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CEEC MET WITH HUNGARIAN -VIETNAMESE BUSINESS COUNCIL IN BUDAPEST, HUNGARY

On Tuesday, 29th January 2019, CEEC Vice-Chairman, Csaba Bundik took part at the meeting of the Hungarian – Vietnamese Business Council (HVBC) at the Hungarian Chamber of Commerce and Industry (HCCI).

Participating and presenting were: Mr. István Joó, Deputy Secretary of State for Export Development at Ministry of Foreign Affairs and Trade, H.E. Mr. Nguyen Tien Thuc,



Ambassador of SRV in Budapest, Mr. Róbert Forintos, Chairman of the HVBC, Ms. Liliana Zúgó, European Union Representative Office in Budapest, Mr. Csaba Bundik, Vice Chairman of the Central and Eastern European Chamber of Commerce in Vietnam (CEEC), Ms. Mária Stark, International Director of HCCI.

Vice Chairman Csaba Bundik has introduced the CEEC services and activities and disseminated Doing Business in Vietnam Guides to the participants. He also promoted the IPR Helpdesk in Vietnam. The invitation was based on the agreement between CEEC and HCCI signed in 2017. The interest of doing business in Vietnam is growing in Hungary, as well as the volume of the two- way trade. HCCI promotes CEEC to the companies that are willing to go to Vietnam in the future.

The Business Council is organized under the umbrella of HCCI.



CEEC ANNUAL GENERAL MEETING 2019



On Saturday, 2nd March 2019, the Central and Eastern European Chamber of Commerce in Vietnam (CEEC) conducted the Annual General Meeting (AGM) in Hanoi and HCMC.

The meeting was opened with the greetings and sincerest thanks from CEEC Chairman, Marko Moric, to all participants for their support during the previous year. Then the quorum was checked and confirmed. At the meeting, we had honor to receive CEEC Advisory Committee Board and our esteemed members.

In the next part, Executive Committee Members summarized CEEC activities in 2018 and proposed plans for 2019, which are, among others: increasing number of members, finding new corporate partners, exhancing external relations and focusing on business intelligance. The financial situation of 2018 and projection for 2019 were also discussed and approved by CEEC's members.

As a next step of the AGM, nominations of four ExCo members whose 2 years term was ending, were presented. All candidatures were unanimously accepted by the members. CEEC Board Members for 2019 are: Marko Moric, Csaba Bundik, Christoph Schill, Magdalena Krakowiak, Gellert Horvath, Nguyen Hai Minh, Nora Bihari, Kadri Lahi, Florian Beranek and Monika Jurzak.

The meeting ended with the final sincerest thanks from CEEC for the time, support and interest of all CEEC's member.



If you wish to receive presentations from the meeting, please contact CEEC office: office@ceecvn.org



CEEC MET WITH THE ESTONIAN DELEGATION



On 4th-5th March 2019, CEEC Board Member, Ms. Kadri Lahi, the County Manager of Emerhub toghter, was hosting the Estonian Business Delegation accompanying the Deputy Foreign Minister of Estonia, and the representatives of the Estonian Ministry of Foreign Affairs and Ministry of Rural Affairs.

An impressive line-up of 11 companies from the food and ICT sector took part at the business visit, had B2B and government meetings over two days.

During their visit, Kadri Lahi gave a brief introduction about the Chamber and its activities. She also distributed the "Doing business in Vietnam" guide to the delegates.

Further hight level visits and more investment from Estonia are scheduled to come to Vietnam.



E-VISA TO VIETNAM NOW APPLICABLE FOR ALL CEE COUNTRIES

Based on a decree (No 17/2019/ NĐ-CP) approved by the Vietnamese government (officially went into effect on 1st February 2019), all 15 CEE countries are now allowed to enter Vietnam on e-visa.

Visa applicants must register through the official website https://evisa.xuatnhapcanh.gov.vn/ and fill in the required information. The payment of 25 USD has to be done online too. The application is processed within 3 working days. The printed copy is needed to enter Vietnam. E-visas are limited to one entry and valid for a maximum duration of 30 days. Both, tourists and business visa can be applied as e-visa.





