

Work From Anywhere – The New Reality of Mobile Working

Optimizing return on investment during the build-phase

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Optimizing return on investment during the build-phase involves effectively managing costs and ensuring timely completion of tasks.

Your key questions, challenges and objectives



- Offering flexibility regarding the place of work is part of your "Employer of Choice Strategy"
- The "War for Talents" in the local labor market requires to identify and hire talents beyond the border of the country where your company is located
- You are an internationally operating group, and your talents are assigned to cross-entity and cross-border roles and functions
- The new, flexible work reality goes along with new, extensive compliance challenges – you intend to amend the existing compliance-processes in order to mitigate existing tax and legal risks as far as possible
- Unilateral, bilateral and multilateral rules and directives will be amended by the local legislators and responsible authorities as an answer to the new, mobile work scenarios – you would like to make sure that you are aware of the most recent developments

How we support



- Based on a multidisciplinary and integrated approach we will analyze with you the mobile work scenarios in your company group: e.g. short-term work scenarios, long-term remote working arrangements, international remote hiring scenarios, matrix structures and cross-border appointment of managing directors
- Having assessed potential risks related to mobile work scenarios (e.g. permanent establishment risks, wage tax, social security and labor law risks) we propose tailor made and if necessary – industry specific – mitigation measures to avoid these risks or at least mitigate the respective risks
- We support you with defining and introducing policies and processes in order to meet the compliance requirements, support a transparent, internal communication and get the approval from all (internal) stakeholders
- Based on the practical experience of our local, multidisciplinary "Work-from-Anywhere-Team", our global network of KPMG experts, our external network – including important representatives of the tax authorities and trade associations – we make sure that our advice reflects most recent developments and represents "best practice"



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Examples of relevant credentials

Pre-phase – Site selection and state subsidies Pre-phase – Other Build-phase – Core business Build-phase – Support processes

KPMG
Media Group
European review of the tax implications of an employer of record structure
2023

KPMG
Pharma Group
Introduction of a European "Workation Policy"
2023

KPMG
Telecommunication Company
Tax advice regarding the application for a binding ruling in context with a remote working scenario
2023

KPMG
Automotive Group
Tax and legal review of an international matrix structure and introduction of a matrix policy/don'ts
2023

KPMG
European Shipping and Trading Company
Tax advice in a tax audit/appeal procedure regarding the tax treatment of a nonresident managing director under German tax
2024