ALTIOS GROUP

# /HOW TO EXPAND TO THE UK AFTER BREXIT

# /FOREWORD

The UK's exit from the European Union ("Brexit") has been a slow process - starting with the referendum decision in 2016 with withdrawal from the EU officially completed in June 2021. The process has been impacted by the COVID pandemic, and now by the further rise in prices triggered by the war in Ukraine.

Throughout this time commentators have been surprised by the country's economic resilience, and the country remains the fifth biggest economy in the world and the second biggest in Europe, with a steadily growing GDP since 1950.

So what opportunities does the UK now offer to international companies? And how has trade and doing business changed since Brexit? In this white paper we explore UK trade after Brext - including the opportunities in the new trade agreements upcoming and already signed. We then take a look at what makes the UK an attractive market now and the practical side of doing business there - setting up a subsidiary, hiring staff from outside the country, and Merger or Acquisition as a route.

Do you want to expand your business to the UK? Please contact us. We will be happy to help you.

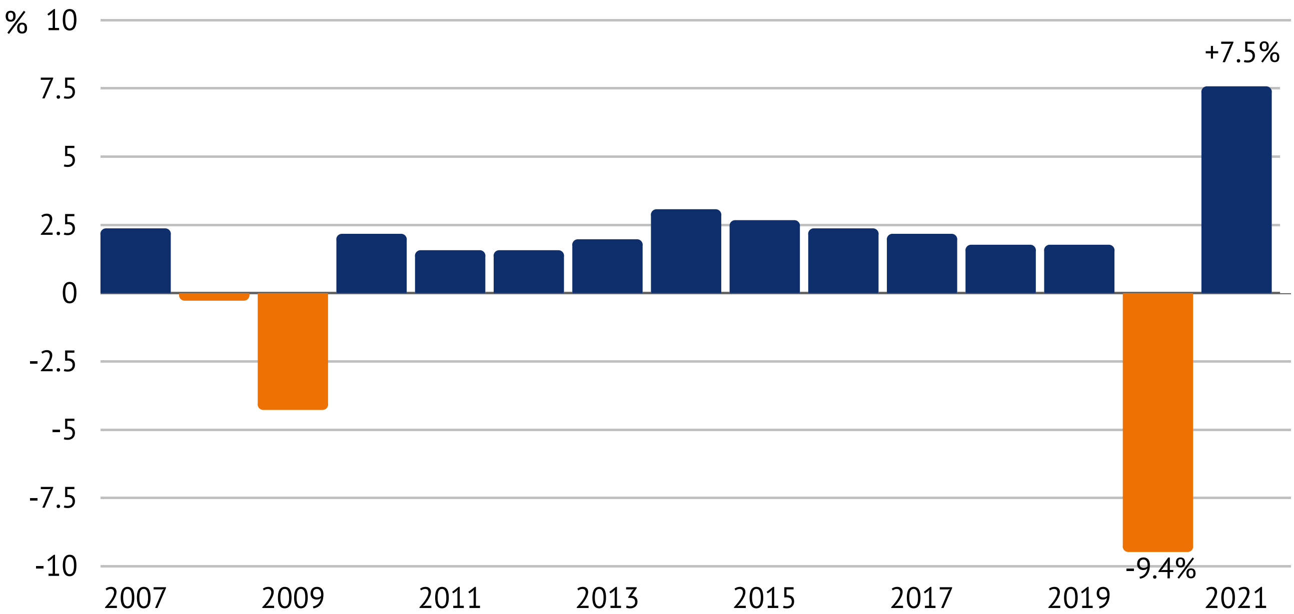
## /DILLON BURNS

**- VP DEVELOPMENT ALTIOS**

# /UK TRADE AFTER BREXIT

More than a year after its withdrawal from the European Union, the UK economy is recovering from a hard hit by both the pandemic and Brexit. In terms of growth, it has showed an impressive rebound in 2021 with growth of 7.5% despite falling back 0.2% in December due to the outbreak of the Omicron variant and the restrictions that followed.

