

MARKET EXPANSION WEBINAR SERIES:
New Business Opportunities in Japan
for Overseas Asset Managers 2022

Part 3: Company Set-up, Recruitment, Immigration & Relocation

October 5, 2022 | 4 PM (JST / UCT+9)



TRICOR GROUP CATALYZES
EVERY STAGE OF YOUR BUSINESS
GROWTH IN ASIA AND BEYOND

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- Please send us your questions through the Chat function
- We will answer them all together in the Q&A session at the end

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- This webinar is being recorded
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GUEST SPEAKERS:



Joshua Bryan
Director, Financial
Services, Legal,
HR & Support
Robert Walters
Japan



Yoshito Kijima
Partner
EY Immigration
Corporation



David Anderson
CEO, Japan
Transfers KK &
Chairman, Canadian
Chamber of
Commerce in Japan



Kevin Smythe
Director, Sales &
Marketing
Tricolor Japan

FEATURED SPEAKER:



Takuma Tanaka
Deputy Director,
Strategy Development
Division
Japan Financial Services
Agency (JFSA)

MODERATOR:



Gary Tok
Group Chief
Commercial Officer
Tricolor Group

Opening by Gary Tok (Tricor Group)



4:00pm

International Financial Center Initiative

Takuma Tanaka (Japan Financial Services Agency)



4:05pm

Japan Wants You

Kevin Smythe (Tricor Japan)



4:15pm

Japan Market Entry: Company Set-Up

Kevin Smythe (Tricor Japan)



4:25pm

Recruitment

Joshua Bryan (Robert Walters Japan)



4:40pm

How Immigration is Designed

Yoshito Kijima (EY Immigration Corporation)



5:10pm

Relocation

David Anderson (Japan Transfers KK)



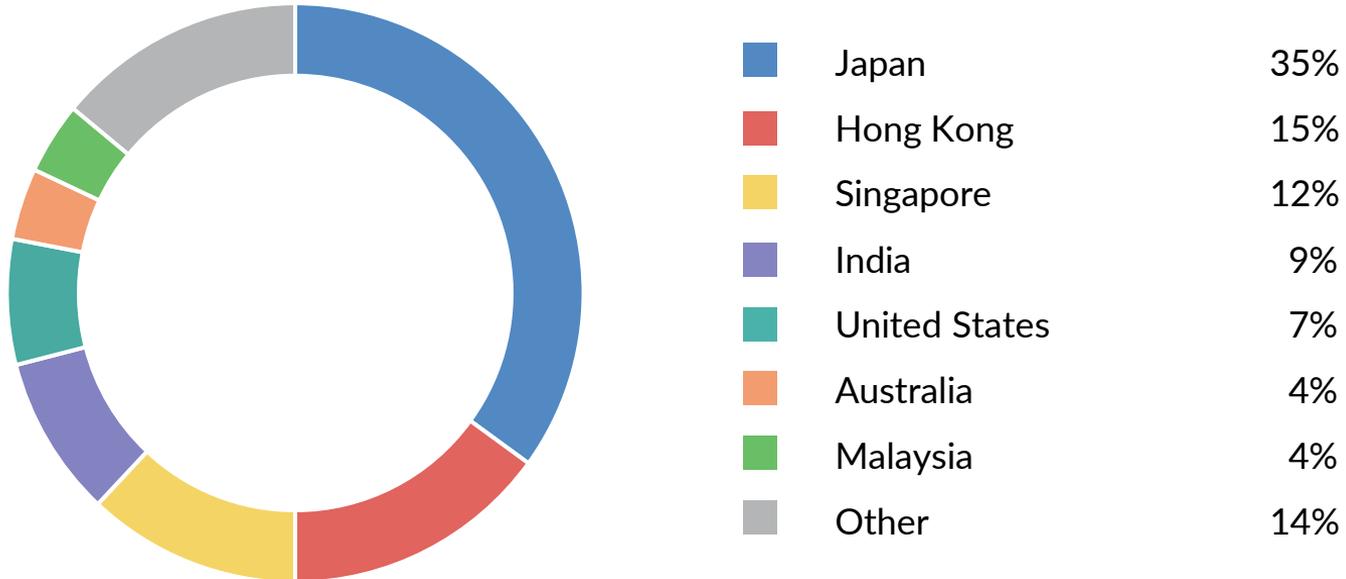
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Q&A Session

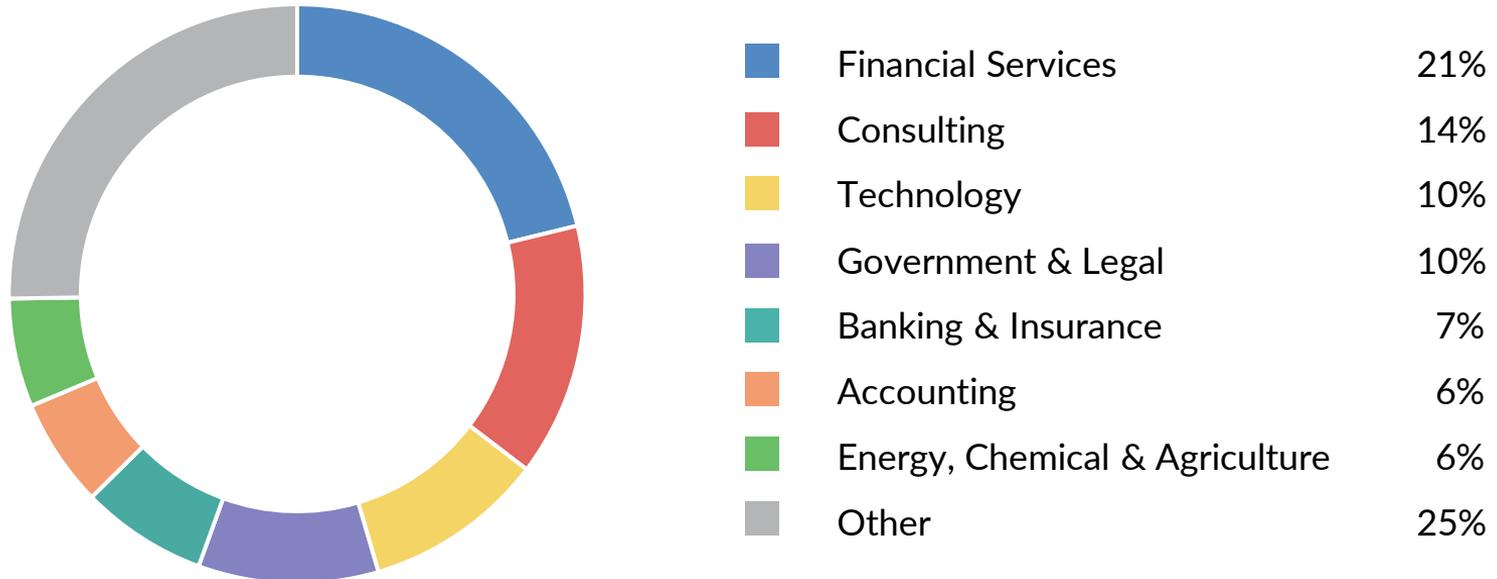
Gary Tok (Tricor Group)

Closing by Gary Tok (Tricor Group)

WHERE IS YOUR COMPANY BASED?



WHAT INDUSTRY IS YOUR COMPANY INVOLVED IN?



International Financial Center Initiative

Takuma Tanaka
Deputy Director
Strategy Development Division
Japan Financial Services Agency (JFSA)





The “International Financial Center Initiative” continues to be a top priority for the Government of Japan.

“ In order to realize the new form of capitalism I illustrated today, **we need to revive Japan as an international financial center.**”

When I was the Chairperson of the Policy Research Council of the Liberal Democratic Party, I made decisions that helped to facilitate the entry of foreign investment managers, revive of the corporate governance code, and introduce greater flexibility in the requirements for professional investors. **As Prime Minister, I will continue to lead to achieve steady progress.**”

Speech by Prime Minister KISHIDA Fumio at the Guildhall in London (May 5, 2022)

Since its opening, the Financial Market Entry Office has completed twelve registration cases.

	Name	Registration Date	Licenses	From
1	Affirmative Investment Management	Apr. 2021	IAA	GBR
2	Schonfeld Strategic Advisors	May 2021	IM & IAA	USA
3	Columbia Threadneedle Investments	Aug. 2021	IAA	USA
4	Dymon Asia Capital Japan	Aug. 2021	Pro-IM	SGP
5	EQT Partners	Dec. 2021	IAA	SWE
6	Minerva Growth Partners	Feb. 2022	IAA	HKG
7	Federated Hermes	Apr. 2022	IAA	USA
8	BMO Japan Securities	Jun. 2022	Type I	CAN
9	Pantheum Partners	Jul. 2022	IAA	HKG
10	Columbia Threadneedle Investments	Aug. 2022	Type II	USA
11	Citadel Securities	Aug. 2022	Type I	USA
12	EQT Partners	Sep. 2022	Type II	SWE

Our official website publishes several “case studies” to share practical insights for incoming asset managers.



