

November 2018
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EXECUTIVE SEARCH

HELPING AMBITIOUS COMPANIES ACCELERATE
THEIR GROWTH IN ASIA AND BEYOND



**YOU'RE KNOWN BY THE
COMPANY YOU KEEP.
AND BY THE COMPANY
THAT KEEPS YOU.**

OUR MISSION

To search for tomorrow's human capital talent and help ambitious companies accelerate their growth in Asia and beyond.

Tricor Executive Resources, the former executive search practice of PricewaterhouseCoopers Hong Kong, has over the last 30 years built an unrivalled reputation for integrity and professionalism, based on providing the highest quality search services supported by in-depth specialist resources and expertise.

OUR COMMITMENT

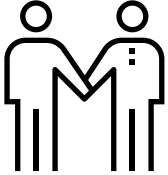
As new skills are constantly required to enhance management teams, companies often need to look externally for the right expertise. Successfully identifying and recruiting such talent can be a difficult and time consuming task, which is why companies come to us for their recruitment needs. Organizations who appoint our professional services range from start-up companies to large established groups, multinationals and listed conglomerates.

Over the years, we have been recognized for our:

- High professional and ethical standards
- Confidentiality and integrity
- Rigorous standards for quality of performance and calibre of candidates
- Creativity and perseverance
- Stability within our experienced and long-serving team

OUR APPROACH

Each search engagement requires a specific approach. Outlined is the process of the various steps which lead to the successful completion of a recruitment assignment.



CLIENT MEETING

- **Client information**
 - Company background
 - Business operations and objectives
 - Organization structure
 - Management style
 - Market position
- **Position requirements**
 - Background of appointment
 - Job responsibilities
 - Experience requirements
 - Industry knowledge
 - Academic / professional qualifications
 - Compensation & benefit package (Hong Kong or mainland China based)



PROPOSAL

- **Acknowledgement**
 - Client proposal
 - Job description
 - Person specification
- **Terms of reference**
 - Search strategy
 - Project management
 - Fee quotation
 - Timetable
 - Guarantee period



RECRUITMENT STRATEGY

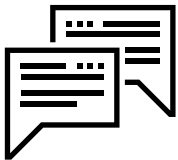
- **Approach and methodology**
 - Internal*
 - Comprehensive and updated global database
 - Tricor's network of referrals
 - External*
 - Market search: compiling list of target companies
 - Researching competitor data analysis and industry trends
 - Mapping specific candidates based on function and role
 - Industry referrals



IDENTIFICATION & SCREENING

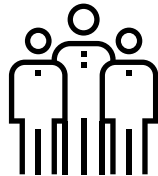
- **Screening**
 - Identifying and connecting with potential candidates - Hong Kong Chinese, mainland PRC nationals, as well as expatriates
 - Gathering market intelligence on:
 - Industry
 - Experience vs. remuneration
- **Initial discussions**
 - Assessing relevant experience
 - Stimulating interest
 - Marketing the role, organization & industry





INTERVIEWS

- In-depth interviews – technical
 - Evaluation of requisite skills and experience
 - Technical evaluations
 - Industry knowledge
 - Suitability for client's management style and culture
 - International, regional or PRC exposure
- Personal
 - Academic qualifications
 - Career objectives
 - Personality traits & characteristics
 - Professional development / expectations
 - Communication and interpersonal / soft skills
 - Family commitment regarding mobility and relocation
- Psychometric testing
(For selected positions if necessary)



PRESENTATION OF CANDIDATES

- Candidate presentation
 - Review of candidate long and short-list
 - Critical assessment of candidates against job profile
 - Detailed confidential career profile reports
- Review & discussion
 - On-going assignment status update
 - Industry market information
 - Further action plan



OFFER & VERIFICATION

- Client interviews
 - Scheduling of client interviews (in Hong Kong and overseas)
- Offer & acceptance
 - Negotiation of employment terms and conditions
 - Structuring appropriate packages for Hong Kong and PRC based positions
 - Reviewing / drafting employment contracts
 - Counselling on relocation programs
 - Advising on tax planning and application of work permits
 - Handle and deal with any counter-offer issues
- Verification
 - Academic / professional qualifications
 - Reference checking: present & previous employment



SUCCESSFUL APPOINTMENT

- Regular contact with appointed candidate to ensure a smooth on-boarding at commencement
- On-going follow up contact with client and successful appointee

Tricor's Executive Resources utilizes in-depth research, intense sourcing and a highly focused approach in the identification of qualified candidates within the appropriate industry sectors.

EXECUTIVE SEARCH

We are a leading search specialist assisting organizations in the appointment of high calibre candidates to fill senior management level positions based in Hong Kong, mainland China or in the Asia region. Our team has extensive experience in successfully completing search engagements across a wide spectrum of management disciplines and in a diverse category of business sectors.

Qualified candidates are generated from targeted industry searches conducted locally, regionally and internationally in conjunction with Tricor's comprehensive database of candidates and extensive network of referrals in the market.