CEEC AT THE EUROCHAM WHITEBOOK 2019



On Thursday, 14th March 2019 in Hanoi, EuroCham launched the 11th edition of its annual Whitebook of trade and investment issues and recommendations. The event featured high-level speeches from Mr. Bui Thanh Son, Permanent Deputy Minister of Foreign Affairs; Mr. Pham Cong Tac, Vice-Minister, Ministry of Science and Technology; and H.E. Mr. Bruno Angelet, EU Ambassador to Vietnam and Head of the EU Delegation.

Mr. Nguyen Hai Minh, CEEC's Board Member, also our Representative to EuroCham Executive Committee,

moderated the Panel Discussion on "Tax & Customs Environment". The Panel also had Mr. Bob Fletcher, Vice-Chairman of Transportation & Logistics Sector Committee; Mr. Thomas McClelland, Chairman of Taxation & Transfer Pricing Sector Committee; Mr. Patrick Castanier, Co-Chairman of Wine & Spirits Sector Committee; Mr. Laurent Genet, Chairman of Mobility Sector Committee; Mr. Enrico Bruni, Vice-Chairman of Mobility Sector Committee and Mr. Nguyen Hong Uy, Representative of Nutritional Food Group. After the discussion and dialogue session, Mr. Minh Nguyen recommended to enhance the communication between Vietnamese Governmental agencies and EU companies by organizing more conferences and dialogue on Tax & Customs. In upcoming time, EuroCham will also organize some events relating to this highlighted topics, and he believed those interesting events will attracted not only EU but also Vietnamese companies.

CEEC Executive Committee Members: Mr. Florian Beranek and Mr. Christoph Schill were also participated that day.

Following the launching event in Hanoi, on 20th March 2019, the Whitebook was introduced in Ho Chi Minh City with the theme of: "EU-Vietnam Free Trade Agreement: Ho Chi Minh City as the bridge to Europe"

The conference attracted Representatives from Ho Chi Minh City leaders, Departments and agencies, European diplomatic missions, EuroCham Business Associations, Sector Committees and members, partners and media agencies. The event featured speeches by Vice-Chairman of Ho Chi Minh City People's Committee Mr. Le Thanh Liem and Co-Chairman of EuroCham Mr. Nicolas Audier, presentations of EuroCham's on 8 Sector Committees addressing trade and investment issues and recommendations on three topics: Healthcare, Consumer's Choice, Sustainability and Efficiency.



CEEC Vice Chairwoman, Ms. Magdalena Krakowiak gave a speech about IQMED Generics & Biosimilar and CEEC Executive Committee Member, Mr. Nguyen Hai Minh, took part at the panel discussion. They pointed out the chances for Ho Chi Minh City and the EU to discuss investment policies of the city and gave an outlook of the EVFTA in order to utilizing opportunities and address challenges once the deal is ratified.

More detail can be found on the Eurocham website.

The structure of the Whitebook was designed to provide a concise view of the issues affecting European businesses in Vietnam. In line with this objective, for each chapter in the Whitebook, EuroCham asked members engaged in the 16 Sector Committees to focus on the discussion of a maximum of three key issues they believe the Vietnamese Government should address as priorities.

The Whitebook 2019 also assesses how these concerns specifically affect Vietnam, for example, through impact on trade, growth or employment. Finally, the chapters put forward specific recommendations to help improving the current situation or resolving relevant challenges. There are twenty chapters in total; including eleven cross-sectoral chapters and nine sectoral chapters.



CEEC AT THE MEETING BETWEEN HO CHI MINH CITY LEADERS AND FDI ENTERPRISES 2019

CEEC Vice-Chairwoman, Magdalena Krakowiak together with the representatives of EuroCham Board led by EuroCham Vice-Chairman, Tomaso Andreatta, attended the "Meeting between Ho Chi Minh City Leaders and FDI Enterprises 2019" on March 23rd, 2019.



The conference was held by the Investment & Trade Promotion Centre of Ho Chi Minh City (ITPC) and cochaired by Secretary of HCMC Party's Committee Nguyen Thien Nhan and Chairman of HCMC People's Committee Nguyen Thanh Phong. At the meeting the representatives of HCMC Departments and agencies, 25 Business Associations, International Organisations and about 200 FDI enterprises operating in the city were present.

Many issues were raised by EuroCham Vice-Chairman, Mr. Tomaso Andreatta, such as restructuring state-

owned enterprises, regulations on contribution to social insurance of foreign employees working in Vietnam, tax and audits, etc. And some recommendations like focus on enforcing wastewater treatment, air quality control emissions, promoting green buildings standards and energy efficiency, investing in an identification and recording system containing some trace-ability components, were given to the City. The relevant authorities had noted EuroCham's recommendations and would proceed to ensure foreign investors enjoy favourable business conditions in the Vietnam.

