

## Social Insurances & Taxation Rates in the Netherlands as from January 1st, 2024

### 1. Tax in the Netherlands as from January 1st, 2024

#### Wage tax rates 2024

The wage tax in the Netherlands is paid entirely by employees, and consists partly of social security ("Contributions for national insurance schemes" or Premies Volksverzekeringen/PVV).

The following national insurance schemes are levied through the wage tax:

- AOW ("General Old Age Pensions Act" or Algemene Ouderdomswet)
- ANW ("Surviving Dependents Act" or Algemene Nabestaandenwet)
- WLZ ("Long Term Care Act" or Wet Langdurige Zorg)

There are 3 rate disks for wage tax, being:

Bracket	Yearly salary in €	Rates	Composition
Bracket 1	0 - 38.097	36,97%	9,32% tax and 27,65% PVV
Bracket 2a*	38.098 - 75.517	36,97%	for taxation only
Bracket 3*	Above 75.518	49,50%	for taxation only

\* The rate in disk 2a and 3 consists entirely of wage tax.

#### Corporation tax rates 2024

The following rates shall apply to corporation tax:

- Bracket 1: 0 till € 200.000 19%
- Bracket 2: as from € 200.000 25,8%

#### VAT rates 2024

The VAT rates are as follows:

- Low rate 9%
- High rate 21%

### 2. Social insurance in the Netherlands as from January 1st, 2024

Social insurance in the Netherlands is based on a range of laws. The employer, and sometimes the employee, is required to pay a premium in connection with it. The premium percentages are revised each year and consist primarily of a

- fixed premium, the same for every employer
- variable premium, based on the trade and employer in question

<b>Name of employee insurance schemes (social security)</b>	<b>Employee %</b>	<b>Employer %</b>
Unemployment Act (AWF, Algemeen Werkloosheidsfonds low)	0%	2,64%
Unemployment Act (AWF, Algemeen Werkloosheidsfonds high)	0%	7,64%
Healthcare Insurance Act (ZVW, Zorgverzekeringswet)	0%	6,57%
Differentiated premium Aof (occupational disability high)	0%	7,54%
Differentiated premium Aof (occupational disability low)	0%	6,18%
Childcare contribution	0%	0,50%
Occupational disability (Differentiated premium Whk consists of the WGA and the ZW premium)*	Max 50% WGA-premium	Variable per employer *

**A ceiling of € 5.969 per month / € 71.628 per year (social insurance wages or "sociaal verzekeringsloon"/loon SV) shall apply to the levying of these premiums in 2024. I.e., neither the employer nor the employee is required to pay social contributions for amounts in excess of this (except for the employee's wage tax).**

\* The differentiated Whk premium consists of the WGA premium ("Resumption of Work for Partially Disabled Persons" or *Werkhervatting Gedeeltelijk Arbeidsgeschikten*), and the ZW premium ("Sickness insurance Act" or *Ziektewet*). The Dutch government allows employers to withhold a maximum of 50% of the WGA premium from the employees' net wages.