Our proven track record also includes international and cross-border recruitment for positions based on the mainland and across the Asia region for renowned companies as well as new start-ups and multinational organizations.

We have a specialist team of experienced consultants to provide a range of practical and innovative solutions to help you source the right talent to meet your business objectives, with expertise that includes:

- Breadth of management knowledge and specialist information to assist in the selection of key executives
- Up-to-date knowledge of the recruitment market across many industries and sectors
- An independent assessment of the job and candidate specifications and related organizational issues
- Expertise in market availability and remuneration packages for both local and expatriate appointments in Hong Kong, mainland China and the Asia region
- A proven history of developing strategic long-term relationships through meticulous attention and professionalism at every stage of the recruitment process
- Flexibility in our search strategy to meet your recruitment needs

INDUSTRY SECTORS

We are experienced in providing search services in a wide array of industry sectors, including:

- Banking, Financial Services and Insurance
- Consumer Products (FMCGs)
- e-commerce, IT and Telecommunications
- Listed and Private Conglomerates
- Healthcare and Pharmaceutical
- Hospitality and Recreation
- Infrastructure, Transportation and Logistics
- Professional Services (Accounting, Architecture, Company Secretarial, Legal)
- Property Development, Real Estate Investment and Management
- Retail and Distribution
- Trading and Manufacturing

**TRICOR IS THE #1 PROVIDER OF
BUSINESS, CORPORATE AND
FINANCIAL SOLUTIONS IN ASIA.**



OTHER TRICOR CORE SERVICES



BUSINESS SERVICES

Tricor Business Services partners with you to enhance your competitiveness and generate business value. Leveraging our suite of financial, accounting, human resource and advisory services, our professionals offer tailor-made solutions to meet your specific requirements.

We support a wide range of clients, from small and medium-sized enterprises to multinationals, in diverse industry sectors. We are an Authorized Employer of the Hong Kong Institute of Certified Public Accountants (HKICPA), Recognized Employer of CPA Australia (CPAA), and Approved Employer of the Association of Chartered Certified Accountants (ACCA).

- Business Advisory Services
- Accounting & Financial Reporting
- Tax Services
- Treasury & Payment Administration
- Trade Services
- Trust Assets Administration
- Fund Administration
- Governance, Risk & Compliance
- Information Technology Solutions



CORPORATE SERVICES

Tricor is the largest corporate secretarial services provider in Asia. We offer expert corporate governance, corporate administration and secretarial services. We provide services to different types of entities, including listed issuers, multinationals, Hong Kong-incorporated

companies, non-governmental organizations, offshore companies and fund structures.

Our professionals have in-depth knowledge and understanding of the latest rules and regulations governing businesses and other entities. We are well-equipped to take care of both routine and extraordinary matters effectively and efficiently on behalf of your organization.

- Entity Formation & Business Establishment
- Corporate Governance, Compliance & Secretarial Services
- Listed Issuer & Named Company Secretary Services
- Trust & Fiduciary Services (Including Employee Share Incentive Plans)
- Fund Secretarial & Compliance Services
- Process Agent & Escrow Agent Services
- Due Diligence & Corporate Health Check
- Liquidation, Dissolution & Cessation of Business
- China Services



INVESTOR SERVICES

Tricor Investor Services offers comprehensive one-stop solutions for all securities registration and related corporate issues.

As a leading share registrar in Hong Kong servicing over half of the total number of listed issuers on the Hong Kong Stock Exchange (HKEX), we assist in maintaining statutory registers of securities holders, implementing corporate actions, and managing shareholder / investor relations, disclosures and corporate governance compliance.

We also provide cross-border services through Tricor's investor services practices in Brunei, Malaysia and Singapore as well as through members of the Global Share Alliance, whose main operations are located in Australia, North America, South Africa and the United Kingdom.

- Initial Public Offering (IPO) / New Issue
- Registry Management

- Corporate Actions
- Shareholder Communications
- Meeting Management & Poll Scrutineer Service
- Investor Services Self-Service Portal
- Website Design, Set Up & Maintenance



HUMAN RESOURCES & PAYROLL SERVICES

Tricor's cloud-based integrated human capital management solution, unify | HRS, is a comprehensive technology and service offering designed to address human resource challenges that most businesses face as they expand locally and globally.

Our unify | HRS suite of customizable modules makes it easy to own or subscribe, deploy, use and maintain intelligent, mobile and comprehensive technology in one solution from a single service provider.

