% of the excess over USD609,350

**Single individual**

<b>Taxable income</b>	<b>Amount of tax</b>
Not over USD11,600	10% of the taxable income
Over USD11,600 but not over USD47,150	USD1,160 plus 12% of the excess over USD11,600
Over USD47,150 but not over USD100,525	USD5,426 plus 22% of the excess over USD47,150
Over USD100,525 but not over USD191,950	USD17,168.50 plus 24% of the excess over USD100,525
Over USD191,950 but not over USD243,725	USD39,110.50 plus 32% of the excess over USD191,950
Over USD243,725 but not over USD609,350	USD55,678.50 plus 35% of the excess over USD243,725
Over USD609,350	USD183,647.25 plus 37% of the excess over USD609,350

The above rates are used to compute an individual's regular federal tax liability. In addition, higher income taxpayers (income over USD250,000 for married filing jointly and USD200,000 for single) are subject to a 3.8% tax on their "net investment income." The definition of "net investment income" is broad and essentially includes all income other than income from a trade or business. Compensation from personal services is generally excluded from this tax.

The United States also imposes alternative minimum tax (AMT) at a rate of 26% on alternative minimum taxable income, up to

USD232,600, for all filers except USD116,300 for married filing separately and at a rate of 28% on alternative minimum taxable income exceeding USD232,600 for all filers except USD116,300 for married filing separately (long-term capital gains and qualified dividends are generally taxed at lower rates of 15% or 20%; see *Capital gains and losses* and *Dividends*). The primary purpose of AMT is to prevent individuals with substantial income from using preferential tax deductions (such as accelerated depreciation), exclusions (such as certain tax-exempt income) and credits to substantially reduce or to eliminate their tax liability. It is an alternative tax because, after an individual computes both the regular tax and AMT liabilities, the greater of the two amounts constitutes the final liability.

Some states, cities and municipalities also levy income tax. City or municipal income tax rates are generally 1% or lower. However, the top 2024 rate for residents of New York City is 3.876%. State income tax rates generally range from 0% to 12%. Therefore, an individual's total income tax liability depends on the state and the municipality where the individual resides or works. For a list of maximum state and certain local tax rates, see Appendix 1.

**Credits.** Tax credits directly reduce income tax liability rather than taxable income and therefore provide a dollar-for-dollar benefit. Most credits are limited, depending on the taxpayer's income level. Credits include a maximum USD16,810 credit for qualified adoption expenses, a USD2,000 child tax credit for dependents under 17 years of age (and who have a social security number), a USD500 credit for certain other dependents, and two alternative higher education credits, with maximums of USD2,000 and USD2,500, respectively.

**Relief for losses.** In general, passive losses, including those generated from limited-partnership investments or rental real estate, may be offset only against income generated from passive activities.

Limited relief may be available for real estate rental losses. For example, an individual who actively participates in rental activity may use up to USD25,000 of losses to offset other types of income. The USD25,000 offset is phased out for taxpayers with adjusted gross income of between USD100,000 and USD150,000, and special rules apply to married individuals filing separate tax returns.

Disallowed losses may be carried forward indefinitely and used to offset net passive income in future years. Any remaining loss may be used in full when a taxpayer sells the investment in a transaction that is recognized for tax purposes.

## **B. Other taxes**

**Net worth tax.** No federal tax is levied on an individual's net worth. However, some states and municipalities impose a tax on an individual's net worth.

**Estate and gift tax.** US estate and gift taxes are imposed at graduated rates ranging from 18% to 40% on the value of property transferred by reason of death or gift. In general, citizens and residents are entitled to a lifetime exemption of USD10 million (indexed for inflation; USD13,160,000 for 2024). No exemption



is available to non-US citizens or residents for gift tax purposes, and an exemption of only USD60,000 is available to non-US citizens or residents for estate tax purposes. A third transfer tax, known as the generation-skipping transfer (GST) tax, operates under a complex set of rules.

In general, transfers between spouses who are US citizens, or from a non-US citizen to a US citizen spouse, are not subject to estate or gift taxes. However, transfers from a US citizen to a non-US citizen spouse may be subject to estate or gift tax.

Like US income tax rules, US estate and gift tax rules differ, depending on whether a foreign national is considered to be a resident or nonresident alien. However, the distinction between residents and nonresidents differs from that under US income tax rules. For estate and gift tax purposes, a nonresident is a foreign national who is not a US citizen and whose domicile is outside the United States at the date of death or gift. A person's domicile is defined generally as the place the individual regards as his or her permanent home—that is, the place where he or she is living with no present intention of leaving.

Application of US estate and gift tax rules may be modified if a nonresident alien is a resident of a country that has entered into an estate and gift tax treaty with the United States. The United States currently has estate and/or gift tax treaties with the following jurisdictions.

Australia	France	Japan
Austria	Germany	Netherlands
Canada	Greece	South Africa
Denmark	Ireland	Switzerland
Finland	Italy	United Kingdom

*Gift tax.* US citizens and resident aliens are subject to gift tax on transfers of all property, tangible and intangible, regardless of the location of the property. Tax is imposed on the fair market value of property on the date of the gift, at graduated rates determined by the individual's cumulative lifetime transfers.

Each year, a donor is entitled to exclude from taxable income gifts of present interests valued at up to USD18,000 (for 2024) for each recipient. A husband and wife may elect to treat gifts made by one spouse as being made one-half by each spouse if both spouses are US citizens or residents. This gift-splitting election on joint gifts increases the annual exclusion to USD36,000 (for 2024 for each recipient. Gifts in excess of the annual exclusion are subject to taxes ranging from 18% to 40%. However, a credit may be used to offset this liability.

A US citizen or resident is exempt from gift tax on annual transfers (other than gifts of future interests in property) of up to USD185,000 (for 2024) to a non-US citizen spouse.

Foreign nationals who are not domiciled in the United States must generally pay gift tax on transfers of real property and tangible personal property located in the United States. Intangible property, including stocks and bonds, is generally exempt. The gift tax rates for nonresidents are the same as those for citizens and residents. These nonresidents are allowed to give up to USD18,000 (for



2024) annually to each recipient with no gift tax consequences, but they may not split gifts with their spouses.

US citizens or resident aliens (as defined for income tax purposes) are required to report gifts or bequests from foreign corporations or partnerships in excess of USD19,570 (for 2024), in aggregate, but they are generally not subject to tax. However, the IRS has not required gifts from nonresident aliens or foreign estates to be reported unless the aggregate gifts exceed USD100,000. Substantial penalties may be imposed for failure to report such gifts or bequests.

*Estate tax.* The estate of a US citizen or resident includes all property, tangible and intangible, regardless of location.

Property transferred at death from a US citizen to a non-US citizen spouse is generally not excluded from the decedent's gross estate, unless the property is placed in a qualified domestic trust or the surviving spouse becomes a US citizen before the estate tax return is due. To be considered a qualified domestic trust, a trust must satisfy the following conditions:

- At least one trustee of the trust must be a US citizen or a domestic corporation, and no distribution (other than a distribution of income) from the trust may be made unless the US trustee has the right to withhold the US tax on that distribution.
- The trust must meet the requirements prescribed by Treasury Department regulations.
- The executor must make an irrevocable election to be treated as a qualified domestic trust on the estate tax return.

Estate tax is levied on the property in the trust if any of the following events occurs:

- The trust ceases at any time to meet the above requirements.
- The corpus is distributed prior to the surviving spouse's death, except in cases of hardship.
- The surviving spouse dies.

For US tax purposes, the estate of a nonresident includes only property deemed to be located in the United States. This generally includes tangible, intangible and real property located within the United States at the time of death. For this purpose, shares of US domestic corporations, US property owned through certain trusts and certain debt obligations of US residents are considered to be property located in the United States. In addition, in some instances, US property held by a partnership or limited liability company may be considered to be property located in the United States, but the law in this area is unclear. The estate tax rates are the same as those for citizens and residents. An estate tax return must be filed if the value of a nonresident alien's gross estate exceeds USD60,000.

**Expatriation tax.** Before 17 June 2008, the United States did not have an exit tax. However, former US citizens and former long-term permanent residents were subject to reporting requirements and potentially to US income tax under a complex set of rules generally in effect for 10 years following expatriation.

Effective from 17 June 2008, certain individuals known as "covered expatriates" are immediately taxed on the net unrealized

gain in their property exceeding USD600,000 (indexed for inflation; USD866,000 for 2024) as if they sold the property for fair market value the day before expatriating or terminating their US residency. In general, “covered expatriates” are US citizens, or long-term residents (“green card” holders [see Section G] for any part of eight tax years during the preceding 15 years) who either have a five-year average income tax liability exceeding USD124,000 (indexed for inflation; USD201,000 for 2024) or a net worth of USD2 million or more, or who have not complied with their US tax filing obligations for the preceding five years. This treatment applies to most types of property interests held by individuals.

The above rules also affect the taxation of certain deferred compensation items (including foreign and US pension plans, deferred compensation plans, and equity-based compensation plans), interests in and distributions from non-grantor trusts and certain tax-deferred accounts, such as so-called 529 plans, Coverdell education savings accounts and health-savings accounts. In many cases, the present value of the interest in the deferred compensation items and other tax-deferred accounts is subject to immediate taxation, but taxpayers can elect to defer the tax on pension and deferred compensation plans that have US payers until distributions are actually made. The USD600,000 (USD866,000 for 2024) threshold discussed above does not apply to deferred compensation items, non-grantor trusts or tax-deferred accounts.

At the election of the taxpayer, subject to approval of the IRS, payment of the exit tax may be deferred if adequate security is provided. Such deferral is irrevocable, carries an interest charge and requires the taxpayer to waive any treaty rights with respect to the taxation of the property.

US citizens or residents receiving gifts or bequests of more than USD10,000 (indexed for inflation; USD18,000 for 2024) from covered expatriates are taxed at the highest gift or estate tax rate currently in effect (40% in 2024). Under the general US rules of gift taxation, tax is assessed on the donor. However, the rule described above imposes tax on the US citizens or residents receiving the gifts. This rule does not have a time limit. The tax on gifts or bequests from a covered expatriate to a US citizen or resident may be assessed at any time such a gift or bequest is received after the expatriation of the covered expatriate.

### C. Social security taxes

**Social security tax.** Under the Federal Insurance Contributions Act (FICA), social security tax is imposed on wages or salaries received by individual employees to fund retirement benefits paid by the federal government. The following two taxes are imposed under FICA:

- Old-age, survivors and disability insurance (OASDI)
- Hospital insurance (Medicare)

For 2024, the OASDI tax is imposed on the first USD168,600 at a rate of 6.2% on the employee and 6.2% on the employer. Medicare tax is imposed, without limit, at a rate of 1.45% on the employee and 1.45% on the employer. In addition, higher income employees (but not their employers) pay an extra 0.9% Medicare

tax. The income threshold varies by tax return filing status. Married couples filing jointly pay the extra tax on their combined wages in excess of USD250,000, single taxpayers and heads of households on wages exceeding USD200,000, and married taxpayers filing separately on wages exceeding USD125,000. Self-employment income (see below) is added to the amount of wages when determining the threshold.

FICA tax is imposed on compensation for services performed in the United States, regardless of the citizenship or residence of the employee or employer. Consequently, absent an exception, non-resident alien employees who perform services in the United States are subject to FICA tax, even though they may be exempt from US income tax under a statutory rule or an income tax treaty. Certain categories of individuals are exempt from FICA tax, including foreign government employees, exchange visitors in the United States under J visas, foreign students holding F, M or Q visas, and individuals covered under social security totalization agreements between the United States and other countries. These agreements allow qualifying individuals to continue paying into the social security system of their home countries, usually for a period of five years.

Totalization agreements are currently in effect with the following jurisdictions.

Australia	Germany	Norway
Austria	Greece	Poland
Belgium	Hungary	Portugal
Brazil	Iceland	Slovak Republic
Canada	Ireland	Slovenia
Chile	Italy	Spain
Czech Republic	Japan	Sweden
Denmark	Korea (South)	Switzerland
Finland	Luxembourg	United Kingdom
France	Netherlands	Uruguay

Agreements with Mexico and Romania have been signed, but they are not yet in force.

**Self-employment tax.** Self-employment tax is imposed under the Self-Employment Contributions Act (SECA) on self-employment income, net of business expenses, that is derived by US citizens and resident aliens. The following two taxes are imposed under SECA:

- OASDI
- Hospital insurance (Medicare)

For 2024, the OASDI tax is imposed on the first USD168,600 of the net earnings of a self-employed individual at a rate of 12.4%. Medicare tax is imposed, without limit, at a rate of 2.9%. In addition, higher income individuals pay an extra 0.9% Medicare tax. The income threshold varies by tax return filing status. Married couples filing jointly pay the extra tax on their combined self-employment income in excess of USD250,000, single taxpayers and heads of households on self-employment income exceeding USD200,000, and married taxpayers filing separately on self-employment income exceeding USD125,000. Wage income (see above) is added to the amount of self-employment income when determining the threshold.

Self-employed individuals must pay the entire tax (unlike an employee who pays half the tax while the employer pays the other half of the tax) but may deduct 50% (not including the extra 0.9% Medicare tax) as a trade or business expense on their federal income tax return. No tax is payable if net earnings for the year are less than USD400. If a taxpayer has both wages subject to FICA tax and income subject to SECA tax, the wage base subject to FICA tax is used to reduce the income base subject to SECA tax. SECA tax is computed on the individual's US income tax return. Nonresident aliens are not subject to SECA tax unless they are required to pay the tax under a totalization agreement (see *Social security tax*).

**Federal unemployment tax.** Federal unemployment tax (FUTA) is imposed on employers' wage payments to employees. FUTA is imposed on income from services performed within the United States, regardless of the citizenship or residency of the employer or employee. It is also imposed on wages for services performed outside the United States for a US employer by US citizens. The 2024 tax rate is 6% on the first USD7,000 of wages of each employee. Most states also have unemployment taxes that are creditable against FUTA tax when paid. Self-employed individuals are not subject to FUTA tax.

#### **D. Tax filing and payment procedures**

The US system of tax administration is based on the principle of self-assessment. US taxpayers must file tax returns annually with the IRS and with the state and local tax authorities under whose jurisdiction they live if those governments impose income or net worth taxes.

On the federal return, taxpayers must report income and deductions and must compute the tax due. Taxes are generally collected by employer withholding on wages and salaries and by individual payment of estimated taxes on income not subject to withholding. Normally, tax due in excess of amounts withheld and payments of estimated tax must be paid with the return when filed. The taxpayer may also claim a refund of an overpayment of tax on the annual return. Substantial penalties and interest are usually imposed on a taxpayer if a return is not filed on time or if tax payments, including estimated payments, are not made by the applicable due dates.

Tax returns may be selected for an audit at later dates by the IRS or state auditors. Failure to provide adequate support for amounts claimed as deductions on the return may result in the disallowance of deductions and in a greater tax liability, on which interest and/or penalties are levied from the original due date. In general, taxpayers must maintain supporting documentation for at least three years after a return is filed.

US citizens and resident aliens file Form 1040, US Individual Income Tax Return. The due date for calendar-year taxpayers is normally 15 April. Extensions to file tax returns may be obtained by filing a request with the IRS. However, an extension to file a return is not an extension to pay tax. To prevent interest and penalties from being charged on unpaid tax, a calendar-year taxpayer should pay any tax due by 15 April.

Nonresident aliens with reportable US gross income must generally file Form 1040NR, US Nonresident Alien Income Tax Return. This return is required even if a taxpayer has effectively connected income but no taxable income or if income is exempt under a tax treaty. Nonresident aliens are not required to file Form 1040NR if they are not engaged in a US trade or business during the tax year and if any tax liability on US-source investment (portfolio) income is satisfied by the 30% (or lower treaty rate) withholding tax.

If required, Form 1040NR is due on 15 April for nonresident aliens who earn wages subject to withholding; otherwise, the due date is normally 15 June. Extensions to file the return (but not to pay tax due) may be obtained by filing a request with the IRS.

An employer (US or foreign) is responsible for withholding US income and social security taxes from nonresident alien employees.

For years in which a foreign national is both a resident alien and a nonresident alien, two returns are generally prepared, attached to each other, and filed simultaneously. One return reports income and deductions for the resident period, and the other reports income and deductions for the nonresident period. The income from the nonresident period that is effectively connected with the taxpayer's US trade or business is combined with all income from the resident period for computation of the tax on income subject to graduated tax rates. The includible income and deductions are different for both portions of a dual-status year. For a cash-basis taxpayer, income is taxable when received. Therefore, foreign-source income earned while a taxpayer was a nonresident alien is taxable if it is received while the individual is a resident alien. Conversely, not effectively connected foreign source income earned while a taxpayer was a resident alien is not taxed if it is received when the taxpayer is a nonresident alien. As a result, to avoid US tax on wages or a bonus for services performed outside of the United States, a foreign national transferring to the United States generally should receive the amount before arriving in this country.

Two elections are available to married aliens that enable them to file one tax return and qualify for the lower married filing joint return tax rates. The first election may be made by an individual who, at the close of the year, was a nonresident alien married to a US citizen or resident. The second election is available to an individual who, at the beginning of the year, was a nonresident alien and who, at the close of the year, was a resident alien married to a US citizen or resident. Under these elections, both spouses must make the election to be entitled to file the joint return. Under both elections, the nonresident alien spouse or part-year resident spouse is treated as a US resident for the entire year.

In addition to the income tax return filing requirements discussed above, the United States has information reporting rules, which affect certain US residents and citizens, and certain nonresidents. The rules cover interests and signature authority in foreign bank and other financial accounts and assets, including foreign pension plans, foreign corporations, foreign trusts and foreign partnerships. The reporting rules are extremely complex, and

penalties (both civil and criminal) for failure to comply with the reporting requirements can be significant.

### **E. Double tax relief and tax treaties**

A foreign tax credit is the principal instrument used by US individuals to avoid being taxed twice on foreign-source income, once by a foreign government and again by the United States. In general, the foreign tax credit permits a taxpayer to reduce US tax by the amount of income tax paid to a foreign government, subject to certain limitations.

The foreign tax credit is generally limited to the lesser of actual foreign taxes paid or accrued and US tax payable on foreign-source income. Separate limitations must be calculated for two principal categories of income. These categories are passive category income and general category income, which includes earnings from personal services. Under the separate limitation rules, foreign taxes paid on a particular category of income are available for credit against US tax imposed on foreign-source taxable income only in that category. A foreign tax credit is allowed against AMT liability (see Section A). Unused credits may be carried back one year and carried forward 10 years. There are additional categories of income that are less common, including income resourced under a treaty and foreign branch income.

Special rules apply to nonresident aliens who are residents of countries that have income tax treaties with the United States. For example, a treaty may reduce or eliminate the 30% tax rate applicable to dividends, interest and royalties. Treaties may also limit or eliminate the taxation of visitors who work in the United States on short-term assignments or may provide exemption from tax for teachers, professors, trainees, students and apprentices.

Even if a treaty provides for exemption from, or a reduction of, the 30% tax, this does not mean that the reduced rate applies automatically. Nonresident aliens must first claim their treaty benefits. For example, income tax withholding applies unless nonresident alien employees file statements with their employers (foreign or US) stating why they qualify for exemption from US tax under an income tax treaty clause. Similarly, foreign students, teachers and researchers must each complete Form 8233 and file it with their US institution or employer. Treaty benefits for other types of income, including royalties or interest, are obtained by filing the appropriate W-8 form.

If applicable, the withholding agent must notify the nonresident alien of the gross amounts paid and taxes withheld by 15 March of the following year. This is done on Form 1042-S, Foreign Person's US-Source Income Subject to Withholding. This form, when attached to the nonresident alien's US income tax return (Form 1040NR), provides proof of amounts withheld to the IRS.

The United States has entered into double tax treaties with the following jurisdictions.

Australia	Indonesia	Portugal
Austria	Ireland	Romania
Bangladesh	Israel	Russian
Barbados	Italy	Federation (b)

Belgium	Jamaica	Slovak Republic
Bulgaria	Japan	Slovenia
Canada	Kazakhstan	South Africa
Chile	Korea (South)	Spain
China Mainland	Latvia	Sri Lanka
Cyprus	Lithuania	Sweden
Czech Republic	Luxembourg	Switzerland
Denmark	Malta	Thailand
Egypt	Mexico	Trinidad
Estonia	Morocco	and Tobago
Finland	Netherlands	Tunisia
France	New Zealand	Türkiye
Germany	Norway	Ukraine
Greece	Pakistan	United Kingdom
Iceland	Philippines	USSR (a)
India	Poland	Venezuela

- (a) The United States honors the USSR treaty with respect to Armenia, Azerbaijan, Belarus, Georgia, Moldova, Tajikistan, Turkmenistan and Uzbekistan.
- (b) Some articles of the income tax treaty are suspended with effect from 16 August 2024.

## F. Nonimmigrant visas

In general, foreign nationals who wish to be admitted to the United States must first obtain authorization, and in many instances, must obtain visas from a US consulate or embassy. The activities to be performed in the United States determine the type of visa or authorization that individuals need to enter the United States. Visas are travel documents endorsed in passports and indicate that evidence of a legally sufficient purpose for admission was presented to a US consular official.

