

Belgium	
<b>When will I be taxed in relation to my plan benefits?</b>	<p><b>Award:</b> No income tax. No social security.</p> <p><b>Vesting:</b> Income tax and social security.</p> <p><b>Transfer to participant:</b> No income tax. No social security.</p> <p><b>Sale by participant:</b> No tax on gain. No social security.</p> <p>Employees may be required to pay stock exchange transaction tax (SETT) on the sale/acquisition of shares.</p>
<b>What is the maximum rate of income tax payable in relation to my plan benefits?</b>	54.5% (2025). Any change in tax rates usually takes effect from 1 January.
<b>Income tax rates</b>	Progressive rates apply with a maximum tax rate of 50%. Communal taxes of up to 9% are added to the income tax due, resulting in a maximum effective top rate of 54.5%.
<b>Will my employer withhold income tax in relation to my plan benefits?</b>	Yes
<b>Are my plan benefits subject to social security contributions?</b>	Yes, if a non-Belgian company grants awards to employees of an affiliated Belgian company, the Belgian social security administration upholds that every type of remuneration is subject to Belgian social security contributions, simply "by virtue of their employment", without any intervention by the Belgian company in the granting of the remuneration. Although the position taken by the social security administration is subject to ongoing debate, it should be taken into account as the inspectors will apply such rule during audits.
<b>Employee social security</b>	<p><b>Employee social security (max rate):</b> 13.07%</p> <p><b>Employee social security (cap):</b> no cap. There is also a special social security contribution which is capped at EUR731.28 per year for a family.</p>
<b>What is the maximum rate of capital gains tax?</b>	<p><b>Capital Gains tax:</b> no capital gains tax provided the sale falls within the scope of the normal management of the individual's private estate. This depends on the facts of the case but the sale of shares acquired via an employee incentive plan is typically considered to fall within the scope of the normal management of a private estate.</p> <p><b>Belgian Stock Exchange Transaction Tax (SETT)</b> of 0.35% applies on the sale or purchase of existing shares through a professional intermediary (capped at EUR1,600 per transaction per party).</p>
<b>What is the maximum tax rate payable on dividends?</b>	30%

<p><b>Do I have to report any income in relation to the plan to my local tax authority?</b></p>	<p>Yes, all Belgian residents are required to file an annual tax return. If the employee is responsible for withholding and paying SETT on the sale or purchase of shares, they will be required to file a separate return. Individuals must also report any foreign accounts.</p> <p><b>Report name:</b></p> <ul style="list-style-type: none"><li>• <b>Annual tax return.</b> The form can be filed by post or online through the <a href="#">Tax-on-web portal</a>.</li><li>• <b>SETT return.</b> The form can be filed by post (Inningscentrum Diverse Taksen, Koning Albert II-laan 33 bus 431, 1030 Brussel) or by email (CPIC.TAXDIV@minfin.fed.be).</li></ul> <p><b>Tax period:</b></p> <ul style="list-style-type: none"><li>• <b>Annual tax return:</b> the tax year is a calendar year.</li><li>• <b>SETT return:</b> the month in which the taxable moment occurred.</li></ul> <p><b>Reporting deadline:</b></p> <ul style="list-style-type: none"><li>• <b>Annual tax return:</b> generally filed by 30 June of the year following the tax year, although the actual date will be on the tax return. An extension is usually available if filing online. An assessment notice is sent by the tax authorities within six months of the following year and any tax due must be paid within two months after receipt of this notice.</li><li>• <b>SETT return:</b> the deadline for filing and payment in relation to SETT by an individual is the last working day of the second month following the month in which the taxable moment occurred.</li></ul> <p><b>Payment of tax:</b> as above.</p>
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## Tax - Employee Notes - Free shares / RSUs



This summary assumes that you only pay tax in one place. Different rules may apply if you pay tax in different places.

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes; retention and holding periods; restrictions on the shares; clawback terms and periods; and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of 14 February 2025. Changes in legislation or practice after this date may affect the tax treatment.

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