



ASIAN SOLUTIONS

All you need to know about contracting in India, China, Hong Kong and Malaysia >>>



www.accessfinancial.com | info@accessfinancial.com

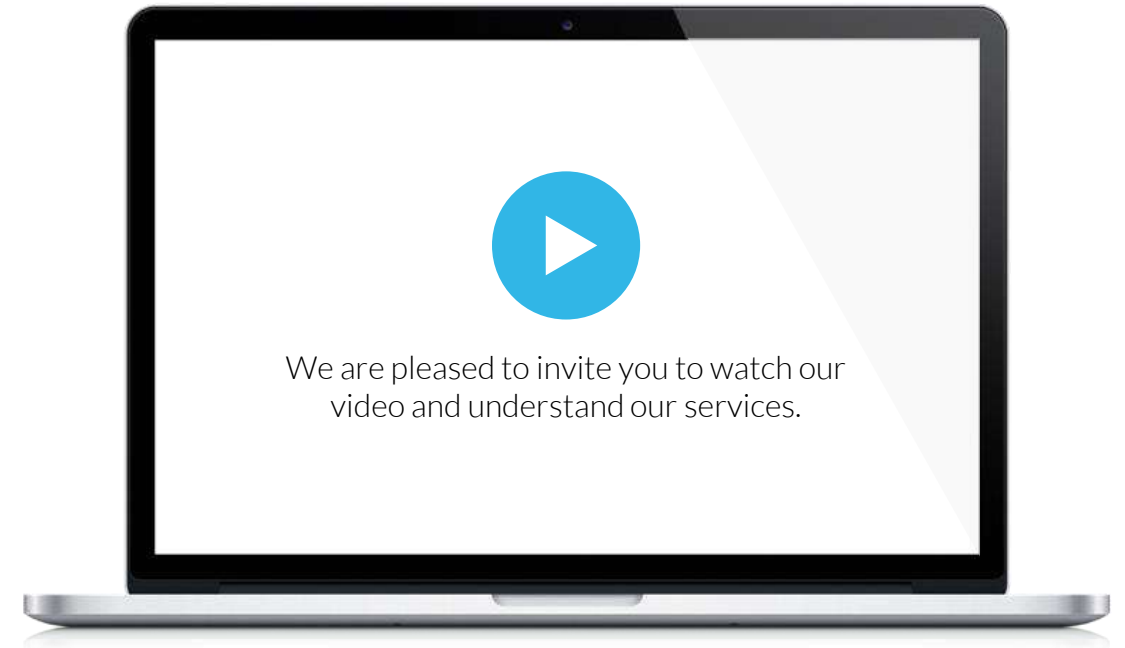


About Access Financial

The purpose of Access Financial is to provide all our clients – contractors, recruitment businesses and corporates with the most efficient payroll, immigration, tax and social security solutions that are possible under law.

We are pleased to invite you to visit our company's website to learn more about our solutions.

Learn More



Why Us?



100% Compliant

We have the necessary licences, proven experience and demonstrable track record to provide you with all the national and international payroll, contract management, tax and immigration services that you need.



Global Presence

We have offices in the United Kingdom, Switzerland (Head Office), Germany, Luxembourg, Cyprus, China, India and Malaysia.



Cost Efficient

We listen carefully to you, understand your personal requirements and needs, and then we collaborate with you to provide our services at reasonable prices.



Unparalleled Support

When you need any help, our team of experts will work directly with you via live chat, phone or email to reach a quick and efficient solution.



Proven Results

Thousands of contractors and recruitment businesses and their clients have benefited from our expertise and professionalism.



Local Billing

We have nearly 30 internal companies for local billing and to mitigate withholding tax losses to you.



01 India Solutions

Contracting in India >>>



India Solutions



Work Permits

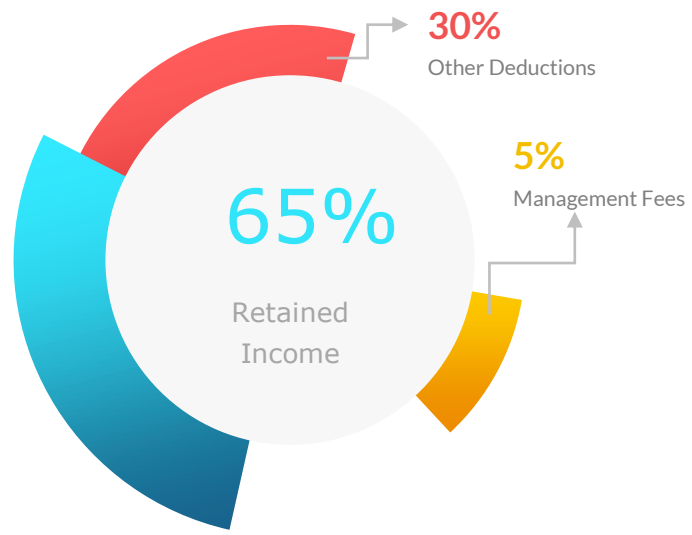
We can sponsor work permits for our employed solution.