June 2021
Affirmative Investment Management Japan Inc.
Mitsuo Kojima
President &
Representative Director



March 2022
Minerva Growth Partners, Inc.
(Left) Kei Nagasawa
(Right) Kensuke Murashima
Representative Director, Co-
Founder & Managing Partner



October 2021
Columbia Threadneedle Investments Japan Co., Ltd.
Yoshihisa Kojima
Representative Director & CEO, Head of Japan



June 2022
Federated Hermes Japan Ltd
Wataru Horii
Representative Director,
Head of Distribution,
Japan

Japan Wants You

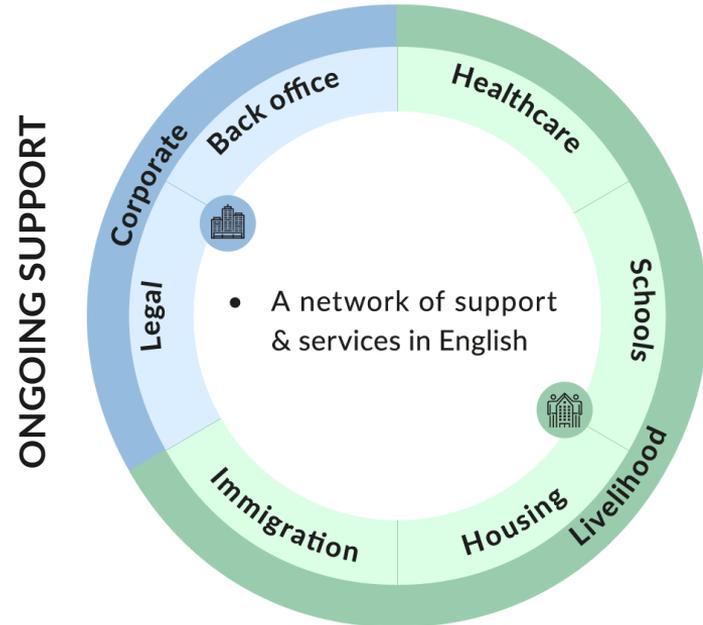
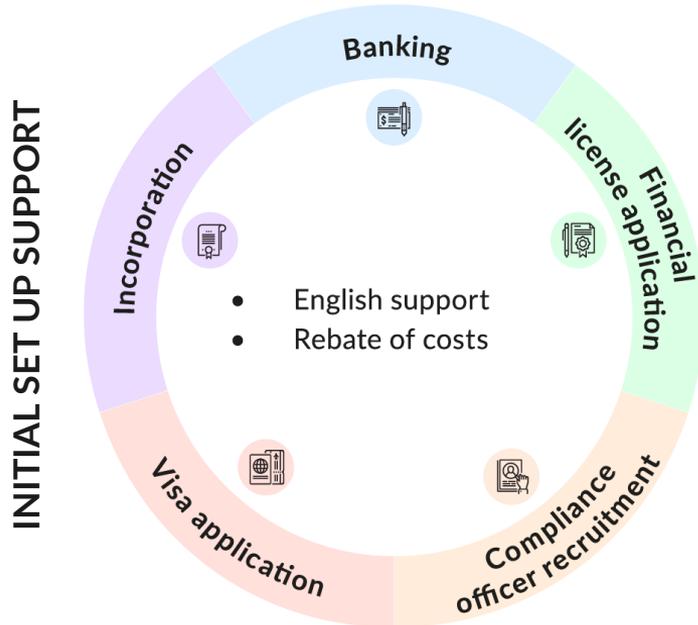
Kevin Smythe
Director, Sales & Marketing
Tricolor Japan

tricolor



Financial Start-up Support Program

The Financial Start-up Support Program is one-stop solution for foreign asset managers looking to enter the Japanese market.



Eligibility - Who Can Apply?

Successful applicants must fulfil both of the following categories (a) and (b)

(a) Applicant who falls under either of the following categories

- ① Applicant who is engaged in the business described in items (i) and (ii) below in a foreign country respectively for the categories set forth in item (i) and (ii).
 - (i) Applicant wishing to register for Type 1 Financial Instruments Business: Same kind of business as Type-I Financial Instruments Business
 - (ii) Applicant wishing to register for the business listed in (b)②-④: Same kind of business as Investment Advisory and Agency Business or Investment Management Business
- ② Parent company, etc., subsidiaries, etc., or affiliated companies, etc. of an entity engaged in business prescribed in ①
- ③ Applicant who has worked in an entity engaged in business prescribed in ① as a senior officer or employee (i.e. where he/she is named as a senior officer or an important employee in the application documents)

(b) Application for either of the following types of business under the Financial Instruments and Exchange Act ("FIEA")

- ① Type-I Financial Instruments Business*1 (Article 28(1) of the FIEA)
- ② Investment Management Business (Article 28(4) of the FIEA)
- ③ Investment Advisory and Agency Business (Article 28(3) of the FIEA)
- ④ Type-II Financial Instruments Business relevant to asset management business in either of the following cases
 - (i) where selling a beneficial certificate of an investment trust or a fund established by itself (Article 28(2)(i) of the FIEA)
 - (ii) where conducting a so-called Deemed Type-II Financial Instruments Business operated by Asset Management Company of an Investment Corporation or an operator of Investment Management Business for Qualified Investors (Article 196(2) of the Act on Investment Trusts and Investment Corporations and Article 29-5(2) of the FIEA)

*1 Type-I Financial Instruments Business that is conducted for professional investors and in which the securities handled are only certain securities, such as beneficiary certificates of foreign investment trusts and foreign investment securities.



Note: If you are eligible, please fill out the application form. You will be contacted by Tricolor Japan after submitting the application form. At the end of the process, JFSA will determine whether you are eligible for this program or not.

Japan Market Entry: Company Set-Up

Kevin Smythe
Director, Sales & Marketing
Tricolor Japan

tricolor



Back Office Set-up Activities

1. Incorporation
2. Banking
3. Tax Registration & Compliance
4. Payroll & Benefits

- 1. Incorporation**
2. Banking
3. Tax Registration & Compliance
4. Payroll & Benefits

Deciding on an Entity Type

Will it be a subsidiary or branch office?

- **Subsidiary**

- Kabushikaisha (株式会社) or K.K.
- Goudoukaisha (合同会社) or G.K.

- **Branch Office**

Capabilities / Functions	K.K.	G.K.	Branch Office
Can perform sales-related activities	✓	✓	✓
Limited liability	✓	✓	
Transfer of funds not subject to tax			✓

Setup Requirements	K.K.	G.K.	Branch Office
A local director / representative			✓
A local address	✓	✓	✓
Initial capital (JPY 1)	✓	✓	

Others	K.K.	G.K.	Branch Office
Timing	2 mo.	2 mo.	1 mo.
Operations costs	\$\$\$	\$\$	\$\$

Deciding on a Director

Will the Director be abroad or in Japan?

Key points to consider:

- Majority of Japanese banks require a local director
- Corporate Governance and risks



Deciding on an Address

Will it be a virtual address or physical address?

Key points to consider:

- A physical office is a requirement to sponsor work visas
- The address will be used to register with government offices



Deciding on the Fiscal Year

A company's fiscal year is set by the Company.

Key points to consider:

- Will it cause the first tax year a short tax year



Required Documents

K.K.

Proof of residence document & passport scans for all prospective directors and affidavit signer

Parent company's Article of Incorporation

Parent company's corporate registration certificate

G.K.

Proof of residence document & passport scans for all prospective executive managers and affidavit signer

Parent company's Article of Incorporation

Parent company's corporate registration certificate

Branch Office

Proof of residence document & passport scans for the prospective branch representative in Japan and affidavit signer

Parent company's Article of Incorporation

Parent company's corporate registration certificate



Entity Type – Things to Keep in Mind

- Will the Japanese entity need a license?
- Do I have specific tax goals?
- Do my business partners care about the entity type?
- Will I be sponsoring work visas?
- How will I be banking in Japan?

Back Office Set-up Activities

1. Incorporation
- 2. Banking**
3. Tax Registration & Compliance
4. Payroll & Benefits

Banking Options in Japan

Major Japanese Banks

- Mitsubishi UFJ Financial Group (MUFG)
- Sumitomo Mitsui Banking Corporation (SMBC)
- Mizuho Bank



What About Global Banks? Smaller Banks?

Many global banks have Japanese branches

- Works well for multi-country relationships
- Can accomplish many local payments
- Can have difficulty with statutory, government, utility payments

Smaller banks also exist in Japan

- Many choices
- Difficulty with overseas remittances
- Language challenges
- Online banking administrator licensing issues



Online Banking Choices

Global Platforms

- Multi-language support
- Full overseas access to online banking
- Limits to statutory payment methods
- High cost

Domestic Platforms

- Japanese language exclusive
- Overseas access limited to view-only
- Full statutory payment capability
- Lower cost



Required Documents

Each bank branch may have a unique application process

Typical Requests:

- Business description / marketing materials
- Corporation registry
- In-person meeting with representative in Japan
- Evidence of business license, if one is required for the business to operate as planned



Back Office Set-up Activities

1. Incorporation
2. Banking
- 3. Tax Registration & Compliance**
4. Payroll & Benefits

Initial Tax Registrations

To be filed within 2 months of incorporation

- Notification of incorporation (national, local)
- Notification of establishment of an office paying salaries
- Application for Blue Form tax return

May need to be filed earlier, for various reasons (payroll, visas, etc.)



