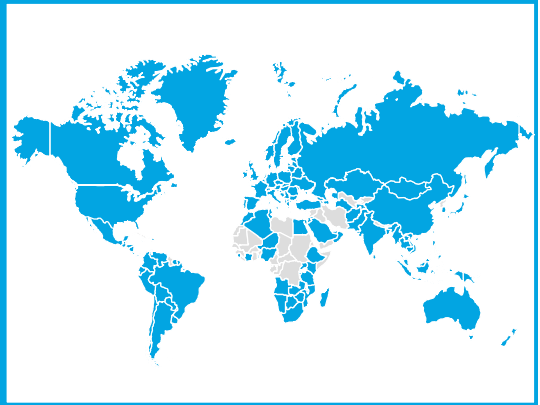


EXPATRIATES

Aruba

Tax facts for international assignees



INCOME TAX: WHO IS LIABLE

Depending on the facts and circumstances, an Aruba employee is either a resident or a non-resident of Aruba.

If the employee is seconded abroad but still considered a resident of Aruba, the employee is still subject to Aruba personal income tax on the employees' worldwide income regardless of where it is earned and paid. This includes e.g. foreign interest, dividends, and real estate properties.

If the employee is seconded abroad and is no longer considered a resident of Aruba, the employee is subject to Aruba personal income tax on income earned in Aruba (i.e. Aruba source income). This includes for example income from an employment, income from an Aruba enterprise, and substantial interest income from an Aruba resident entity.

Although Aruba has no tax treaties, a Regulation for the Dutch Kingdom exists that aims to avoid double taxation within the Dutch Kingdom. For non-Dutch Kingdom income sources, a State Decree determines which sources of income will be allocated to foreign tax jurisdictions and where Aruba will provide a relief for double taxation.

BREAKING RESIDENCY - EXIT PROCEDURES

If an employee who is seconded abroad is no longer considered to be a resident of Aruba, the employee will need to file an End of Tax Liability return ("Einde Belastingplicht Aangifte"). If after the moment of emigration the employee no longer has any sources of income in Aruba, no more tax liabilities will exist in Aruba.

The employee is required to visit the tax authorities at least 6 weeks before the scheduled departure date. The employee must submit the following documents:

- All possible not yet filed tax returns including proof of income and expenses;
- End of Tax Liability return over the current year;
- Copy of a valid ID;
- Copy of the airplane ticket;
- Copy of the deed of sale of real estate, if applicable;
- Telephone number and forwarding address.

INCOME TAX RATES

Income tax amounts in Afl. (for USD, apply USD 1 = Afl. 1.79), tax exempt amount Afl. 28,861

Rate category I: Income of	But not exceeding	Personal income tax	Plus % of amount exceeding column 1 x rate
-	34,930	-	14.00%
34,930	65,904	4,890.20	25.00%
65,904	147,454	12,633.70	42.00%
147,454		46,884.70	52.00%

SOCIAL SECURITY CONTRIBUTIONS

Social security amounts in Afl. (for USD, apply USD 1 = Afl. 1.79)

Insurance	Ceiling	Percentage employer	Percentage employee	Maximum yearly premium
AOW/AWW (old age)	85,000	10.00%	4.50%	12,325.00
AWW (widow)	85,000	0.50%	0.50%	850.00
AZV (general health)	85,000	8.90%	1.60%	9,775.00
ZV (sickness)	70,200	2.65%	0	1,860.30
OV (accident)	70,200	0.25% - 2.50% (depending on risk category)	0	1.755.00
Pension		3% minimum	3% maximum	N/A
Cessantia		0	0	40.00 per employee

For further information and to register for future updates contact expat@bdo.global

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