SHARE&(L)EARN "HOW TO BE SOUND AND SAFE ON THE VIETNAMESE MARKET?"



The 11th Share & (L)Eearn event took place on 14th March 2019, with the topics related to company and product registration and protection: How to be sound and safe on the Vietnamese market?

At the beginning, Ms. Magdalena Krakowiak, CEEC Vice-Chairwoman warmly welcomed guests. She thanked the participants and partners, then invited the Consul General of Hungary, H.E. Mr. Tibor Baloghdi to give an opening remarks.

H.E. Baloghdi emphasized the uniqueness of CEEC and encouraged to use its services. The

Consul General invited CEEC to use consulate properties for CEEC events, business delegations or meeting.

Afterwards, Ms. Kadri Lahi, the Country Manager of Emerhub Vietnam, gave a very practical presentation focused on <u>company registration in Vietnam</u>. Key questions which each company should ask before registering are:

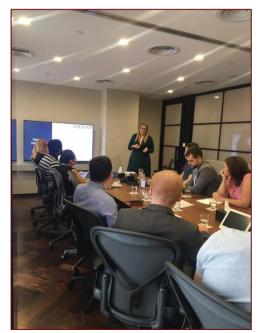
- When should you think about registering your business in Vietnam?
- What are the options for expats to start a small/medium sized business?
- What are the legal requirements to do so (location, minimum capital, management structure)?
- What should you expect when running your own business (hiring, tax compliance, and reporting)?

There are three main organizational structures utilized by foreign companies to operate in Vietnam:

- Representative Office: limited scope (e.g. no revenue allowed);
- Branch business: providing services of the parent company, which needs to be registered overseas for at least 5 years;
- Limited liability Company (LLC): limited liability to the capital contributed, founders can be individuals or company

LLC is the best option as the risk is limited and the company can be a one-person company, too.

We could also learn that there are some alternatives, depending on the nature of the business, like distributors, IOR



- Importer of Record (customs), EOR - Exporter of Record (shipping) or outsourcing to local company. Moreover, we could find out what business lines can be 100% foreign owned and what kind of business require a joint venture with Vietnamese partner.

Later, Ms. Kadri focused on the setting up of trading companies and the differences in timeline and requirements between Business to Business (B2B) and Business to Customer (B2C). While the B2B does not need a trading license, B2C requires that, which prolongs the registration procedure for 6-12 weeks.



Following Ms. Kadri's presentation, Ms. Marta Bettinazzi, Intellectual Property Business Advisor at the South-East Asia IPR SME Helpdesk, gave a general overview of the <u>intellectual property rights</u> (IPR) with the indication of how important for European SMEs is to protect them. As the companies' name, brand or reputation are their best assets, they should be protected from competitors.

We could learn that different IP requires different timeline and expenses. While the copyright registration takes only 15 days and is relatively low-cost, the patent or industry

design could take even 20 months and the costs are much higher. According to our expert, a trade mark is the best way to protect a brand.

As a final part, Ms. Marta gave us some insights on how to enforce our IP rights. Apart from administrative actions, there are criminal prosecution, alternative dispute resolution, civil action and custom registration. However, have to keep in mind that enforcement is not possible without registration.



PERSONAL INCOME TAX (PIT) By DOMICILE

Understanding Personal Income Tax in Vietnam for Expatriates

In Vietnam, the tax system can be at times confusing and tedious, involving procedures and calculations that sometimes are complicated and hard to comprehend, mostly for expatriates, foreign individuals that have no technical knowledge on the Personal Income Tax rules and regulations applied to, salaries, wages and other sources.

What is Personal Income Tax?

While "Personal Income" refers to an individual's total earnings from wages, investments, and other activities during a given period, the Personal Income Tax represents the amount of taxes an individual is required to pay into the Vietnamese state budget from salary deductions and other sources of income.

A few examples for sources of Personal Income which are subject to Personal Income Tax are: salaries or monthly incomes, inheritances, franchising income, transfer of real estate, capital transfers, capital investment, business activities, copyrights and prizes, with the note that the taxable income refers to the income generated in and out of Vietnam, regardless of where the income is paid.

Resident or Non-Resident?