US immigration laws clearly distinguish between foreign nationals seeking temporary admission (nonimmigrants) and those intending to remain in the United States permanently (immigrants). References to residency may have a different definition in tax law as compared to immigration law.

At US ports of entry, foreign nationals are inspected or questioned by Customs and Border Protection (CBP) officials to determine their eligibility to enter the United States and the duration of their initial periods of stay. All nationals admitted to the United States for temporary periods receive instructions to access an electronic Form I-94 online (<https://i94.cbp.dhs.gov/I94/#/recent-search>). The I-94 record indicates both the individual's status in the United States and the expiration date of that status. The online portal also allows individuals to check their travel history from and to the United States, as captured by US authorities.

Nonimmigrant visas authorize a variety of activities in the United States, including tourism, business trips, studying and employment. The categories are identified by combinations of letters and numbers that authorize the particular visa classification, for example, B-1 business visitors or the work authorized L-1 intra-company transferee. Every nonimmigrant category permits a maximum length of stay and a range of permissible activities.

Nonimmigrant visas allow visa holders to be admitted to the United States for a temporary period ranging from a few days to

several years, depending on the visa category. In general, holders of nonimmigrant visas must only intend to remain in the United States for a temporary period, not exceeding the validity of their I-94 document.

With some notable exceptions, while a nonimmigrant is in the United States, he or she may apply to change to another nonimmigrant category, to extend the length of the authorized stay or to change the type of activities planned. However, most nonimmigrant visa categories have maximum stay limitations. Some categories of nonimmigrants may also become eligible for permanent residence or “green card” status (see Section G). The most commonly used categories of nonimmigrant visas are described in detail below.

**Business- and work-related nonimmigrant visas.** A business that requires the immediate services of a particular employee ordinarily brings the employee to the United States first in a nonimmigrant category.

Several business-related nonimmigrant visa categories are described below.

*Business visitor—B-1.* B-1 status is issued to people temporarily visiting the United States to engage in business-related activities on behalf of foreign employers. B-1 holders may not be employed by or receive salary from US employers or engage in productive employment but, among other activities, they may negotiate contracts, sell company products, develop business leads and attend conferences and business meetings on behalf of their foreign employers. A temporary business visitor may accept reimbursement for incidental expenses such as travel expenses. A B-1 visitor must retain an unrelinquished domicile in the foreign country to where he or she intends to return at the conclusion of his or her temporary US stay.

In general, business visitors with B-1 visas may enter the United States for periods of up to six months. However, B-1 status can be granted for a shorter period, often not exceeding 30 days, unless the business visitor can justify a longer period of admission. When appropriate, applications for an extension beyond the initial entry period can be sought from the United States Citizenship and Immigration Service (USCIS) but will not often be approved.

The B-2 visa category is available for individuals who are traveling to the United States for tourism purposes (including medical and legal purposes) and not for business-related activities.

An individual may receive a combined B-1/B-2 multiple-entry visa from a US consulate. This allows the visa holder to enter the United States in either B-1 business visitor status or B-2 tourist status, depending on the purposes of his or her travel on a particular trip.

The B-1 visa category is heavily scrutinized because of its misuse in the past. Prior to commencement of travel, business visitors must determine the purpose and duration of the trip, their nationality and the nature of the activities that they will engage in to ensure that the activities are permissible under “business travel.” It is the individual’s activities in the United States (as opposed to



any tax classifications or period of stay) that determine whether the travel may be appropriately designated as “business.” As of 29 November 2016, nationals of China Mainland holding a 10-year B1/B2, B1 or B2 (visitor) visa are required to complete an Electronic Visa Update System (EVUS) enrollment to be admitted into the United States. Travelers who are subject to EVUS requirements but do not have valid enrollments will not be able to obtain a boarding pass or enter through a land port of entry. For more information, visit <https://www.cbp.gov/contact>.

*Visa Waiver Program.* The Visa Waiver Program (VWP) allows nationals of the following jurisdictions to visit the United States for business, as generally described above, or pleasure for up to 90 days without first obtaining B visas from US consular posts overseas.

Andorra	Greece	Netherlands
Australia	Hungary	New Zealand
Austria	Iceland	Norway
Belgium	Ireland	Poland
Brunei	Israel	Portugal
Darussalam	Italy	San Marino
Chile	Japan	Singapore
Croatia	Korea (South)	Slovak Republic
Czech Republic	Latvia	Slovenia
Denmark	Liechtenstein	Spain
Estonia	Lithuania	Sweden
Finland	Luxembourg	Switzerland
France	Malta	Taiwan
Germany	Monaco	United Kingdom*

\* United Kingdom nationals with passports showing any of the following designations do not qualify for the VWP:

- British Subject
- British Dependent Territories Citizen
- British Overseas Citizen
- British National (overseas) Citizen
- British Protected Person

The above list is updated occasionally; readers should check the Department of State website (<https://travel.state.gov/content/travel/en/us-visas/tourism-visit/visa-waiver-program.html>) for the current list before traveling.

All VWP travelers are required to obtain a travel authorization through the Department of Homeland Security’s Electronic System for Travel Authorization (ESTA) before traveling to the United States. ESTA is an automated system used to determine the eligibility of visitors to travel to the United States under the VWP. ESTA is accessible online at <https://esta.cbp.dhs.gov/esta/> for citizens of VWP countries.

Travelers are encouraged to apply as soon as travel is planned, and it is strongly suggested that they apply no later than 72 hours before travel to the United States. An approved ESTA travel authorization is valid for multiple entries into the United States and is generally valid, unless revoked, for up to two years or until the traveler’s passport expires, whichever comes first. ESTA is not a guarantee of admission to the United States at a port of entry. ESTA approval only authorizes a traveler to board a carrier for travel to the United States under the VWP. Readers should

review the US Department of State website for the most up-to-date information about ESTA.

Visa waiver status is strictly limited; an extension of stay or a change in status is not authorized. However, in an emergency situation, a local USCIS office may grant a 30-day extension. Business necessity is not generally considered an emergency situation for these purposes. In addition, visa waiver applicants who are found to be not admissible to the United States may be expeditiously removed without hearing, or right to confer with counsel. At a minimum, the passport must have a machine-readable zone on the biographic page to take advantage of the VWP and the passport must be an electronic passport with a digital chip containing biometric information about the passport owner. Citizens of Taiwan require passports with an integrated chip containing information from the passport data page and a national identification number. Please consult the US Department of State's website (<https://travel.state.gov/content/travel/en/us-visas/tourism-visit/visa-waiver-program.html>) for current passport requirements.

Under the Visa Waiver Program Improvement and Terrorist Travel Prevention Act of 2015, travelers in the following categories are no longer eligible to travel or be admitted to the United States under the VWP:

- Nationals of VWP countries who have traveled to or been present in Iran, Iraq, Korea (North), Libya, Somalia, Sudan, Syria, or Yemen on or after 1 March 2011 (with limited exceptions for travel for diplomatic or military purposes in the service of a VWP country)
- Nationals of VWP countries who have traveled to or been present in Cuba on or after 12 January 2021 (with limited exceptions for travel for diplomatic or military purposes in the service of a VWP country)
- Nationals of VWP countries who are also nationals of Cuba, Iran, Iraq, Korea (North), Sudan or Syria

These individuals are still able to apply for a visa using the regular appointment process at a US embassy or consulate. For those who require a US visa for urgent business, medical or humanitarian travel to the United States, US embassies and consulates may accommodate requests for handling the visa application on an expedited basis.

*Specialty occupations—H-1B.* The H-1B category is for foreign nationals employed in specialty occupations that require a theoretical and practical application of highly specialized knowledge, as well as a bachelor's degree or the equivalent in the field.

Before applying for an H-1B visa, an employer must file a Labor Condition Application (LCA) with the Department of Labor (DOL) and certify that, among other things, the foreign national will be paid at least the required wage for the proffered position. To protect foreign workers as well as US workers concerned about wages, a prospective employer must provide notice of filing the application by posting a hard copy notice, electronic notification or, when applicable, notification to the company's bargaining representative. If posting by hard copy notice, the employer must post notice of filing the application in two

conspicuous locations at the employment site for at least 10 consecutive business days.

Once an H-1B petition is filed and approved, the holder of the H-1B status is entitled to a maximum six-year stay in the United States, issued in three-year increments. In specified circumstances, extensions beyond the six-year limit may be available.

There are many different types of H-1B petitions. People who have never held H status are subject to an annual quota and a lottery.

Each year, only 65,000 H-1Bs are made available. In addition, regulations allow a further 20,000 H-1Bs to be issued to persons having a US-earned master's or higher degree. Registration for the lottery as well as the actual lottery are in March of each year. Beginning in April 2020, the USCIS implemented an H-1B Cap Registration Lottery Selection Process whereby employers were permitted to register the biographical and educational information for candidates they intended to sponsor in filing an H-1B petition. The USCIS uses a computer-generated random selection process (lottery) to select the necessary amount of registrations to meet the numerical limits. If the USCIS does not receive sufficient H-1B petitions through the registration process, they will hold additional lotteries. Immigration counsel should be consulted to confirm that the H-1B cap has not been changed by Congress or has not been reached for the current fiscal year. Individuals who have previously been counted against the above-referenced cap are no longer subject to the cap allowing them to extend their H-1B status or change employers.

Special, less onerous procedures are set aside for citizens of Chile and Singapore, stemming from free-trade agreements between those countries and the United States. This is called an H-1B1 visa.

Spouses and children of H-1B (and H-1B1) visa holders are eligible for H-4 status. Historically, such dependents were not authorized to work in the United States. However, certain H-4 spouses may be eligible for employment authorization if the H-1B employee has reached a certain stage of the permanent residence/"green card" process. Specifically, the H-1B worker is the beneficiary of an approved I-140 employment-based petition (the I-140 is an employer-sponsored "green card" [see Section G] petition that is filed with USCIS) or has been granted H-1B status beyond the six-year H-1B maximum based on a Program Electronic Review Management (PERM) labor certification (see Section G) or an I-140 filed at least 365 days before requesting an extension of status beyond the six-year H-1B maximum.

*Trainees—H-3.* H-3 status may be issued to foreign nationals to enter the United States for up to two years to receive training and to develop skills that will be used in their careers abroad.

Trainees must participate in structured training programs at US companies. The programs must incorporate theoretical and practical instruction, and may not consist solely of on-the-job training. The training must be unavailable in the foreign national's home country, and the skills acquired must apply to work outside the United States.

Spouses and unmarried children of H-3 visa holders are eligible for H-4 status, but are not permitted to work in the United States.

*Treaty traders and treaty investors—E-1 and E-2.* Foreign nationals who are citizens of countries that have treaties of friendship, commerce and navigation with the United States (see list below) may be admitted to the United States to invest in businesses or to engage in international trade under two categories of treaty-based visas, called E visas. The most common application process for these visas requires submission of documentation and attendance at an interview at a US consulate abroad.

The E-1 treaty trader category permits foreign nationals to enter the United States to engage in substantial trade in goods, services or technology with treaty countries. The US enterprise for which the foreign national works must be majority-owned by treaty-country nationals (either companies or individuals). An E-1 treaty trader must be employed in a supervisory or executive capacity or in a capacity that requires skills essential to the company.

The E-2 treaty investor category enables investors who are nationals of treaty countries and who invest substantial amounts of money in active US businesses to remain in the country to develop, direct and oversee the businesses. Managers, executives or employees with essential skills from treaty countries are also admissible on E-2 visas.

For E visa purposes, the nationality of an enterprise is determined by the nationality of the entity owning at least 50% of the enterprise.

Spouses and unmarried children under 21 years of age, regardless of nationality, may receive derivative E visas to accompany the principal visa holder. Spouses of E visa holders may apply for employment authorization following his or her entry into the United States. This document allows them to be employed with any employer in the United States. Beginning in 2022, spouses of E visa holders may receive an “S” designation on their I-94 card, in which case, they are work authorized and do not need to separately apply for work authorization.

Agreements between the United States and the following jurisdictions authorize treaty trader (E-1) and/or treaty investor (E-2) classifications for nationals of these jurisdictions (for a current list of treaty jurisdictions, please consult with the Department of State).

Albania (b)	France	Norway
Argentina	Georgia (b)	Oman
Armenia (b)	Germany	Pakistan
Australia	Greece (a)	Panama (b)
Austria	Grenada (b)	Paraguay
Azerbaijan (b)	Honduras	Philippines
Bahrain (b)	Ireland	Poland
Bangladesh (b)	Israel	Romania (b)
Belgium	Italy	Senegal (b)
Bolivia	Jamaica (b)	Serbia
Bosnia and	Japan	Singapore
Herzegovina	Jordan	Slovak Republic (b)

Brunei	Kazakhstan (b)	Slovenia
Darussalam (a)	Korea	Spain
Bulgaria (b)	(South)	Sri Lanka (b)
Cameroon (b)	Kosovo	Suriname
Canada	Kyrgyzstan (b)	Sweden
Chile	Latvia	Switzerland
Colombia	Liberia	Taiwan
Congo (b)	Lithuania (b)	Thailand
Costa Rica	Luxembourg	Togo
Croatia	Mexico	Trinidad and
Czech Republic (b)	Moldova (b)	Tobago (b)
Denmark	Mongolia (b)	Tunisia (b)
Ecuador (b)	Montenegro	Türkiye
Egypt (b)	Morocco (b)	Ukraine (b)
Estonia	Netherlands	United Kingdom
Ethiopia	New Zealand	Yugoslavia (c)
Finland	North Macedonia	

(a) Limited to E-1 status.

(b) Limited to E-2 status.

(c) The United States takes the view that the treaty in force at the time of dissolution of the Socialist Federal Republic of Yugoslavia applies to its successors.

The E-3 is a visa category available to nationals of Australia (E-3D visas are available to their children and spouses). The E-3 status allows citizens of Australia to be admitted into the United States to work temporarily in a “specialty occupation” for an initial period of 24 months. The application for an initial E-3 visa can be made directly to a US consular mission abroad and requires a Labor Condition Application. The requirements for qualification for the E-3 visa are very similar to the requirements for the H-1B category. After arrival in the United States, the spouse of an E-3 visa holder may apply directly to the USCIS for employment authorization in the United States. The spouse does not need to be a national of Australia to be eligible for employment authorization. Starting in 2022, if the spouse of an E-3 worker receives an “S” designation on their I-94 card, he or she will be immediately eligible to work without applying for additional authorization.

*Intracompany transferees—L-1.* The L-1 visa allows foreign companies with a specific corporate relationship in the United States to transfer needed personnel to their US facilities. L-1 visas may be issued for foreign nationals who are coming to the United States to work in executive or managerial positions (L-1A), or who hold positions involving specialized knowledge in the company’s procedures, processes, services, technologies and/or products. (L-1B).

To qualify for L-1 status, the qualifying organization must have employed the principal L-1 beneficiary at the related foreign entity abroad for at least one continuous year during the three years preceding the time of petition filing. The employing entity abroad and the future employing entity in the United States must have a parent, subsidiary, branch or affiliate relationship.

During the one year of qualifying employment abroad, brief trips to the United States for business or pleasure in B-1 or B-2 status tolls the one continuous year of employment abroad. For example, if the beneficiary made brief trips to the United States that

year for a total of 60 days, the beneficiary would need to accrue at least an additional 60 days of qualifying employment to meet the one-year foreign employment requirement.

Managers and executives may be issued and retain L-1A status for up to seven years; L-1B specialized-knowledge personnel may remain in the United States in that status for up to five years.

For startup operations, L-1 visas are granted initially for a one-year “new office” period. For petition extensions, startup companies must prove at the end of the year that they are “doing business” in the United States and have made progress toward becoming viable operating entities that need the services of managers, executives or personnel with specialized knowledge.

L-1B specialized knowledge visa holders may not work primarily at a worksite other than that of the petitioning employer if either of the following conditions will apply:

- The work to be carried out will be controlled by a different employer.
- The off-site arrangement will provide labor for hire, rather than service related to the specialized knowledge of the petitioning employer.

The L-2 category is set aside for immediate family members (spouse and child) of the L-1 beneficiary. An L-1 visa holder’s spouse who holds L-2 status may apply for employment authorization following his or her entry into the United States. This document allows them to be employed with any employer in the United States. Starting in 2022, if an L-2 spouse receives an “S” designation on his or her I-94 card, he or she is work authorized and does not need to apply for additional work authorization.

Over the past several years, USCIS service centers have shown a clear trend toward higher scrutiny of L-1 petitions, resulting in greatly increased rates for requests for additional evidence and denials. This increased scrutiny has been applied across the board with L-1 petitions, but has been most evident for petitions involving startup companies and for personnel possessing specialized knowledge.

Canadian citizen applicants may also submit initial L applications at a U.S. Customs and Border Protection designated port of entry. Starting in December 2018, Canadian nationals who wish to extend their L status can no longer apply for this renewal at a designated port of entry, but instead apply by submitting an L petition to USCIS.

*Professionals under the United States, Mexico and Canada Agreement—TN.* Canadian and Mexican citizens are eligible to apply for TN status in the United States pursuant to the United States, Mexico and Canada Agreement (USMCA), formerly known as the North American Free Trade Agreement (NAFTA) of 1993, between Canada, Mexico and the United States. TN status provides a Canadian or Mexican foreign citizen with temporary authorization to work for a US employer at a professional level. The professional must be coming to the United States to engage in one of the professions expressly enumerated in Appendix 1603.D.1 of the USMCA and have the appropriate

degree and/or experience to perform the duties of the profession as explained within the treaty.

TN status may be granted for up to three years. No maximum limit is imposed on the amount of time that a foreign national may apply for and obtain TN status. However, the TN is temporary by definition and once a foreign national has been in TN more than a few years, CBP will likely determine that the intent is no longer temporary. Spouses and children of a foreign national with TN status may qualify for derivative or “TD” status in the United States. TD status allows a spouse or child to attend school but not to work.

Canadians may apply for admission to the United States by presenting the TN application materials in person at designated air or land ports of entry, though an appointment may be required. Before traveling to the port of entry, Canadians have the option of applying for preapproval by submitting a petition to the USCIS. Mexican nationals must apply for a TN visa at the US consulate. As part of the consular application process, Mexican citizens may present a Form I-797 (petition approval notice) from the USCIS; alternatively, Mexican citizens may submit the TN supporting documents directly to the US consulate for adjudication. Mexicans may then present the visa at the port of entry to be admitted to the United States with TN status. If a Mexican or Canadian TN applicant is already in the United States, it is generally possible to apply with the USCIS for change of status or extension of status.

*Extraordinary ability—O-1.* The O-1 visa category is for persons of extraordinary ability in the sciences, arts, education, business or athletics.

Most foreign nationals must prove their claim of extraordinary ability by providing evidence of sustained national or international acclaim. They may enter the United States only to work in their fields, and US immigration authorities must determine that their entry substantially benefits the United States. O-1 petitions are submitted to the USCIS for adjudication, and in some instances must be accompanied by proof of consultation with appropriate US labor unions (particularly those representing individuals in the arts, entertainment or athletics).

The O-3 category is set aside for spouses and minor children of O visa holders. No employment authorization is available to holders of O-3 category visas.

*Performing artists and athletes—P.* The P visa category is reserved for certain performing artists and athletes. This visa status contains the following subcategories:

- P-1: internationally recognized entertainers and athletes. The P-1A classification is for persons who are coming to the United States in order to perform at a specific athletic competition as one of the following:
  - An internationally recognized athlete
  - Part of an internationally recognized group or team
  - A professional athlete
  - An athlete or coach, who is part of a team or franchise located in the United States and a member of a foreign league or association

The P-1B classification is for individuals coming to the United States to perform as a member of an internationally recognized entertainment group. The P-1S classification is for “Essential Support Personnel” who are an integral part of the performance of a P-1 nonimmigrant, and who perform support services that cannot be readily performed by a US worker. Initial approvals for P-1S petitioners are limited to the period of time necessary to complete the event, not to exceed one year, regardless of the initial authorized stay approved for the related P-1A nonimmigrant.

- P-2: reciprocal exchange artists and entertainers who will perform under a reciprocal exchange program between an organization in the United States and an organization in another country. The P-2S classification is available for “Essential Support Personnel” who support the P-2 artist or entertainer.
- P-3: culturally unique artists and entertainers coming temporarily to perform, teach or coach as artists or entertainers, individually or as part of a group. The P-3S classification is available for “Essential Support Personnel” who support the P-3 artist or entertainer.
- P-4: family members of P-1 to P-3 visa holders.

**Additional employment-based visas.** Several nonimmigrant visa categories, which are outlined below, apply specifically to business trainees, researchers and students.

*Exchange visitors—J-1.* Visas for exchange visitors (J-1 visas) enable certain sponsoring institutions with exchange programs to bring students, researchers, business and industrial trainees, and others to the United States to participate in training programs administered by the Department of State’s Bureau of Educational and Cultural Affairs and the Office of Exchange Coordination and Designation. The following are some of the J-1 categories, each having their own specific requirements and validity periods:

- Post-secondary or secondary students
- Short-term scholars
- Summer work travel applicants
- Interns
- Trainees
- Teachers
- Professors and research scholars
- Physicians
- Au pairs

Subject to the Department of State’s approval, a company may establish its own training program or work with an organization already recognized for sponsoring training programs. Some program participants are required to return to their home country for two years before they become eligible to reenter the United States.

