



ZEDRA

DO MORE. ACHIEVE MORE.

Global Expansion Services

Unlocking your business ambitions



Global Expansion Services

ZEDRA has developed a wealth of experience by supporting international businesses entering new markets.

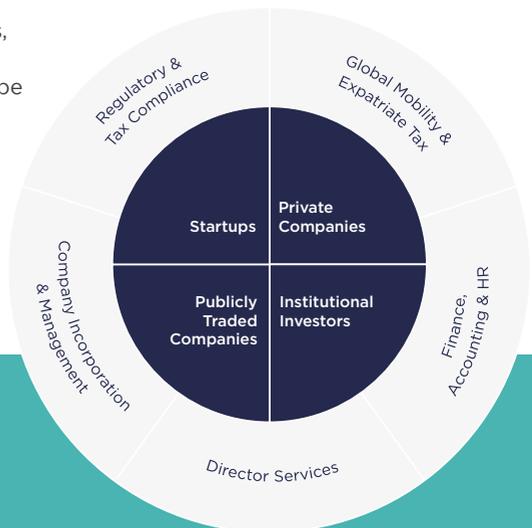
Whether you're a seasoned entrepreneur or a growing company, venturing into new global markets opens up a realm of exciting opportunities and potential growth.

Global expansion presents various challenges and complexities for businesses, making it a daunting endeavour. Navigating diverse markets, cultural differences, regulatory landscapes, and logistical hurdles can be overwhelming.

Successful international expansion requires meticulous planning and for many businesses, setting up internationally means starting from scratch; a new company, new tax registrations and, importantly, new employees.

Each country presents its own set of unique challenges; from cultural nuances, regulatory compliance, opening bank accounts and managing payroll to selecting the most cost-effective options for establishing an in-country presence.

We can help with as little or as much as you would like by tailoring our services to support your needs.



Navigating the Maze

We provide comprehensive support for businesses looking to expand internationally. This includes:



Market Entry Strategy

Identifying the best entity type for your expansion and the most effective method of doing so.



Regulatory Compliance

Ensuring your business complies with local laws and regulations from the start.



Permanent Establishment Risk Review

Our Permanent Establishment (PE) risk review service helps you identify and mitigate potential risks related to establishing a presence in a foreign country:



Entity Establishment and Registrations

Handling the entire process of setting up your entities:

- | **Market Entry Strategy:** Identifying the best entity type for your expansion and the most effective method of doing so.
- | **Subsidiaries, Branches, Representative Offices, Payroll Only Registrations:** Establishing the appropriate entity type based on your needs.
- | **Post-Incorporation Registrations:** Managing all necessary registrations and filings.



Global Employment Contract Alignment

Ensuring your employment contracts are aligned across all regions:

- | **Standardisation:** Creating standardized employment contracts that comply with local laws.
- | **Benefits Support:** Assisting with the implementation of global benefits packages.
- | **Benchmarking:** Providing benchmarking services to ensure competitive compensation and benefits.



Global Payroll Management

Providing comprehensive payroll management services on a Global level.

Our payroll platform allows you access to multiple country payrolls in one place with aligned Gross to Net reports where possible:

- | **Payroll Processing:** Ensuring accurate and timely payroll processing.
- | **Compliance:** Ensuring payroll compliance with local regulations.
- | **Reporting:** Providing detailed payroll reports for transparency and accountability.



HR Support and Training

Our HR services cover all aspects of employee management and training:

- | Global HR Support: Providing support for all HR needs, from recruitment to employee relations.
- | Training Programs: Offering training in all aspects of business, including presentations on stock options and how to exercise them.



Accounting Services

Offering robust accounting services tailored to your needs:

- | Local Accounting: Managing accounting in compliance with local regulations.
- | Client Accounting Systems: Working within your existing accounting systems for seamless integration.



Compliance Services

Ensuring your business remains compliant with ongoing and annual requirements:

- | Regulatory Compliance: Managing all aspects of regulatory compliance.
- | Annual Filings: Handling annual filings and reports to local authorities.



Mandatory Services

Providing essential mandatory services to support your business operations, where applicable in country:

- | Local Resident Director: Acting as a director to meet local requirements.
- | Company Secretary: Providing company secretary services for regulatory compliance.
- | Registered Office Address: Offering a registered office address for legal and mailing purposes.



Single Point of Contact

We offer a single point of contact for all your international expansion needs, simplifying communication and coordination, and significantly saving you time.

By partnering with us, you can focus on your core business activities while we handle the complexities of international expansion, compliance, HR, payroll, accounting, and legal requirements.

Our services are designed to save you time and ensure smooth and efficient operations globally.