Tax System

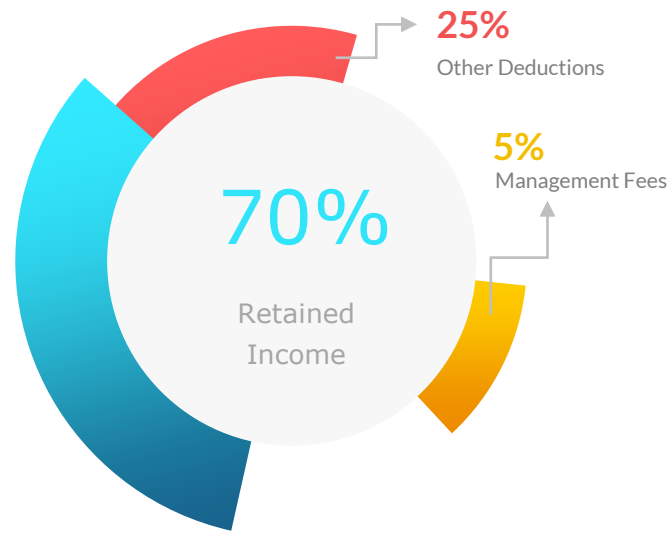
India has 2 different tax systems, and the contractor is free to choose the most beneficial one.

Employed Solution



This solution is for Indian locals or those having the right to work. We can sponsor a work permit. As shown in the chart, an employed individual should be able to retain approx. **65%** of their emoluments.

Self-Employed Solution



Where the contractor wishes to work independently, then the self-employed solution is applicable. This solution is for Indian locals or those having the right to work. As shown in the chart, an employed individual should be able to retain approx. **70%** of their emoluments.

Summary Table (1/2)

| | Employed | Self-Employed |
|---|--|--|
| Retention (for a typical contractor) | <ul style="list-style-type: none"> 65% ($\pm 5\%$)* | <ul style="list-style-type: none"> 70% ($\pm 5\%$)* |
| Eligibility | <ul style="list-style-type: none"> Locals Those who have the right to work | <ul style="list-style-type: none"> Locals |
| Work Permits | <ul style="list-style-type: none"> We can sponsor work permits | <ul style="list-style-type: none"> Non-Indian nationals must obtain a work permit themselves |
| Registrations | <ul style="list-style-type: none"> We will ensure all required registrations are done in India The contractor shall proceed with the registration at the town hall | <ul style="list-style-type: none"> We will ensure all required registrations are done in India The contractor shall proceed with the registration at the town hall |
| Our Fees | <ul style="list-style-type: none"> 5% of the monthly invoice value (with a minimum USD 250 per month) | <ul style="list-style-type: none"> 5% of the monthly invoice value (with a minimum USD 300 per month) |



Summary Table (2/2)

| | Employed | Self-Employed |
|----------|--|--|
| Features | <ul style="list-style-type: none">• The contractor is employed by AFSS Consultancy Pvt. Ltd (AFSS)• The employer (AFSS) runs payroll and deducts the necessary tax and social security costs• The gross salary will arise after we deduct the management fees and employer's contributions from the contract value• AFSS can sponsor the work permit, if required | <ul style="list-style-type: none">• A self-employed contractor can claim a VAT refund on their professional expenses when filing a VAT return. However, The invoice should reflect their name, invoice number, and VAT amount/percentage |
| Benefits | <ul style="list-style-type: none">• Easy to implement• Open to both locals and non-Indian nationals• Eligibility for unemployment benefits• Monthly payslips will be provided, and reconciliation will be done at the time of exit payroll | <ul style="list-style-type: none">• Higher retention than being an employee• Possibility of holding simultaneous contracts• We will prepare the accounting and tax returns |

 Please note: We have based the information in this brochure on our understanding of the law at the time of writing. For the most current information and a personalised calculation in India, contact us at info@accessfinancial.com.