J-1 regulations focus on the distinction between work (that is, gainful employment) and legitimate training. Prospective J-1 training sponsors must submit detailed descriptions of their training programs and of their goals and objectives.

Derivative J-2 visas may be issued to a spouse or unmarried child under age 21, and J-2 spouses may apply for employment authorization, which allows them to be employed with any US employer.



*Academic students—F.* An F-1 visa allows an individual to attend school in the United States, usually at the university level, if certain criteria are met. In addition to schooling, some students may wish to also gain employment experience. Students enrolled in academic institutions may be allowed to work on campus during their studies and during school vacations. Students also may be authorized to engage in practical training at a US employer during their studies or for one year after graduation. Students seeking post-graduation practical training must obtain school approval and employment authorization documents from the USCIS before they begin working. Some F-1 holders may obtain a 24-month extension (up to 36 months total) to their work authorization if they have completed a degree in science, technology, engineering or mathematics and if they have accepted employment with employers enrolled in the USCIS's E-Verify electronic employment verification program. Students should consult with their Designated School Officials and/or the USCIS before requesting an extension of their work authorization.

*Nonacademic students—M.* An M-1 visa allows an individual to attend a vocational or non-degree-granting school. Students who have completed a course of nonacademic education may engage in practical training for up to six months, depending on the length of the educational program.

## **G. Immigrant visas**

Permanent resident or immigrant visas, which are commonly referred to as “green cards,” are issued to those intending to reside permanently in the United States. Immigrant visa holders may live and work in the United States with few restrictions. After a period of physical presence and continuous residence of either three or five years (depending on the basis on which the individual obtained the green card), immigrant visa holders may, but are not required to, apply for US citizenship. However, an individual may decide to remain a permanent resident indefinitely and retain their current citizenship.

Nine preference categories of immigrant visas are available to foreign nationals. Four categories are based on family relationships, and five are based on US employment (see details below).

Immigrant visas based on family relations or US employment are subject to the visa number being available. The Department of State publishes current immigrant visa availability information in a monthly Visa Bulletin. The Visa Bulletin indicates when statutorily limited visas are available to prospective immigrants based on their individual priority date. The priority date is generally the date when the applicant's relative or employer properly filed the immigrant visa petition on the applicant's behalf with the USCIS. If a PERM labor certification is required to be filed with the applicant's immigrant visa petition, the priority date is when the labor certification application was accepted for processing by the DOL. Availability of an immigrant visa means that eligible applicants are able to take one of the final steps in the process of becoming US permanent residents. The visa number availability is based on country of birth and not nationality/citizenship. Availability of the visas change from month to month and generally are more restrictive for those born in (or chargeable to) China Mainland, India, Mexico and the Philippines.

Immigrant visas may also be obtained in accordance with the diversity immigration visa program (also known as the “green card” lottery). Under this program, 50,000 diversity visas are available annually to nationals of many, but not all, foreign countries. Such individuals may qualify for diversity visas if they have completed at least a high school education or its equivalent, or if they have worked at least two years in occupations that require two or more years of training or experience. Each diversity visa applicant may file only one application per year; multiple applications void all previous applications. Foreign nationals are chosen at random and are eligible to receive diversity visas only in the fiscal year in which they are selected. In most cases, persons qualify on the basis of the jurisdiction in which the applicant was born.

Potential applicants should check the availability of diversity visas and the timing of the lottery before applying. For additional information, see <https://travel.state.gov/content/visas/en/immigrate/diversity-visa/entry.html>. Currently, natives of the following jurisdictions are not eligible to apply under the visa lottery.

Bangladesh	Dominican	Korea (South)
Brazil	Republic	Mexico
Canada	El Salvador	Nigeria
China Mainland	Haiti	Pakistan
(including	Honduras	Philippines
Hong Kong)	India	Venezuela
Colombia	Jamaica	Vietnam

Natives born in the Gaza Strip are chargeable to Egypt and should use Egypt as their jurisdiction of birth.

As of this writing, persons born in Macau and Taiwan are eligible to apply. Please consult with the U.S. Department of State for a current list and lottery instructions.

**Categories of employment-based immigrant visas.** The five categories of immigrant visas described below may allow foreign nationals to immigrate to the United States on an employment-related basis.

*First preference—priority workers.* Foreign nationals who fall into one of the following categories are classified as priority workers; no labor certification (see *Steps for obtaining employment-based immigrant visas*) is required for these workers:

- Foreign nationals with extraordinary ability in the sciences, arts, education, business or athletics who satisfy the following conditions:
  - They have received sustained national or international acclaim or awards of excellence.
  - Their achievements are recognized through extensive documentation, such as evidence of original contributions of major significance in the field.
  - They intend to work in their area of expertise.
- Professors and researchers who have received international recognition as outstanding in a specific field who satisfy the following conditions:
  - They have at least three years’ experience in teaching or research in their field.

- They have been offered tenure or tenure-track teaching or research positions.
- They have made original scientific or scholarly research contributions in the field.
- Multinational executives and managers who have been employed in executive or managerial capacities with their sponsoring employers abroad for at least one year in the three years preceding their admission into the United States and who intend to continue to work for those US employers, subsidiaries or affiliates in an executive or managerial capacity.

*Second preference—professionals holding advanced degrees and aliens of exceptional ability.* Foreign nationals holding advanced degrees (or the equivalent) and aliens of exceptional ability may be issued immigrant visas. Labor certifications are required for these individuals. Individuals whose US job positions require these certifications and who fulfill the following conditions may qualify:

- They have earned an advanced degree: master's degree or bachelor's degree plus five years' progressively more responsible experience in the field.
- They have "exceptional ability" in the sciences, arts or business. "Exceptional ability" means "a degree of expertise significantly above that ordinarily encountered in the sciences, arts or business."

Foreign nationals may also petition for a National Interest Waiver (NIW) through the second preference category, in which they request a waiver of the labor certification requirement. To qualify for the NIW, an individual must demonstrate that they are either an advanced degreed professional or that they have "exceptional ability" and that their permanent employment in the United States would greatly benefit the national interest. The foreign national must meet specified criteria demonstrating experience and excellence in his or her field and the anticipated contribution to the United States.

*Third preference—skilled workers, professionals holding a US baccalaureate degree and other workers.* Individuals in certain categories may be issued immigrant visas on job-related bases. Labor certifications are required for these individuals. The following are the categories:

- Skilled workers, not temporary or seasonal, with a minimum of two years' training or experience
- Professionals with baccalaureate degrees (does not include three-year baccalaureate programs)
- Other workers, including unskilled laborers, who are neither temporary nor seasonal

*Fourth preference—special immigrants.* Foreign nationals classified as special immigrants (including religious workers, certain medical doctors who have continuously practiced medicine in the United States since 1978 and long-time US government workers abroad), may be issued immigrant visas on job-related bases. These individuals do not require labor certifications.

*Fifth preference—immigrant investors (EB-5).* Foreign nationals investing at least USD1 million in a US commercial enterprise that preserves or provides full-time employment for at least 10 US workers may be issued immigrant visas. Investment of as little as

USD500,000 in targeted employment areas may qualify an investor for this status. (As of March 2022, these amounts went up to USD1,050,000 and USD800,000.) Although no offer of employment or labor certification is required, strictly passive investments do not qualify. Approximately 10,000 visas are allocated to this category each year. The immigrant visa quota mechanisms include protections to make sure that immigrants from all jurisdictions have an opportunity to utilize the category. This is an extremely complicated process with a long history of litigation. Anyone interested in EB-5 should seek advice from an immigration attorney, tax advisor and financial advisor before making any investments to make sure that they fully understand the requirements and the risks.

**Steps for obtaining employment-based immigrant visas.** To obtain permanent residence under an employment-based immigrant visa is a two- or three-step process. The following are the steps:

- A PERM labor certification application (for second and third preference categories only), except NIW applicants
- An immigrant visa petition (I-140)
- An application for permanent residence status (I-485)

*PERM labor certification.* Obtaining a labor certification approval is very lengthy and complex, and it is highly advisable to seek legal counsel.

For certain employment-based immigrant visa categories, labor certification is the first step in the process of immigrating to the United States. After taking several steps, the employer submits an application to the DOL to certify that an adequate test of the labor market for qualified and available US workers has been undertaken and that the immigrant's employment will not adversely affect wages or working conditions in the United States. Labor certifications are issued in accordance with regulations for the permanent employment of aliens in the United States under the PERM process.

To obtain labor certification, an employer must make good faith efforts to recruit US workers for the position by following detailed and specified recruitment procedures.

A labor certification is not issued if the labor market test results in a US worker applicant who is qualified and available for the position, even if the foreign national is more qualified than the US worker applicant.

The employer must also offer a salary that is equal to or greater than the prevailing wage paid to workers with comparable job duties in the region that the position is being offered.

*Schedule A: Pre-certified occupations.* For certain positions requiring labor certification, the labor market test is not required. The DOL has established certain pre-certified positions and acknowledges that hiring foreign nationals for these jobs does not adversely affect US workers or wages. These jobs, referred to as Schedule A positions, currently include the following two major groups of occupations:

- Group 1: Physical therapists and professional nurses
- Group 2: Aliens of exceptional ability in the performing arts, sciences and arts, including college and university teachers, who are outstanding in their fields

*Multinational executives and managers: Exempt labor certification.* Foreign nationals applying for lawful permanent resident status under the employment-based, first preference, multinational manager or executive category do not require a labor certification.

*Immigrant visa petition (I-140).* After the labor certification petition is approved (if required), the second step in the process is filing an immigrant visa petition. The prospective employer must petition the USCIS to classify the foreign national under a recognized employment-based preference classification. The employer must prove that the foreign national is qualified for the position and that the employer has the ability to pay the offered wage.

*Application for permanent residence status (I-485).* A foreign national wishing to obtain permanent residence status must apply either for an immigrant visa at a US consulate or embassy abroad or for adjustment of status through USCIS as a lawful permanent resident within a preference classification. Applications for adjustment of status to lawful permanent residence may be filed after the immigrant visa petition is approved or, under certain circumstances, may be filed concurrently with the immigrant visa petition. The principal foreign national and his or her spouse and unmarried children younger than 21 years of age must each file separate applications.

Applicants not physically present in the United States must ordinarily remain outside the country during the immigrant visa processing periods. In most cases, foreign nationals who have entered with visas may apply for permanent residence in the United States by filing an application for adjustment of status (see *Adjustment of status in the United States*).

*Processing overseas at a US consulate.* The USCIS immigrant visa petition approval is forwarded to the National Visa Center, which collects biographic information, as well as certificates of birth, marriage and divorce. Foreign nationals must also submit police certificates from all places where they have resided for longer than six months since the age of 16. After the National Visa Center has collected the required information and documents, the application is transmitted to the US consulate handling immigrant visas in the country where the foreign national resides. The consulate then provides instructions for a medical examination and in-person interview.

*Adjustment of status in the United States.* Foreign nationals who have maintained lawful nonimmigrant status in the United States may be allowed to apply for permanent residence through an adjustment of status application. If a foreign national violates his or her nonimmigrant status, he or she may still be eligible to file for an adjustment of status in the United States under certain circumstances; however, that determination is made on an individual basis.

After filing an adjustment of status application, an applicant ordinarily remains in the United States. In many cases, departing without prior USCIS permission cancels the application. Consequently, the applicant should apply to the USCIS for an advance parole travel document. Advance parole grants permission to reenter the United States and prevents the USCIS from

concluding that an adjustment of status application has been abandoned. An exception also exists for travel in H or L status under certain circumstances. Advance parole applications should be filed well in advance of the intended travel date.

Applicants for adjustment of status (including family members) may apply for and obtain an Employment Authorization Document permitting them to be employed by any employer pending the finalization of the adjustment application.

**Categories of family-based immigrant visas.** Under existing rules, many but not all family relationships may qualify an individual for lawful permanent residence status. Qualifying relationships allow the sponsorship of family members, including immediate relatives, such as the following:

- Spouses of US citizens
- Minor unmarried children under age 21 of US citizens
- Parents of US citizens who are at least age 21
- In limited circumstances, spouses of deceased US citizens

In addition, family preference categories allow for the submission of an immigrant petition on behalf of certain groups. However, these groups have historically experienced severe backlogs as a result of annual demand exceeding annual quotas. The following are the groups:

- Unmarried sons or daughters of US citizens
- Spouses or minor children of foreign nationals lawfully admitted for permanent residence
- Unmarried sons or daughters of foreign nationals lawfully admitted for permanent residence
- Married sons or daughters of US citizens
- Brothers or sisters of US citizens who are at least age 21

**Loss of permanent residence status.** Foreign nationals may lose their US permanent residence status in several ways. The most common means is through abandonment, either by intent or by an act deemed to indicate intent to abandon residence, such as continuous absence from the United States over a long period of time or failure to file US federal income tax returns as a resident of the United States. Permanent residents may also lose their status if they commit a prohibited act, including conviction for certain crimes. Permanent residence may also be rescinded if an application is found to have been fraudulent.

Absence of less than six months from the United States by a permanent resident usually does not constitute abandonment if the foreign national can successfully demonstrate that he or she did not intend to abandon his or her US permanent residence. However, an absence of one year or longer generally does constitute abandonment, unless the individual has first obtained a re-entry permit. Consequently, permanent residents who remain outside the United States for longer than six months should consider obtaining re-entry permits. A re-entry permit may allow an otherwise eligible individual to re-enter the United States after up to two years of continuous absence.

Obtaining a reentry permit requires a statement that the foreign national intends to leave the United States only temporarily. The application for a reentry permit may be denied if the permanent

resident has been living overseas with only occasional visits to the United States, if he or she expresses no intent to return to a US residence within a fixed period of time, or if he or she has no ties to the United States, such as real or personal US property.

**H. Family and personal considerations**

**Family members.** The spouse and minor children of a nonimmigrant visa holder may accompany the nonimmigrant to the United States for the duration of the principal foreign national’s visa. Specific nonimmigrant visas are issued to accompanying family members (see Section F). Under many derivative visa categories, spouses and children of the primary visa holder may attend school during the family’s stay in the United States without a separate student visa. Spouses of L, E and some H-1B visa holders may apply for permission to work in the United States, and spouses of J visa holders are usually granted work authorization in case of economic necessity. Spouses of holders of other types of visas and dependent children seeking to work must qualify independently for a working visa. Same-sex spouses are eligible for dependent status and benefits if the marriage is legally recognized in the jurisdiction in which the marriage occurred. In addition, unmarried partners who are not otherwise eligible for derivative visas as a principal applicant’s spouse (for example, unmarried cohabiting partners and domestic partnerships) may be eligible for extended B-2 visitor for pleasure visas, which allows them to accompany a nonimmigrant to the United States.

The spouse and children of potential immigrants may file accompanying applications for permanent resident status. They are issued permanent residence simultaneously if the principal foreign-national immigrant is granted permanent residence and if they are not individually ineligible to receive immigrant visas.

**Change of address after entering the United States.** All non-US citizens remaining in the country for 30 days or more must report any change in address within 10 days after the change by filing Form AR-11 with the USCIS. The AR-11 form can be filed online.

**Appendix 1: State and local tax rates**

The table below presents the maximum state and certain local individual income tax rates for 2024. The rates are applied to taxable income unless otherwise noted. Other local taxes may be imposed.

State	Highest marginal rate
Alabama	5%
Alaska	None
Arizona	2.5%
Arkansas	3.9%
California	12.3% (additional 1% tax on taxable income in excess of USD1 million)
Colorado	4.25%
Connecticut	6.99%
Delaware	6.6%
District of Columbia	10.75%
Florida	None

<b>State</b>	<b>Highest marginal rate</b>
Georgia	5.39%
Hawaii	11%
Idaho	5.695%
Illinois	4.95%
Indiana	3.05%
County tax	3% (highest rate)
Iowa	5.7%
Kansas	5.58%
Kentucky	4%
Louisiana	4.25%
Maine	7.15%
Maryland	5.75%
County tax	3.2% (highest rate)
Massachusetts	5% (12% on certain capital gains)
Michigan	4.25%
Minnesota	9.85%
Mississippi	4.7%
Missouri	4.95%
City tax	1%
Montana	5.9%
Nebraska	5.84%
Nevada	None
New Hampshire	3% on interest and dividends
New Jersey	10.75%
New Mexico	5.9%
New York	10.9%
New York City	3.876%
North Carolina	4.5%
North Dakota	2.5%
Ohio	3.5%
City tax	3%
Oklahoma	4.75%
Oregon	9.9%
County/City tax	1.5%
Pennsylvania	3.07%
Philadelphia	
Resident	3.75% on compensation and net profits
Nonresident	3.44% on compensation and net profits
Rhode Island	5.99%
South Carolina	6.2%
South Dakota	None
Tennessee	Tax repealed for tax years after 2020
Texas	None
Utah	4.555%
Vermont	8.75%
Virginia	5.75%
Washington	None
West Virginia	5.12%
Wisconsin	7.65%
Wyoming	None



## US Virgin Islands

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*Please direct all inquiries regarding the US Virgin Islands to the persons listed below in the San Juan, Puerto Rico, office.*

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### A. Income tax

**Who is liable.** The US Virgin Islands income tax system mirrors the US income tax system. The applicable law is the US IRC, with “US Virgin Islands” substituted for all references to the “United States.” For a description of the income taxation of individuals who are bona fide residents of the US Virgin Islands, refer to the chapter in this book on the United States and substitute “US Virgin Islands” for each reference to the “United States.”

Bona fide residents of the US Virgin Islands are taxed on their worldwide income. The US Virgin Islands tax liability of other US citizens or residents with US Virgin Islands-source income is based on the ratio of their adjusted gross income derived from US Virgin Islands sources to their adjusted gross income worldwide.

An individual is considered to be a bona fide resident of the US Virgin Islands if he or she satisfies all of the following conditions:

- He or she is present for at least 183 days during the year in the US Virgin Islands. This determination is made under the applicable rules under the substantial presence test.
- He or she does not have a tax home outside the US Virgin Islands during the tax year.
- He or she does not have a closer connection to the United States or a foreign country than to the US Virgin Islands.

Individuals who are not US citizens or bona fide residents of either the United States or the US Virgin Islands must pay taxes on US Virgin Islands-source income and on income effectively connected with a US Virgin Islands trade or business. For US

Virgin Islands tax purposes, rules similar to the rules for determining whether income is income from sources within the United States or is effectively connected with the conduct of a trade or business within the United States apply for purposes of determining whether income is from sources within the US Virgin Islands. However, any income treated as income from sources within the United States or as effectively connected with the conduct of a trade or business within the United States may not be treated as income from sources within the US Virgin Islands or as effectively connected with the conduct of a trade or business within the US Virgin Islands.

Under IRC Section 937 and Treasury Regulation Section 1.937-1(h), effective from 2001, an individual with worldwide gross income of more than USD75,000 must file Form 8898 for the tax year in which he or she becomes or ceases to be a bona fide resident of one of the US Virgin Islands, among other US possessions.

For married individuals, the USD75,000 filing threshold applies to each spouse separately.

**Income subject to tax.** Income tax provisions in the US Virgin Islands governing the computation of taxable income, including employment and business income, directors' fees, investment income, income from certain foreign corporations and capital gains, as well as the availability of deductible expenses and personal deductions and allowances, are the same as those in the United States. The taxation of employer-provided stock options in the US Virgin Islands is the same as in the United States.

The rules for the taxation of nonresidents are the same as the US rules for nonresidents of the United States, except that the withholding tax rate is 10% instead of 30%. Generally, it has been indicated in certain publications of the USVI Government that the 10% withholding tax should not apply to payments to US residents because they are not considered foreign for USVI purposes.

**Rates.** The income tax rates are the same as those in the United States.

## **B. Other taxes**

**US federal estate and gift taxes.** The US federal estate tax applies in the US Virgin Islands and is administered by the US Internal Revenue Service (IRS). Federal estate tax returns are filed with the IRS in the United States. Federal estate tax is payable by all US Virgin Islands estates with a value that exceeds total exemptions granted by the US IRC. Persons who are US citizens because they are born or naturalized in the US Virgin Islands and who are US Virgin Islands residents at the time of their death are treated as nonresidents, not as citizens of the United States, for federal estate tax purposes. These US Virgin Islands residents are subject to US estate tax on the part of their gross estate that is situated in the United States at the time of their death.

US citizens residing in the US Virgin Islands who make gifts exceeding the annual exclusion (generally USD18,000 for each recipient in 2024) must file a federal gift tax return with the IRS.

A limited exemption may apply to gifts of US Virgin Islands assets made by persons naturalized or born in the US Virgin Islands.

**US Virgin Islands inheritance and gift tax.** The rates of US Virgin Islands inheritance and gift taxes vary, depending on the relationship of the beneficiary or donee to the deceased or donor. The rates range from 2.5% to 7.5%. The exemptions included in the law are so broad, however, that these taxes usually apply only to inheritances received in the US Virgin Islands from persons who neither reside in the US Virgin Islands nor own property in the US Virgin Islands, and to gifts of US Virgin Islands property made by persons who do not reside in the US Virgin Islands.

