

Expanding Horizons:
International Success for Employers & Employees
Through Global Mobility Tax Solutions

Global Mobility Tax Solutions

Embracing International Assignments through Effective Tax Management

Businesses are moving forward globally, and it is now imperative to be aware of the tax requirements of each region for global success.

"International assignments are transformative opportunities for organisations and employees alike, but they come with a myriad of tax challenges. Managing global mobility through effective tax strategy ensures success at every turn, enabling employers to unlock the full potential of their global workforce, while navigating the complexities of the global tax landscape." – Eunice Hooi Managing Director of Tax, Asia at BoardRoom.

The old ways of businesses operating in only one region is no longer relevant in today's interconnected business landscape, organisations are venturing beyond borders. Talents are deployed on international assignments to seize business opportunities worldwide. Short-term or long-term, these assignments serve as catalysts for growth and development, both for the organisations and their employees.

Gone are the days where employees sit in only one region and limit their businesses to one geography, with the advent of technology, businesses and employees alike can explore beyond their shores, to expand their business offerings to as far off as they can imagine. But with this possibility also comes the need to understand the different tax implications, requirements, and expectations from the new region, and sometimes the fear of this unknown is what holds many from pursuing their overseas venture.

In this report, we will provide a clearer look at what you will need to consider for each phase of the international assignment from pre-posting preparations to during-posting dynamics, and finally, post-posting reflections. BoardRoom is on-hand to help you prepare your business triumph in its international foray with our Global Mobility Tax Solutions.

Read on to see how we are ready to serve your needs for your global business.



Global Mobility Tax Solutions: Pre-Posting Preparations

1. Global Mobility Policy Development

- Assist employer in developing global mobility policies (such as tax equalisation policies) that outline the allocation of tax liabilities between the employer and employee during the assignment.
- Ensure the policy is fair, transparent, and compliant with relevant tax regulations in both home and host countries.

2. Compensation Structuring

- Assist in structuring compensation packages to minimise tax liabilities for both employer and employee.

3. Tax Consultation and Planning

- Conduct thorough tax consultations with both the employer and employee to understand their specific tax situations and obligations in the home and host countries.
- Assess the employee's tax residency status and associated tax implications, taking into consideration the availability of double taxation treaties.
- Provide guidance to employer and employee on their tax obligations in home and host countries.

4. Preparation of Assignment Agreement

- Draft assignment agreements that outline the tax responsibilities of both the employer and the employee during the international assignment.

Global Mobility Tax Solutions: During-Posting Dynamics

1. Tax Equalisation

- Adopt tax equalisation policy to ensure that the employee is neither better off nor worse off due to tax differences between home and host countries.
- Calculate hypothetical tax liabilities in the home country and cover any additional tax liabilities arising from the international assignment.

2. Tax Filing Assistance

- Prepare and file tax returns for employee in both home and host countries, ensuring compliance with local tax laws and deadlines.
- Provide guidance on available deductions, credits, and exemptions to optimise tax outcomes.

3. Cross-Border Tax Planning

- Continuously review tax planning strategies to optimise the employee's tax position and minimise tax liabilities across borders.

4. Tax Audit Assistance and Support

- Assist with tax audit preparation and representation in case of tax audits by relevant authorities in either the home country and/or host country.
- Provide documentation and support to defend tax positions taken during the assignment.



Global Mobility Tax Solutions: Post-Posting Reflections

1. Tax Reconciliation and Settlement

- Reconcile tax equalisation calculations and provide guidance on the final tax settlement between the employee and employer.

2. Repatriation Tax Planning

- Provide ongoing tax support and advisory services to employee transitioning back to their home country or relocating to another country.
- Advise on tax implications of repatriation bonuses, stock options, and other financial incentives.

3. Cross-Border Tax and Retirement Planning

- Provide guidance on the tax implications of any remaining assets or investments in the host country.
- Offer guidance on cross-border retirement planning, including pension contributions, social security implications, and tax-efficient withdrawal strategies.

4. Exit Tax Planning and Compliance

- Assist employee with exit tax planning, ensuring compliance with tax laws in both home and host countries.
- Assist employee with the final tax filings and payments in the host country.

Armed with an effective tax strategy, employers and employees are equipped to navigate the complexities of global mobility with confidence, ensuring compliance, optimising financial outcomes, and ultimately driving success in an interconnected business landscape.

Our comprehensive suite of Global Mobility Tax Solutions is tailored to meet each phase of the international assignment from the beginning to the end, leaving you worry-free and in capable hands.

Engage BoardRoom as your partner and let us help you optimise your global mobility strategy!

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How we can help

Embracing a client-centric approach, our team is committed to delivering strategic tax advisory and solutions, ensuring compliance and maximising opportunities for our clients across diverse tax jurisdictions.

Connect with us. We look forward to assisting you in navigating the complexities of taxation in today's dynamic business landscape, driving financial success and building lasting partnerships.



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About BoardRoom

BoardRoom is Asia Pacific's leader in Corporate and Advisory Services with a strong and reputable 50-year track record. Headquartered in Singapore we are ranked amongst Forbes Asia's Top 200 Companies under a Billion. With our strong presence in the region, and a direct office presence in Singapore, Malaysia, Hong Kong, China and Australia, we are well positioned to support you.

Our smart business solution suite comprises the following services:



Global Tax &
Accounting



Regional
Payroll



Corporate
Secretarial



Sustainability
Services &
Advisory



Share
Registry



Employee
Share Plans



Fund Solutions

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