

# FOCUS ON HONG KONG

Our multi-jurisdiction approach is unique in international employee benefits. It enables us to provide international employers with employee benefit and retirement solutions in the trust-friendly jurisdiction that best suits their business need.

Uniquely positioned at the intersection of Chinese and international capital flows, Hong Kong is the global business community's gateway to mainland China and a regional hub for legal, financing and asset management services. As Asia's second-largest private equity centre, it manages about 20 per cent of the region's total capital pool. Enterprises in the People's Republic of China (PRC) planning a stock market flotation (IPO) commonly set up their employee benefit trust in Hong Kong for tax planning purposes.

**Strong regulation** A sound regulatory regime is consistent with prevailing international practices and allows for free flow of capital and information. Trustee licenses are granted by the Hong Kong Companies Registry and licensees must comply with the requirements of the Anti-Money Laundering and Counter-Terrorist Financing Ordinance, chapter 615.

**Tax neutral** A stable and fully-convertible currency, no exchange controls, low tax rates and a simple tax structure all support an efficient business environment. PRC employees who receive distributions from an employee benefit trust can enjoy PRC tax benefits.

## Our employee benefit services in Hong Kong

Our expert Hong Kong-based team acts as trustees and administrators for a full range of employee benefit structures.

- **Local pension plans** – Employer-sponsored pension plan for local enterprises.
- **Employment Benefit Trusts for share award schemes** – to hold and distribute (subject to conditions) shares and other benefits to employees.
- **Employment Benefit Trusts for option plans** – to exercise options in the trust and then distribute (subject to conditions) shares and other benefits to employees.

## About TMF Group

# We make a complex world simple

TMF Group is a €2 billion independent global multinational with some 7,800 in-house experts across 120 offices covering 80+ jurisdictions. Together we deliver a broad portfolio of consistent, integrated but localised services which also include **HR administration, global payroll and employee benefits, and global entity management, corporate secretarial and regulatory compliance**. Rapid response **consultancy solutions** support cross-border projects large and small, at every stage, across all our disciplines, and in every market. Specialised teams support fund and capital markets administration and private wealth and family offices.

Because we know how to unlock access to some of the world's most attractive markets – no matter how complex – swiftly, safely and efficiently, over 60% of the Fortune Global 500 and FTSE 100, and almost half the top 300 private equity firms, use us.

So, whether you are operating across one border or many, with a handful of staff or several thousand, we have all the flexible, coordinated, business-critical support you need to open up in new markets, build strong businesses and stay nimble, efficient and in good standing everywhere.

Find out more about TMF Group

[tmf-group.com](https://www.tmf-group.com)

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Global reach  
Local knowledge