**Economic growth 2007-2021**

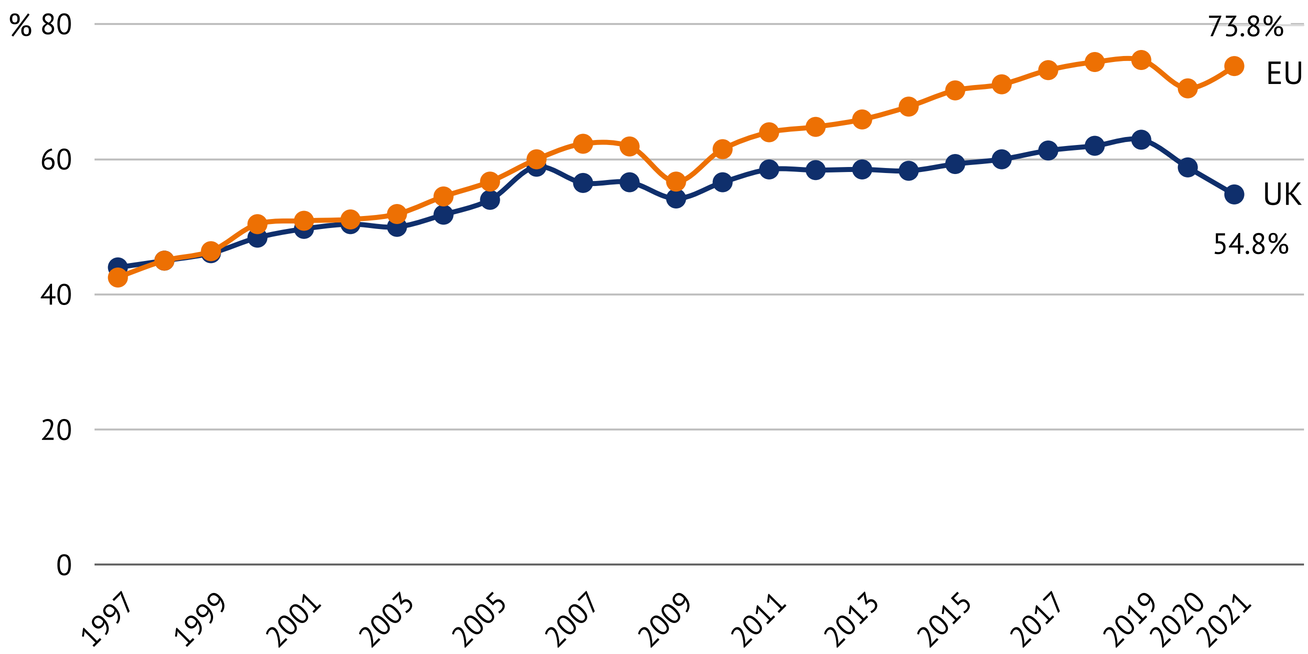



*Source: Office for National Statistics*

The growth came after a dramatic 9.4% collapse in 2020 as the pandemic forced parts of the UK economy to shut. According to the British Office for National Statistics (ONS), the economy only grew 1% in the last three months of 2021. But ONS director of economic statistics, Darren Morgan, said that despite this fall in December, on a monthly basis GDP was in line with its pre-coronavirus level in February 2020.