Types of Corporate Taxes

Regardless of Entity Type, the following are applicable (with general frequency)

- **Corporate Income Tax (National & Local)**
 - 2 months after year-end
- **Consumption Tax**
 - 2 months after year-end
- **Fixed Asset Depreciation Report**
 - January 31st



Back Office Set-up Activities

1. Incorporation
2. Banking
3. Tax Registration & Compliance
- 4. Payroll & Benefits**

Japanese Payroll Basics

- Typically, one payroll per month (the 25th)
- Employment is not at-will
- Statutory benefits include national healthcare and national pension, mandatory paid leave
- Employee-focused labor laws



Getting Started with Payroll

Tax Registrations

- Notification of Salary Paying Office

Employment Contracts

Social & Labor Insurance Registrations

- Completed with initial payroll
- Mandatory for nearly all full-time employment

Work Rules

- Required to be filed at 10 headcount; can be beneficial to establish prior to that point



Annual Compliance Activities

- Inhabitant Tax Updates
- Social & Labor Insurance Reports
- Year-end Adjustment
- Withholding tax reports (including limited non-payroll reporting)



Required Documents

Need in order to process an initial payroll:

- Local entity
- Employment contracts
- Tax registrations
- Bank account
- Work authorization for non-Japanese workers



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Recruitment

Joshua Bryan

Director, Financial Services,
Legal, HR & Support
Robert Walters Japan

ROBERT WALTERS



Robert Walters Group & Our Team in Japan

One of the leading international professional recruitment consultancies in the world, established in 1980

- **POWERING PEOPLE AND ORGANISATIONS TO FULFIL THEIR UNIQUE POTENTIAL**
- In Japan, established in 2000 with offices in Shibuya and Osaka, employing around 320 people including 230 consultants
- Strong brand power, recognised as the leading and most reputable international recruitment firm in Japan
- Joshua Bryan, Director - Financial Services, Legal, HR & Support
- Mayu Isoi, Associate Director - Legal, Compliance, HR & Support
- Nikolaos Jensen, Senior Consultant - Asset Management
- Liliana Lin, Manager - Legal, Compliance & Risk



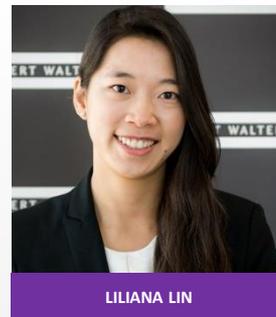
JOSHUA BRYAN



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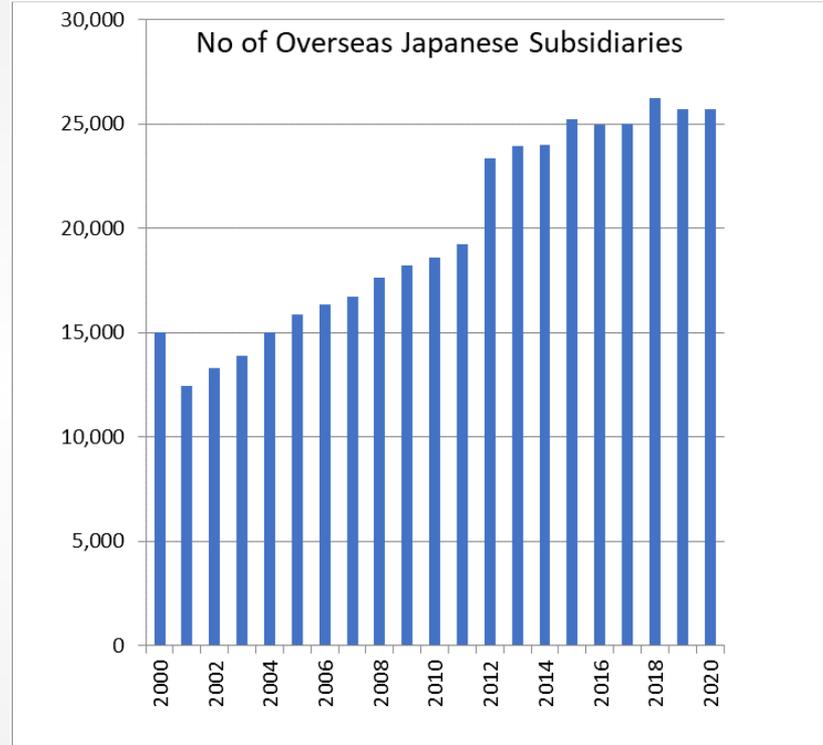
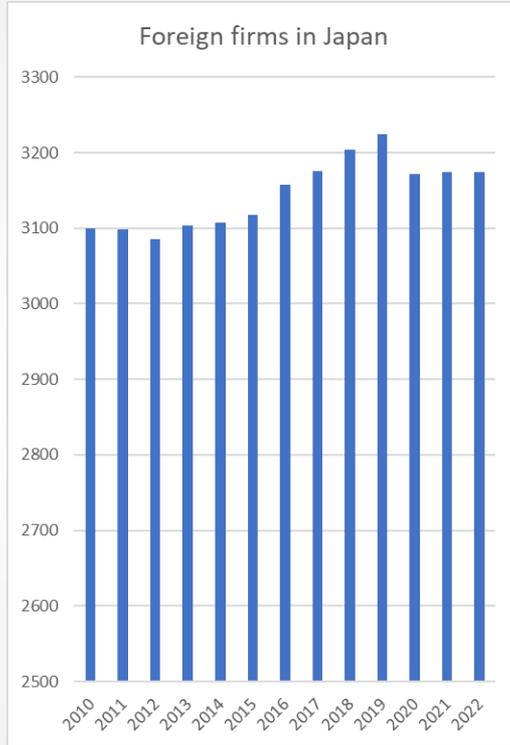


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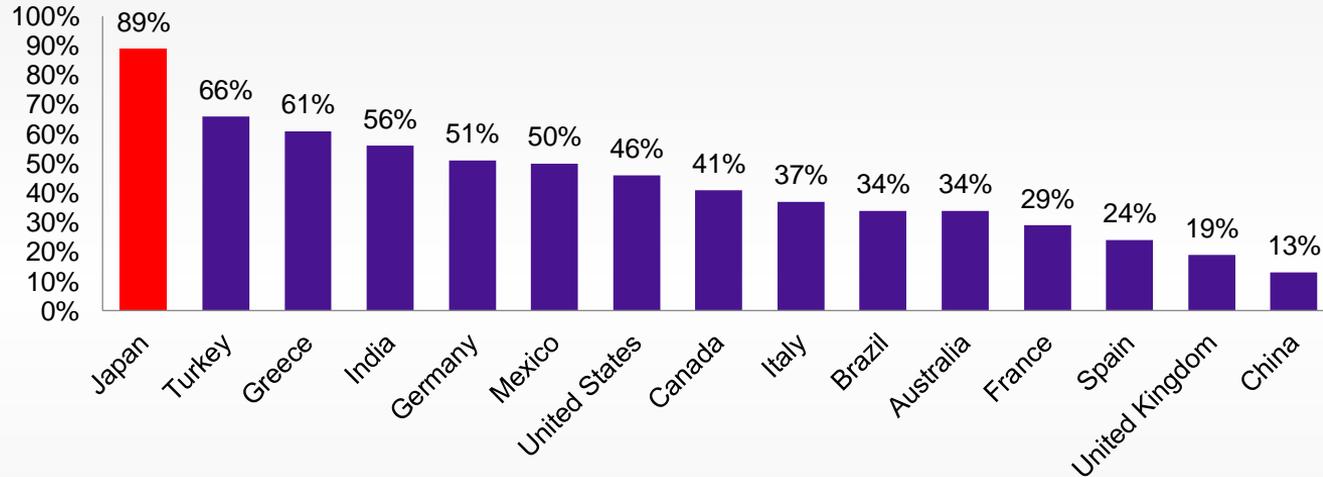


LILIANA LIN

COMPETITION FOR HIRING TALENT IN JAPAN

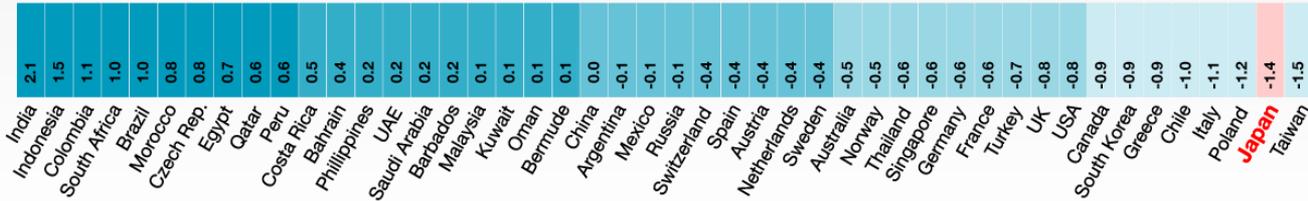


COMPETITION FOR HIRING TALENT IN JAPAN



- Percentage of companies who identify as having a talent shortage in their organisation. (Forbes)