Depending on the foreigner's residency status, Personal Income Tax calculations can be substantially different, depending on the level income the individual earns.

Foreign individuals will be defined as "Tax Residents" where they meet ONE of the conditions below:

- Are present in Vietnam for a period of 183 days or more within either a calendar year or for 12 consecutive months, counting from the 1st arriving date, or
- Have a permanent residence in Vietnam, representing a registered residence which is recorded on a Temporary/Permanent Residency Card, or
- Have signed a rental contract for a period over 183 days.

If the above tests are not met, then an individual will be treated as Non-Tax Resident in Vietnam. However, care still needs to be taken as there are circumstances where an individual may still be deemed a tax resident in Vietnam if they cannot prove they are Tax Resident in another country.

Taxable Income

The notion of Taxable Income is essential in the calculation of the PIT for foreign individuals, regardless they are Tax Resident or Non-Tax Resident in Vietnam, and it is important to understand what this refers to.

For Tax Residents, Taxable Income is represented by all income which is generated worldwide, regardless of where the income is paid or received. For a Non-Tax Resident, all income received for work undertaken in Vietnam, regardless where it is received. This means that if the foreign individual is engaged under a contract work in Vietnam but gets paid in an offshore account, these funds are generally liable to Personal Income Tax in Vietnam (other than where a specific Double Tax Agreement exemption applies). This is one of the common misunderstandings, and this is regularly debated in online media, among freelance consultants and expatriates involved project work, or digital nomads. This article is relevant to what the government is doing to actively pursue this issue in the tax system.

Personal Income Tax Calculation:

The Monthly Taxable Income generally represents the monthly salary or wage of the individual, and is taxed at a progressive rate from 5% to 35% for a Tax Resident, and a fixed 20% rate for a Non-Tax Resident, as in the chart below.

Monthly Taxable Income (VND)	Tax Resident PIT Rates	Non-Tax Resident PIT Rate
0 - 5,000,000	5%	
5,000,001 - 10,000,000	10%	
10,000,001 - 18,000,000	15%	
18,000,001 - 32,000,000	20%	20%
32,000,001 - 52,000,000	25%	
52,000,001 - 80,000,000	30%	
80,000,001 +	35%	

Notes:

- 1. a Personal deduction of VND9,000,000 is provided each month, which reduces the monthly taxable income accordingly.
- 2. additional dependent deductions are permitted, of VND3,600,000 per dependent per month, where they meet the requirement and are registered, further reducing monthly taxable income
- 3. Insurances withheld from employee gross salaries are deductible for PIT (ie, not subject to tax), and the employer contributions are not regarded as a taxable benefit for the employee.

The Personal Tax Rates on Other Income range from 0.5% to 10% and are presented in the chart below:

Type of Income	Tax Resident	Non-Tax Resident
Business Income (rates depend on the type of income)	0.5% - 5%	1% - 5%
Non-bank interest	5%	5%
Dividends	5%	5%
Sale of Shares (public)	0.1% of sales proceeds	0.1% of sales proceeds
Capital Transfers	20% of the net gain	0.1% of sales proceeds
Sales of Real Estate	2% of sales proceeds	2% of sales proceeds
Income from copyright, franchising or royalties	5%	5%
Income from prizes, inheritances or gifts	10%	10%

Service Contracts

Individuals commonly enter into "Service Contracts" in Vietnam for short term activities, but as these are not Labour Contracts, PIT is not applied on the progressive scale. Instead, payments exceeding VND2,000,000 in a month will require 10% PIT (for Tax Residents) to be withheld and remitted by the paying entity (the company) as a pre-payment of PIT for the individual.

At the end of the year, this income will be included in the annualised/taxable income subject to PIT at progressive rates, and a credit will be given for the 10% already paid.

Any shortfall in taxes will need to be paid to the Tax Authorities upon finalisation.

PIT calculation in Vietnam can be completed by using the charts and thresholds presented above and a there are a few online calculators that can show an estimate of the amount that has to be paid.

Non-Taxable Benefits & Income

Although the definition of taxable income is broad, there are certain defined benefits that are excluded from taxation. These benefits include:

- Once per year round-trip airfares for expatriate employees returning home, or Vietnamese working abroad returning.
- School fees (excluding tertiary) for children of expatriate employees or for Vietnamese working abroad.
- Mid-shift meals (subject to a cap in provided in cash).
- One-off relocation costs for expatriates coming to Vietnam for employment, and for Vietnamese working abroad.
- Uniforms (subject to a cap if provided in cash).
- Benefits provided in kind on a collective basis (eg, memberships) where an individual is not identified as beneficiary.
- Allowances or benefits for weddings or funerals.