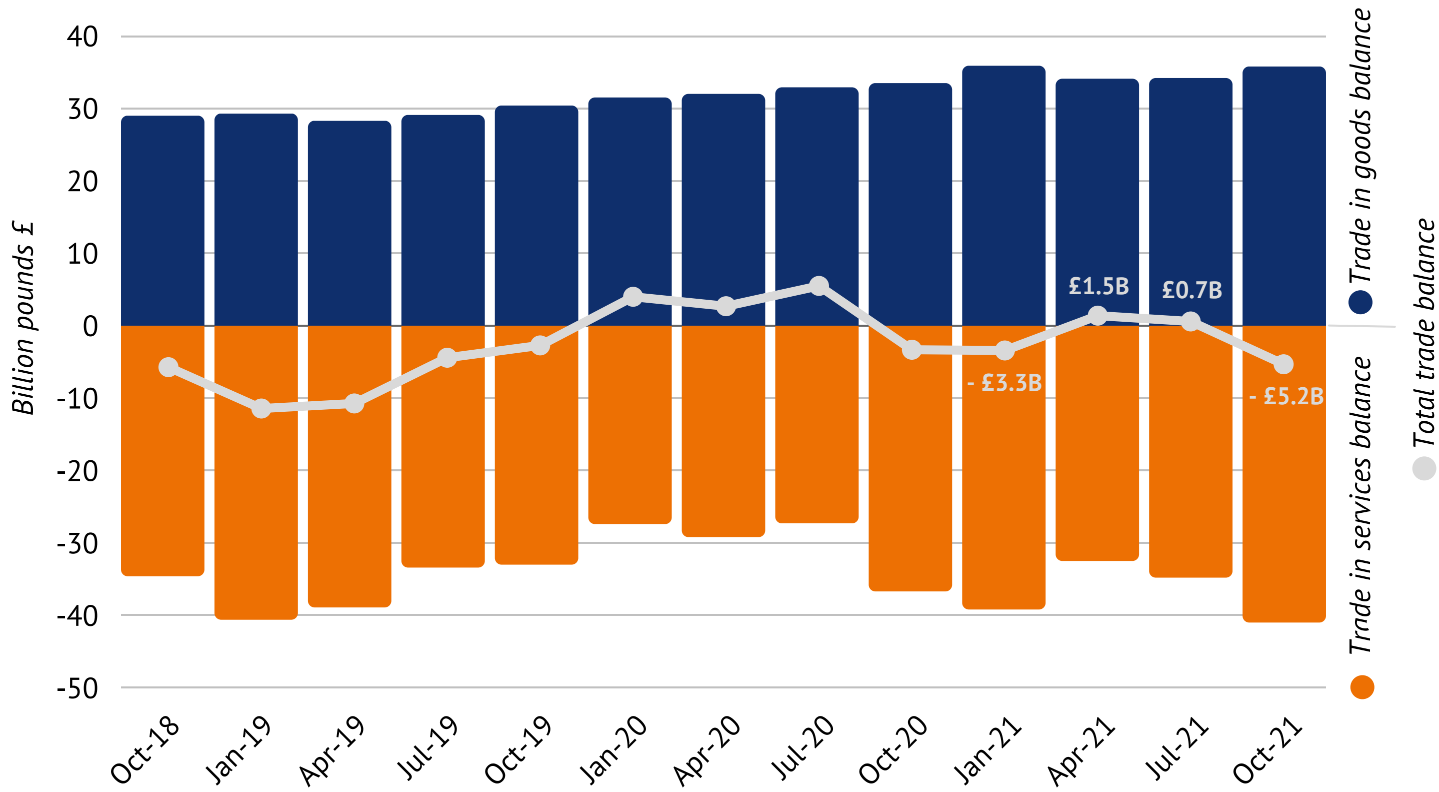
According to an analysis by Politico, trade with the EU dropped harshly at the end of the Brexit transition period in January 2021, but rebounded fast until it got impacted by the coronavirus only months later. While EU countries have largely recovered to pre-COVID levels of trade, the same cannot be said of the UK, where flows in Q3 2021 were the lowest value relative to GDP seen since 2009.