**Money-transfer charge.** Legislation approved late in 2024 imposes a 3% money-transfer charge. There are no regulations or administrative guidance yet issued about the charge, but it took effect in mid-December 2024. In general, the person facilitating the transfer is the responsible party for collecting and remitting the charge to the US Virgin Islands authorities. It appears that the individual should be able to recover the charge by filing a return and providing evidence of the payment of the charge.

### **C. Social security**

US social security (FICA) and self-employment taxes are imposed in the US Virgin Islands. Payments are remitted to the US mainland rather than to the Virgin Islands Bureau of Internal Revenue.

### **D. Tax filing and payment procedures**

In general, the tax year for individuals in the US Virgin Islands is the calendar year. The US Virgin Islands system of tax administration is based on the principle of self-assessment. In general, taxpayers must file returns with the Virgin Islands Bureau of Internal Revenue or the IRS, depending on their residence status and the source of their income. Taxes are generally collected by employer withholding on wages and salaries and by individual payment of estimated taxes on income not subject to withholding. Normally, tax due in excess of amounts withheld and payments of estimated tax must be paid with the return when filed. Taxpayers may claim refunds of overpayments of tax on annual returns. Substantial penalties and interest are usually imposed on taxpayers if returns are not filed on time or if tax payments, including estimated payments, are late.

Tax returns may be selected for audit at a later date by the Bureau of Internal Revenue. Failure to adequately support amounts claimed as deductions on a return may result in the disallowance of deductions and in a greater tax liability, on which interest and penalties are levied from the original due date. In general, taxpayers must maintain supporting documentation for at least three years after a return is filed.

**US Virgin Islands resident.** A bona fide resident of the US Virgin Islands (see Section A) must file a US annual return (Form 1040) with the Virgin Islands Bureau of Internal Revenue. The return is due on or before the fifteenth day of the fourth month following the close of the tax year. A US Virgin Islands resident with income from sources outside the US Virgin Islands must also

complete and attach Form 1040 INFO to their tax return to report such income to the US Virgin Islands Bureau of Internal Revenue. A person who is a bona fide resident of the US Virgin Islands on the last day of the year is not required to file a tax return with the IRS if the taxpayer reports and pays tax on income from all sources to the US Virgin Islands and identifies the sources of the income on the return.

**US citizen or resident alien.** A US citizen or resident alien who is not a bona fide resident of the US Virgin Islands and who has income from sources in the US Virgin Islands or income effectively connected with the conduct of a trade or business in the US Virgin Islands, must file identical returns with the United States and the US Virgin Islands. The amount of tax that must be paid to the US Virgin Islands is computed using Form 8689. The tax is calculated by multiplying the total tax on the US return (after certain adjustments) by a decimal, which is computed by dividing the adjusted gross income from the US Virgin Islands by worldwide adjusted gross income. Tax due is paid to the US Virgin Islands.

**Individuals not US citizens, US Virgin Island residents or US residents.** Individuals who are not US citizens or residents of the United States or US Virgin Islands must file Form 1040 NR with the US Virgin Islands and pay taxes to the US Virgin Islands on Virgin Islands-source income.

### **E. Double tax relief and tax treaties**

A foreign tax credit is available to US Virgin Islands residents. It is computed using the rules under the US IRC.

Double tax treaties entered into by the United States are inapplicable in the US Virgin Islands. The US Virgin Islands may not enter into separate tax treaties with foreign governments.

The IRS and the Virgin Islands Bureau of Internal Revenue have established a mutual agreement procedure to resolve inconsistent treatment of tax items. Requests for assistance under this procedure should be addressed to the Tax Treaty Division of the IRS.

# Uruguay

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*The exchange rate of the Uruguayan peso against the US dollar is approximately UYU41 = USD1.*

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**A. Income tax**

Under the personal income tax law, effective from 1 July 2007, individuals are subject to income tax in Uruguay.

Resident individuals are subject to tax on their Uruguayan-source income. They are also subject to tax on certain foreign-source income, such as capital gains and work income, if certain conditions are met. Income subject to the tax is divided into the categories of capital gains (Category I) and labor income (Category II).

The basic rate of personal income tax on capital gains is 12%.

Tax on labor income applies to income derived from dependent or independent work. A specified amount of income is not subject to tax. The tax is imposed at progressive rates ranging from 10% to 36%.

Income from pension funds is subject to the Tax of Assistance to Social Security. This tax is similar to the personal income tax.

Nonresident individuals are subject to income tax on their Uruguayan-source income at a rate of 12%. They are also subject to tax on their income from technical services performed abroad if certain conditions are met.

In addition, a 4% (2% for the seller and 2% for the buyer) transfer tax is imposed on sales of real estate.

**B. Other taxes**

**Net worth tax.** In general, individuals owning assets in Uruguay must pay tax on their net worth at year-end at progressive rates ranging from 0.1% to 0.2% (for 2024). However, for nonresident

individuals who are not subject to nonresidents' income tax, the rates vary from 0.7% to 1.5%. A tax-free allowance of UYU6,058,000 (for 2023; the amount for 2024 is to be determined) may be deducted.

**Inheritance and gift taxes.** Transfers of real estate by gift or inheritance are subject to the 4% transfer tax, except for inheritances from direct line of consanguinity, which is subject to a 3% transfer tax.

### C. Social security

**Contributions.** Self-employed individuals pay social security taxes on notional amounts of income rather than on actual earnings, except for professional self-employed individuals to whom a different regime applies. The amounts are established by law.

Contributions are paid by employers and employees at the rates set forth in the following table.

Type	Employer %	Employee %	Self-employed %
Pension fund	7.5 (a)	15 (a)	Variable (c)
Medical care	5	3 to 8	3 to 8
Work Reconversion			
Fund (b)	0.1	0.1	—
Labor Credits Guarantee			
Fund (b)	0.025	—	—

(a) This rate applies to the portion of income that does not exceed approximately UYU256,821 (monthly).

(b) These are taxes on salaries and are paid to the social security body (Banco de Previsión Social, or BPS).

(c) Self-employment contributions are calculated by deducting 30% of the total amounts invoiced. Pension fund contributions vary according to category.

**Totalization agreements.** To provide relief from double social security taxes and to assure benefit coverage, Uruguay has entered into totalization agreements, which usually apply for a maximum period of one year, with the following jurisdictions.

Argentina	Ecuador	Paraguay
Austria	El Salvador	Peru
Belgium	France	Portugal
Bolivia	Germany	Quebec
Brazil	Greece	Romania
Canada	Israel	Russian Federation (c)
Chile	Italy	Spain
Colombia (b)	Korea (South)	Switzerland
Costa Rica (a)	Luxembourg	United States
Dominican Republic	Netherlands	Venezuela

(a) This treaty has not yet been approved by Costa Rica.

(b) The Uruguayan parliament has approved the agreement; the law is still pending to be promulgated.

(c) This agreement was signed but has not yet been ratified by the parliaments.

### D. Tax filing and payment procedures

Married persons have the option to be taxed jointly or separately for purposes of the personal income tax Category II and the net worth tax.

## **E. Tax treaties**

Uruguay has entered into double tax treaties with the following jurisdictions:

- Argentina (not a double tax treaty but a tax information exchange agreement with a clause to avoid double taxation; entered into force and effective since February 2013)
- Belgium (entered into force in November 2017 and effective since January 2018)
- Brazil (entered into force in July 2023 and effective since January 2024)
- Chile (entered into force in September 2018 and effective from January 2019)
- Colombia (signed in 2021 but not yet ratified by both parliaments)
- Ecuador (entered into force in November 2012 and effective since January 2013)
- Finland (entered into force in February 2013 and effective since January 2014)
- Germany (renegotiated and effective since January 2012)
- Hungary (effective since January 1994; obsolete in certain aspects)
- India (entered into force in June 2013 and effective since January 2014)
- Italy (entered into force in October 2020 and effective since January 2021)
- Japan (entered into force in July 2021 and effective from January 2022)
- Korea (South) (entered into force in January 2013 and effective since January 2014)
- Liechtenstein (entered into force in September 2012 and effective since January 2013)
- Luxembourg (entered into force in January 2017 and effective since January 2018)
- Malta (entered into force in December 2012 and effective since January 2013)
- Mexico (entered into force in December 2010 and effective since January 2011)
- Paraguay (entered into force in March 2019 and effective since January 2020)
- Portugal (entered into force and effective since September 2012)
- Romania (entered into force in October 2014 and effective since January 2015)
- Singapore (entered into force in March 2017 and effective since January 2018)
- Spain (entered into force in April 2011 and effective since January 2012)
- Switzerland (effective since January 2012)
- United Arab Emirates (entered into force in June 2016 and effective since January 2017)
- United Kingdom (entered into force in November 2016 and effective since January 2017)
- Vietnam (entered into force in July 2016 and effective since January 2017)

## F. Temporary visas

Most foreign nationals must obtain valid entry visas to enter Uruguay. However, foreign nationals of certain jurisdictions do not need entry visas to enter Uruguay if they stay for less than three months, or in some cases, if they stay for less than one month. These jurisdictions include the following.

Andorra	Guatemala	Peru
Argentina	Guyana	Poland
Armenia	Honduras	Portugal
Australia	Hong Kong	Romania
Austria	SAR	Russian
Bahamas	Hungary	Federation
Barbados	Iceland	St. Kitts and
Belgium	Ireland	Nevis
Belize	Israel	St. Vincent and
Bolivia	Italy	the Grenadines
Brazil	Jamaica	San Marino
Bulgaria	Japan	Serbia
Canada	Korea (South)	Seychelles
Chile	Latvia	Singapore
Colombia	Liechtenstein	Slovak Republic
Costa Rica	Lithuania	Slovenia
Croatia	Luxembourg	South Africa
Cyprus	Macau SAR	Spain
Czech Republic	Malaysia	Sweden
Denmark	Malta	Switzerland
Dominica	Mexico	Trinidad and
Ecuador	Monaco	Tobago
El Salvador	Mongolia	Türkiye
Estonia	Montenegro	Vatican City
Finland	Netherlands	Venezuela
France	New Zealand	Ukraine
Georgia	Nicaragua	United Arab
Germany	Norway	Emirates
Greece	Panama	United Kingdom
Grenada	Paraguay	United States

Foreign nationals may enter Uruguay under temporary or permanent visas.

Different types of temporary visas are available for an individual to stay in Uruguay in addition to the visa that may be required to enter the country (detailed above).

Temporary visas are available to the following temporary resident individuals:

- Migrant workers
- Scientists, researchers and academics
- Professional, technical and skilled personnel
- Students, trainees and interns
- Businesspersons, entrepreneurs, directors, managers and consultants
- Journalists
- Sports persons
- Artists
- Religious individuals



Temporary visas are available to the following nonresident individuals:

- Tourists (foreigners entering the country for recreation, leisure or rest)
- Individuals invited by public or private entities because of their profession or art
- Businesspersons
- Members of public, artistic or cultural performances
- Members of international transport crews
- Passengers in transit
- Individuals in local border traffic
- Members of crews of fishing vessels
- Members of crews performing transshipments in the country
- Individuals who come for medical treatment
- Athletes
- Journalists and other professionals in the media
- All persons not included in the preceding items who are expressly authorized by the National Directorate of Immigration

### **G. Work permits**

To work in Uruguay, an employee must have a Uruguayan permit. Although Uruguayan regulations do not provide a “work permit” as such, a foreign national may work in Uruguay under a permanent residence visa, or under one of the temporary visas described above, for a period lasting the length of the employment contract. If the period is less than 180 days, a provisional identity sheet of the identity card should be requested.

An applicant may work in Uruguay while his or her work permit application and other papers are being processed.

No limitations are imposed on foreign nationals wishing to start businesses or head subsidiaries in Uruguay.

### **H. Permanent residence visas**

Permanent visas are issued to foreign nationals who intend to establish permanent residence in Uruguay.

To obtain a permanent visa, an application must be filed either in the foreign national’s home country or in Uruguay, accompanied by the following documents:

- Passport or equivalent document
- Health certificate
- Proof of financial means
- Criminal records
- Identity card or document
- Birth certificate
- Uruguayan address certificate

After all documents are submitted, the approximate time for obtaining a visa is three to six months.

Under Law No. 19,254, permanent residence applications for nationals of Southern Common Market (Mercado Común del Sur, or MERCOSUR) countries and associated states and foreigners who have certain familiar ties to Uruguayan nationals must be processed by the Ministry of Internal Affairs.

## I. Family and personal considerations

**Family members.** The working spouse of a work permit holder is not automatically authorized to work in Uruguay; a separate application must be filed at the same time as that of the expatriate.

**Driver's permits.** A foreign national may drive legally in Uruguay with his or her home country driver's license only while he or she is applying for a local driver's license.

To obtain a local driver's license in Uruguay, an applicant must pass a written exam on specific Uruguayan traffic rules, as well as a physical exam. However, there is a process for certain types of driver's licenses by which a foreign national may revalidate his or her home country's driver's license in Uruguay. The driver's license must be legalized and translated into Spanish when appropriate.

Uruguay has driver's license reciprocity agreements with Italy and Spain.

# Uzbekistan

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## A. Income tax

**Who is liable.** Individuals are subject to tax in Uzbekistan based on their tax residency status. A resident is defined as an individual who is physically present in Uzbekistan for 183 days or more in any period up to 12 months beginning or ending in a calendar year for which tax residency is determined. Individuals who are physically present in Uzbekistan for less than 183 days, but more than in any other state in a calendar year, are also considered residents of Uzbekistan. Accordingly, individuals not meeting these tests are considered to be nonresidents. Residents are taxed on their worldwide income. Nonresidents are taxed only on their Uzbek-source income.

**Income subject to tax.** In general, all income and benefits-in-kind are taxable in Uzbekistan, unless they are specifically exempt. Types of income that are specifically exempt from tax include, among others, alimony and state pension income.

The taxation of various types of income is described below.

*Employment income.* Employment income includes all cash and noncash remuneration, allowances and benefits arising from employment.

*Self-employment and business income.* In general, business income of private entrepreneurs is included in an individual's gross income and taxed at the general individual income tax rates (see *Rates*), while self-employment income of up to UZS100 million derived from certain types of activities (for example, cleaning residential premises and cooking, minor repairs and plumber services) is not included in an individual's gross income. However, the following special tax rules apply to private entrepreneurs:

- Individual income tax in a fixed amount. Private entrepreneurs with annual turnover of less than UZS100 million (approximately USD7,817) are entitled to either pay individual income tax on the basis of an annual individual income tax declaration (at the general rate of 12%) or pay individual income tax in a fixed amount, which varies from UZS60,000 to UZS907,500 per month (approximately USD4.69 to USD70.94), depending on the activities of the private entrepreneur and the location of the activities. Self-employed individuals are exempt from individual income tax and pay social tax only.
- Revenue tax. Private entrepreneurs with an annual turnover of over UZS100 million but less than UZS1 billion (approximately USD7,817 to USD78,165) are subject to a revenue tax at the standard rate of 4%. Private entrepreneurs with annual turnover over UZS100 million but less than UZS1 billion (approximately USD7,817 to USD78,165) are entitled to switch to the generally established taxation regime on a voluntary basis.
- Generally established taxation regime. Private entrepreneurs with annual turnover of more than UZS1 billion (approximately USD78,165) are subject to the generally established tax regime (paying corporate income tax, value-added tax and other taxes) applicable to legal entities.

*Directors' fees.* Directors' fees are generally included in gross income and are subject to individual income tax at the general individual income tax rates (see *Rates*).

*Investment income.* Dividends and interest income received from Uzbek companies are subject to withholding tax at a rate of 5% for tax resident individuals and 10% for tax nonresident individuals.

Effective from 1 April 2022 to 31 December 2028, the following tax benefits are being introduced for securities holders.

- Both for residents and nonresidents of Uzbekistan, dividend income on shares is exempt from individual income tax (previously, for resident individuals, the dividend income on shares was subject to a 5% tax, while for nonresident individuals, the dividend income on shares was subject to a 10% tax).
- Both for residents and nonresidents of Uzbekistan, accrued interest income on bonds of enterprises is exempt from individual income tax (previously, for resident individuals, the income was subject to a 5% tax, and for nonresident individuals, it was subject to a 10% tax).

Royalties and other investment income are generally taxable at the general individual income tax rates (see *Rates*). However, interest income of individuals received from certificates of deposits, bank deposits and government securities is exempt from tax.

**Taxation of employer-provided stock options.** The following items are exempt from individual income tax:

- Funds of employees of enterprises, not exceeding their monthly salary and equivalent payments, directed for acquiring shares in the event of their public offering as part of an employees' share ownership plan (ESOP) introduced by an enterprise
- Income directed from wages and other income constituting in aggregate up to a hundredfold minimum wage (see *Inheritance, estate and gift taxes* in Section B) during the tax period, to an

individual account for the purchase of securities issued on the local stock market, provided that they are not returned within 12 months

**Capital gains and losses.** Capital gains are normally subject to tax at the general individual income tax rates (see *Rates*). Capital gains derived from the sale of private nonbusiness property are generally exempt from tax. A capital gain derived from the sale of residential premises is exempt from tax if the premises belonged to the individual for more than 36 calendar months preceding the sale. Capital losses are not deductible.

**Controlled foreign company rules for individuals.** A controlled foreign company (CFC) is a foreign legal entity (not classed as a tax resident of Uzbekistan) or a foreign unincorporated entity whose controlling persons are Uzbek tax-resident individuals.

For a CFC with corporate status, controlling persons are individuals who meet any of the following conditions:

- Their share in the foreign company exceeds 25%
- Their share in the foreign company exceeds 10% if the shares of all other persons recognized as tax residents of Uzbekistan exceed 50% in total
- They exercise control over the foreign company (regardless of their participation share)

For a CFC without corporate status, the controlling person is its founder.

If a tax-resident individual is recognized as a controlling person of a CFC, he or she must include retained earnings of that CFC in his or her annual taxable income and pay the relevant tax.

In addition, Uzbek tax residents must notify the tax authorities of the following:

- Their participation in foreign legal entities and the establishment of foreign unincorporated entities
- CFCs of which they are controlling persons

**Deductions.** No significant tax deductions are allowed for individuals (except for private entrepreneurs who apply individual income tax on the basis of an annual individual income tax declaration and who are allowed to apply for deduction of business expenses that are confirmed with documents).

**Rates.** The general Uzbek individual income tax for residents is levied at a flat rate of 12%. For nonresidents, the tax rate is also 12%, except for dividends, interest and freight income. Different rates apply to investment income as described in *Investment income* above.

**Relief for losses.** Losses may not be carried forward or back by individuals.

## B. Other taxes

**Wealth tax and net worth tax.** Uzbekistan does not impose a wealth tax or net worth tax.

**Property tax.** Property tax is imposed on buildings, apartments and other immovable property of individuals. The rates for residential property vary from 0.31% to 0.55% of the cadastral value

of the property. For property used for entrepreneurial purposes or leasing for business, a tax rate of 1.5% applies.

**Inheritance, estate and gift taxes.** Inheritances and gifts received from other individuals are generally not taxable (except for immovable property, motor vehicles, securities and shares received from individuals who are not close relatives). Gifts from an employer valued above 2.11 times the minimum wage (approximately USD190.49) per year are taxable at the general individual income tax rates (see *Rates*).

**Land tax.** An individual granted permanent possession of a land plot may be subject to land tax at a fixed rate, depending on the location of the land. For example, in the city of Tashkent, the rates vary from UZS616 to UZS1,577 (approximately USD0.048 to USD0.123) per square meter, depending on the location of the land plot.

### C. Social security

Employers must make mandatory monthly contributions to individual accumulative pension accounts of citizens at a rate of 0.1% of salaries of employees, and the amounts of such contributions are subtracted from accrued individual income tax. Employers are subject to a social tax on the gross payroll of employees at a rate of 12% (while a 25% rate is applicable for state organizations).

### D. Tax filing and payment procedures

An annual tax declaration must be completed and filed by 1 April of the year following the reporting year. Payment of any additional tax liability must be made by 1 June of the year following the reporting year. An individual leaving Uzbekistan must file a final departure tax declaration one month before departure, and the resulting tax liability must be paid within 15 days after filing the departure tax return.

### E. Double tax relief and tax treaties

Uzbekistan has entered into double tax treaties with the following jurisdictions.

Austria	Iran	Qatar*
Azerbaijan	Ireland	Romania
Bahrain	Israel	Russian
Belarus	Italy	Federation
Belgium	Japan	Saudi Arabia
Bulgaria	Jordan	Singapore
Canada	Kazakhstan	Slovak Republic
China Mainland	Korea (South)	Slovenia
Czech Republic	Kuwait	Spain
Egypt	Kyrgyzstan	Switzerland
Estonia	Latvia	Tajikistan
Finland	Lithuania	Thailand
France	Luxembourg	Türkiye
Georgia	Malaysia	Turkmenistan
Germany	Moldova	Ukraine
Greece	Netherlands	United Arab
Hungary	Oman	Emirates
India	Pakistan	United Kingdom
Indonesia	Poland	Vietnam

\* The Qatar treaty entered into force on 1 January 2025.

