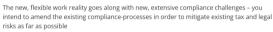


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Optimizing return on investment during the build-phase involves effectively managing costs and ensuring timely completion of tasks

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



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 crossborder 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



2023





Pre-phase – Site selection and state subsidies Pre-phase – Other Sulid-phase – Other Support process