Additional Income that is not taxable includes:

- Interest earned on deposits with banks and credit institutions.
- Payments from life and non-life insurance policies.
- Retirement pensions paid from the Social Insurance Fund.
- Transfers of property between direct family members.
- Inheritances and gifts from direct family members.
- Monthly retirement pensions from voluntary insurance schemes
- Income from winnings at Casinos.

Tax Years and Finalisations

<u>Foreign</u> individuals are subject to a calendar year as their standard tax year. Employers are required to withhold PIT from employee salaries and remit monthly or quarterly (depending on the size of the employer).

Other taxes are generally required to be withheld at source (ie, dividends), or self- declared on an events basis.

Within 90 days from the end of a tax year, individuals will need to determine whether they will need to undertake an annual tax finalisation.

If an individual only has income from a single employer during the year, then they can authorise their employer to finalise on their behalf. Non-residents don't need to finalise for Personal Income Tax from Salaries and Wages.

If an individual wish to claim a tax refund, a tax credit for future years, or has a tax liability to the tax authorities, then they must complete a tax finalisation within 90 days from the end of the tax year.

Individuals with simple tax matters, and who do not owe any taxes to the authorities, do not need to finalise. However, this may have an impact on future years if their tax affairs become complicated, therefore all taxpayers are encouraged to finalise their taxes each year.

Official Letters and Clarifications

Official Letters are releases showing the Tax Authorities' interpretation and application of Vietnam's Taxation Laws, providing guidance to taxpayers in Vietnam.

On 21 January 2019, HDT issued Official Letter 3228/CT-TTHT providing guidelines for PIT on foreign employees.

Foreign individuals who are appointed by an offshore parent company to work at a subsidiary in Vietnam for a long period, and are determined as a tax resident in Vietnam, will be subject to PIT in Vietnam on their global income.

The subsidiary is responsible for withholding and declaring PIT for domestic income paid to the foreign individual. For income received from the offshore parent company, the individual is required to self-declare on a quarterly basis following form 02/KK-TNCN issued in Circular 92/2015/TT-BTC.

Where the individual is determined as a tax resident, they are required to finalize their PIT. If the total income is only from the Vietnamese subsidiary, they are eligible to authorize the subsidiary to finalize PIT on their behalf. However, if they receive income from both the subsidiary and the parent company, they must self-finalise the PIT.

Double Taxation Agreements

These agreements take place to avoid having a situation where a tax payer will pay tax on the same income twice, one in Vietnam and once in his domicile country.

Tax relief in Vietnam under a DTA is not automatic. <u>Foreign taxpayers</u> are required to submit a notification application to the Vietnamese tax authorities 15 days prior to the tax payment deadline in order to seek to apply double taxation relief.

Applications can still be submitted in arrears up to 3 years from the tax payment due date, however implications may arise with late filed applications.

The DTAs also have the following purposes:

- Exemption or reduction of payable tax amounts in Vietnam for residents of the signatory country,
- Deduct the amount of tax paid by the Vietnamese Resident in the Contracting State from the amount payable in Vietnam.
- Supporting the signatory countries to prevent tax evasion on taxes on income and assets.

For further contact:

Vlad Savin, Business Development Executive, email: <u>vlad.savin@domicilecs.com</u>
Matthew Lourey, Managing Partner, email: <u>matthew.lourey@domicilecs.com</u>

(Source)

WELCOME TO NEW MEMBERS

We are pleased to welcome our new corporate members as shown as below. Further details can be found on CEEC Website



HEALTH CHECK UP FOR WORK PERMIT

CAREPLUS NEW SERVICE

CarePlus recently introduced its new service – the health check-up for work permit.

With two packages – Advanced and Standard – for both male and female, you can have not only full set of certified health record for work permit, but also comprehensive conclusions about your own health.

With all staff speaking English, CarePlus commits advanced support for your health check issues. CarePlus Medical Report for work permit is valid throughout Vietnam.

For all items and packages, please follow the link https://careplusvn.com/en/work-permit-health-check-for-foreigners-2

The price list can be found here.