To obtain treaty benefits, a written application for treaty relief must be submitted to the Uzbekistan tax authorities and must be accompanied by certain documents including a certificate from the applicant's home country tax authorities stating that the applicant is resident in that country.

## F. Temporary visas

In general, all foreign nationals and stateless persons are required to obtain a visa to enter Uzbekistan. The general visa requirements do not apply to the following individuals:

- Nationals of the following jurisdictions: Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan (if up to 60 days), Moldova, the Russian Federation and Ukraine.
- Based on a visa-free regime for stays up to 30 days by nationals of the following jurisdictions: Andorra, Antigua and Barbuda, Argentina, Australia, Austria, Bahamas, Barbados, Belgium, Belize, Bosnia and Herzegovina, Brazil, Brunei Darussalam, Bulgaria, Canada, Chile, Costa Rica, Croatia, Cuba, Cyprus, Czech Republic, Dominica, Dominican Republic, Denmark, El Salvador, Estonia, Finland, France, Germany, Greece, Grenada, Guatemala, Honduras, Hungary, Iceland, Indonesia, Ireland, Israel, Italy, Jamaica, Japan, Korea (South), Latvia, Lichtenstein, Lithuania, Luxembourg, Malaysia, Malta, Mexico, Monaco, Mongolia, Montenegro, the Netherlands, New Zealand, Nicaragua, Norway, Panama, Poland, Portugal, Qatar, Romania, San Marino, Serbia, Singapore, Slovak Republic, Slovenia, Spain, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Sweden, Switzerland, Tajikistan, Trinidad and Tobago, Türkiye, the United Arab Emirates, the United Kingdom and Vatican City.
- Based on a visa-free regime for stays up to 10 days by nationals of the following jurisdictions: Bahrain, China Mainland, including the Hong Kong Administrative Region (SAR), Kuwait and Oman.
- Crew members of aircraft of foreign airlines carrying out regular flights to Uzbekistan for stays up to 30 days.
- Passengers in transit who continue their journey within 24 hours by the same or first connecting aircraft if they hold valid onward and return documentation and if they do not leave the transit area.
- Nationals of certain jurisdictions holding diplomatic passports who have the respective accreditation.
- Visa-free entry to Uzbekistan for a period of 30 days for citizens of the United Arab Emirates. It also applies to foreign citizens who have received the status of a resident of the United Arab Emirates. When entering Uzbekistan, foreign citizens who have received the status of a resident of the United Arab Emirates must provide an original resident visa, the validity of which at the time of application must be at least 90 days.

A simplified procedure for issuing touristic visas that cancels the requirement to provide to the Ministry of Foreign Affairs a tourist voucher or a request of the inviting legal entity or individual to Uzbekistan and that results in the processing of a visa within two working days applies to the nationals of the following jurisdictions.

Albania	India	Philippines
Algeria	Iran	Qatar
Angola	Jordan	Samoa
Bahrain	Kiribati	Kuwait
Bangladesh	Korea (North)	Saudi Arabia
Bhutan	Laos	Senegal
Bolivia	Lebanon	Seychelles
Cambodia	Maldives	Solomon Islands
Cameroon	Marshall Islands	South Africa
Cape Verde	Mauritius	Sri Lanka
China Mainland*	Micronesia	Suriname
Colombia	Morocco	Thailand
Côte d'Ivoire	Nauru	Tonga
Ecuador	Nepal	Tunisia
Egypt	North Macedonia	United States
Fiji	Oman	Uruguay
Gabon	Palau	Vanuatu
Ghana	Paraguay	Venezuela
Guyana	Peru	Vietnam

\* Including the Hong Kong SAR.

In addition, for more convenience in obtaining visas for Uzbekistan, foreign individuals from the list of jurisdictions above can obtain an electronic visa through the E-VISA.UZ system for entry and stay in Uzbekistan for a period of 30 days. The electronic visa is valid for 90 days from the date of its issuance. The time for consideration of applications for registration and issuance of an electronic visa is two working days, excluding the day the application was filed.

The following is the list of jurisdictions whose citizens are subject to the procedure of visa-free transit entry, temporary stay and exit from the Republic of Uzbekistan for a period of no more than five days.

Albania	Guyana	St. Lucia,
Algeria	Honduras	St. Vincent
Antigua and Barbuda	India	and the
Bahamas	Jamaica	Grenadines
Barbados	Lebanon	Saudi Arabia
Belize	Maldives	Seychelles
Bhutan	Mauritius	South Africa
Colombia	Mexico	Sri Lanka
Costa Rica	Morocco	Suriname
Dominica	Nauru	Thailand
Dominican Republic	North Macedonia	Trinidad and Tobago
Ecuador	Palau	Tunisia
Egypt	Panama	Turkmenistan
Fiji	Peru	United States
Gabon	Philippines	Uruguay
Guatemala	St. Kitts and Nevis	Venezuela
		Vietnam

The visa requirements are subject to frequent changes. Consequently, individuals should verify them before planning a trip to Uzbekistan.



**Business visa.** In general, to obtain a business visa to Uzbekistan, a visa applicant should submit the following documents to the relevant consular office of Uzbekistan abroad:

- Invitation letter from the hosting organization (for example, a business partner or an Uzbek company) that is duly processed through the Consular Legal Department of the Ministry of Foreign Affairs of Uzbekistan in Tashkent (this requirement does not apply to the nationals of those countries for which Uzbekistan has a simplified procedure for issuing visas)
- Two copies of the completed and signed visa application form
- Electronic application from the [evisa.mfa.uz](http://evisa.mfa.uz) website
- Valid passport or document of a stateless person
- Two passport-size pictures
- Proof of visa fee payment unless a visa fee exemption has been established by an intergovernmental agreement between Uzbekistan and the respective foreign country, and/or Uzbekistan legislation

Incomplete visa applications are not accepted. A personal interview with an applicant may be required. Visas are issued within two working days to citizens of those countries for which Uzbekistan has a simplified procedure for issuing visas. For citizens of other countries, the processing of business visa applications may take up to 10 calendar days. There is also a procedure for the processing of business visa applications that takes three calendar days.

Starting from 1 March 2019, for founders (participants) of enterprises with foreign investments and for members of their families, the investment visa is introduced. It is valid for a period of three years, with the possibility of extension without leaving Uzbekistan.

For citizens of foreign jurisdictions, including founders (participants) of enterprises with foreign investments, who made investments in enterprises producing goods and services located in Uzbekistan in the equivalent of at least USD3 million, a residence permit may be issued for 10 years.

**Private invitation visa.** In general, to obtain a private invitation visa to Uzbekistan, an inviting individual should submit the following documents:

- Original letter of invitation (faxes or copies are not accepted) from the inviting person that has been approved by the local department of the Ministry of Internal Affairs of Uzbekistan
- Visa request application
- Electronic application from the [evisa.mfa.uz](http://evisa.mfa.uz) website
- Copies of valid passports of the invited and the inviting person or of a document of a stateless person
- Copies of documents confirming the relationship (if any) between the invited and the inviting person
- Copies of tickets or reservations for an arrival visa receipt at the Tashkent airport

In addition, to obtain a private invitation visa to Uzbekistan, a visa applicant should submit the following documents:

- Valid passport or document of a stateless person
- Two copies of the completed and signed visa application form
- Two passport-size pictures

- Proof of visa fee payment unless a visa fee exemption has been established by an intergovernmental agreement between Uzbekistan and the respective foreign country, and/or Uzbekistan legislation

Incomplete visa applications are not accepted. A personal interview with the applicant may be required.

**Transit visa.** In general, an individual traveling through Uzbekistan to another country needs a transit visa for Uzbekistan. To obtain a transit visa, a visa applicant should submit the following documents to the relevant consular office of Uzbekistan:

- Two copies of completed and signed visa application form
- Valid visa to the country of destination
- Travel documents with confirmed departure date from Uzbekistan to the country of destination (confirmed round-trip ticket)
- Valid passport or a document of a stateless person
- Two passport-size pictures
- Proof of visa fee payment unless a visa fee exemption has been established by an intergovernmental agreement between Uzbekistan and the respective foreign country, and/or Uzbekistan legislation

Incomplete visa applications are not accepted. A personal interview with an applicant may be required. Transit visas are issued within three calendar days after the date of application.

**Additional information.** In general, if an individual's stay in Uzbekistan exceeds three days, excluding public holidays and nonworking days, he or she is required to register with the local department of the Ministry of Internal Affairs within three business days after arrival (exceptions are citizens of the Russian Federation [up to 15 days] and citizens of Kazakhstan [up to 30 days]). A registration stamp may be affixed on the individual's passport. The following are significant aspects of registration:

- If the individual stays in a hotel, the hotel administration registers the individual automatically.
- If the individual stays in a private apartment or house, he or she should be registered with the local department of the Ministry of Internal Affairs in the district where this apartment or house is located.
- Depending on the period of registration, the fee may vary and go up to USD200.

An individual's registration may be checked on departure from Uzbekistan. Failure to register may lead to administrative liability of a foreign national in the form of a fine of up to UZS1,875,000 (approximately USD140) or deportation from Uzbekistan.

## **G. Additional categories of entry visas for certain groups of foreign citizens**

Additional categories of entry visas for certain groups of foreign citizens include the following:

- **Vatandosh:** a visa issued for two years to natives of Uzbekistan and members of their families, invited by their relatives who are citizens of Uzbekistan

- Student visa: a visa issued for one year to foreign students studying in educational institutions of Uzbekistan
- Academic visa: a visa issued for three months to two years to foreign citizens who wish to conduct research and teaching activities in Uzbekistan
- Medical visa: a visa issued for a period of up to three months to foreign citizens coming to Uzbekistan for medical treatment by invitation of the hospital
- Pilgrim visa: a visa issued for a period of up to two months to foreign citizens at the request of the Committee of Religious Affairs

## **H. Work visas and permits and self-employment**

A foreign citizen may work in Uzbekistan only if he or she obtains a confirmation for the employment through his or her Uzbek employer. Uzbek employers do not need to obtain additional work permits for employment of foreign specialists. This confirmation for the employment may be obtained for the duration of up to three years.

On obtaining a confirmation for the employment, a foreign citizen is required to obtain a work visa in order to be able to freely enter and stay in Uzbekistan. A work visa is issued for the duration of confirmation for the employment and is issued by the consular offices of Uzbekistan abroad.

Uzbek law does not contain any measures allowing a foreign citizen to be self-employed in Uzbekistan.

If a foreign person is planning to be employed by the representative office of a foreign company, he or she is required to obtain an accreditation card, which can be issued for the period of one year.

## **I. Residence visas**

The local offices of the Ministry of Internal Affairs of Uzbekistan can issue residence visas to foreign citizens permanently residing in Uzbekistan upon submission of the package of required documents.

The residence visa is issued for up to five years and can be renewed five times for the same period.

## **J. Family and personal considerations**

**Family members.** The spouse and dependents of a working expatriate should obtain separate work confirmation to be legally employed in Uzbekistan. In addition, they should apply for their entry visas independently of the employed expatriate.

**Marital property regime.** Property acquired by a couple during marriage and property acquired before the registration of the marriage with the common funds of the future spouses is considered their common property unless the law or a marital agreement provides otherwise. In addition, property gifted to or inherited by one of the spouses is considered the personal property of that spouse.

**Forced heirship.** Under Uzbek succession law, a testator is free to give by will his or her property in any manner he or she sees fit.

**Driver's permits.** A foreign citizen of a member country of the Vienna Convention on Road Traffic of 1968 may drive legally in Uzbekistan with his or her home country driver's license or international driver's license that meets the technical requirements established for national and international driver's licenses by the Vienna Convention on Road Traffic of 1968. The above-mentioned valid driver's licenses are recognized in Uzbekistan until the moment from which Uzbekistan becomes the permanent residence of the holder of the driver's license. A home country driver's license and international driver's license of a foreign citizen that does not meet the technical requirements established for such licenses by the Vienna Convention on Road Traffic of 1968 are subject to replacement with national driver's licenses of the Republic of Uzbekistan.

# Venezuela

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**A. Income tax**

**Who is liable.** Tax resident individuals pay tax on their worldwide income. Residents are subject to tax if their annual worldwide gross income exceeds 1,500 tax units or if their annual worldwide net income exceeds 1,000 tax units. For the 2024 tax year, the value of a tax unit is VES9. For the 2023 tax year, the value of a tax unit was VES9. The bolivar to tax unit ratio can be modified at least one time in a year by the tax administration, subject to the approval of the National Assembly. Nonresident individuals are taxed on Venezuelan-source income, regardless of where the payment was made.

Individuals are considered resident for tax purposes if they are physically present in Venezuela for more than 183 days in the current or immediately preceding calendar year. An individual who has acquired a tax residency in a jurisdiction with which Venezuela has a valid double tax treaty is protected under the independent or dependent personal services clause.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Taxable net employment income consists of all compensation or profit, regular or accidental, resulting from the provision of personal services under a dependence relationship, regardless of the character of the wages.

Severance indemnities received by employees or their beneficiaries and travel-expense reimbursements related to rendering personal services are excluded from total income.

Tax nonresidents are taxed using a flat rate of 34%, which is applicable to the total amount of their income, received from Venezuelan sources during the tax year.

*Self-employment and business income.* The taxable income for self-employed individuals is determined in accordance with the rules described in *Employment income* and by following the tax nonresident guidelines, if they are relevant.

Annual gross income in excess of 1,500 tax units or net taxable income in excess of 1,000 tax units must be formally declared before the local tax authorities. To determine net taxable income, individuals must deduct all costs and expenses that were essential to produce the self-employment income and/or business income.

Tax nonresident individuals are subject to a final tax rate of 34% on income derived from Venezuelan sources.

*Directors' fees.* Directors' fees relating to activities performed in Venezuela and received by employees from resident companies are taxed as employment income at the rates described in *Rates*. If the individual is not an employee, the income received as directors' fees is taxed as self-employment income.

In addition, an individual is subject to social security contributions on directors' fees. The contribution is based on a percentage of monthly salary earned. For further details, see *Rates*.

*Investment income.* Interest received by resident and nonresident individuals from savings instruments issued by Venezuelan banks and other financial institutions are tax-exempt. Other interest is aggregated with other income and taxed at the rates described in *Rates*.

Tax nonresident individuals are subject to a final withholding tax at a rate of 34% on royalties derived from Venezuela.

Effective from January 2001, dividends paid by Venezuelan companies are subject to withholding tax at a rate of 34% to the extent that income before taxes exceeds net taxable income for tax years beginning on or after the effective date. "Income before taxes" is defined as financial income before tax reconciliation, and "net taxable income" is income subject to tax after tax reconciliation. Recipients are subject to tax at the same rate on dividends from non-Venezuelan companies, less any foreign taxes paid.

**Capital gains.** Capital gains are taxed with other income according to the Tariff No. 1 rates described in *Rates*.

## **Deductions**

*Personal deductions and personal tax credit.* Only tax resident individuals are allowed to deduct the following items:

- Mortgage interest payments for a principal dwelling, limited to an amount equivalent to 1,000 tax units, rent payments for a principal dwelling, limited to an amount equal to 800 tax units.
- Payments to educational institutions in Venezuela for taxpayers and their children under 25 years of age. The age limit does not apply to expenses incurred on the education of handicapped children and adults under the tutelage of the taxpayer.
- Premiums for surgery, hospitalization and maternity insurance paid in Venezuela to domiciled companies (no limit).
- Medical, dental and hospitalization expenses incurred in Venezuela for the taxpayer, spouse and ascendants or descendants (no limit).

Taxpayers must keep the documentation (receipts and vouchers) supporting the deductions mentioned above in case of a tax audit, and the payments related to the deductions must be made in Venezuela.

Tax residents may opt for a standardized deduction equal to 774 tax units, instead of all of the itemized deductions mentioned above. No supporting documentation is required for the standardized deduction.

Deductible expenses incurred in Venezuela may offset only Venezuelan-source gross income. Foreign-source deductible expenses may offset only foreign-source income. The supporting documents for the tax return must contain the taxpayer's tax information number.

Resident individuals receive an additional annual personal rebate of 10 tax units. They are also entitled to a family rebate of 10 tax units for each family member who lives in Venezuela (spouse, ascendants and descendants who have not attained the legal age required by Venezuelan law, unless they are handicapped and unable to work or are studying and are less than 25 years old).

Tax nonresidents may not opt for any of the deductions listed above, as stated on the local master tax code.

*Business deductions.* Individuals may deduct all expenses necessary to produce self-employment and business income.

**Rates.** Resident individuals are subject to the progressive tax rates of Tariff No. 1, which are applied to taxable income expressed in tax units (see *Who is liable*). The following are the applicable rates.

Taxable income		Rate %
Exceeding Tax units	Not exceeding Tax units	
0	1,000	6
1,000	1,500	9
1,500	2,000	12
2,000	2,500	16
2,500	3,000	20
3,000	4,000	24
4,000	6,000	29
6,000	—	34

**Relief for losses.** Business losses of a self-employed person may be carried forward for three years but cannot exceed 25% of the income in each tax year. Loss carrybacks are not allowed.

## B. Other taxes

**Inheritance and gift taxes.** Resident nationals, resident foreigners and nonresidents are subject to inheritance and gift taxes only on assets located in Venezuela. Inheritance tax is levied at the following rates, which vary depending on the relationship of the beneficiary to the deceased or donor.

Beneficiary	Rate (%)
Spouse, ascendants and descendants	1 to 25
Siblings, nephews and nieces	2.5 to 40
Other relatives	6 to 50
Unrelated persons	10 to 55

**Equity Tax.** Under the Equity Tax Law, which entered into force on 3 July 2019, the Equity Tax applies to the net worth of taxpayers qualified as Special Taxpayers and is determined on an

annual basis on the value of the net worth determined on 30 September each year. The tax is levied on the net assets of Special Taxpayers who exceed 150,000,000 tax units. The tax rate is between a minimum of 0.25% and a maximum of 1.5%; however, it may be modified by the National Executive. The National Executive may establish progressive rates according to the patrimonial value. The applicable tax rate determined from the entry into force of the Equity Tax Law, which is a Constitutional Law, is 0.25%.

A person is considered a Special Taxpayer once the National Integrated Service for the Administration of Customs Duties and Taxes (Servicio Nacional Integrado de Administración Aduanera y Tributaria, or SENIAT) is notified, and the following conditions are met:

- The taxpayer exceeds 7,500 times the exchange rate of the highest value currency (the foreign currency that has the highest exchange rate to VES1) published by the central bank of gross annual income as shown in his or her annual income tax return or, in any of the last six months, the taxpayer shows an amount of sales or provision of services exceeding 625 times the exchange rate of the highest value currency published by the central bank in the taxpayer's value-added tax return.
- Once a taxpayer exceeds the amount of gross income, it is necessary for the SENIAT to establish through an administrative ruling that the taxpayer is qualified as a Special Taxpayer.
- The SENIAT must issue a formal notification to the Special Taxpayer in person or by physical or electronic means.

Also, once a Special Taxpayer has been qualified as such, the taxpayer will have to comply with this tax indefinitely, and no special treatment will apply to tax nonresidents.

### C. Social security

The social security system provides the following benefits:

- Medical assistance for the worker and the worker's spouse, parents and children
- Indemnities for temporary disability and death
- Pensions for disability, old age and dependent survivors

Employers and employees are required to make social security contributions in accordance with the following table.

Type of contribution	Amount of contribution %
Social security contributions on monthly salary of each employee, up to a ceiling of five minimum salaries; paid by	
Employer	9/10/11
Employee	4
Unemployment insurance regime contributions on monthly salary of each employee, up to a ceiling of five minimum salaries; paid by	
Employer	2
Employee	0.5



Type of contribution	Amount of contribution %
Housing regime contributions on total monthly salary, up to a ceiling of 10 minimum salaries; paid by	
Employer	2
Employee	1
National Socialist Training Institute contributions (required if employer has five or more employees); paid by	
Employer, on total employee remuneration	2
Employee, on any profit-sharing received from the employer at the year-end	0.5

**Social security treaties.** Venezuela has entered into social security treaties with Chile, Ecuador, Greece, Italy, Portugal, Spain and Uruguay.

Under the above treaties, nationals of the treaty countries who are working in Venezuela or Venezuelans who are working in the treaty countries may rely on the treaties to avoid double social taxation for the time period stated in the treaties. However, according to the Social Security Institute, the only treaty that is in effect for Certificates of Coverage is the Spain treaty.

## D. Tax filing and payment procedures

For individuals, the tax year in Venezuela is the calendar year. Tax returns must be filed by 31 March of the following tax year on the official website of the tax authorities. The tax liability indicated on the return may be paid in three portions. The first is due when the return is filed, the second one within 20 days after filing the return and the third one within 40 days after the return is filed.

Married persons are taxed either jointly or separately, at the taxpayers' election, on all types of income.

## E. Double tax relief and tax treaties

Income is separated into two baskets, one for foreign-source income and expenses and another for domestic-source income and expenses. Foreign taxes paid on the foreign-source income may offset the Venezuelan tax on that income only. However, losses in the Venezuelan-source basket may be offset against foreign-source income.

Venezuela has entered into double tax treaties with the following jurisdictions.