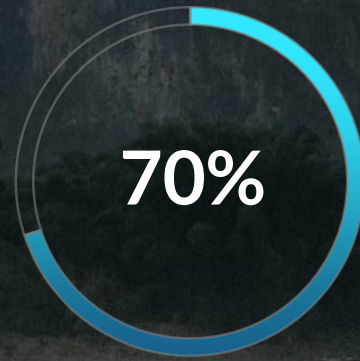
02 China Solution

Contracting in China >>>



Employed **Solution**

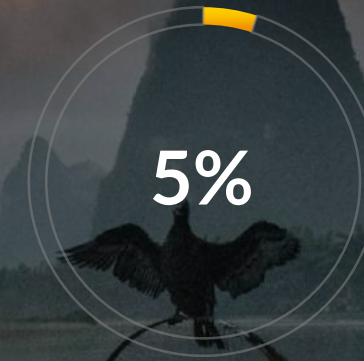
Open to all nationals and those who want continuous employment. Expatriates will need to be granted a work permit to take up employment. As shown in the chart, expatriates should be able to retain approx. 70% of their emoluments.



Retained Income



Other Deductions



Management Fees



Employment License

Usually an Employment License (applied by the employer) must be obtained before entering China.



Social Security Charges

Each local authority in China can set their own Social Security contribution rates.



Expatriates

Expatriates are not required to pay social security contributions.

Summary Table (1/2)

| | Employed |
|---|--|
| Retention (for a typical contractor) | <ul style="list-style-type: none">• 54% (±5%) for locals• 70% (±5%) for expatriates |
| Eligibility | <ul style="list-style-type: none">• Locals• Open to all foreigners eligible to obtain a work permit |
| Work Permits | <ul style="list-style-type: none">• We can sponsor work permits |
| Registrations | <ul style="list-style-type: none">• We will ensure all required registrations are attended to in China |
| Our Fees | <ul style="list-style-type: none">• 5% of the monthly invoice value (with a minimum USD 250 per month) |



Summary Table (2/2)


Employed

Features

- The contractor is employed by Access Financial China LLC (AFC)
- The employer (AFC) runs the payroll and deducts the necessary tax and social security costs
- The gross salary will arise after we deduct the management fees and employer's contributions from the contract value

Benefits

- Easy to implement
- Monthly payslips will be provided, and reconciliation will be performed at the time of exit payroll

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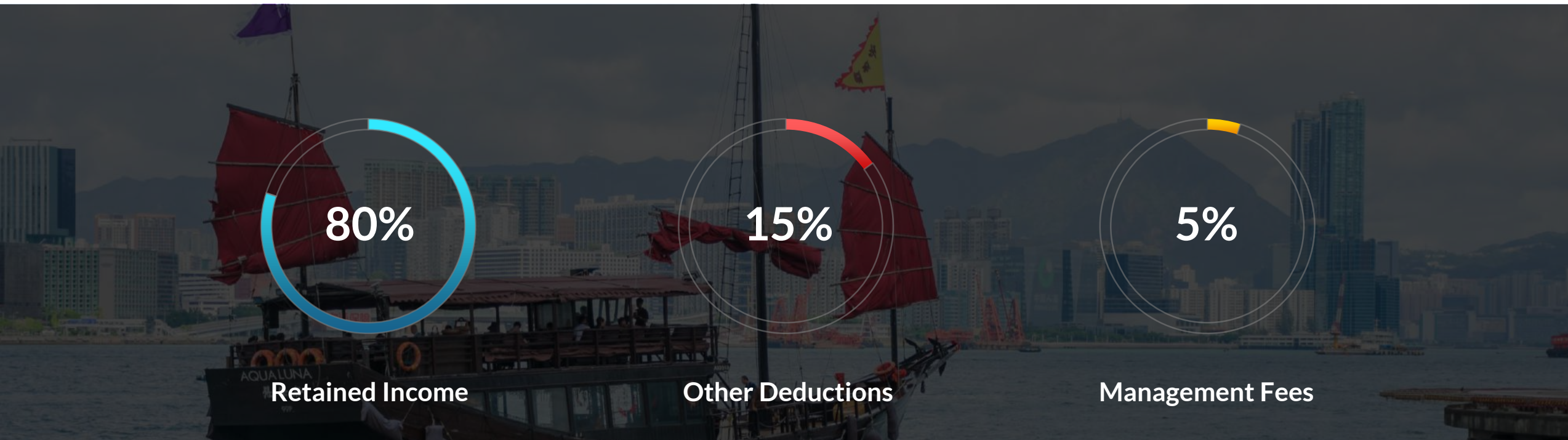
03 Hong Kong Solution

Contracting in Hong Kong >>>



Employed Solution

Open to all nationals and those who want continuous employment. Foreigners will need a work permit to work and possibly a residence permit depending on their nationality. As shown in the chart, an employed individual should be able to retain approx. 80% of their emoluments.



