

MEXICO

As per 1 January 2019

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Personal Income Tax Rates – Employment Income	Progressive tax rate: 1.92% – 35%
Tax period	Calendar year
Tax residency / Domicile according to domestic law	<ul style="list-style-type: none"> * If the individual spent more than 183 days continuously or not in Mexico in a 12 month period. * The salary will be paid by or in the name of an employer that is non-resident in Mexico. * Center of vital interests in Mexico (economic and personal relations)
Tax registration	Required if acquired tax residency and also in some cases when the individual is no tax resident. An appointment needs to be set to the Tax Authorities for obtain the Mexican tax ID, password to use the electronic services of the Tax Authorities 's website and electronic signature that allows to file taxes electronically in México.
Employment income definition	Any income or benefit earned in cash or in kind and income determined by tax authorities on the basis of presumptions. Additionally, if a person covers the taxes on behalf of the taxpayer, the tax paid is considering income for the taxpayer.
Examples of tax exemption	None
Specific expatriate concession	None
Income of board members	Any remuneration is taxable and the tax withholding is 25% over the income received without any deduction
Tax returns	Obligation to file a tax return not later than April 30th after the year end.
Tax payments	Obligation to file monthly tax payment every 17th after the month ends

TAX TREATIES

Employment income / income from board members	Taxable if source is a Mexican corporation
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INTERNATIONAL SOCIAL SECURITY

Cross border employments	None
Exception under Art 16 of Reg. 883/2004 and Art 17 of Reg. 1408/71	None
Social Security Cost as % from gross salary and absolute amounts	18% cost for the employer and 7% for the employee based on gross salary

IMMIGRATION

Work permit	It is necessary for any nationals without exception.
Visa	No Visa is necessary to enter Mexico.
Residency permits / registration certificate	This residency permits is allowed in long assignments
Driving license	Not acceptable for any foreign countries, must apply for a Mexican driving license.
STOCK OPTION PLAN	Taxable at the moment of vesting

ARTICLE 15 OF THE OECD MODEL

183 days

Yes.

Notion of employer

Only applicable if exist a labor relationship in Mexico.

Existence of a permanent establishment

If the individual sign contracts besides the foreign resident can be trigger a permanente establishment



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Omar Garcia

Tax Partner

Send Email (<https://www.mazars.com/Users/Our-team/Omar-Garcia-Garcia>)

Direct line: (52) 81- 8100-9848 Ext 118

Address: Ave. Humberto Junco Voigt 2307 Torre II Torre Martel, San Pedro Garza García, Nuevo León, Mexico, C.P. 66269

www.mazars.mx (<http://www.mazars.mx>)