Austria	Germany	Russian Federation
Barbados	Indonesia	Spain
Belarus	Iran	Sweden
Belgium	Italy	Switzerland
Brazil	Korea (South)	Trinidad
Canada	Kuwait	and Tobago
China Mainland	Malaysia	United Arab
Cuba	Netherlands	Emirates
Czech Republic	Norway	United Kingdom

Denmark	Portugal	United States
France	Qatar	Vietnam

## F. Temporary visas

Venezuela issues tourist visas. Foreign nationals with tourist visas may not work as employees or engage in business in Venezuela. Business visas allow individuals to conduct commercial affairs or to provide technical assistance.

## G. Work visas and permits

Under the Immigration Law, foreign citizens who intend to render services in Venezuela for more than 90 days must obtain a labor permit (authorization) and a labor visa (Working Transient Visa; known as “TR-L”). The company that intends to employ the foreign citizen requests the labor permit. If a foreign citizen will not be in Venezuela for more than 90 days, neither a labor permit nor a labor visa is required.

To obtain a TR-L, the foreign citizen must have a passport that had been issued by the respective authority at least six months before the request for the TR-L, as well as an employment contract with a Venezuelan entity. The visa has a term of one year and may be renewed for an additional term of one year. The holder of the TR-L may make multiple entries into Venezuela or may stay in Venezuela for the entire period of the visa.

To obtain a labor visa and work permit, the company must file an application with the Office of Migration and the Ministry of Labor, which will issue the labor visa and the labor permit respectively, within 15 business days following the request. In practice, the period for the issuance of the visa may be extended for an additional 15 days.

*Work visa.* To obtain a work visa, the following documents must be submitted to the Office of Migration (Dirección de Extranjería):

- Proof of payments by the employer to the National Socialist Training Institute (Instituto Nacional de Capacitación y Educación Socialista, or INCES)
- Proof of last three payments by the employer to the social security system
- Health certificate apostilled
- Criminal records apostilled
- Authorization letter
- Justification letter (providing reasons for requesting labor visa)
- Entry request form, issued by the Administrative Service Office for Identification, Immigration and Foreign Purposes (Servicio Administrativo de Identificación, Migración y Extranjería, or SAIME)
- Four front pictures, with a white background, sized 4cm x 3cm
- Copy of the entire passport with more than six months of validity and more than six pages (copy must be in color)
- Notarized employment contract (original)
- University or college or technical or associate degree, translated into Spanish if in another language, legalized and apostilled in the country of residence before the Venezuelan consulate, or annotated

- Résumé, translated into Spanish if in another language, and legalized in the country of residence before the Venezuelan consulate, or annotated

*Work permit.* To obtain a work permit, the following documents must be filed with the Ministry of Labor:

- Copy of the document of incorporation and bylaws of the contracting company and the Tax Identification Number
- Copy of notarized employment contract
- Labor solvency
- Copy of registration with Encounter Center for Education and Work (Centro de Encuentro para la Educación y el Trabajo)
- Power of attorney of the representative person of the company to the person who will issue the application
- Copy of legal documents and identification of the company representative or the person who will sign the visa application of the employee
- Employment declaration form and hours worked (this form is issued by the Ministry of Labor)
- Justification letter (providing reasons for requesting labor permit)
- Format of job offer issued by Ministry of Labor (original and two copies)
- Information filed with the Labor Inspector Office (Inspectoría del Trabajo), including a copy of the Tax Identification Number of the contracting company, company name, number of employees and workers, and authorization letter

The authorities may require additional documents that they consider to be necessary for this process.

In addition, in the event that an expatriate would like to enter Venezuela with his or her family group, he or she must apply for a Family Transit Visa (TR-F) for each family member, which will have the same validity and benefits as the Working Transit Visa (TR-L).

The applicant must, in addition to the requirements mentioned above, submit the following documents of his or her family group:

- Marriage certificate apostilled (procurement no more than six months)
- Birth certificate apostilled (procurement no more than six months)
- Passport for each family member with more than six months of validity and more than six pages (copy must be in color)
- Four photos from the front, with a white background, sized 4cm x 3cm (for each family member)
- Health certificate apostilled
- Criminals records apostilled

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## A. Income tax

**Who is liable.** Under the Personal Income Tax (PIT) Law, taxpayers are resident and nonresident individuals who have income that is subject to tax.

The following individuals are considered to be residents for tax purposes:

- Persons residing in Vietnam for an aggregate of 183 days or more in a calendar year or in a continuous 12-month period, beginning on the first date of arrival. In calculating the number of days, the arrival and departure dates are counted as one day in total.
- Persons having a permanent residence in Vietnam, including a registered residence that is recorded on the Permanent or Temporary Resident Cards of foreigners or a house lease that has a total term of 183 days or more. The total term of a lease equals the sum of the lease terms for different leased locations in a tax year, including hotels, motels, working places and offices.

If an individual has a permanent residence as mentioned above, but stays in Vietnam for less than 183 days in a tax year and can prove that he or she is a tax resident of another country, he or she is treated as a Vietnam tax nonresident in that tax year. The document required to prove tax residency of a foreign country is the original tax residency certificate issued by the foreign tax authority. If a foreign country that signed a double tax treaty with Vietnam does not issue the tax residency certificate for its tax resident, the expatriate employee may use the passport with the day in and day out of Vietnam to prove the resident days in Vietnam.

An individual who does not meet the conditions to be a tax resident of Vietnam is considered a Vietnam tax nonresident.

*Tax year.* The Vietnamese tax year is the calendar year. However, if an individual stays in Vietnam for less than 183 days in the calendar year of arrival but more than 182 days in the first 12 consecutive months, the first tax year is the 12-month period from the date of arrival. Subsequently, the tax year is calendar year.

For tax resident individuals who are citizens of countries having double tax treaties with Vietnam, their tax obligation is calculated from the month in which they arrive in Vietnam. An expatriate employee is only required to file the tax return to report the taxable income in Vietnam until the terminated date of assignment. This is determined based on the letter of confirmation from the employer for the last working day in Vietnam.

**Income subject to tax.** Residents are taxed on their worldwide income, while nonresidents are taxed on their Vietnam-source income.

Under the PIT Law, the following 10 types of income are subject to tax:

- Income from business
- Income from employment
- Income from capital investment
- Income from capital transfers
- Income from transfers of real property
- Income from royalties
- Income from franchising
- Income from winnings or prizes
- Income from the receipt of inheritances
- Income from the receipt of gifts

The taxation of various types of income is described below.

*Income from employment.* Employment income includes all cash remuneration and benefits in kind (for example, salaries, wages, bonuses, allowances, premiums, directors' fees and remuneration, housing benefits [with a tax concession; see next paragraph], income tax and benefits paid by the employer, and other payments for employment services rendered). Progressive tax rates ranging from 5% to 35% apply to both Vietnamese and expatriate residents (see *Tax rates*), while a flat rate of 20% applies to nonresidents. Income received in foreign currency is converted to Vietnamese dong when calculating taxable income.

Rental payments, including utilities and related services, made by an employer on behalf of an employee are taxable based on the lower of the amount actually paid and 15% of total taxable income (excluding taxable housing, utilities and service fees). A housing benefit is considered to be net income if the company pays the tax and accordingly a tax-on-tax calculation is required. The full amount of utilities paid separately with the rental are subject to tax.

Hypothetical tax and the housing norm are deductible before grossing up the net-of-tax income to the gross-of-tax income.

Life insurance is taxed at the time of payout. If the insurance is bought from an insurance company that is established and operated under Vietnamese law, the insurance company is responsible for withholding 10% on the relevant accumulated premium contributed by the employers from 1 July 2013 at the maturity date of the contract. If the employer buys life insurance for its employees from an insurance company that is not established in Vietnam but allowed to sell in Vietnam, the employer must withhold tax of 10% of the premium before paying the net income to its employees.

The principal categories of employment income that are exempt from tax are listed below. The exemptions are subject to conditions and the availability of supporting documents and do not extend to the employee's family members. The following are the exemptions:

- One-off allowance for relocation to Vietnam for an expatriate employee and from Vietnam to overseas for a Vietnamese national based on a labor contract or an assignment letter. The exemption also extends to a Vietnamese individual residing overseas on a long-term basis and returning to Vietnam to work.
- School fees paid by the employer from kindergarten to high school education for the children of expatriate employees working in Vietnam and Vietnamese nationals working overseas.
- Home leave round-trip air tickets for expatriate employees and Vietnamese nationals working overseas once a year.
- Payment for housing, electricity, water supply and associated services (if any) for housing built by the employer to provide for employees at industrial parks or for housing built by the employer in an economic zone, a disadvantaged area or an extremely disadvantaged area, to provide for its employees.
- Certain benefits in kind provided on a collective basis if the beneficiaries of such benefits cannot be determined (for example, membership fees, entertainment and health care).
- Mid-shift meals arranged directly by the employer or paid in cash to employees up to the amount stipulated in the labor regulations.
- Stationery, per diem for business trips and telephone expenses per the company's policies.
- Uniforms within the limits of the prevailing regulations.
- Cost of training for the improvement of the professional skills of employees as per the policy of the company.
- Rotation cost (for example, airfare, expenses related to use of helicopters to transport rotators from the mainland to a rig offshore and vice versa and hotel costs incurred during the days waiting for the flight to a rig offshore) for expatriate employees

working in Vietnam in a number of specific industries, such as petroleum and mining.

- Retrenchment, redundancy and unemployment allowances, in accordance with the guidelines stipulated in the Labor Code.
- Financial support from an employer's after-tax fund for an employee and his or her family members with respect to cures or medical treatment for fatal diseases.
- Cost of transportation for employees from home to work and vice versa in accordance with the company policy.
- The voluntary and non-accumulated insurance premiums paid by the employer (for example, health insurance and accident insurance, including voluntary insurance bought from an insurance company that is not established and operating under the Vietnamese law). The exemption does not apply to insurance schemes under which the participants are entitled to receive accumulated premiums at the maturity date of the insurance contract.
- Funeral and wedding support provided by employers to their employees and their employee's family under the company policy. The exemption is limited to the amount prescribed in the corporate income tax regulations.
- Immigration-related expenses (work permit, visa and temporary residence card) provided by employers for expatriate employees to allow them to legally work in Vietnam.

*Income from business.* Business income is income derived from production and business activities, including agriculture, forestry, salt production, aquaculture and fishing, as well as income from independent practice in the fields that are licensed or certificated as prescribed.

Tax residents and nonresidents, including individuals and groups of individuals and households who engage in production and trading activities with respect to goods and services in all fields as stipulated by laws, are subject to tax on business income (including value-added tax [VAT] if applicable and PIT). An exception applies to individuals with total annual revenue equal to or less than VND100 million.

Income from business activities is subject to a flat tax rate, which varies by sector and type of services (see *Tax rates*).

Various methods for tax calculation, declaration and remittance exist for individuals having business income including the payment of tax on a deemed basis, payment of tax on ad hoc transactions and payment of tax for individuals having income from asset leasing, as well as for individuals deriving income as insurance agents, lottery agents or multilevel sales agents.

The amount of tax payable is determined using the following calculations:

- VAT payable = VAT taxable income x VAT rate
- PIT payable = PIT taxable income x PIT rate

For purposes of the above calculations, the following rules apply:

- Taxable income equals the gross revenue from sales, commissions and services rendered in the production and trading of goods and services in the relevant tax period.
- The tax year is the calendar year.

- Tax rates applied on revenue vary depending on the business sectors (see *Tax rates*).

An individual engaged in business who hires 10 employees or more is required to set up a corporation in accordance with the Enterprise Law, prepare documentation and invoices in accordance with the Vietnamese accounting regulations, and pay corporate income tax.

*Income from capital investment.* Income from capital investment includes the following:

- Interest on loans granted to organizations, enterprises, business households in accordance with loan agreements, except for interest paid by banks and credit institutions
- Dividends
- Profits from other forms of capital contributions, including capital contributions in the form of commodities, reputation, land-use rights and inventions, except for income after payment of corporate income tax of private companies and single-member limited liability companies under the ownership of individuals
- Interest on bonds, treasury bills and other valuable instruments, except for bonds issued by the Vietnamese government

Income from capital investment paid to tax resident and tax non-resident individuals is taxed at a rate of 5%.

*Income from capital transfers.* Income from capital transfers includes the following:

- Gains derived by individuals from the transfer of capital contributions in limited liability companies, partnerships and shareholding companies. The assessable income from transferring contributed capital equals the transfer price minus the purchase price of the transferred capital and reasonable expenses related to the generation of the income from the transfer of capital. A 20% tax rate is applied to the gains of tax resident individuals and 0.1% tax is applied to the sales proceeds of tax nonresident individuals.
- Income from securities transfers, including income from transferring shares, stock options, bonds, treasury bills, fund certificates and other securities according to the regulations of the Law on Securities, and income from transferring shares of persons in joint stock companies according to the Law on Enterprises. A 0.1% tax is applied to the sales proceeds of tax resident and tax nonresident individuals.

*Income from the transfer of real property.* Income from the transfer of real property includes the following:

- Income received from the transfer of land-use rights, residential houses and other assets attached to land
- Transfer of ownership or rights to the use of residential houses, lease rights to land or water surfaces and other rights to real property

Assessable income from real property transfers is the price agreed in the transfer contract at the time of transfer. A tax rate of 2% is applied to the transfer price.

*Income from royalties.* Income from royalties is income derived from the assignment or transfer of the right to use intellectual



property rights or objects including literary, artistic and scientific works, copyrights, inventions, industrial designs, trademarks, technical know-how and similar items. Assessable income equals the amount of the royalties in excess of VND10 million, according to the transfer contract, regardless of the number of payments the taxpayer receives.

*Income from franchising.* Income from franchising is income derived by an individual from a franchising contract under which the franchisor authorizes the franchisee to purchase and sell goods or provide services in accordance with conditions imposed by the franchisor. Assessable income equals the amount of the franchise fee in excess of VND10 million based on the contract, regardless of the number of payments the taxpayer receives.

*Income from winnings or prizes.* Income from winnings or prizes is income derived from winnings in cash or in kind in excess of VND10 million from lotteries, betting, promotional prizes and similar items. Assessable income equals the amount of the prize in excess of VND10 million, determined on a transaction basis.

*Income from the receipt of inheritances or gifts.* Income from the receipt of inheritances or gifts is income in excess of VND10 million derived by an individual under a testament or law from the receipt of inherited or gifted assets, including securities, contributed capital, real property and other assets that are required to be registered. The amount of assessable income is determined when the procedures are completed for the transfer of ownership or the transfer of the right to use the asset or when the taxpayer receives the gift.

**Tax exemptions.** Certain types of income are exempt from tax, including the following:

- Income from the transfer of real property by inheritance or gifts between husband and wife, parents and children including adoptive parents and adopted children, parents-in-law and children-in-law and grandparents and grandchildren, and between siblings
- Income from the transfer of a residential house or right to use residential land and assets attached to land by an individual who has one sole residential house and/or land-use right in Vietnam, subject to certain conditions
- Interest on money deposited at banks or credit institutions, interest from life insurance policies and interest from government bonds
- Income in foreign currency received from Vietnamese residing overseas
- Overtime premium amount over the normal wage or salary that is paid in accordance with the Labor Code
- Pensions paid by the Social Insurance Fund under the Law on Social Insurance, and monthly pensions from voluntary pension funds
- Scholarships
- Compensation payments from life and non-life insurance contracts, compensation for labor accidents and other state compensation payments
- Income received from charitable funds or from foreign-aid sources for charitable or humanitarian purposes

- Income from winning prizes in casinos

**Tax reduction.** Foreign experts working for official development assistance projects or with respect to programs or plans of non-governmental organizations in Vietnam are exempt from tax if they meet certain conditions. They must submit an application for exemption as required by law.

**Taxation of employer-provided shares.** Shares provided to employees are taxable as employment income and taxed at the time of transfer or sale. The taxable income equals the value of the shares recorded in the employer's accounting books. Income from the transfer of the awarded shares is also subject to capital gains tax (see *Income from capital transfers*).

**Tax deductions.** The deductions described below are available to tax residents who have employment income.

*Personal and dependent relief.* Personal relief of VND11 million per month is automatically granted to resident individuals who derive employment income. Dependent relief of VND4,400,000 is granted for each eligible dependent. No limit is imposed on the number of dependents. However, an eligible dependent must meet certain conditions with respect to income, age and his or her relationship with the taxpayer. A registration dossier for qualified dependents is also required to be submitted to the tax authorities.

*Mandatory contributions.* Mandatory social, health and unemployment insurance contributions, including mandatory contributions by expatriates to overseas schemes in the home country, with the same nature as the compulsory insurance schemes in Vietnam, are deductible from employment income for PIT purposes.

*Contributions to charity.* Certain contributions to registered charitable, humanitarian or study promotion funds are deductible.

*Contributions to voluntary retirement funds.* Contributions to voluntary pension funds, which are established in accordance with the Ministry of Finance's guidance, are deductible from taxable income. However, the deduction is capped at VND1 million per month for both employer and employee contributions.

*Contribution to the disaster prevention fund.* The contribution to the disaster prevention fund established in accordance with Decree 78/2021/ND-CP is deductible. This is a compulsory employee contribution to the government's disaster prevention fund. The contribution equals one day of salary per year (based on the regional minimum salary).

**Foreign tax credit.** Tax paid on foreign-sourced income in other countries may be claimed as a credit against the tax liability in Vietnam. However, the amount of the credit may not exceed the amount payable in accordance with the Vietnamese tax scale that is assessed and allocated to the part of the income arising overseas. To claim the foreign tax credit, an application and required supporting documents must be filed with the tax authorities.

## **Tax rates**

*Employment income.* The table below presents the progressive tax rates on employment income of resident individuals. To

calculate the tax due by using the table, multiply the taxable income by the tax rate and then subtract the bracket adjustment. The following is the table.

<b>Residents' average monthly assessable income</b>		<b>Tax rate %</b>	<b>Bracket adjustment VND (thousands)</b>
<b>Exceeding VND (thousands)</b>	<b>Not exceeding VND (thousands)</b>		
0	5,000	5	0
5,000	10,000	10	250
10,000	18,000	15	750
18,000	32,000	20	1,650
32,000	52,000	25	3,250
52,000	80,000	30	5,850
80,000	—	35	9,850

*Business income.* The following table presents the PIT rates on business income for various activities, which apply to tax residents.

<b>Business activities</b>	<b>Deemed PIT rate (%)</b>	<b>Deemed VAT rate (%)</b>
Distribution and supply of goods	0.5	0 or 1
Services and construction without materials (no supply of materials)	2 or 5	0 or 5
Production, transportation, services associated with goods and construction with materials	1.5	0 or 3
Other business activities	1	2

The following table presents the PIT rates on business income for various activities, which apply to tax nonresidents.

<b>Business activities</b>	<b>Deemed PIT rate (%)</b>
Distribution and supply of goods	1
Supply of services	5
Production, construction, transportation and other activities	2

*Other non-employment income.* The following fixed tax rates are imposed on income derived by resident individuals other than employment and business income.

<b>Type of income</b>	<b>Tax rate (%)</b>
Income from capital investment	5
Income from royalties and franchising (exceeding VND10 million)	5
Income from winnings or prizes (exceeding VND10 million)	10
Income from inheritances and gifts (exceeding VND10 million)	10
Income from capital transfers	20
Income from security transfers	0.1
Income from property transfers	2

The following tax rates apply to nonresident individuals.

Type of income	Rate (%)
Income from employment	20
Income from capital investment	5
Income from royalties and franchising (exceeding VND10 million)	5
Income from winnings or prizes and gifts (exceeding VND10 million)	10
Income from capital transfers	0.1
Income from transfers of real property	2

## B. Social security

The following are the statutory contribution rates for employers and employees with respect to social security, health insurance and unemployment insurance.

	Social insurance %	Health insurance %	Unemployment insurance %
Employer	17.5	3	1
Employee	<u>8</u>	<u>1.5</u>	<u>1</u>
Total	<u>25.5</u>	<u>4.5</u>	<u>2</u>

Companies operating in industries with a high risk of occupational diseases and accidents are entitled to a lower contribution rate of 0.3% to the social insurance fund for occupational diseases and accidents instead of the normal rate of 0.5% if certain conditions are met.

The social and health insurance contribution is calculated based on the salary or wage, allowance and additional payments stated in the labor contract. However, it does not exceed 20 times the common minimum salary provided by the government. Effective from 1 July 2024, the capped salary for the social and health insurance contribution is VND46,800,000 (VND2,340,000 x 20). The common minimum salary may change from year to year according to the government's decision.

The unemployment insurance contribution is only required for Vietnamese employees and calculated based on the salary or wage, allowance and additional payments stated in the labor contract. However, it does not exceed 20 times the regional minimum salary, which currently ranges from VND3,450,000 to VND4,960,000 and varies for each city and province. These ranges apply from 1 July 2024.

Vietnamese employees are subject to all three insurance schemes, while expatriate employees are required to contribute to social insurance and health insurance.

Companies also have an obligation to contribute to the trade union fund at 2% of the base salary subject to the social insurance contribution for employees who are required to make social insurance contributions.