**Trade flows in the UK and EU countries, in imports plus exports per year, as percentage of GDP**




*Source: Politico*

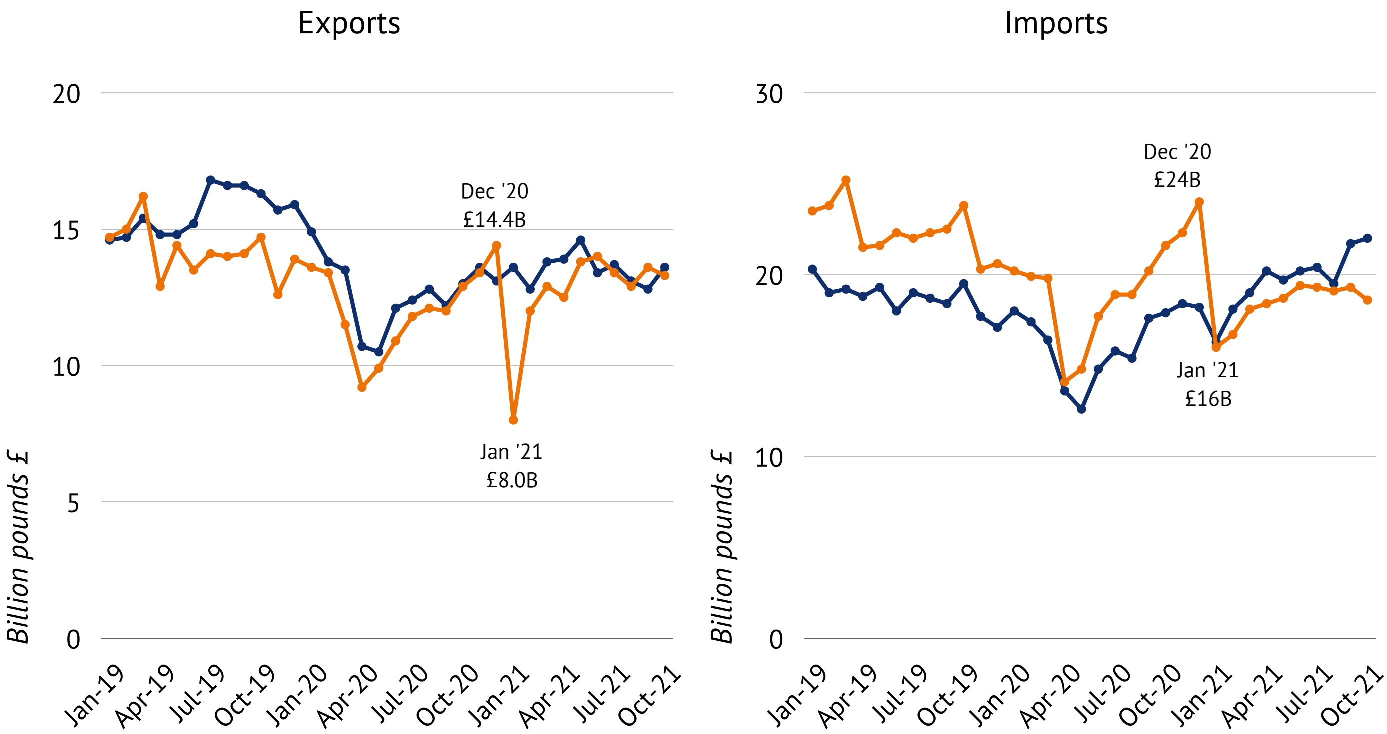
**UK trade balances excluding precious metals, in billions of pounds during three-month periods; seasonally adjusted.**




*Source: Politico*

In January 2021 the UK saw the exports of goods to EU countries drop by 45% on the previous month and imports decrease by 33% (both excluding precious metals). Imports from the EU are still tracking below pre-pandemic levels and 52% of all UK trade in the first 10 months of 2021 was with non-EU countries.

