



I. Hiring the right executive talent in Hong Kong

Many mainland Chinese companies are now expanding their businesses in the GBA's financial hub, Hong Kong, and must recruit executive talent who suits their particular needs and often within a tight timeframe.

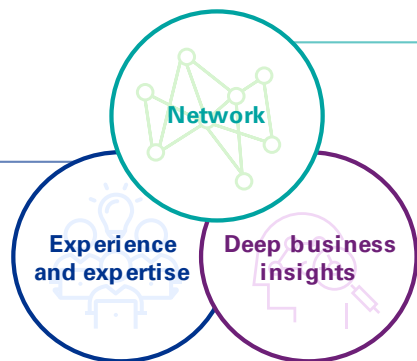
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| Major drivers for setting up in Hong Kong | Expanding office and branch footprints | Establishing family offices for overseas investments | Marketing renminbi financial products |
| Key sectors expanding into Hong Kong | Real estate | Financial services | Consumer financial services |
| Advantages for expanding into Hong Kong | Open access to the world's capital and financial markets | Significant pool of executive talent | Most residents in Hong Kong, Macau and mainland GBA cities share a similar culture and communicate in English, Putonghua and Cantonese |

II. Considerations when recruiting executive talent in Hong Kong

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| <p>What are the types of executives you may need in Hong Kong?</p> <ul style="list-style-type: none"> Financial executives specialising in financing and IPOs Management executives with risk management compliance expertise for Chinese financial institutions HR and technology innovation executives Strategic development and supply chain executives Experienced with Chinese companies' overseas operations | <p>What are the tax issues when recruiting executives?</p> <ul style="list-style-type: none"> In mainland China, individual income taxes are filed and withheld by the employer on behalf of the employee. In Hong Kong, employees file their tax returns and pay their own tax bills annually Income tax rates and deductions vary between Hong Kong and other GBA cities Income tax incentives and financial subsidies are available for eligible overseas high-end talent in the GBA, under specific conditions | <p>What are executives' salary expectations in Hong Kong?</p> <ul style="list-style-type: none"> Mainland Chinese executives' annual salaries are growing quickly so there is now little difference in remuneration between Hong Kong and mainland cities |
| <p>How do you find the right executive talent to suit my company's needs</p> <ul style="list-style-type: none"> Hong Kong, Macau and other cities in the GBA use different recruitment media and channels. For example, media channels in Hong Kong mainly use English when recruiting executives. | | <p>What are the work permit requirements that I need to consider?</p> <ul style="list-style-type: none"> Employees from mainland China must apply for a work permit to work in Hong Kong as well as comply with entry requirements |

III. Why KPMG?

- Over 20 years in providing executive recruitment services
- Executive recruitment clients cover a large number of sectors, including financial services, capital markets, real estate, education, public services, technology, consumer markets, listed companies and professional services



- Broad talent pool that includes KPMG alumni, industry professionals and senior corporate executives

- ER team possesses extensive knowledge of clients' industries, business operations and development needs through the KPMG affiliation
- Well informed of the latest market developments and executives' salary and bonus expectations

More information

KPMG ER has helped many corporations find suitable talent. We are more than happy to share with you our experience. Please contact *Michelle Hui* if you have any questions.

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