## C. Tax filing and payment procedures

Organizations and individuals must withhold income tax from income paid to resident and nonresident individuals with respect to income from the following:

- Income from employment

- Capital investments
- Capital transfers (including transfers of securities)
- Dividend shares
- Bonus shares
- Profits reinvested as capital
- Capital contributions by individuals in the form of immovable property or shares
- Sales support
- Trade discounts
- Payment discounts
- Cash or non-cash support for business individuals
- Royalties
- Franchising
- Winnings and prizes

Declaration and payment of tax on employment income by income payers must be made on a monthly basis by the 20th day of the following month. If the income payer is eligible to declare VAT on a quarterly basis or the operating form of the income payer has no revenue from goods or services, declaration and payment of tax on employment income can be made on a quarterly basis. The amounts paid throughout the year are reconciled with the total tax liability at the year-end. An annual tax return of the income payers must be submitted and any additional tax must be paid by the last day of the third month following of the end of the calendar year.

Individuals receiving a salary from overseas are required to file tax returns on a quarterly basis by the last day of the first month of the following quarter. An individual year-end finalization of income tax is also required, and any amounts due must be paid by the last day of the fourth month following the end of the calendar year.

Finalization is required if any of the following circumstances exist:

- The tax payable exceeds by more than VND50,000 the tax withheld or paid.
- The individual is eligible for a tax refund.
- The individual is a resident foreigner who terminates a Vietnam assignment.

An individual deriving income from the transfer of real property must declare tax and file a tax return together with the documents relating to transfer of ownership or right to use the real property. The tax must be paid in accordance with the tax notice.

An individual deriving income from the transfer of capital must declare tax when he or she performs procedures for the transfer of the capital.

An individual deriving income from inheritances or gifts must declare tax each time the income arises. The tax declaration must be submitted when the procedures for the transfer of ownership or rights to the use of the inherited or donated assets are conducted.

For resident individuals deriving income arising from overseas, employment income is declared on a quarterly basis and an annual basis. Other types of income (capital investment, capital

transfer, transfer of real property, royalties, franchising, winnings, inheritances and gifts) must be declared within 10 days from the date on which the tax arises.

A Vietnamese company that signs a contract with the foreign contractor who assigns its expatriate employees to work in Vietnam to perform the service is required to notify the Vietnamese tax authorities of the list of these expatriates (including name, nationality, working period, job title and estimated income) within seven days before they arrive to work in Vietnam.

## D. Tax treaties

Vietnam has entered into double tax treaties with the jurisdictions listed below. Exemption under double tax treaties is not automatic in Vietnam and an application must be filed before relying on the exemption.

Algeria*	Iran	Philippines
Australia	Ireland	Poland
Austria	Israel	Portugal
Azerbaijan	Italy	Qatar
Bangladesh	Japan	Romania
Belarus	Kazakhstan	San Marino
Belgium	Korea (North)	Saudi Arabia
Brunei	Korea (South)	Serbia
Darussalam	Kuwait	Seychelles
Bulgaria	Laos	Singapore
Cambodia	Latvia	Slovak Republic
Canada	Luxembourg	Spain
China Mainland	Macau	Sri Lanka
Croatia*	Malaysia	Sweden
Cuba	Malta	Switzerland
Czech Republic	Mongolia	Taiwan
Denmark	Morocco	Thailand
Egypt*	Mozambique	Tunisia
Estonia	Myanmar	Türkiye
Finland	Netherlands	Ukraine
France	New Zealand	United Arab
Germany	North Macedonia*	Emirates
Hong Kong	Norway	United Kingdom
Hungary	Oman	United States*
India	Pakistan	Uruguay
Iceland	Palestinian	Uzbekistan
Indonesia	Authority	Venezuela
India	Panama	

\* This treaty is not yet in force.

## E. Entry visas

*The sections below provide only the general standard business immigration requirements for a foreigner to work in Vietnam. Various requirements and practices are not described in this book. Professional advice should be obtained on a case-by-case basis.*

All foreigners must have a passport or passport substitute papers that are valid for at least six months and a visa granted by the competent Vietnamese agencies, except for citizens of countries

that have visa exemptions included in bilateral consular agreements with Vietnam (Association of Southeast Asian Nations [ASEAN] member countries and Kyrgyzstan), Chile and Panama or unilateral agreements with Vietnam (Belarus, Denmark, Finland, France, Germany, Japan, Korea [South], Italy, Norway, the Russian Federation, Spain, Sweden and the United Kingdom). Citizens of these countries may enter Vietnam as tourists or business travelers for 14, 21, 30, 45 or 90 days per trip, respectively, depending on their nationality.

To legally enter Vietnam, foreigners must apply for a visa corresponding to the entry purpose and provide supporting documents. After the visa is granted, the foreigner is responsible for acting in accordance with the registered purpose of entry, and this purpose should not be changed during the stay in Vietnam.

A working/labor visa is required for those who work in Vietnam. A work permit or work permit exemption certificate is required to be enclosed in the visa application. The maximum duration of a labor visa is 12 months. A business visa can be obtained for a business trip or a short working period in Vietnam. The duration of a business visa is up to three months, with multiple entries. The current processing time is five to seven working days from the date of filing.

A foreign individual can also apply for an e-visa to enter Vietnam for business purpose. An e-visa is valid for up to 90 days and allow holders to enter and depart from Vietnam multiple times. The immigration authority takes from three to five working days to grant the e-visa from the date of filing.

## F. Work permits

A work permit is required for a foreign national to legally work in Vietnam, except for cases of work permit exemptions. This document is granted only to a foreign national who is sponsored by an entity in Vietnam.

A foreigner who enters Vietnam to work for intervals of up to 30 days and no more than 3 times per calendar year as a manager, executive director, specialist or technician is not required to obtain a work permit.

**Procedure and standard timeline.** The sponsoring entity in Vietnam must advertise the vacancy job(s) on the labor authority's online portal to Vietnamese laborers for at least 15 days. If the sponsoring company is not able to find a Vietnam laborer qualifying for the vacant job, the company can submit the demand for using foreign nationals working in Vietnam to the relevant labor authority at least 15 days before recruiting or transferring the foreign nationals to work in Vietnam. Within 10 working days after receiving the demand, the local labor authority responds to the sponsoring entity in writing regarding the acceptance or refusal of the demand. This letter is a pre-approval for using foreign employees in Vietnam for a specific position and is the integral document of the work permit application/work permit reissuances and work permit exemptions dossiers.

A work permit application must be filed with the local labor authority at least 15 calendar days before the expected

commencement date for the employee. The current processing time as stated in the prevailing regulation is five business days.

The required documents in work permit application dossiers that are issued in foreign countries must be legalized in the country of issuance to be recognized in Vietnam. Depending on the diplomatic relations between Vietnam and the country of issuance, the steps required to legalize the documents may vary. Consequently, the total processing time for work permit applications may take one to three months or more.

A work permit can be granted with a maximum validity period of two years and can be extended one time for an additional two-year period. Foreign nationals who wish to remain in Vietnam for more than four years must apply for a new work permit after completing four years in Vietnam.

**Qualification requirements.** A foreign national who wants to work in Vietnam must meet the required qualifications for a pre-approval position. The following are four main categories of work permits:

- Manager
- Executive director
- Expert
- Technician

The following are the requirements for the above work permit categories:

- For manager and executive director positions according to the definition in the Law on Enterprise, the company's enterprise registration certificate, appointment decision/assignment letter and charter/operational regulation are required.
- At least three years of relevant professional experience and a bachelor, engineering or equivalent or higher degree are required for specialists. Alternatively, the specialist must have five years of overseas working experience and have a practitioner certificate related to the position applied for in Vietnam.
- A minimum one-year training certificate and three years of relevant experience is required for technicians. Alternatively, the technician is required to have at least five years of experience corresponding to the job position to which he or she will be appointed in Vietnam.

In addition to the above qualifications, foreign nationals will generally fall into one of two major categories: intra-company transfer and local hires. An intra-company transfer must have worked for his or her home employer for at least 12 consecutive months prior to the work permit application. The local hire must sign a local employment contract with the sponsoring entity in Vietnam. Both intra-company transfers and local hires must submit documentation proving that they meet the necessary criteria.

**Work permit exemptions.** There are 20 cases entitled to work permit exemptions as provided in the current Labor Code and the Decree on Work Permit. The following are typical examples of individuals who are exempt from the requirement to obtain a work permit in Vietnam:

- A foreigner who enters Vietnam to work for up to 30 days and no more than three times per calendar year



- A foreigner who is a contributing member or owner of a limited liability company whose individual capital contribution is at least VND3 million
- A foreigner who is a member of the board of directors of a joint stock company whose individual capital contribution is at least VND3 million
- A foreigner who is married to a Vietnamese citizen and residing in Vietnam

In general, for the above listed cases for work permit exemption, the sponsoring entity is not required to submit the application for a work permit exemption certificate. For the remaining cases, under the prevailing regulations, the sponsoring entity in Vietnam must process the job posting to Vietnamese laborers and submit the demand for using foreign nationals working in Vietnam to the relevant labor authority at least 15 days before recruiting the foreign nationals to work in Vietnam. At least 15 calendar days before the date the foreign national is supposed to begin work, the sponsoring entity must submit the work permit exemption application to the respective local authority for the place where the foreign national will work regularly.

The local labor authority issues a written certificate to the employer within five working days after the date on which a sufficient application is received. A written response and explanation are provided if the work permit exemption application is rejected.

### **G. Temporary residence card**

The temporary residence card serves as a multiple-entry visa with a minimum term of one year. The maximum term of the temporary residence card is subject to the term of the work permit, the work permit exemption certificate, the validity of the business license and the applicant's passport.

A temporary residence card is granted to a foreigner who has a valid work permit or work permit exemption certificate with duration of over one year and his or her legal spouse and children under 18 years old. Documents proving the relationships between the principal applicant and the dependents must be legalized and translated into Vietnamese for the temporary residence card application.

This card can only be granted after the applicant has entered Vietnam using the correct visa. The current processing time at the local authority is five to seven business days from the date of the filing of the application.

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*The life of the multi-currency system was extended from 31 December 2025 to 31 December 2030. Effective from 5 April 2024, the local currency changed from the Zimbabwe dollar (ZWL) to Zimbabwe gold (ZWG). ZWL balances were converted to ZWG using an exchange rate of ZWG1 = ZWL2,498.72. The ZWG is now an international currency having been registered by the World Bank International Organization for Standardization (ISO) 4217 Committee, effective from 25 June 2024.*

## A. Income tax

**Who is liable.** All individuals are subject to income tax on income that is accrued or received by or in favor of a person or deemed to have accrued or received by or in favor of a person from a true or deemed Zimbabwean source in a year of assessment. The source of employee services is where the services are rendered. The place of payment does not matter.

The terms “resident” and “ordinarily resident” are not defined in the Income Tax Act. Residential status depends on the facts and circumstances indicating a degree of presence. For example, a person living and working temporarily in Zimbabwe is considered resident but not ordinarily resident, while a transient visitor is considered neither ordinarily resident nor resident.

**Income subject to tax.** The taxation of various types of income is described below.

*Employment income.* Tax is levied on all forms of employee remuneration, including salary, wages and allowances whether in cash or in kind.

All allowances paid by an employer or on an employer’s behalf to an employee are taxable. These include school fees and allowances, free or subsidized accommodation, gifts to employees, holiday allowances, use of company motor vehicles, free or subsidized shares, free food and goods sold to employee below market value.

The following were the annual deemed benefits on the use of an employer's motor vehicle by an employee, effective from 1 January 2024.

<b>Engine capacity</b>	<b>USD*</b>
Up to 1,500 cc	625
1,501 cc to 2,000 cc	830
2,001 cc to 3,000 cc	1,250
3,001 cc and above	1,660

\* For local currency payrolls, the deemed benefit amounts are the equivalent of the US dollar (USD) values converted using the exchange rate prevailing on the date of processing the payroll.

Nonresident persons providing employee services in Zimbabwe are liable to tax on their employment income in Zimbabwe at the rates shown in employee tax tables.

Partners in a partnership are not employees and therefore are not subject to employee tax. Instead, they are individually taxed on their share of partnership profits at a rate of 25% plus the 3% AIDS levy. For the period January 2021 to 31 December 2023, the tax rate was 24%.

*Executive directors' fees.* Fees paid to executive directors by the employer are considered employee income and are liable to employee tax.

*Self-employment and business income.* Income tax is levied on total income received by or accrued to or in favor of any person or income deemed to have been received by or accrued to or in favor of a person from a source in Zimbabwe or a deemed source in Zimbabwe. This excludes amounts proved by the taxpayer to be capital in nature. Certain types of income are exempt from tax. These are covered in the Third Schedule to the Income Tax Act.

Up to 31 December 2023, income from trade and investment was subject to tax at a rate of 24% plus the 3% AIDS levy. The tax rate was increased to 25% from 1 January 2024. The combined tax rate, including the 3% AIDS levy, is 25.75%.

Nonresident persons with business income are taxed at 25.75% inclusive of the 3% AIDS levy.

*Investment income.* The following are the tax rates for dividends.

- Zimbabwe Stock Exchange-listed (ZSE-listed) securities: 10%
- Victoria Falls Stock Exchange-listed securities: 5%
- Unlisted securities: 15%

Dividends received from another country are taxed at a special rate of 20% on the gross amount. The AIDS levy is not chargeable. Any withholding tax paid in the payer jurisdiction can be claimed as a credit. The credit is limited to the tax payable in Zimbabwe.

Interest paid on deposits with local building societies, banks and other financial institutions are exempt from income tax. However, it is subject to a final withholding tax of 15%.

Interest on fixed-term deposits for at least 90 days or one year, is taxed at 5% or 0%, respectively.

Interest deemed to be from a Zimbabwean source is taxed as business income at a rate of 25.75% of taxable income. Credits are granted on foreign tax withheld on interest income.

**Employer-provided stock options.** A taxable benefit arises on an option provided to an employee to purchase stocks at below market value. The benefit arises on the date the option is exercised.

For options granted before and exercised after 1 February 2009, the taxable benefit subject to Pay-As-You Earn (PAYE) is 5% of the market value of the shares prevailing on the date the options are exercised.

For options granted after 1 February 2009, the value of the benefit is the market value of the shares on the date the option is exercised, less the price paid by the employee. The benefit is subject to the PAYE system at the normal rates set forth in *Employee tax rates*.

The subsequent disposal of shares by the employee has no employee tax effect. Their taxation is covered under the rules discussed in *Capital gains and losses*.

**Capital gains and losses.** Capital Gains Tax (CGT) is charged on the disposal of specified assets, which are marketable securities, immovable property and any right or title to property transfer for which registration is required, whether tangible or intangible.

For specified assets acquired or constructed on or after 22 February 2019, the tax is charged on the capital gains at a rate of 20%.

The following is the formula for calculating capital gains:

$$SP - [(C + (C+CPI)n) + (Im + (Im * CPI)n)]$$

The following are the description of the items contained in the above formula:

- “SP” is the selling price.
- “C” is the purchase or construction cost.
- “Im” is improvements made on fixed property.
- “CPI” is the Consumer Price Index.
- “n” is the number of years from date of purchase, construction or improvement.

Assets acquired or constructed before 22 February 2019 are subject to 5% CGT on the gross selling price.

The tax is paid in foreign currency unless the taxpayer proves that proceeds were received in local currency.

Securities listed on the Victoria Falls Stock Exchange are exempt from CGT.

Effective from 24 October 2022, 4% CGT is chargeable on ZSE-listed marketable securities held for a period of less than 180 days. On 28 June 2024, the legislature intended to repeal the 4% CGT for a period of six months. However, the Statutory Instrument incorrectly referenced a non-existent provision. This becomes an uncertain tax position.

ZSE-listed securities are exempt from CGT if the 1% CGT withholding tax has been withheld.

The disposal of specified assets is also subject to capital gains withholding tax at the following rates:

- 15% of the selling price of immovable property acquired on or after 22 February 2019.
- 5% of the gross capital amount for immovable property acquired before 22 February 2019.
- 1% of the selling price of the ZSE-listed marketable securities, effective from 1 January 2025. This will be the final tax. Between 28 June 2024 and 31 December 2024, the rate was 2%. This was also deemed to be the final tax. For the period of 24 October 2022 to 27 June 2024, the CGT withholding tax was 1.5% of selling price for ZSE-listed securities held for 180 days or more, and 40% was chargeable on the disposal of marketable securities held for a period of less than 180 days.
- 5% of selling price for unlisted securities.

The tax should be withheld by a depository and paid to the Zimbabwe Revenue Authority (ZIMRA) on or before the third business day following the transaction. A depository is any intermediary handling the transaction and includes the purchaser.

A penalty of 100% and interest of 10% per year will be charged on late or underpaid CGT.

Special CGT on the transfer of a mining title was chargeable from 2014 up to 31 December 2023. The tax was chargeable at 20% on the transaction value immediately before the mining title is transferred. A special tax rate of 5% applied if there was an express provision in the Mines and Minerals Act for approval by the Minister of Mines of transfer of the specific mining title.

Individuals and partnerships that transferred a mining title before 1 January 2024 and had not paid the tax were required to account for the CGT no later than 1 April 2024. On 1 January 2025, the legislation was amended retrospectively to require individuals or partnerships to account for the special CGT on transactions concluded within or outside Zimbabwe any time after 31 December 2023.

Mining rights will only be registered by the Mining Commissioner upon production of a CGT clearance certificate issued by the ZIMRA.

Capital losses may be carried forward indefinitely.

The following CGT exemptions for individuals 55 years of age are provided for the following:

- Proceeds from the disposal of their principal private residence
- On the first USD1,800 or the local currency equivalent amount of proceeds received during the year from the sale of listed and unlisted marketable securities

Rollover relief is also available for the sale and replacement of a principal private residence and compensation received for damage or destruction of a specified asset.

**Withholding tax.** Registered taxpayers and government and statutory bodies must withhold 30% from any payments made to a

supplier of goods or services who has not furnished a valid tax clearance certificate. The tax is not withheld on aggregate annual payments not exceeding USD1,000 or the local currency equivalent amount. The tax withheld must be remitted to the Commissioner General by the 10th day of the following month. A withholding tax certificate must be issued in favor of the payee. The amounts withheld are credited against the payee's annual tax.

Non-executive directors are subject to 20% withholding tax on gross fees paid to them. This is a final tax.

Freelance insurance agents, insurance brokers and property negotiators are subject to 20% withholding tax. They are required to submit annual returns on 30 April of the following year. The 20% tax is credited against annual tax.

Nonresident artists or entertainers performing in Zimbabwe are subject to withholding tax of 15%.

The payment of fees for technical, managerial, administrative and consulting services; royalties; and remittances to nonresident persons is subject to 15% withholding tax. The rate may be reduced if there is a double tax treaty. A withholding tax certificate must be issued in favor of the nonresident person so that they can claim a tax credit in their residence state.

**Exemptions.** The following are exemptions from employment income:

- Annual aggregate amount not exceeding USD700 or the local currency equivalent amount on the payment of a bonus or a performance-related award.
- 50% of the amount waived with respect to tuition and boarding fees and levies payable by a member of the staff of a school, up to a maximum of three children.
- Up to 31 December 2023, the greater of the first ZWL5,000,000 or USD10,000 of severance pay and one-third of severance pay, up to a maximum of ZWL18,750,000 or USD37,500. With effect from 1 January 2024, the exempt amounts were reduced to the greater of the first USD3,200 or one-third of the amount paid subject to the latter not exceeding USD15,100 or the local currency equivalent amount.
- The greater of the first USD1,500 or one-third, up to a maximum of USD10,000 or the local currency equivalent amount of any untaxed pension commutation or annuity payable on cessation of employment due to retrenchment, to an employee below the age of 55 years before the beginning of the year of assessment.
- Proceeds received or accrued on the sale or redemption of any shares, units or other interest of the employee by a trust that accrues to an employee participating in an approved employee share ownership trust.
- Medical expenses (including related travel), invalid appliances and the cost of approved medical aid society contributions paid by an employer for an employee, his or her spouse, minor children and dependents.
- Rewards paid by the Commissioner General for information leading to the recovery of tax revenue.

- Allowances for accommodation and transport and grants of quarters or housing for staff of district hospitals or rural clinics owned, operated or sponsored by a religious body or a rural district council.

The following are exemptions for taxpayers aged 55 and above:

- The first USD3,000 or the local currency equivalent of interest on deposits with financial institutions.
- The first USD3,000 or the local currency equivalent of income from treasury bills and discounted instruments traded by financial institutions, if the terms sheet specifies that their income will be tax-free. However, this income is subject to a final withholding tax of 15% at the time of disposal or maturity of the instrument.
- The first USD3,000 or the local currency equivalent of rental income.
- Pension paid from a pension fund or the Consolidated Revenue Fund. The taxpayer must have attained the age of 55 years before the commencement of the year of assessment concerned.

### Deductions

*Employee deductible expenses.* Pension contributions not exceeding or USD5,400 or the local currency equivalent per employee per year are tax deductible. This ceiling applies with respect to pension and retirement fund contributions.

*Business deductions.* Capital allowances are deductible on fixed assets and/or software used during a tax year at 25% of cost over four years. Wear-and-tear allowances may be claimed on commercial buildings at a 2.5% rate on cost over 40 years. A taxable recoupment arises on the disposal of assets for which allowances were previously claimed. The recoupment is limited to capital allowances that were claimed.