For further information about special offers for group registration, please send an email to Ms. Nguyet at nguyet.nguyen@careplusvn.com or contact CarePlus free hotline **1800 6116** for appointment booking.

CarePlus is look forward to serving you at their international standard clinics!



MB AGEAS LIFE HELPS YOU BUILD YOUR HAPPINESS



MB Ageas Life is a joint venture whose capital was contributed by 3 partners namely Military Bank (61%), Ageas Group (29%) and Muang Thai Life (10%) with chartered capital of VND 1,100 billion. Founded on July 21, 2016, MB Ageas Life is the youngest member in the Vietnamese insurance market which has over 20 years of development.

MB Ageas Life leverages great strengths of 3 strong brands including Military Bank - a leading financial institution in Vietnam with a network of 260 branches and transaction offices, Ageas — a leading insurance brand in Europe with nearly 200 years of development and Muang Thai Life — the first ranking insurance brand in Thailand in terms of Bancassurance in its business development strategy in the Vietnam market.

MB Ageas Life obtained a position in Top 9 leading insurance companies which have the largest revenues from new customers in Vietnam as of June, 2018, just after over 1 years of operation. Given relentless efforts of our talents for the realization of a common goal, MB Ageas Life expects to offer customers outstanding service quality with professional salesforce who always put customers' needs and satisfaction first.

Beside prominent product and services, MB Ageas Life values the introduction of new experience through customer-centric campaigns. MB Ageas Life has successfully organized activities for modern families such as "Give priority to happiness", "Give priority to grow-up experience of children" in 2017 and 2018 consecutively.

Given its meaningful activities, MB Ageas Life will not only be a source of inspiration but a reliable companion to advise and provide you with financial solutions for lasting happiness of modern Vietnamese family.

Thanks to its achievements, MB Ageas Life was recognized and awarded Insurance Start-up of the year 2018 by Asian Banking and Finance Magazines.



"CEEC DOING BUSINESS IN VIETNAM 2018"

The third edition of "Doing Business in Vietnam 2018" was launched in May 2018. The booklet contains updates on economic figures, more details on CEEC Soft-landing service and the new Sector *Tourism & Hospitality* introduction.

The guide gives newcomers a better understanding of the Vietnamese market. It is a tool to diverse and to facilitate the outreach to the companies by highlighting the potential in the Vietnamese market in general and with some special focuses on several sectors. The main theme of the guiding book is the overview of the Vietnamese market and its most potential sectors, along with general information about CEEC.

For further information, the highlighted content includes:

- CEEC intro and contact information
- Vietnam political and economic outlook
- EU Vietnam Free Trade Agreement (EVFTA)
- Vietnam at a glance for business
- Sectors introduction:
 - o ICT Vietnam
 - Education
 - Agriculture
 - o Healthcare
 - Transport & Logistics
 - Tourism & Hospitality
 - Clean Technologies
- CEEC members & Sponsors

If you are interested in having you advertisement or a sector information at the booklet, please contact CEEC office at office@ceecvn.org for the details.

UPCOMING EVENTS

CEEC Networking Event of April in HCMC



Further information will be updated on CEEC website: www.ceecvn.org/events/ Please check our website regularly for upcoming interesting events!

UPCOMING SUPPORTED EVENTS

Earth Day 2019 - the Nationwide Clean-up campaign



The 3rd Annual AVCJ Vietnam Forum, HCMC



FMCG Congress 2019, Warsaw, Poland



PAST CO-HOSTED & SUPPORTED EVENTS

Hiring market and salary trends in Vietnam for 2019



Mazars Tax Dialogue



ECONOMIC OUTLOOK 2019 by GBA with Mr. Csaba Bundik, CEEC Vice Chairman as a speaker



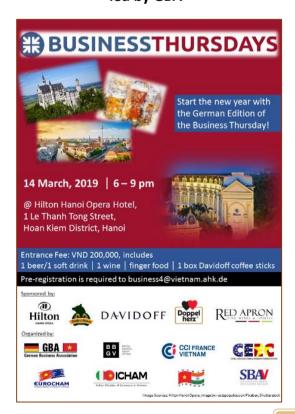
European Night in HCMC-Led by CCIFV



2nd Indochina Retail technology and innovation Summit on 7th March, 2019 in HCMC



Business Thursday in Hanoi led by GBA



HAWEE Leaders Forum 2019 - Transforming Leadership: Start with self



ELECTRIFY VIETNAM (EVN 2019), HCMC