Acute Mismatch Between Supply & Demand for Talent in Japan

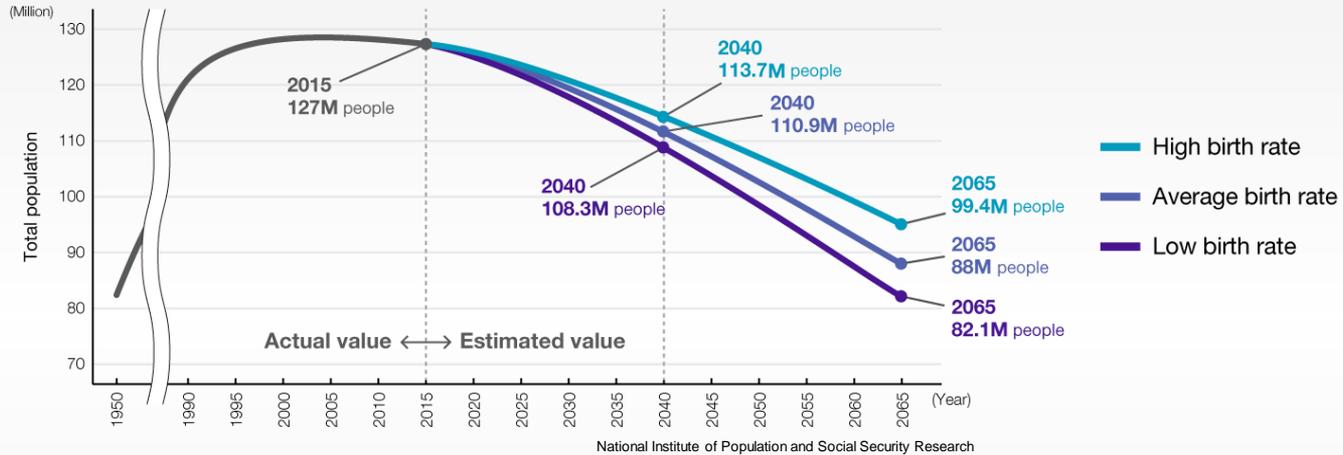


Source: Oxford Economics. 2012. Global Talent 2021 How the new geography of talent will transform human resource strategies

- The table ranks countries according to how their talent gaps were expected to evolve
- Talent deficits are shown in lighter colours
- Numbers report the average annual % change of the deficit/surplus

■ Increasing talent shortage: Declining population

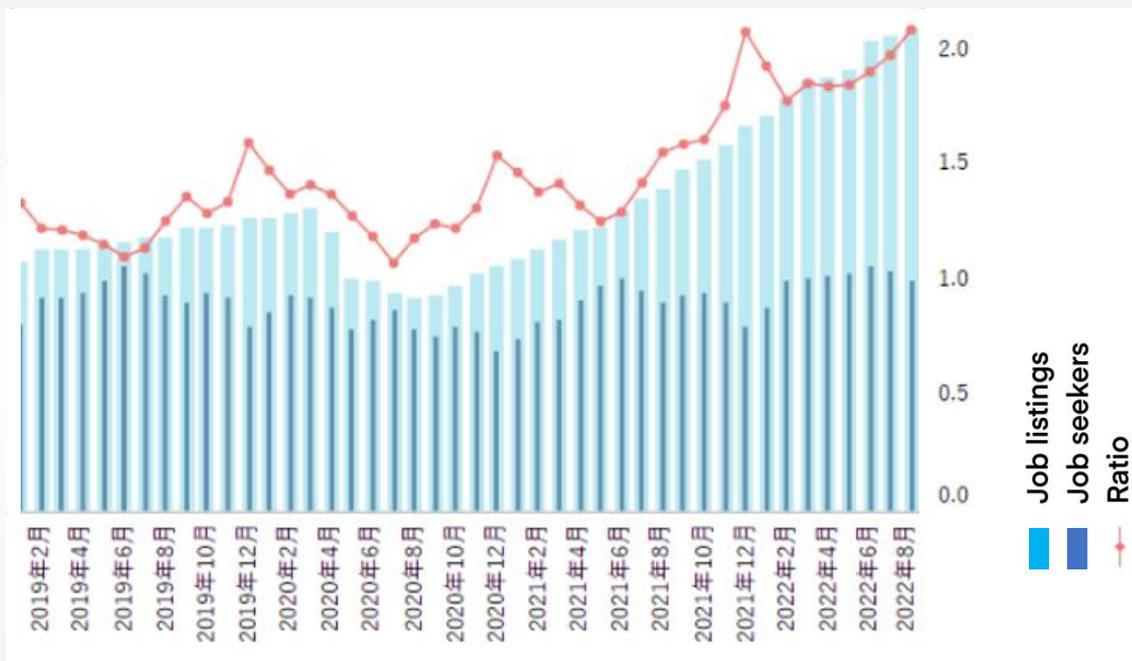
Future Population Projections



■ Japan's declining population

The population, which was 127 million in 2015, will fall below 100 million by 2050. By 2065, the population is expected to be 1/3 to 1/4 of what it was in 2020.

Job openings to job applicants ratio 2.09 (August 2022)



Source: https://doda.jp/guide/kyujin_bairitsu/

JAPAN MARKET STANDARDS & COMPETITIVE LANDSCAPE

Time to Hire & Onboard

- 3 months+ Compliance Officer / Front Office Leadership
- 6 months+ Senior Leaders
- 3 months+ HR & Office Manager

Notice Periods

- 30 days Junior - mid level leaderships
- 3-6 months Senior leaders

- **1965** financial services businesses established in Japan, **130** of these are overseas headquartered MNCs
- **1020** Investment Advisory and Agency licensed businesses (IAA)
- **468** Discretionary Investment Management licensed businesses (DIM)

SENIOR LEADERSHIP MARKET

- Senior front office leaders and compliance officers as distinct groupings in the market with differing personal qualities
- New market players will likely attract mature, experienced, energetic candidates
- Mid-career candidates are reluctant to apply to new market opportunities due to associated risks
- Currently – demand is strongest for junior – mid career sales, product specialists across distribution channels, fund administration, operations



SENIOR LEADERSHIP MARKET

- Senior leaders value compelling stories
- Typical backgrounds of GM / CEOs - commonly include IR / sales / investment-related backgrounds
- Senior leader and Compliance Officer biography highlights are typically included on company websites and reviewed by regulators



▪ SENIOR LEADERSHIP MARKET – RECENT SEARCHES

HEAD OF JAPAN

US asset management company,
Established office in Japan currently
1 employee total (Compliance),
Type 2, IAA

HEAD OF PRODUCT MANAGEMENT

US asset management company
Established in Japan 1998
110 employees total
Type 1 & 2, DIM/IAA

HEAD OF INVESTOR RELATIONS

European asset management company
Established in Japan 1998
5 employees total
Type 2, IAA

HEAD OF JAPAN

European management company
Established in Japan 2007
20 employees total, Compliance team of 1
Type 2, IAA



▪ ASSET MANAGEMENT INDUSTRY TALENT TRENDS

We see strongest demand for Institutional Sales, and also steady demand for Retail Advisory and Pension Sales

Product Development talent is scarce, organisations are choosing to acquire people with relevant transferrable skills and provide OJT training

Equity Research and investment-related opportunities have also seen increased in activity compared to previous years

Roles in Client Services, Fund Administration, RFP Writers, and Operations at all levels has been exceedingly challenging to find strong talent due to higher demand and a limited pool of candidates



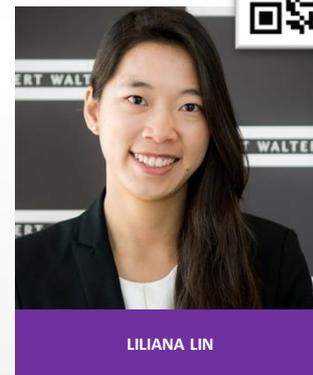
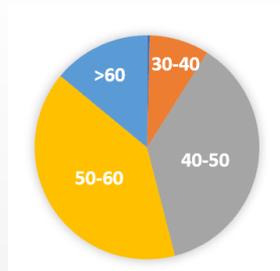
COMPLIANCE OFFICER – MARKET OVERVIEW, SCOPE

Compliance Officers within Asset Management

- We estimate there are around 500 Compliance Officers with Asset/Investment Management businesses experience in Japan who may be relevant
- Approximately **60% speak English at a business+ level** (TOEIC 800+)