**Credits.** The following tax credits are deductible from basic income tax payable:

Type of credit	Amount
Taxpayers over 55 years of age	USD900 per year or the local currency equivalent
Blind or disabled person	USD900 per year or the local currency equivalent
Medical expenses, cost of invalid appliances and contributions to medical aid societies	50% of amount paid

**Calculation of employee tax.** The following steps must be followed to calculate employee tax when income is in the same currency:

- Step 1: Determine taxable income; that is, gross income – (exempt income + allowable deductions).
- Step 2: Calculate income tax on the taxable income using tax tables.
- Step 3: Deduct tax credits discussed in *Credits* if applicable.
- Step 4: Deduct the amount in Step 3 from the amount in Step 1 to determine the income tax payable.

- Step 5: Calculate 3% AIDS levy on the amount computed in Step 4.
- Step 6: Add result of Step 5 to the result of Step 4 to determine the total amount payable.

The following steps must be followed to calculate employee tax on income in both local and foreign currency:

- Step 1: Convert the local currency amounts to USD using the interbank rate prevailing on the payroll processing date.
- Step 2: Add amount converted in Step 1 to USD income.
- Step 3: Calculate taxable income; that is, gross income – (exempt income + allowable deductions).
- Step 4: Calculate the tax on the result from Step 3 using tax tables.
- Step 5: Deduct the tax credit discussed in *Credits* if applicable.
- Step 6: Calculate 3% AIDS levy on the amount calculated in Step 5.
- Step 7: Add the results of Step 5 and Step 6 to determine the total amount payable.
- Step 8: Allocate the tax determined in Step 7 to local currency and USD using the income split ratio.
- Step 9: Convert the tax portion relating to local-currency earnings, as allocated in Step 8, back to local currency using the interbank exchange rate on the payroll processing date.

**Employee tax rates.** As a result of the currency change, there were two tax periods in the 2024 year of assessment as shown below.

The following are the ZWL tax tables for the period of 1 January 2024 to 4 April 2024

Taxable income		
Exceeding ZWL	Not exceeding ZWL	Tax rate %
0	2,336,065	0
2,336,065	7,008,196	20
7,008,196	23,360,655	25
23,360,655	46,721,311	30
46,721,311	70,081,967	35
70,081,967	—	40

The following are the ZWG tax tables for the period of 5 April 2024 to 31 December 2024.

Taxable income		
Exceeding ZWG	Not exceeding ZWG	Tax rate %
0	12,204	0
12,204	36,612	20
36,612	122,040	25
122,040	244,080	30
244,080	366,120	35
366,120	—	40

For the period 1 January 2025 to 31 December 2025, the following are the ZWG tax tables.



Taxable income		
Exceeding ZWG	Not exceeding ZWG	Tax rate %
0	33,600	0
33,600	100,800	20
100,800	336,000	25
336,000	672,000	30
672,000	1,008,000	35
1,008,000	—	40

The USD tax table for the period of 1 January 2024 to 31 December 2024 remained the same, and there are no changes for 2025. The following is the table.

Taxable income		
Exceeding USD	Not exceeding USD	Tax rate %
0	1,200	0
1,200	3,600	20
3,600	12,000	25
12,000	24,000	30
24,000	36,000	35
36,000	—	40

A 3% AIDS levy is imposed on the cumulative tax due.

**Relief for losses.** Assessed losses on income from trade and investment can be carried forward for up to six years. Assessed losses from mining operations can be carried forward indefinitely. However, assessed losses from one mining location are not deductible from income of other mining locations. Losses from trade and investment activities are not deductible against employment income.

## B. Other taxes

**Estate and gift taxes.** Estate tax is levied on the estates of all deceased persons with assets located in Zimbabwe or with foreign assets arising from Zimbabwean sources. The family home and a family vehicle are not included in the dutiable value of the estate. The first USD100,000 or the local currency equivalent of the dutiable value is tax free. The rate of the estate tax on the balance of the dutiable value is 5%.

Zimbabwe does not levy gift tax. However, the market value of a donation of marketable securities or real property is subject to capital gains tax (see Section A).

**Wealth tax.** A wealth tax of 1% on residential properties with a value of at least USD250,000 is payable with effect from 1 January 2024. The maximum annual tax payable on a single property is USD50,000. The tax is payable annually; however, taxpayers may elect to pay any time during the year of assessment. Principal private residential property is exempt from the wealth tax.

**Presumptive tax.** Presumptive tax is imposed on the following:

- Informal traders
- Cross-border traders

- Hairdressers
- Operators of commercial waterborne vessels and fishing rigs, taxicabs, omnibuses, specified goods' vehicles, driving schools, licensed and unlicensed bottle stores and restaurants
- Cottage industry operators (cottage industries are trades or industries involved in furniture making and upholstery or metal fabrication and other industries prescribed in statutory instruments)
- Self-employed professionals (architects, engineers, legal practitioners, health practitioners and real estate agents)

Presumptive tax is charged if one of the above persons did not submit his or her annual return for the previous year. The presumptive tax may be claimed against final tax on assessment.

Effective from 1 January 2025, self-employed professionals (that is, architects, engineers, legal practitioners, health practitioners and real estate agents) who were subject to presumptive taxes are subject to self-assessment. They will be required submit annual income tax self-assessment returns.

### **C. Social security**

The National Social Security Authority (NSSA) ceiling for insurable earnings is based on the previous three months' average Total Consumption Poverty Line (TCPL) for a family of five, multiplied by a factor of 3.5. Employee and employer contributions are computed at 4.5% of the maximum insurable earnings. Effective from 1 June 2024, the maximum insurable earnings on which the 4.5% NSSA levy is computed is USD700 or the local currency equivalent.

### **D. Tax filing and payment procedures**

*Employers withhold tax under the Pay as you Earn or the Final Deduction System.* The Final Deduction System (FDS) applies to employees who worked for an employer for the full fiscal year of 1 January to 31 December. The employer must collect the correct tax by the end of the year. The FDS provides for refund or recovery of tax excesses or shortfall, respectively. The employee is not required to file an annual return unless he or she received taxable income from another source. The employer submits an annual employee tax reconciliation on 30 January of the following year. The late submission of the return attracts a civil penalty of USD30 per day up to a maximum of 91 days.

The employer must issue employee tax certificates to each employee. During the year, the employer calculates and withholds employee tax, which is paid to the tax office by the 10th day of following month.

Under the PAYE system, the employer calculates tax on a month-by-month basis without reference to tax paid in the previous month. This applies to employees who worked for less than the full year or have other sources of income. The employer issues an employee certificate (Form P6) to the employee. The employee must submit a tax return (ITF1) to the ZIMRA on 30 April of the following year

Nonresidents are subject to the same filing requirements as those applicable to residents. Employees leaving the country must file a date of departure return. Those returning or assuming new roles in Zimbabwe must file their annual returns unless they worked from 1 January to the end of the year.

*Quarterly payment dates for trade and investment income.* The following are the quarterly payment dates and the respective cumulative tax percentages of the estimated annual tax payable for provisional tax payments that must be made during the tax year:

- 10% by 25 March
- 35% by 25 June
- 65% by 25 September
- 100% by 20 December

*Submission of the annual income tax self-assessment return (ITF 12C) for trade and investment income.* The return must be submitted by 30 April of the year following the end of the year of assessment (that is, 31 December). However, the Commissioner General may in certain instances provide an extension for the submission of the ITF 12C to a date later than 30 April. Any outstanding tax should also be paid by the time of submission of the ITF 12C.

Effective from the year of assessment beginning 1 January 2022, separate returns are to be filed if any part of the income from trade or investment is earned in foreign currency. However, with the new Tax and Revenue Management System (TaRMS), only one return that is divided into USD and ZWG tax computation segments is submitted. This is effective from December 2023.

Income earned in any foreign currency other than USD will be converted to USD using the international cross-rate of exchange on the date of the return. Any other conversions to be made from one currency to the other; that is, USD to local currency or local currency to USD, will be made using the average Reserve Bank of Zimbabwe (RBZ) auction rate of exchange during the year of assessment. The RBZ auction system was discontinued on the 4 April 2024. From 5 April 2024, conversions are made using the RBZ average interbank exchange rate.

*Payment of tax.* Income tax is paid based on the proportion of the income earned, received or accrued. However, for income from trade and investment, if foreign currency income exceeds or is estimated to exceed 50% of total income, tax shall be paid equally in USD and ZWG (that is, 50% ZWG and 50% USD). The ZWG tax that is attributed to the USD income and that is payable in local currency shall be converted using the official exchange rate prevailing on the date of payment.

*Other.* Married persons are taxed separately on all types of income.

## **E. Double tax relief and tax treaties**

A credit is available for foreign taxes paid, limited to Zimbabwe taxes payable on the underlying foreign-source income.

Zimbabwe has double tax treaties with the following jurisdictions.

Belarus	France	Norway
Botswana	Germany	Poland
Bulgaria	Iran*	South Africa
Canada	Kuwait*	Sweden
China Mainland	Malaysia	Switzerland
Congo	Mauritius	United Arab
(Democratic	Namibia*	Emirates
Republic of)*	Netherlands	United Kingdom

\* This treaty has not yet entered into force.

## F. Temporary entry permits

Entry visas are required for all foreign nationals. The government of Zimbabwe issues single- and multiple-entry visas. Certain categories of visitors (specified by the immigration authorities) are automatically granted entry at the port of entry. Others are required to obtain visas before reaching the port of entry.

**Visitors' entry certificates.** Visitors' entry certificates are valid for up to six months and may be obtained on entry. This type of permit does not allow the holder to engage in any work, occupation or activity for gain, unless prior authority is given.

**Student and scholars' permits.** A student permit may be issued for the purpose of attending any educational institution other than a school. This type of permit is valid for one year from the date of issue and may be extended for additional periods.

A scholar's permit authorizes a foreign national to attend any school approved by the Chief Immigration Officer. This type of permit remains valid for a period of one school term from the date of issue and may be extended for further study. The permit remains valid automatically if the scholar remains at the same school for which the scholar's permit is issued.

The holder of a student or a scholar's permit may not engage in any gainful occupation except during school holidays.

**Business visitors' permits.** Visitors to Zimbabwe on business must enter under business visitors' permits. This type of permit is valid for 30 days and cannot be extended.

## G. Work permits

Any person who wishes to engage in an occupation (including work for gain or in the interests of any business undertaking) in Zimbabwe must obtain a valid temporary employment permit (TEP). TEP holders must train Zimbabweans to develop the skills for which the foreign nationals were admitted. Applications for temporary residence permits (see Section H) must be submitted in conjunction with TEP applications.

A TEP may be issued for a maximum period of three years and may be extended for a maximum period of five years if approved by the Chief Immigration Officer.

A TEP is subject to the following conditions:

- The permit holder may not engage in any occupation other than the occupation specified.

- If the permit is issued on application by a particular employer, the holder may not take up employment with any other employer.
- The holder and all the persons authorized to enter with him or her must leave Zimbabwe on or before the expiration of the period stated in the permit.

To apply for a TEP and temporary residence permit, the following documentation must be submitted to the Department of Immigration Control:

- Duly completed and signed TEP and temporary residence permit application forms. The forms can be downloaded from the Department of Immigration of Zimbabwe official website.
- Offer of employment to the prospective employee. This offer letter should indicate the salary and conditions of service.
- Because it is government policy to give Zimbabweans precedence over foreign workers, the employer must justify the employment of an expatriate rather than a Zimbabwean resident. Documentary evidence, in English, of qualifications and experience in the proposed occupation in the form of certified copies of educational qualifications such as degrees, diplomas, certificates and testimonials must be provided.
- A detailed *curriculum vitae* of the applicant in English.
- Certified copy of a valid passport.
- Two recently taken passport-size photos of applicant (all certified as true likeness of the applicant).
- Certified copy of birth and/or marriage certificate (if applicable).
- Police clearance letter.

All applicants for TEPs are referred by the Department of Immigration to the Ministry of Public Service, Labour and Social Welfare for approval.

After submission of the application to the Department of Immigration Control, the applicant should receive a letter confirming that the documents are in order and are being processed. Delays of one month or more may be expected in processing applications, depending on the volume of work in the ministries concerned. Prospective employees must remain outside Zimbabwe while applications are being considered.

On approval of the permit, the prospective employee is sent a letter confirming the application for a TEP, which must be presented to the appropriate offices of the Department of Immigration Control at least 14 days after entering the country to obtain the permit. The employee must present the following documents together with the approval letter:

- Passport
- Valid radiological certificate of freedom from active pulmonary tuberculosis

All TEP applicants must submit scanned copies of the following items together with the permit application:

- Two full-face photographs of the applicant, the spouse and each child younger than 18 years of age, if the spouse and children are accompanying the applicant or joining him or her later
- A certified copy of the birth certificate of the applicant and, if applicable, of the spouse and children
- One certified copy of the marriage certificate, if married

- Proof of adequate financial means by the guarantor or fully completed close relative guarantee form
- Proof of residence of the guarantor

The application fee is USD500 for the applicant and USD300 per dependent if any.

## H. Residence permits

Permission to reside in the country permanently is very difficult to obtain. A residence permit for an indefinite period may be issued to any individual who meets any of the following conditions:

- He or she is a dependent of a resident who will support the person (dependents may be any close relatives).
- He or she possesses substantial financial means and will invest in a business venture in Zimbabwe. A fee of USD1,000 is payable on application plus USD500 per dependent.
- He or she holds a TEP and has been resident in Zimbabwe for a continuous period of at least five years. The application fee is USD500.

## I. Personal and family considerations

**Family members.** An applicant's spouse and children younger than 18 years of age may be included under a TEP, but a separate work permit must be obtained for a working spouse.

Children younger than 18 years of age may attend school in Zimbabwe if they are included under a parent's TEP.

**Marital property regime.** The default marital property regime in Zimbabwe is a separate property system. However, couples may elect into a community property regime. Zimbabwe enforces community property claims brought between spouses married outside Zimbabwe.

**Driver's permits.** Most foreign driver's licenses may be used in Zimbabwe for up to one year after the date of entry into Zimbabwe. After the expiration of this period, a Zimbabwean license must be obtained. The validity of the foreign license is extended to three years for expatriates entering Zimbabwe on government-to-government contracts.

If no driver's license reciprocity exists between Zimbabwe and the country that issued the foreign license, an international driver's license is necessary. An international driver's license is valid for two years after the date of entry into Zimbabwe.

To obtain a local Zimbabwean driver's license, an applicant must first obtain a provisional driver's license. The provisional license, which is valid for one year, entitles a person to drive a car with learner license plates if he or she is accompanied by a qualified driver. Possession of a foreign driver's license provides exemption from the requirement to drive with a qualified driver if the Zimbabwean provisional license is obtained within the first year of residence in Zimbabwe.

A competence test taken during the period of validity of the provisional license must be passed to obtain a driver's license.

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## Contacts for other jurisdictions

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For information regarding services in other jurisdictions that are not covered in this guide, please contact the EY professionals listed below.

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## Currencies

The following list sets forth the names and codes for the currencies of jurisdictions discussed in this guide.

<b>Jurisdiction</b>	<b>Currency</b>	<b>Code</b>
Albania	Lek	ALL
Algeria	Dinar	DZD
Angola	Kwanza	AOA
Argentina	Peso	ARS
Armenia	Dram	AMD
Aruba	Florin	AWG
Australia	Dollar	AUD
Austria	Euro	EUR
Azerbaijan	Manat	AZN
Bahamas	Dollar	BSD
Bahrain	Dinar	BHD
Barbados	Dollar	BBD
Belgium	Euro	EUR
Bermuda	Dollar	BMD
Bolivia	Boliviano	BOB
Bonaire, St. Eustatius and Saba (BES-Islands)	US Dollar	USD
Bosnia and Herzegovina	Convertible Mark	BAM
Botswana	Pula	BWP
Brazil	Real	BRL
British Virgin Islands	US Dollar	USD
Brunei Darussalam	Dollar	BND
Bulgaria	Lev	BGN
Cambodia	Khmer Riel	KHR
Canada	Dollar	CAD
Cape Verde	Escudo	CVE
Cayman Islands	Dollar	KYD
Chile	Peso	CLP
China Mainland	Yuan Renminbi	CNY
Colombia	Peso	COP
Congo, Democratic Republic of	Franc	CDF
Congo, Republic of	CFA Franc BEAC	XAF
Costa Rica	Colón	CRC
Croatia	Kuna	HRK
Curaçao	Antillean Guilder	ANG
Cyprus	Euro	EUR

<b>Jurisdiction</b>	<b>Currency</b>	<b>Code</b>
Czech Republic	Koruna	CZK
Denmark	Krone	DKK
Dominican Republic	Peso	DOP
Ecuador	US Dollar	USD
Egypt	Pound	EGP
El Salvador	Colon	SVC
Equatorial Guinea	CFA Franc BEAC	XAF
Estonia	Euro	EUR
European Monetary Union	Euro	EUR
Fiji	Dollar	FJD
Finland	Euro	EUR
France	Euro	EUR
Gabon	CFA Franc BEAC	XAF
Georgia	Lari	GEL
Germany	Euro	EUR
Ghana	Cedi	GHS
Gibraltar	Pound	GIP
Greece	Euro	EUR
Guam	US Dollar	USD
Guatemala	Quetzal	GTQ
Guernsey	Pound	GBP
Guinea	Guinea Franc	GNF
Guyana	Dollar	GYD
Honduras	Lempira	HNL
Hong Kong	Dollar	HKD
Hungary	Forint	HUF
India	Rupee	INR
Indonesia	Rupiah	IDR
Iraq	Dinar	IQD
Ireland	Euro	EUR
Isle of Man	Pound	GBP
Israel	Shekel	ILS
Italy	Euro	EUR
Jamaica	Dollar	JMD
Japan	Yen	JPY
Jersey	Pound	GBP
Jordan	Dinar	JOD
Kazakhstan	Tenge	KZT
Kenya	Shilling	KES
Korea (South)	Won	KRW
Kosovo	Euro	EUR
Kuwait	Dinar	KWD

<b>Jurisdiction</b>	<b>Currency</b>	<b>Code</b>
Laos	Kip	LAK
Latvia	Euro	EUR
Lebanon	Pound	LBP
Lesotho	Loti	LSL
Libya	Dinar	LYD
Liechtenstein	Swiss Franc	CHF
Lithuania	Euro	EUR
Luxembourg	Euro	EUR
Macau	Pataca	MOP
Malawi	Kwacha	MWK
Malaysia	Ringgit	MYR
Maldives	Rufiyaa	MVR
Malta	Euro	EUR
Mauritania	Ouguiya	MRU
Mauritius	Rupee	MUR
Mexico	Peso	MXN
Moldova	Leu	MDL
Monaco	Euro	EUR
Mongolia	Tugrik	MNT
Montenegro	Euro	EUR
Morocco	Dirham	MAD
Mozambique	Metical	MZN
Namibia	Dollar	NAD
Netherlands	Euro	EUR
New Caledonia	CFP Franc	XPF
New Zealand	Dollar	NZD
Nicaragua	Córdoba Oro	NIO
Nigeria	Naira	NGN
North Macedonia	Denar	MKD
Northern Mariana Islands	US Dollar	USD
Norway	Krone	NOK
Oman	Rial	OMR
Pakistan	Rupee	PKR
Palestinian Authority	None	—
Panama	Balboa	PAB
Papua New Guinea	Kina	PGK
Paraguay	Guarani	PYG
Peru	Nuevo Sol	PEN
Philippines	Peso	PHP
Poland	Zloty	PLN
Portugal	Euro	EUR
Puerto Rico	US Dollar	USD

<b>Jurisdiction</b>	<b>Currency</b>	<b>Code</b>
Qatar	Rial	QAR
Romania	Leu	RON
Rwanda	Franc	RWF
St. Lucia	Dollar	XCD
São Tomé and Príncipe	Dobra	STD
Saudi Arabia	Riyal	SAR
Senegal	CFA Franc BCEAO	XOF
Serbia	Dinar	RSD
Singapore	Dollar	SGD
Sint Maarten	Antillean Guilder	ANG
Slovak Republic	Euro	EUR
Slovenia	Euro	EUR
South Africa	Rand	ZAR
South Sudan	Pound	SSP
Spain	Euro	EUR
Suriname	Dollar	SRD
Sweden	Krona	SEK
Switzerland	Franc	CHF
Taiwan	Dollar	TWD
Tanzania	Shilling	TZS
Thailand	Baht	THB
Trinidad and Tobago	Dollar	TTD
Türkiye	Lira	TRY
Uganda	Shilling	UGX
Ukraine	Hryvnia	UAH
United Arab Emirates	Dirham	AED
United Kingdom	Pound	GBP
United States	Dollar	USD
US Virgin Islands	US Dollar	USD
Uruguay	Peso	UYU
Uzbekistan	Sum	UZS
Venezuela	Bolivar	VES
Vietnam	Dong	VND
Zimbabwe	Zimbabwe Gold	ZWG

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EYG no. 002999-25Gbl

CRS\_CP\_103844706

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