Sponsorship

It is mandatory for a foreigner to have a Hong Kong sponsor to work in Hong Kong. Therefore, employment by the sponsor is the only option for foreigners.



High Retention Rate

Hong Kong has the possibility of high retention rates.



Work Permits

All non-Hong Kong nationals will require a work permit. We can sponsor work permits.

Summary Table (1/2)

| | Employed |
|---|--|
| Retention (for a typical contractor) | <ul style="list-style-type: none">• 80% (±5%)* |
| Eligibility | <ul style="list-style-type: none">• Locals• Open to all foreigners eligible to obtain a work permit• An entry visa may be required to enter Hong Kong depending on the nationality of the contractor |
| Work Permits | <ul style="list-style-type: none">• We can sponsor work permits |
| Registrations | <ul style="list-style-type: none">• We will ensure all required registrations are attended to in Hong Kong• The contractor shall proceed with the registration at the town hall |
| Our Fees | <ul style="list-style-type: none">• 5% of the monthly invoice value (with a minimum USD 250 per month) |



Summary Table (2/2)

Employed

Features

- The contractor is employed by Access Financial Asia Limited (AFA)
- The employer (AFA) runs the payroll and report to the IRD the monthly salary for the employee
- The gross salary will arise after we deduct the management fees and employer's contributions from the contract value

Benefits

- Easy to implement
- Low social security contributions
- Monthly payslips will be provided, and reconciliation will be performed at the time of exit payroll



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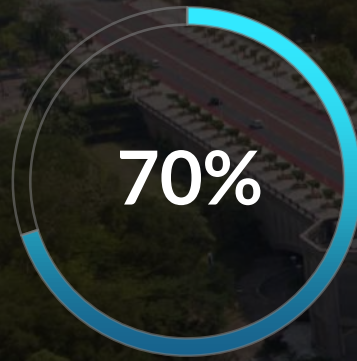
04 Malaysia Solution

Contracting in Malaysia >>>

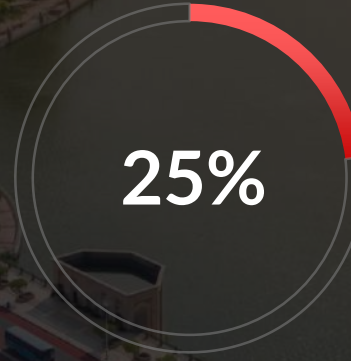


Employed Solution

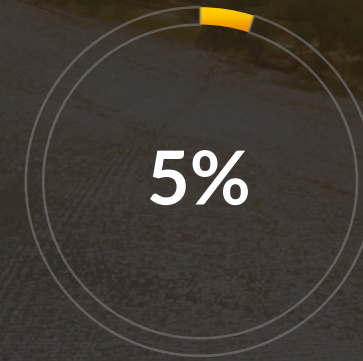
Open to all nationals and those who want continuous employment. Expatriates will need to be granted a work permit to take up employment. As shown in the chart, expatriates should be able to retain approx. 70% of their emoluments.



Retained Income



Other Deductions



Management Fees



Employment Permits

Employment permits are issued for at least a period of 2 years having a monthly income above of MYR8,000.



High Retention Rate

Possibility of high retention rate.



Social Security Charges

Expatriates are eligible to not contribute any Social security costs.

Summary Table (1/2)

| | Employed |
|---|--|
| Retention (for a typical contractor) | <ul style="list-style-type: none">• 62% (±8%) for locals• 70% (±5%) for expatriates |
| Eligibility | <ul style="list-style-type: none">• Locals• Open to all foreigners eligible to obtain a work permit |
| Work Permits | <ul style="list-style-type: none">• Employment permits are issued for a minimum employment period of two years and a monthly income of no less than MYR8,000• We can apply for work permits |
| Registrations | <ul style="list-style-type: none">• We will ensure all required registrations are done in Malaysia |
| Our Fees | <ul style="list-style-type: none">• 5% of the monthly invoice value (with a minimum USD 150 per month for locals and USD 250 for expatriates) |



Summary Table (2/2)

Employed

Features

- The contractor is employed by AFSS Access Business Services SDN. BHD (AFS).
- The employer (AFS) runs the payroll and deducts the necessary tax and social security costs
- The gross salary will arise after we deduct the management fees and employer's contributions from the contract value

Benefits

- Easy to implement
- Social security contributions by expatriate employees are not mandatory
- Monthly payslips will be provided, and reconciliation will be performed at the time of exit payroll



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