Demographics

- Below 30s: 0.4%
- Between 30 and 40: 8.6%
- **Between 40 and 50: 37%**
- **Between 50 and 60: 40%**
- Over 60 (typically employed on a contract basis): 14%

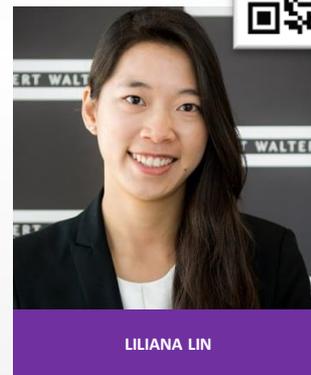


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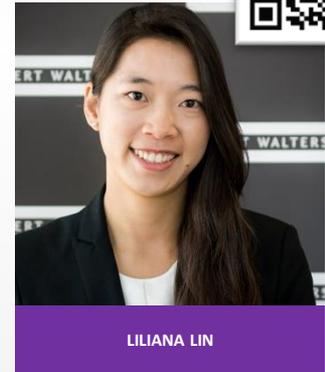
COMPLIANCE OFFICER – MARKET OVERVIEW, SCOPE

- **Compensation: JPY 10-30 million depending on size**
- It is understood that performance compensation may likely be limited in years 0-3 of new operations in Japan
- Typical bonus structures include a once-a-year performance bonus of 10-30% of base depending on individual and company performance
- Japan context: among local Japanese businesses it is common practice to award fairly dependable twice a year seasonal bonuses, summer and winter, with very little annual variation based on individual performance



COMPLIANCE OFFICER – TYPICAL REQUIREMENTS

- **Several years+ relevant work experience in compliance in the Japanese financial sector**
- Several years+ relevant work experience in respect of compliance matters in Type 1/ Type 2 Financial Instruments
- Experience working closely with JFSA and obtaining Type 1/ Type 2 Financial Instruments Business license
- A licence holder of Sales Representative (*gaimuin*) and/or Internal Control Manager (*naibukanri sekininsha*) of the JSDA and CFAJ is preferable
- Deep understanding of compliance environments for Type 1 / Type 2 Financial Instruments Business
- Strong working knowledge of the applicable Japanese regulatory regimes, including but not limited to familiarity with the relevant licencing requirements, regulatory framework applicable to outsourcing arrangements, anti-money laundering regulations and compliance reporting requirements
- **Native Japanese and business+ English**



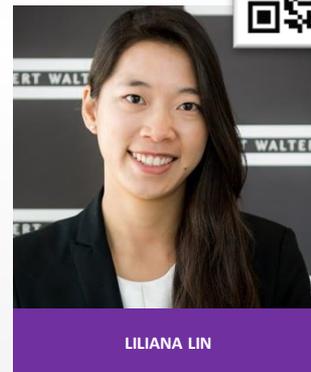
EXAMPLE COMPLIANCE BACKGROUNDS

Candidate A

- * Japanese candidate, **early 60s**, fluent in English.
- * **Internal Control Manager** and Security Broker Sales representative qualifications
- * 13 years ago took up first role overseeing Compliance, after prior experience in Finance / senior leadership roles
- * 30 years of experience within Japanese and foreign banking, securities, and asset management firms
- * Special focus on compliance stand-alone position in the past 5 years, with track record of obtaining license from JFSA and KLFB (IAA and DIM, among others)
- * Most recent salary: around JPY 15 million

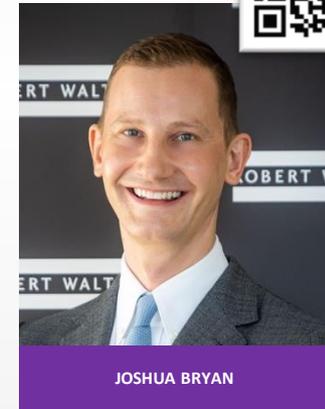
Candidate B

- * Japanese candidate, **late 40s**, fluent in English
- * **Internal Control Manager**, Security Broker Sales Representative 1 and 2, ACAMS qualifications
- * Started career working in Japanese government
- * Moves into private financial sector: first years in sell-side, then moves into buy-side for the past 10+ years
- * In the recent years, held role as Head of Legal and Compliance, particularly liaising with JFSA and other regulators for the obtention of Type 2 Financial Instruments Business License
- * Most recent salary: around JPY 12 million



HOW TO COMPETE FOR TALENT

- Adopting a sales mindset in your approach to your hiring
- Engage our expert local recruiters on a retained basis to ensure close partnership
- Be prepared to pay more for talent in Japan than elsewhere: typical recruitment fees in Japan are 35% of compensation package
- Agility with hiring requirements, particular around language abilities
- Efficient interview processes – maximum 3 meetings with quick decisions, video interviews
- Work place flexibility are increasingly a priority for job seekers
- ESG values (Environmentally Sustainable practices; Social including Diversity & Inclusion) are also increasingly part of many company's Employee Value Proposition





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Financial Services Agency

Asia's Leading Business Expansion Specialist

How Immigration is Designed

Yoshito Kijima

Partner

EY Immigration Corporation



Building a better
working world



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1

Introduction

Our global People Advisory Services network

Our network of HR professionals: 260 in Japan, and more than 13,000 worldwide

The EY Global People Advisory Services network consists of more than 13,000 people, which positions EY as one of the largest HR professional service firms in the world. Utilizing this extensive network, EY provides its services to more than 5,000 clients in over 160 countries across the globe; in Japan, nearly 140 professionals including HR and organizational specialists full-line support, solving complicated global HR and organizational challenges. The PAS team in Japan has bilingual resources with fluency in both western and Japanese business customs and can serve as a bridge for global companies with operations inside and outside of Japan.

We also consistently share the latest knowledge internally and connect professionally across borders to ensure that our service offerings are the best.

PAS Global Network — Total Headcount: approx. 13,000



EY's global immigration business – A brief overview

160+

countries



Largest

Global immigration provider footprint



Global experts with over

30 years of

experience providing immigration services

Immigration services provided to

5,000+ corporate clients worldwide

75,000

Immigration assessments for travelers conducted annually



80,000

Immigration applications submitted annually

340+ Clients in the Fortune 500



1,100

immigration professionals



- Winners of APAC and **EMEA Immigration Service Provider** of the year 2017
- Immigration Provider of the Year 2018 & 2019, EMEA Forum of Expatriate Management EMMAs

1

Globally consistent process and technology platform

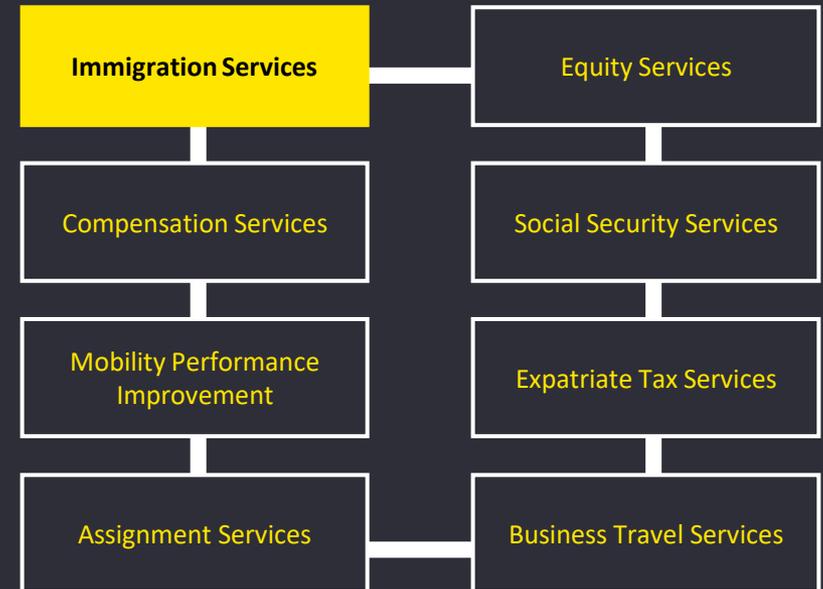


Our integrated immigration services supporting your talent agenda

EY provides a globally consistent, transparent, risk-managed and cost-effective immigration service, leveraging our integrated mobility teams to provide a seamless cross border experience for HR, assignees and business travelers.