**UK trade of goods to EU and non-EU countries, in billions of pounds per month.**
*Seasonally adjusted.*

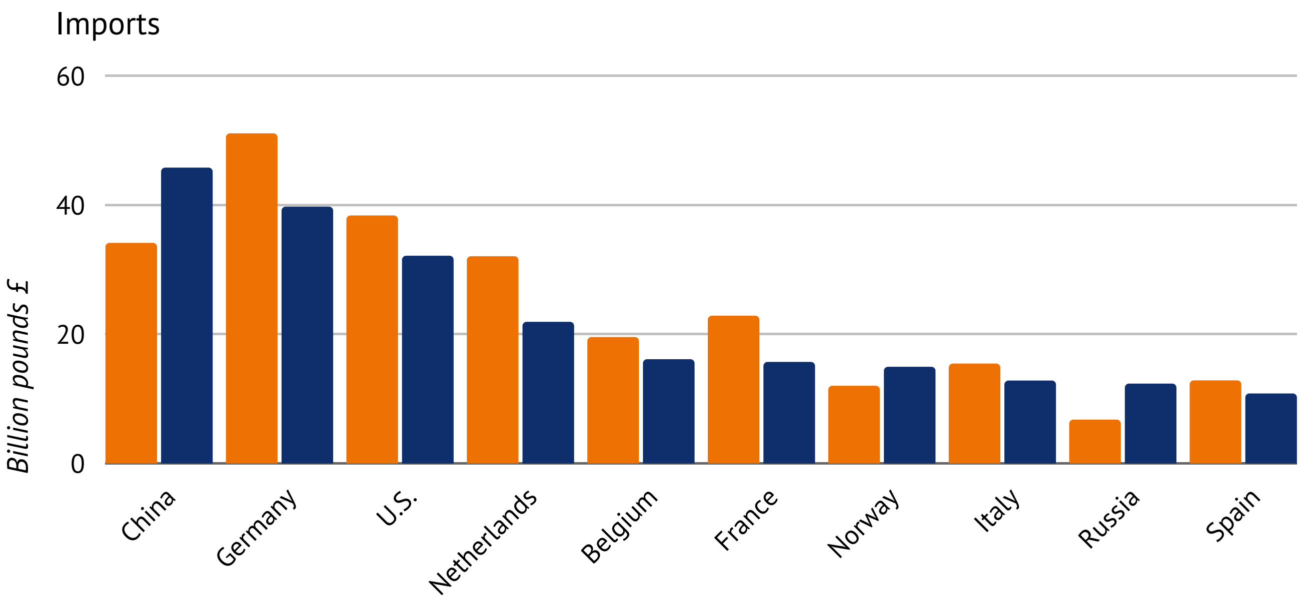


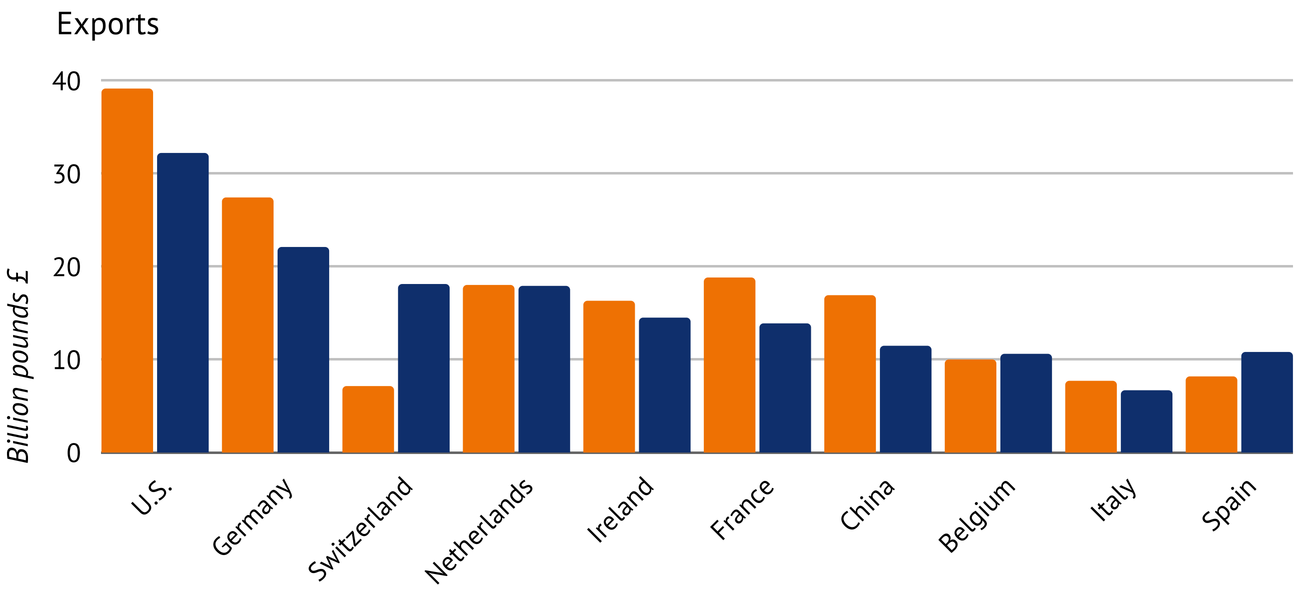

*EU Countries*
*Non-EU Countries*
*Source: Office for National Statistics*

The move away from the EU led the UK to import more goods from China than from any other country in Q3 2021. Before Brexit most imports were coming in from Germany. Imports from China to the UK in the year up to October were up 34% in comparison to the same period in 2019. Closer to home, imports from Norway went up 25% and from Russia almost 50%.

UK exports to most major European trading partners over the same period went down, with exception of Switzerland and Belgium. Exports to Belgium went up slightly with 6%, but exports to Switzerland increased more than 150%.

**Imports and exports to the UK from top countries In billions of pounds in Q1-Q3 2019 vs. Q1-Q3 2021.**




*Source: HM Treasury*

A spokesperson for the UK trade department told Politico they expected 2022 to be a "five-star year" for the UK's trade push, amid negotiations with India, Mexico, Canada, Isreal and the Gulf, as well as pressing for accession to the CPTPP trade bloc.

"We have secured over £760 billion worth of trade deals with 70 countries plus the EU, and into the year ahead our independent trade strategy will ensure that the UK continues to attract valuable financial investment that boosts our world-class exports", they added.

