



## Belgian Solutions

AFI Belgium Sprl (AFI) are specialist providers of contract management solutions for contractors working in Belgium. We want to be your partner of choice based on our competence, excellent service, choice of solutions, high retentions and fair pricing.

As part of the global Access Financial contract management organisation we offer an international dimension to our local offerings. In other words, we are **glocal** – global yet local.

We ensure that contractors, recruitment businesses and their corporate clients all stay within the law and that

the immigration, tax, social security, employment and labour-leasing laws are all fully observed.

Our unique compliance portal provides the client with accurate real-time information on the compliance status of all our contractors.

For the contractor, he or she is assured of the very highest retentions possible under the law, excellent service and fees that are the best value for money obtainable.

“ The purpose of AFI Belgium Sprl is to provide all our clients – contractors, recruitment businesses and corporate clients with the most appropriate immigration, tax and social security solutions that are possible under law.

We aim to provide these solutions offering the highest level of service, surpassing the offerings of competitors and exceeding the expectations of our clients.

We aim to be regarded as the most highly reputed company in Belgian contract management. ”

### AFI Belgium Sprl

Avenue du Martin-Pêcheur 15  
1170 Watermael-Boitsfort  
Belgium  
Tel: +32 2 808 15 05

### Switzerland Head Office

Chemin de Précossy 7  
Case Postale 2123  
CH-1260 Nyon  
Tel: +41 22 365 4620  
Fax: +41 22 365 4621

### United Kingdom

68, Lombard Street  
London  
EC3V 9LJ  
Tel: +44 20 7017 3110  
Fax: +44 20 7017 3119

### Cyprus

Office No. 304  
3rd Floor, Bridge Tower  
4 Alexandrias Street  
3013 Limassol  
Tel: +357 25 820 640 / 641  
Fax: +357 25 341 027



## Self-Employed

## Employed

<b>Retention (for a typical contractor)</b>	<b>55% (+13% -3%)*</b>	<b>45% (±5%)*</b>
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>• EU/EEA nationals</li> <li>• Non-EU/EEA nationals who have a residency permit allowing them to work as self-employed</li> <li>• A minimum requirement of a diploma (diploma of a spouse or partner is accepted), or a proof of 3-5 years' of managerial experience</li> </ul>	<ul style="list-style-type: none"> <li>• All nationals</li> <li>• No diploma or degree required</li> </ul>
<b>Work Permits</b>	<ul style="list-style-type: none"> <li>• Non EU/EEA nationals must obtain themselves</li> </ul>	<ul style="list-style-type: none"> <li>• Our Belgian company can sponsor work permits</li> <li>• The total work permit cost is EUR 1,400</li> </ul>
<b>Features</b>	<ul style="list-style-type: none"> <li>• Works in Belgium as a self-employed contractor</li> <li>• A self-employed contractor may claim various business expenses which reduce the tax charge</li> <li>• A Belgian address is required to register as self-employed</li> <li>• The contractor will establish a fixed tax base in Belgium from the start</li> </ul>	<ul style="list-style-type: none"> <li>• The contractor is employed by AFI Belgium Sprl (the Employer)</li> <li>• The Employer runs a payroll and deducts the necessary tax and social security costs</li> <li>• The employer and employee social costs are part of the contract value</li> <li>• AFI Belgium Sprl can sponsor the work permits if required</li> </ul>
<b>Benefits</b>	<ul style="list-style-type: none"> <li>• Higher retention than being an employee due to lower social security contributions and taxes</li> <li>• Flexibility in choosing own working hours and place; possibility of holding simultaneous contracts</li> <li>• Possibility to claim business expenses to reduce the tax liability</li> <li>• Social security contributions may be reduced by obtaining an A1 in the contractor's home country</li> <li>• AFI does the accounting and prepares tax returns for the contractor</li> <li>• AFI is expert in Belgian tax and social security</li> </ul>	<ul style="list-style-type: none"> <li>• Easy to implement</li> <li>• Open to non-EU/ EEA nationals and non-graduates</li> <li>• Eligibility for unemployment benefits</li> <li>• Immigration services</li> <li>• AFI Belgium is expert in Belgian tax and social security issues</li> </ul>
<b>Registrations</b>	<ul style="list-style-type: none"> <li>• AFI will ensure all required registrations are done in Belgium</li> <li>• The contractor must register personally at the town hall</li> </ul>	<ul style="list-style-type: none"> <li>• AFI Belgium will ensure all required registrations are done in Belgium</li> <li>• The contractor must register personally at the town hall</li> </ul>
<b>Fees</b>	<ul style="list-style-type: none"> <li>• 5% of the monthly invoice value</li> </ul>	<ul style="list-style-type: none"> <li>• 6% of the monthly invoice value</li> </ul>

\* Illustrated projections do not take into account any additional taxable income the contractor may have, other than for this assignment.



## Personal Services Company (PSC)

## Hybrid

Retention (for a typical contractor)

**68% ( $\pm 8\%$ )\***

**73% ( $\pm 6\%$ )\***

### Eligibility

- EU/EEA nationals
- No diploma or degree required
- Working period in Belgium must be at least 6 months

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- No diploma or degree required
- Working period in Belgium must be at least 6 months

### Work Permits

- Not required (except for Croatian nationals who need to apply for it themselves)

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### Features

- The contractor is registered in Belgium as a director of his company and is treated as self-employed
- The level of retention depends on the salary level, the tax claimable expenses, the length of stay in Belgium and whether the contractor is married or not
- Contractors are assisted by Access Tax and Accounting Ltd (ATA), a firm of accountants, expert in Belgian tax and social security
- ATA will ensure the compliance with foreign and Belgian tax laws

- An Access Financial Group company (The Employer), registered in Belgium, employs the contractor
- The Employer will allocate and issue redeemable preference shares to the contractor
- The Employer and employee social security costs are part of the contract value
- At the end of the employment contract, the contractor will redeem his preference shares and receive a capital gain

### Benefits

- The director of his own PSC pays less social security in Belgium than does an employee
- Flexibility in choosing own salary and possibility of holding simultaneous contracts
- The PSC is a standalone solution
- The PSC can be used in future projects and elsewhere
- ATA does the accounting and prepare tax returns for the contractor and the PSC

- This is the solution with the highest retention
- No requirement to open a bank account as is the case with a PSC
- There is no requirement to act as director
- The Employer is expert in home and Belgian tax and social security issues

### Registrations

- ATA will ensure all required registrations are done in Belgium
- The contractor must register personally at the town hall

- The Employer will ensure all required registrations are done in Belgium
- The contractor must register personally at the town hall

### Fees

- 7% of the monthly invoice value

- 9% of the monthly invoice value

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