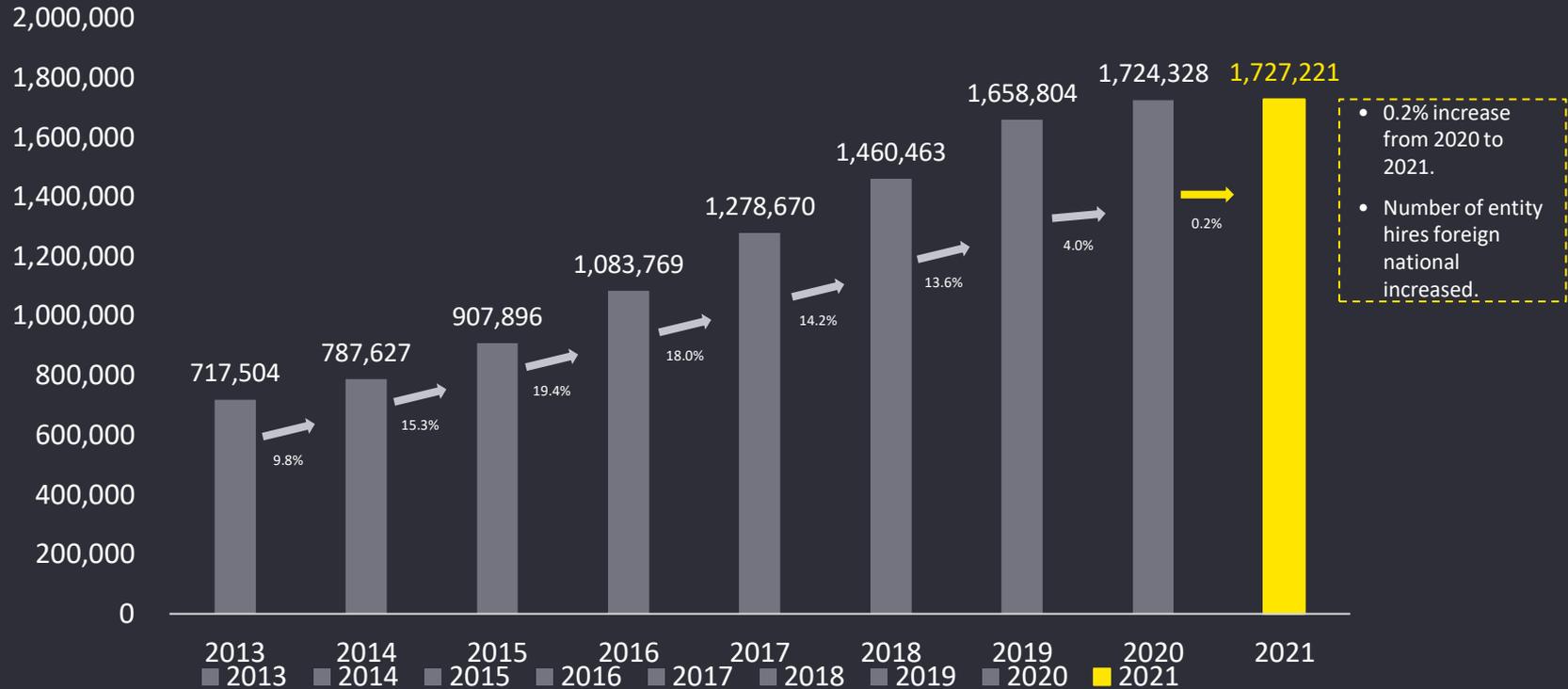
Our immigration services are part of global mobility services:



2

Japan Immigration Snapshot

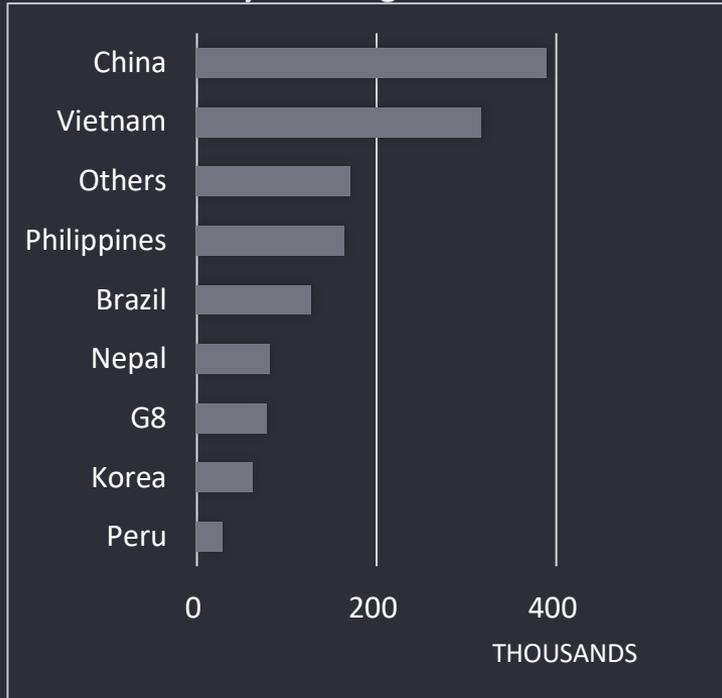
Number of foreign workforce in Japan



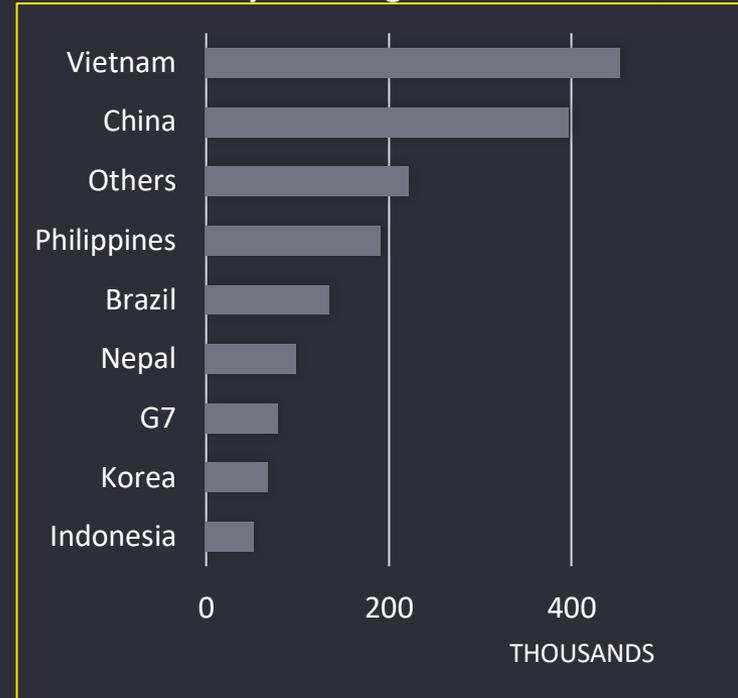
Quote: EYGH rearranged based on the data from MHLW “外国人雇用状況”の届出状況”

Nationality of foreign workers

Nationality of Foreign Workers (2018)

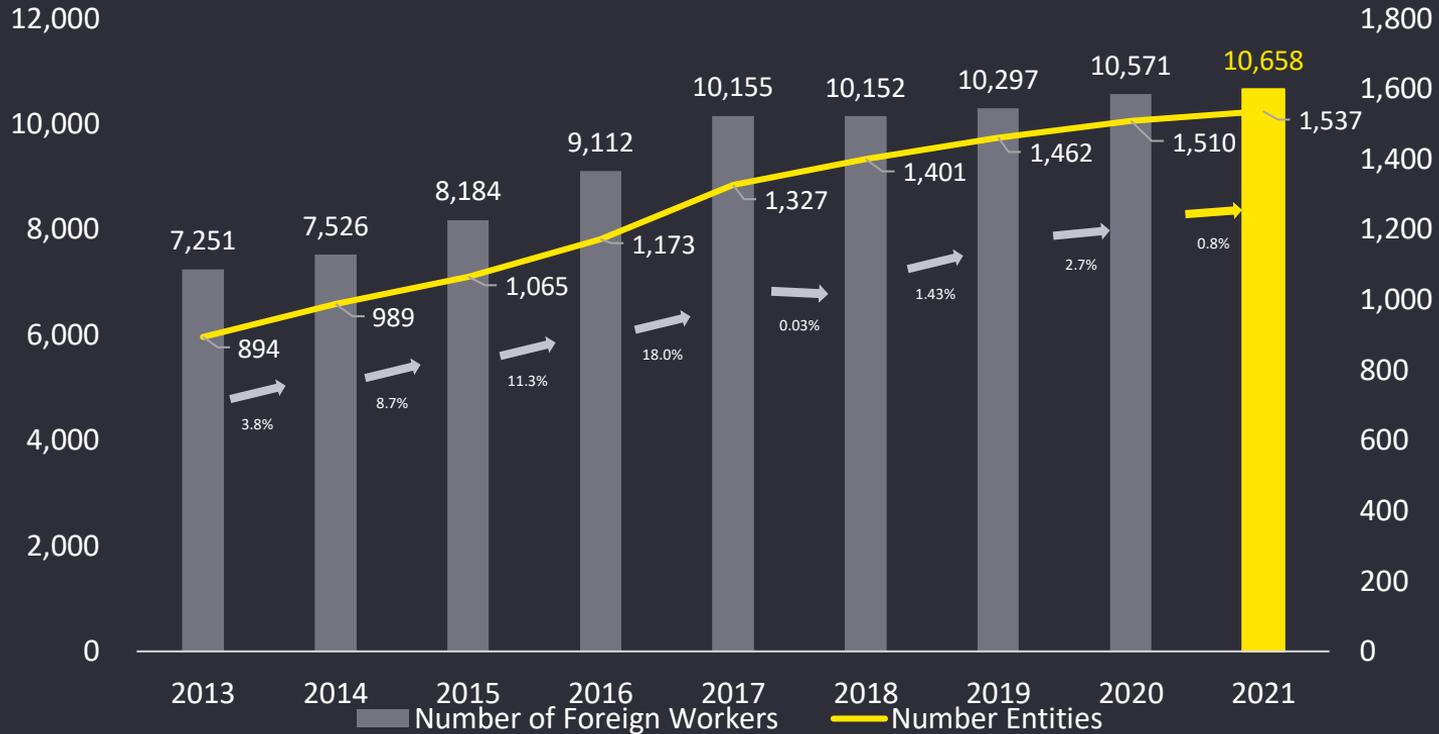


Nationality of Foreign Workers (2021)