# /TRADE AGREEMENTS

Since Brexit, the UK has been pursuing its own trade deals. It has signed three mutual recognition agreements, an extensive trade deal with the EU and has closed 67 so called "rollover" deals. These agreements copy the terms of the deals the UK was part of when it was an EU member, rather than creating new benefits.

**The Trade and Cooperation Agreement (TCA) between the EU and the UK**
The TCA can be compared to the free trade agreements that the EU has with countries such as Canada and Japan. But unlike the deal the EU has with Japan, the TCA provides for movements of goods between the UK and EU to be tariff and quota free if certain criteria are met. The 'rules of origin' will determine whether goods should be treated as being of UK or EU origin and therefore whether a zero tariff rate should apply.

For example, goods imported from China which have only undergone minimal additional processing in the UK are unlikely to qualify for tariff-free treatment on re-export to the EU, whereas previously, this was not an issue for UK exporters.

The deal also establishes a hard border between the EU and Great Britain, which means, regardless of the tariff position, border control procedures will be in place and therefore businesses will now need to deal with new declarations and import VAT rules, such as the UK Global Tariff (UKGT) that replaces the EU's Common External Tariff.

In order to be able to export from and import to the UK, businesses need to make sure the classification of their goods (tariff/commodity code) are correct, need to apply for a legally binding tariff information decision at the HM Revenue and Customs and be in the possession of a valid EORI number starting with 'GB'.

Before a European company imports its good into the UK for the first time, it needs to establish how it wishes to settle UK import VAT for the first time to avoid losing it as an unrecoverable cost or getting the goods blocked. Also, VAT registered businesses that receive more than £1.5 million worth of goods from the EU or that move more than £250,000 worth of goods to the EU from Northern Ireland in any calendar year, must now be registered in Intrastat.

**UK 'roll over' deals**

Before Brexit, the UK was automatically part of any trade deal the EU had negotiated with another country. At the time the UK left, the EU had about 40 trade deals covering more than 70 countries. The UK has negotiated rollover deals with 67 of these countries and is still discussing with a further two countries.

| Agreements | Countries covered | Total UK trade 2020 |
|---|---|---|
| Albania | 1 | £55 million |
| Andean countries | 3 | £2 billion |
| Canada | 1 | £17.6 billion |
| Cameroon | 1 | £163 million |
| Caribbean countries | 14 | £2.8 billion |
| Central America | 6 | £1.2 billion |
| Chile | 1 | £1.3 billion |
| Eastern and Southern Africa | 3 | £1.4 billion |
| Egypt | 1 | £2.7 billion |
| Faroe Islands | 1 | £503 million |
| Georgia | 1 | £148 million |
| Ghana | 1 | £869 million |
| Israel | 1 | £4.8 billion |
| Ivory Coast | 1 | £501 million |
| Jordan | 1 | £606 million |

| | | |
|---|---|---|
| Kenya | 1 | £1.1 billion |
| Kosovo | 1 | £15 million |
| Lebanon | 1 | £560 million |
| Mexico | 1 | £3.6 billion |
| Moldova | 1 | £918 million |
| Morocco | 1 | £1.4 billion |
| North Macedonia | 1 | £1.4 billion |
| Pacific States | 4 | £332 million |
| Palestinian Authority | 1 | £20 million |
| Serbia | 1 | £614 million |
| Singapore | 1 | £14 billion |
| South Korea | 1 | £11 billion |
| Southern Africa Customs Union | 6 | £8.6 billion |
| Switzerland | 1 | £34 billion |
| Tunisia | 1 | £492 million |
| Turkey | 1 | £15 billion |
| Ukraine | 1 | £1.2 billion |
| Vietnam | 1 | £4.8 billion |

*Source: Department for International Trade*

**Mutual recognition agreements**

The UK has signed three mutual recognition agreements (MRA), with Australia, the United States and New Zealand. This means the two countries recognise the results of one another's conformity assessments. A conformity assessment is a set of processes that confirm whether a product meets the specified legal requirements. This can include testing, inspection, and certification.