Winner of HR Vendors of the Year 2018

- *Best Payroll Software (Gold) - Hong Kong*
- *Best Payroll Outsourcing Partner (Silver) - Malaysia*
- *Best HR Outsourcing Service Provider (Bronze) - Malaysia*
- *Best Payroll Software (Bronze) - Singapore*

- unify | PEOPLE
An innovative suite of cloud-based and on-premise, multi-country solutions
- unify | PROFESSIONAL
Sound and actionable advice from our experienced and specialized teams of consultants
- unify | PROCESS
A complete outsourced solution for payroll operations, from the very first input to statutory submissions

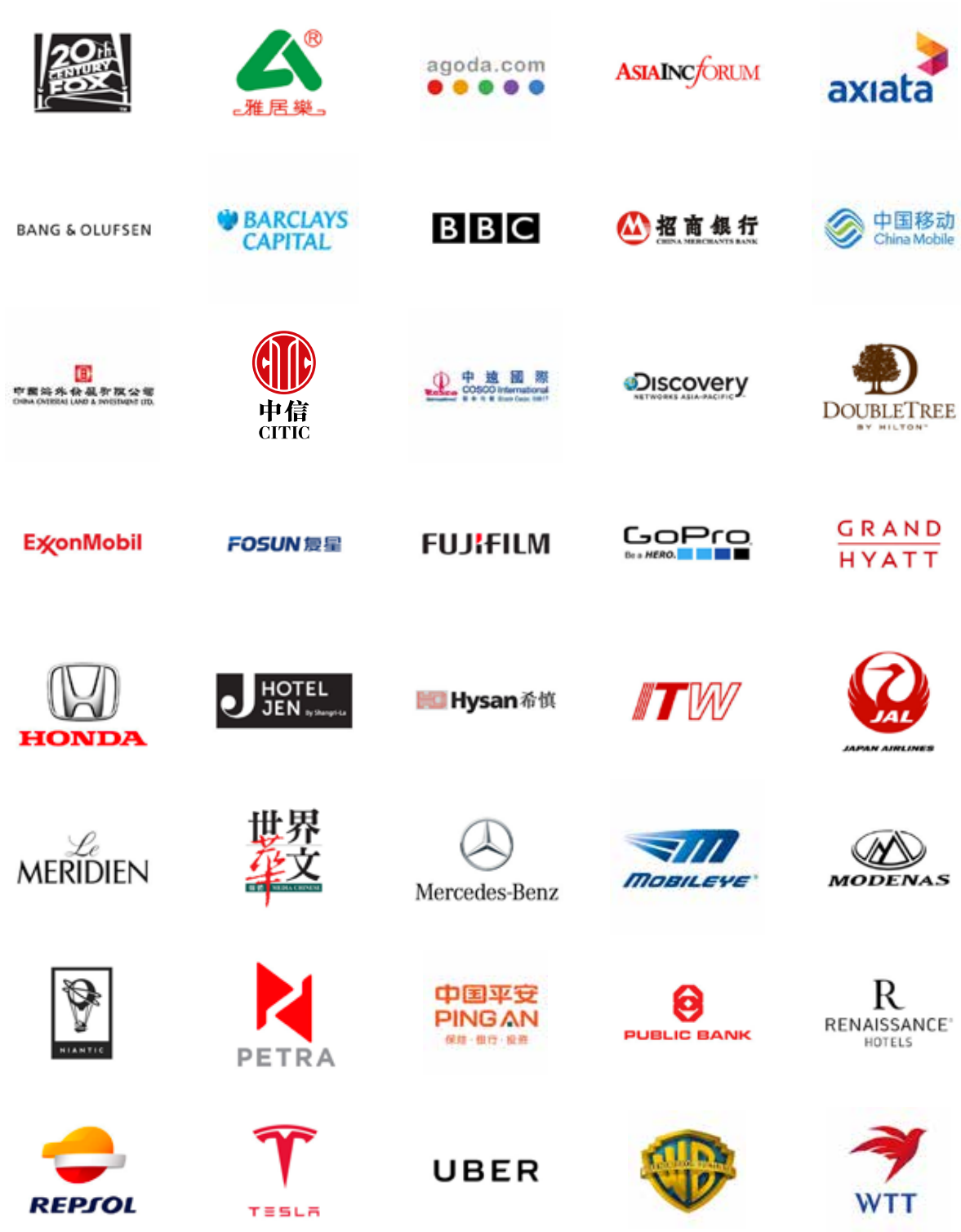


CORPORATE TRUST & DEBT SERVICES

Madison Pacific, a Tricor Company, is a premier provider of specialized independent financial and corporate services. Our services include Trust & Agency, Escrow & Custody, Asset Management & Fund Administration and Directorships.

- Trustee & Agency
 - Facility Agent and / or Security Trustee for Bilateral Syndicated or Club Bank or Private Equity Lending
 - Bond Trustee for Private, Euroclear or Exchange Listed Bond Issuance
 - Successor Trustee and / or Security Trustee of Defaulted Transactions
 - Security Agent Holding a Charge Over Both Onshore and Offshore Security
 - Principal Agent, Paying Agent and Registrar for Private Loan Facilities
- Escrow & Custodial
 - Facilitate business transactions using escrow or custodial arrangements
 - Safekeeping assets used for sales and purchases, M&A, project financing, fund launches and realizations from liquidations / receiverships
 - Escrow Agent or Custodian holding assets including cash, shares, documents and other properties

AT THE SERVICE OF 30,000+ CLIENTS, INCLUDING...



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**WE PROVIDE OUTSOURCED EXPERTISE THAT ALLOWS
OUR CLIENTS TO CONCENTRATE ON WHAT THEY DO BEST
– BUILDING BUSINESS.**