Quote: EYGH rearranged based on the data from MHLW "外国人雇用状況"の届出状況

Number of foreign workforce in FSO

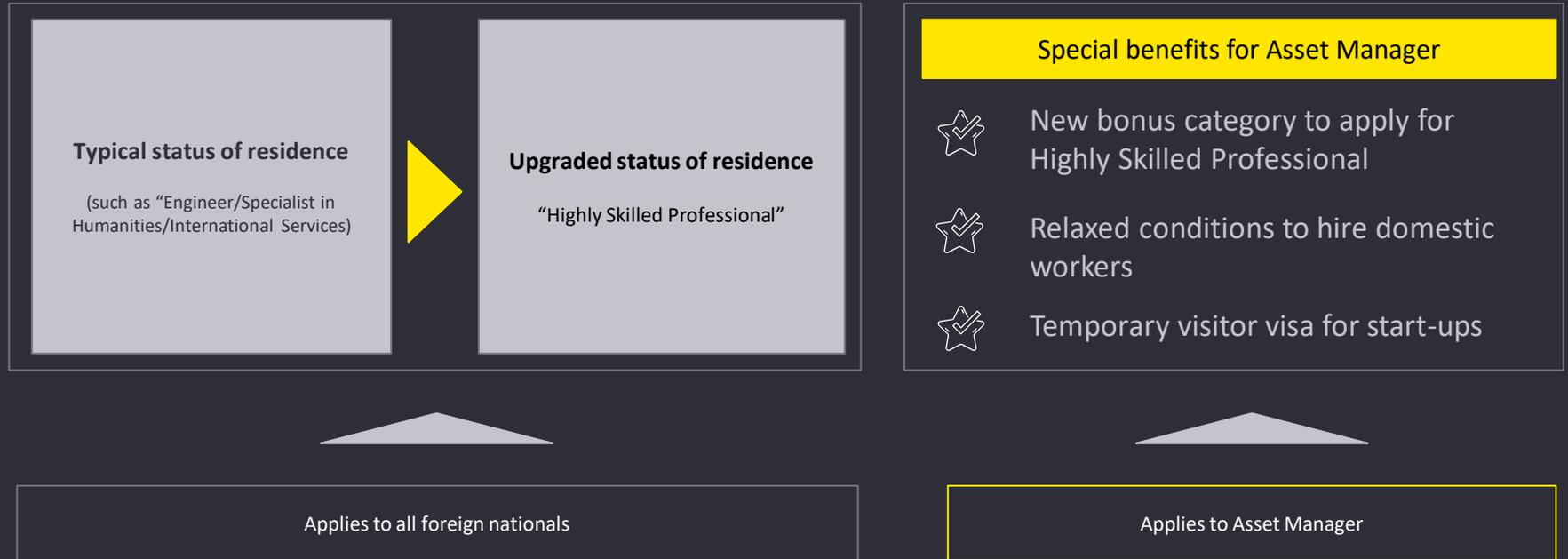


Quote: EYGH rearranged based on the data from MHLW “外国人雇用状況”の届出状況”

2

Type of Status of residence/Visa

Status of Residence (visa) for financial professionals



Typical status of residence



Business Manager

Investor, C-suites, Manager

Activities to;

- (1) operate business or
- (2) engage in the management of those businesses in Japan.



Engineer/Specialist in Humanities/International Services

Financial advisor, data analyst, Investment manager, Asset manager, Engineer, Interpreter/translator, and etc.

Activities to

- (1) engage in duties which require skills or knowledge in the field of natural science, humanities fields, or
- (2) engage in duties which require the ways of thinking or sensitivity founded on foreign culture



Intra-company transferee

Activities to be conducted by a staff member who is transferred to a business office in Japan for a limited period of time and to work which is eligible as "Engineer/Specialist in Humanities/International Services" at the business office

Requirements for Business Manager

Investor (Operation of business) category



Business Office in Japan

Virtual Office ✕
Home Office ▲
Rental Office ○



Size of business

Business conducted at least by
2 people.

OR



At least 5 million yen

*Amount of the stated capital or
total amount of the contribution



Engagement

A contract between the assignee
and entity in Japan must be
arranged. It can be employment,
entrustment, service contract
and etc.

Business Manager category

In addition to the
requirements above...



Experience

At least 3 years

*Experience of
operating/managing business.



Remuneration

Equivalent to or greater than
that a Japanese national receives
for the same work.



Engagement

A contract between the assignee
and entity in Japan must be
arranged. It can be employment,
entrustment, service contract
and etc.

Requirements for Engineer/Specialist in Humanities/International Services

Engineer/Specialist in Humanities



Experience

Graduate from university or 10 years' experience



Remuneration

Equivalent to or greater than that of a Japanese national who receives for the same work.



Engagement

A contract between the assignee and entity in Japan must be arranged. It can be employment, entrustment, service contract and etc.

International Services*



Experience

At least 3 years



Remuneration

Equivalent to or greater than that of a Japanese national who receives for the same work.



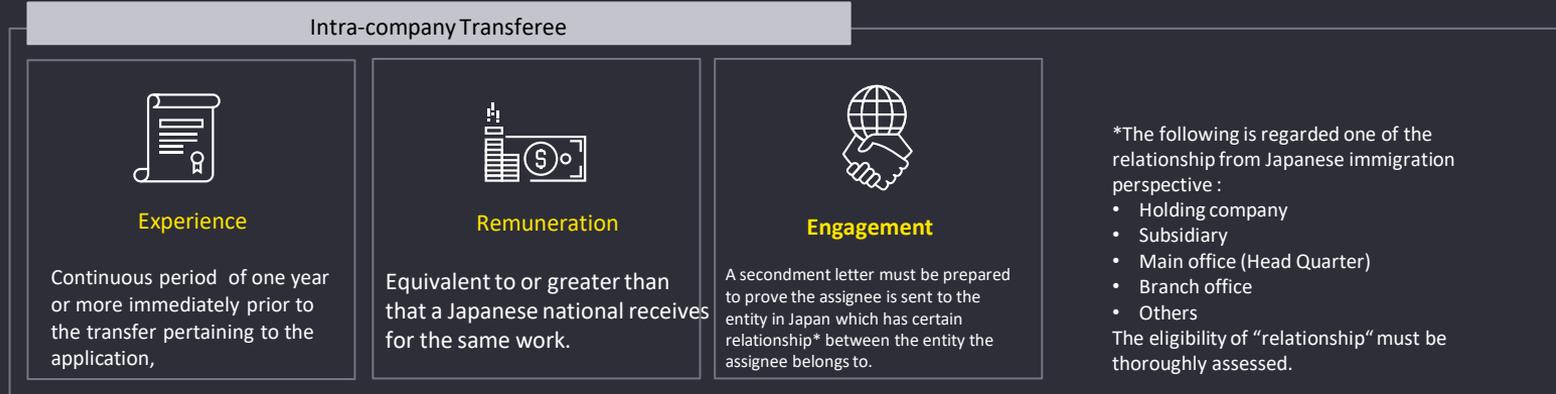
Engagement

A contract between the assignee and entity in Japan must be arranged. It can be employment, entrustment, service contract and etc.

*The following work will fall under “International Service” category:

- Translation
- Interpretation
- Language instruction
- Public relations
- Advertising;
- Overseas transactions
- Fashion or interior designs
- Product development
- Other similar services

Requirements for Intra-company Transferee



Requirements, details of typical residence of status

		Business Manager	Engineer/Specialist in Humanities/International Services	Intra-company transferee
Typical job description		Investor, C-suites, Manager	Financial advisor, data analyst, investment manager, asset manager, engineer, interpreter/translator, and etc.	
Processing time	Immigration (Japan)	4-12 weeks		
	Japan Embassy/consulate	5—7 business days		
Period		3 mo, 4mo, 1 yr, 3yrs, 5 yrs	3 mo, 1 yr, 3yrs, 5 yrs	
Conditions	Engagement with company in Japan	Required	Required	Not Required
	Educational Background or professional experience	Investor: NA Manager: 3 years' experience	Bachelor's degree or higher, or 10 years' experience (in some exceptional case, it will be 3 years)	Engage in service at outside of Japan immediately prior to the transfer (period in Japan under the residence of status "Intra-company transferee" can be added)
	Salary	Remuneration must be equivalent to or greater than that a Japanese national receives for the same work (except Investor)		

Status of Residence “Highly Skilled Professional(HSP)”

How to be eligible for Highly Skilled Professional?