The UK-Australia MRA covers:
- automotive products
- electromagnetic compatibility (EMC)
- low voltage equipment
- machinery
- medical devices
- pressure equipment
- telecommunications terminal equipment
- good manufacturing practice (GMP) (pharmaceuticals)

The UK-New Zealand MRA covers:
- electromagnetic compatibility (EMC)
- low voltage equipment
- machinery
- medical devices
- pressure equipment
- telecommunication terminal equipment
- good manufacturing practice (GMP) (pharmaceuticals)

The UK-USA MRA covers:
- electromagnetic compatibility (EMC)
- telecommunication equipment
- good manufacturing practice (GMP) of pharmaceuticals

The UK has also signed trade deals with Australia and New Zealand. With the U.S. some smaller deals have already been reached, such as the export of British beef to the US after a ban of more 20 years, but a real trade deal still needs to be negotiated.

Besides this, there are deals with Japan, Norway, Iceland and Liechtenstein.

# /WHY EXPAND TO THE UK?

The UK has a population of 67.9 million people, making it the third most populous country in Europe, after Russia and Germany. It is the fifth biggest economy in the world and the second biggest in Europe, with a steadily growing GDP since 1950. In 2021 the GDP per capita was 32,514 pounds ($43,942) with average earnings of 31,772 pounds ($42,939). "The UK investment environment for market entry is as good as it's ever been", says Gus Wiseman, Deputy Director Investment Opportunities & Propositions for the Department for International Trade. "It is maintaining its leading position as the fastest growing G7 economy and has proven to be resilient by showing sustained growth after impactful events like the exit of the EU and the pandemic."

**Attractive tax rates and business ecosystem**

The U.K.'s corporation tax system is very attractive in comparison to other European destinations, the UK corporation tax (CT) currently stands at 19%, which is one of the lowest corporation tax rates in the G20. The U.K. also offers a number of attractive tax credits and incentives that companies can take advantage of when expanding their business overseas.

"The UK has an ambitious policy agenda that focuses on sectors such as tech, life sciences, chemicals, AI and renewables", explains Gus. "We are trying to attract world leading talent and firms in these sectors and to do so we not only offer great financial incentives, but also a very welcoming business environment. Foreign companies should know that we have 32 clusters emerging across the country, where companies, government and universities have come together to create eco-systems of global prominence. For example, South Wales is one of the world's foremost centres of excellence for semi-conductors, with excellent infrastructure and supply chain for any companies that want to set up shop. The universities and schools in the region focus on the technical skills that are important for this sector, there are grants and incentives available, everything is ready for SME's to plug in and play."

Gus also points out that the UK government is always looking at policy with an investor lens and focuses on making regulation as easy as possible for foreign investors. "The UK offers major opportunities and supports businesses in achieving success."

# /SUBSIDIARY SETUP

Brexit has not changed setting up a company in the U.K. in any fundamental way. It can still be a much faster and cheaper process in the U.K. than in other European countries, even for European companies. There are three types of entities foreign investors can choose from when settling in the UK: the Limited Liability Partnership (LLP), the UK Establishment (Branch) and the Limited Liability Company (LTD).

Whilst the Limited Liability Company remains the most commonly used option, each entity type carries varying advantages, as well as legal and compliance requirements.

| | Limited Liability Company (LTD) | UK Establishment (Branch) | Limited Liability Partnership (LLP) |
|---|---|---|---|
| **Legal Protection** | /Offers its owners limited liability<br>/Legally separate and independent from the parent company | /Parent company is legally liable without limitation<br>/Operates as an extension of the Parent in the UK | /Offers its UK owners/ partners limited liability<br>/Legally separate and independent from the Parent company |
| **Registration Process** | /Quick registration process of 1 to 3 days | /Long registration process of 4 to 6 weeks | /Quick registration process of 1 to 3 days |
| **Taxation** | /Fully taxable in the UK<br>/Can offset losses against the UK Parent's profit | /Fully taxable in the UK<br>/Can offset losses against the Parent's profit in the country of tax residence | /Fully taxable in the UK<br>/Losses are attributed to members in their tax returns |
| **Commercial Issues** | /Publicly filed accounts of Limited Company<br>/No minimum capital injection required | /Publicly filed accounts incl. parent's accounts<br>/Can be incorporated as a Limited company later | /Publicly filed accounts of the LLP<br>/Partnership can attract high-end executives |

Setting up business in the UK is a very straightforward process. Usually companies are incorporated electronically either as same day or within one to three working days. A small fee is payable upon incorporation, which varies depending on whether a “same day” service or a normal service is chosen.

To register a limited company, a “memorandum of association” is needed. This is a legal statement signed by all initial shareholders agreeing to form the company. Also needed are the “articles of association”, which are written rules about how the company will be run, agreed to by all members. The articles of association do not need to be written from scratch and can be amended further down the line by way of special resolution, if needed.

