

GUIDE TO VIETNAM PERSONAL INCOME TAX - 2026

Updated in May 2026

This PIT Guide outlines key regulations for individuals earning income in Vietnam. It serves as a general reference, not a substitute for professional advice.

1. Tax residency

General Rule

Individuals classified as Vietnam tax residents are subject to tax on their worldwide income, while non-residents are taxed only on income sourced in Vietnam.

Definition of Tax Resident

A tax resident is an individual who meets at least one of the following conditions:

a) Physical Presence

Is present in Vietnam for 183 days or more: (i) within 12 consecutive months from the first date of arrival; or (ii) within a calendar year.

b) Immigration Status

Holds a valid temporary or permanent residence card in Vietnam.

c) Accommodation Arrangement

Leases residential property in Vietnam for a term of 183 days or more during the relevant assessment period.

Non-Tax Resident Status

An individual who does not satisfy any of the above conditions will be treated as a non-resident for Vietnam tax purposes.

Important Note

An individual may still be regarded as a Vietnam tax resident if they are unable to substantiate tax residency in another country.

2. Tax Registration, PIT Declaration and Finalization

Tax Registration

Tax identification number (TIN) registration:

- Citizen ID for Vietnamese nationals
- Passport for foreign nationals
- Expatriate ID (if not registered via employer)

Tax Declaration

Salaries paid by Vietnam-based employers are withheld and declared by the employer (monthly or quarterly). Other income is self-declared by the individual.


Deadlines:


- Monthly: by the 20th of the following month
- Quarterly: by the end of the first month of the next quarter

Tax Finalization


The tax year runs from 1 January to 31 December.


- If authorized, the employer will finalize and file the tax return by 31 March.
- If filed independently, the individual must settle any additional tax by 30 April, while tax refunds are not subject to a strict deadline.


 [linkedin.com/company/alitium](https://www.linkedin.com/company/alitium)

 vietnam@alitium.com

 [youtube.com/@alitiumgroup](https://www.youtube.com/@alitiumgroup)

 [facebook.com/AlitiumGroup](https://www.facebook.com/AlitiumGroup)

 **Ho Chi Minh City**
Level 5, L'Mak Signature Building
147 - 147bis Hai Ba Trung, Xuan Hoa Ward (District 3)
Ho Chi Minh City, Vietnam

 **Ha Noi**
51 Phan Boi Chau, Cua Nam Ward (Hoan Kiem)
Hanoi, Vietnam


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3. PIT Deductions

Personal deductions are automatically applied to tax residents, while dependent deductions require prior registration and approval from the tax authority.

- **Personal Deduction:** VND 15,500,000 per person per month
- **Dependent Deduction:** VND 6,200,000 per person per month

Other deductions	Key rules
Charity, humanitarian, educational donations	Deductible if contributed to licensed, non-profit organizations; must have valid proof.
Voluntary pension fund contributions	Deductible within a capped limit set by the government; must comply with pension regulations.
Healthcare, education, training expenses	Deductible for taxpayer and dependents; must have valid invoices and not be reimbursed.

Mandatory insurance contributions (based on capped insurance salary under applicable laws).

Social Insurance

Employee Portion	Employer Portion
8.0%	17.5%

Health Insurance

Employee Portion	Employer Portion
1.5%	3.0%

Unemployment Insurance

Employee Portion	Employer Portion
1%	1%

Note: The above contribution structure shall vary for special cases (eg.: retirement age, foreign employees)

4. PIT Rates

Flat tax rates:

Flat tax rate	Applied to
10%	<ul style="list-style-type: none"> • Tax residents under short-term service or labor contracts (<3 months) with payments of VND 2,000,000 or more (proposed increase to VND 3,000,000) • Income from prizes, inheritances, or gifts
20%	Incomes paid to non-tax residents
0.5 - 5%	Business Income in case of no input expense record, depending on type of income, calculated on revenue
15 - 20%	Business Income in case of sufficient input expense record, calculated on profit
5%	Non-bank interest, dividends, income from copyrights, franchising or royalties
2%	Sales of real estate
5 - 10%	Rental income from real estate (depending on type of real estate)
0.1%, 2% or 20%	Capital Gains Tax, calculated on gross proceeds or capital gain, depending on type of company.

Progressive tax rates:

This is applied to incomes from salaries and wages of the tax residents.

Tax bracket	Tax assessable income per year (VND million)	Tax assessable income per month (VND million)	Tax rate (%)
1	Up to 120	Up to 10	5
2	Over 120 to 360	Over 10 to 30	10
3	Over 360 to 720	Over 30 to 60	20
4	Over 720 to 1,200	Over 60 to 100	30
5	Over 1,200	Over 100	35

Note: These progressive tax rates are applied to employment income after applicable deductions listed in Part 3 of this PIT Guide.

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