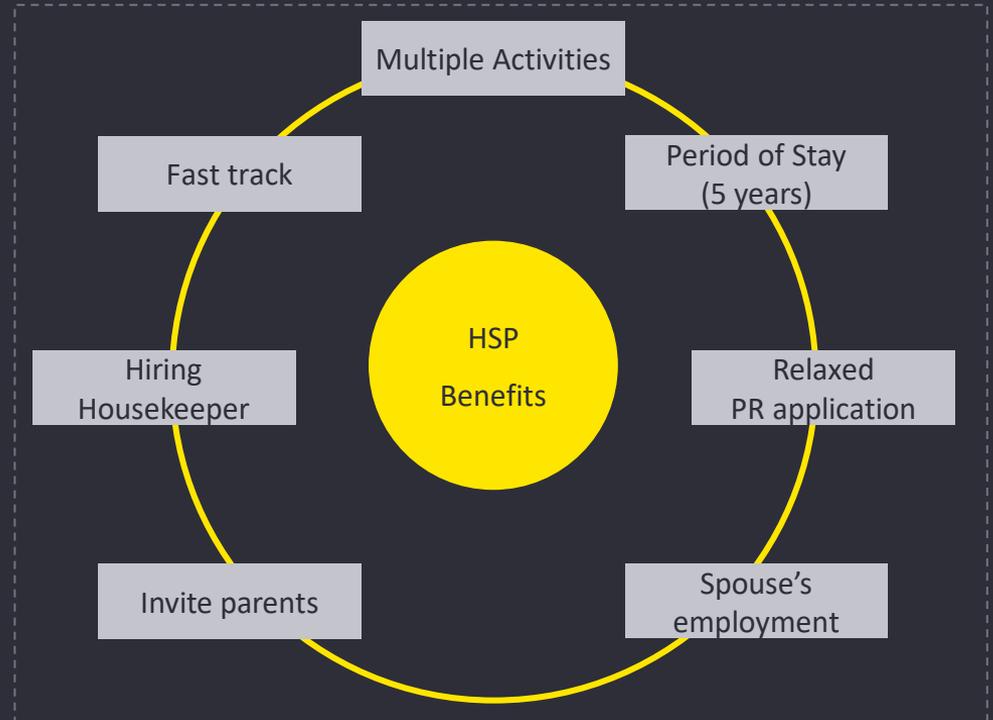
Status of Residence
Business Manager
Engineer/Specialist in Humanities/International Services
Intra-company transferee



Point Calculation
(70 points or higher)

https://www.isa.go.jp/common/uploads/pub-293_01.xls

Preferential treatments



Special benefits for Asset Manager

New bonus category



+10 points

New bonus category (+10 points) is added for asset management businesses.

Example: For asset manager at age of 40 who has Bachelor degree (10pt), 5 years' experience (10pt), Annual salary 10M JPY (40pt) will meet 70 points by this new bonus point.

Housekeeper



Two Housekeepers

- Can hire housekeeper even there is no child under the age of 13.
- Can hire "two" housekeepers under certain conditions (annual income 30M JPY)

Temporary Visitor for start ups



Start-up support

- Foreigners who enter Japan as a "Temporary Visitor" for the purpose of preparing for company setup can change their status of residence directly to "Highly-Skilled Professional" or "Business Manager", etc without returning to their home country before commencing business, subject to certain conditions.

3

Process

Immigration process to enter Japan

Three steps to Japan



Step 1

Apply for Certificate of Eligibility at immigration in Japan

4-12 weeks

- The application can be filed though online, or by in-person.
- Lead time is normally 1 week.



Step 2

Apply for visa at embassy/consulate of Japan/

1 week

- Each embassy/consulate has different application process (walk-in, drop off, postal, designated agent, etc)
- Processing time is normally 3-5 business days
- It will take 2-4 days to courier the original CoE



Step 3

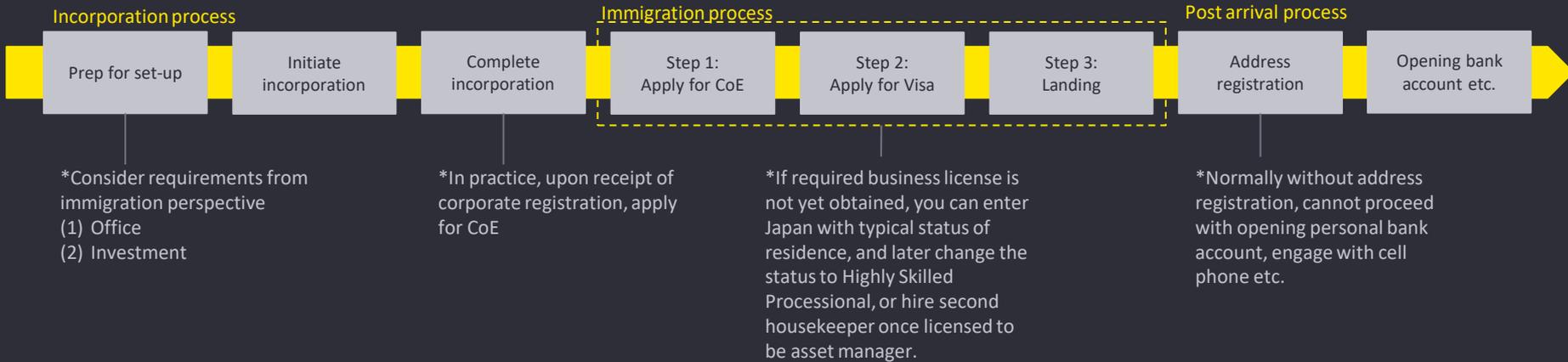
Apply for landing permission at immigration at the port of Japan

On arrival

- Once arrived at the airport, assignee (family) should present the CoE and visa at the immigration.
- "Residence card" will be issued which grants the assignee the Right-to-work.

Immigration process to enter Japan

For new investors to Japan



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Relocation

David Anderson
CEO, Japan Transfers KK &
Chairman, Canadian Chamber
of Commerce in Japan



Full-service relocation professionals ensuring a smooth transition for executives, diplomats and their families.



VISA & IMMIGRATION



PRE-ASSIGNMENT



SETTLING IN



ON-THE-GROUND
SUPPORT



REPATRIATION SERVICES



PRE-ASSIGNMENT

- Find your Best Home
- Find the Best Schools for the Kids
- Register for Clubs, Teams and Activities



VISA & IMMIGRATION



PRE-ASSIGNMENT
HOME & SCHOOL FIND



SETTLING IN



ON-THE-GROUND
SUPPORT



REPATRIATION SERVICES



SETTLING IN

- **Welcome Briefing Session**
- **Government Registration**
- **Bank account, Driver's license, full suite of initial new-life services**



VISA & IMMIGRATION



**PRE-ASSIGNMENT HOME
& SCHOOL FIND**



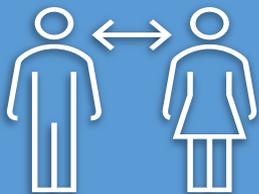
SETTLING IN



**ON-THE-GROUND
SUPPORT**



REPATRIATION SERVICES



ON-THE-GROUND SUPPORT

- Tenancy Management
- Expense Management
- On-call Daily life Support



VISA & IMMIGRATION



PRE-ASSIGNMENT HOME
& SCHOOL FIND



SETTLING IN



ON-THE-GROUND
SUPPORT



REPATRIATION SERVICES



REPATRIATION SERVICES

- **Logistics Management**
- **Governmental Departure Process**
- **Cancellation of Utilities, Contracts, and Memberships**



VISA & IMMIGRATION



PRE-ASSIGNMENT HOME
& SCHOOL FIND



SETTLING IN



ON-THE-GROUND
SUPPORT



REPATRIATION
SERVICES



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Q&A Session



MARKET EXPANSION WEBINAR SERIES: NEW BUSINESS OPPORTUNITIES IN JAPAN FOR OVERSEAS ASSET MANAGERS 2022

Part 4: International Schools

November 10, 4PM (JST/GST+9) English

November 17, 4PM (JST/GST+9) Japanese

- Guest Speakers: International education media, International School Times & eduJUMP!
- Difference between the two major international education programs: International Baccalaureate and Cambridge A Levels
- Pre-schools, kindergartens, international schools, boarding schools and more...



Part 5: Hedge Funds

December 1, 4PM (JST/GST+9) English

- Guest Speakers: Morgan Stanley, JPX, Citi Group, Greenberg Traurig Law, PwC Tax
- Current status of Japanese equities
- TSE Reforms
- Current status of derivatives market
- Derivatives trading in Japan
- Legal regulations for financial license registration and listed stocks/derivatives trading in Japan
- Tax Considerations in establishing a Japan office



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Thank you for
attending

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