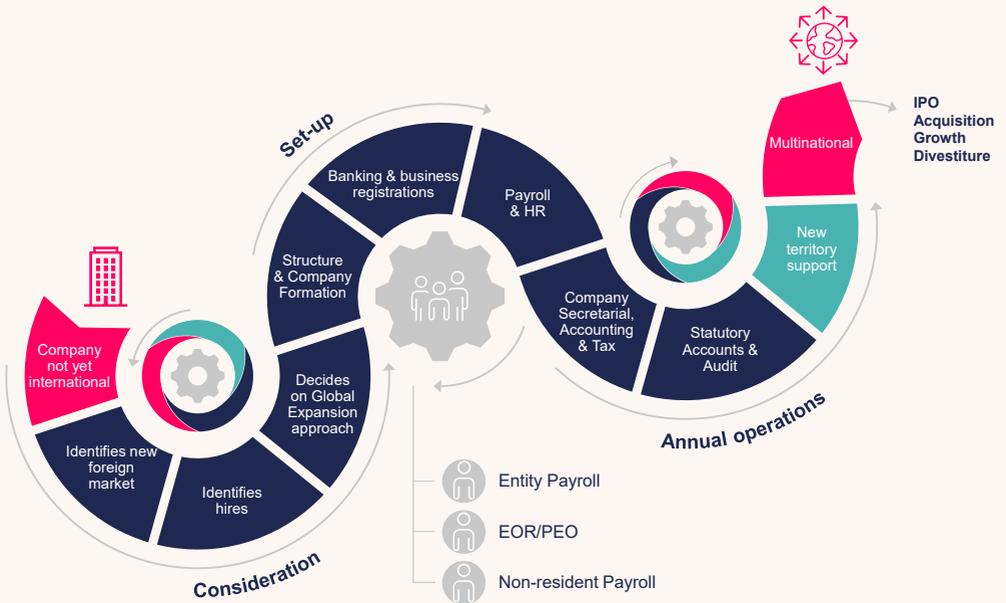
Unlocking your business ambitions

The success of your business is often dependent on how quickly you can move to seize opportunities and adapt to change.

It's important that fast-moving companies like yours looking to achieve the next level of growth receive the right support, knowledge and expertise to help you every step of the way.

Our team understands the issues facing businesses today and provides scalable solutions to business demands in different countries.

We can provide support in multiple jurisdictions through our international network of offices. We are united by a commitment to provide exceptional service.



How ZEDRA helps companies expand

ZEDRA's Global Expansion teams are an essential resource for internationally expanding companies, providing advice when clients enter a new market and continued support as their operations grow.

Whatever your size or location, our global compliance and planning services allow you to focus on your core business.

We work with trusted experts in over 90 countries worldwide to deliver services to multinationals across all sectors, providing guidance on how best to operate in-country.

Why ZEDRA?

Clients often tell us they chose us because of our:



Experience

Together, our dedicated multidisciplinary team has decades of experience helping companies expand into new markets.



Service

Quality, efficiency and expertise underpin everything we do. We get to know your changing needs over time and adapt and evolve our offering alongside your business.



Communication

We think of ourselves as an extension of your team and maintain a close working relationship with everyone including your other professional advisors, leadership team and individual employees.



Pricing

We provide scalable, tailored charging structures dependent upon the level and complexity of the services required. We know how important transparency is and fees are communicated and agreed upon at every stage.

Our solutions

ZEDRA is an international provider of Corporate & Global Expansion, Active Wealth, Pensions & Incentives and Fund solutions. Our experienced teams deliver tailored high quality advice to companies and family businesses expanding overseas on a range of global expansion, accounting, tax, global mobility, payroll and HR matters.

We also support high-net-worth individuals and their families seeking diversified active wealth structuring solutions, as well as asset managers and their investors.

Our hands-on approach and entrepreneurial outlook helps our clients safeguard their assets and unlock their ambitions for growth, no matter how complex their challenges might be.

Active Wealth

- Family Business Management
- Private Wealth Protection
- Marine & Aviation
- Fiduciary Investment Services

Pensions & Incentives

- Pension Schemes
- Employee Share Incentives

Funds

- Alternative Investment Solutions
- Real Estate and Private Equity Solutions
- Private Funds Solutions





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Corporate &
Global Expansion

Active Wealth

Pensions & Incentives

Funds



Cayman Islands | Curaçao | France | Guernsey | Hong Kong | Isle of Man |
Jersey | Liechtenstein | Luxembourg | Malta | Netherlands | Poland |
Romania | Singapore | Switzerland | United Kingdom | United States

For our local teams of experts go to zedra.com
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ZEDRA Group

This document must be read in conjunction with our Legal and
Regulatory notice at www.zedra.com



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