Besides this, contact should be made with HM Revenue & Customs (HMRC) to complete the registrations for corporation tax (CT), pay-as-you-earn (PAYE), and value-added tax (VAT) if the taxable turnover will be over £85,000 per year. Companies need to look into employer’s liability insurance, property insurance and other areas that need to be covered.

To set up a company, the UK only requests proof of address and proof of identity of the future director(s), in order to create an electronic signature with the Registrar. It is not necessary to have a bank account while setting up the company, because this can be a time consuming process in the UK.

**Opening a bank account**

The UK has relatively strong "Know Your Client" (KYC) rules governing the creation of new financial accounts. As a result, it is unattractive for most banks to set up accounts for companies with a low turnover in the country, with a low turnover being less than 2 million pounds in the UK market. Therefore, many international SME’s that want to set up shop in the UK have a lot of difficulty finding a bank that will onboard them.

There are options for international companies that are looking to expand to the UK and want to start trading quickly after their arrival. These international banks often require SME's to have a global turnover of 6.5 million pounds or more. This benchmark is put in place, because the British market is very competitive and mature, and companies with a lower global turnover are often considered unready to enter the this market successfully.

Besides global turnover, banks will look at other elements to establish if the business is meeting the requirements of the local regulator. For example, they require the company to have a UK based employee - which does not necessarily have to be the director - on the account mandate, they need to confirm the nature of the business - which needs to be the same as in the home-market - and see supported evidence such as contracts or invoices of activities in the UK.

Setting up a bank account can take up to three months. It is therefore advisable to get this process started as soon as the company has set up their entity in the UK. If a company is still in these early stages and can't meet all the requirements yet, the most important thing is that they prove to the bank that they are establishing themselves in the UK. For example, if they don't have employees yet, banks often will accept a letter from a solicitor that proves that they are actively recruiting staff. The regulator wants to see that a company is serious about doing business in the UK, so that's what they need to prove a bank in order to get their account.

# /HIRING PERSONNEL OUTSIDE OF THE UK

Hiring people from Europe or other countries outside of the UK is not an easy process and has, especially when it comes to hiring EU nationals, become more costly. Employers wishing to employ non-UK nationals will need to apply for a Sponsor Licence, pay visa application fees, skills charges and IHS charges (a contribution to the NHS).

Brexit caused a skill shortage in the UK that still remains unsolved. For example, there is a lack of engineers, physical scientists, developers (system, soft- and hardware), architects, graphic designers, etc. Companies that are setting up an entity in the UK therefore need to assess whether the skilled labour they need is available within the workforce, or if they need to prepare themselves to be able to hire European workers instead.

Businesses are able to hire EU nationals by applying for a sponsor licence under the government’s points-based system. The sponsor licence application process can be challenging, especially if the company is new to the UK market, because they need to establish that their newly registered branch or subsidiary is operating and trading lawfully in the UK and has compliant HR processes and systems in place. The company will also need to appoint “key personnel”, based in the UK, that will carry out and ensure compliance with sponsorship duties and manage the online Sponsorship Management System (SMS).

**Obtaining a sponsorship licence**

To be able to start the sponsorship licence application, a subsidiary or a branch must be able to produce the required documentation. The information that needs to be provided to the Home Office, the ministerial department of the Government of the United Kingdom responsible for immigration, differs from case to case. A complete overview of all the needed documentation for the application can be found here.

“The Home Office estimates that applications are dealt with in less than eight weeks, but this estimate only applies if the application is complete, doesn’t contain any errors and the Home Office doesn't have any further questions", explains Bénédicte Viort de La Bâtie, solicitor for Browne Jacobson LLP. "Therefore, I would recommend companies to seek help from an immigration specialist when they start the application process. It is already a challenging process, so companies should make sure they present all the documentation correctly in order to avoid a refusal or a rejection of the application. In addition, companies need to be aware of their sponsor duties and prepared in the event of a Home Office compliance visit and further audit of their HR systems. An immigration specialist can support and advise them on how to best do that."

Besides submitting the necessary documentation, the company needs to appoint individuals within the organisation that will be responsible for 'sponsorship management roles'. This can be especially challenging for companies that are new to the UK market, because these employees need to be residing in the UK. There are three key roles that need to be filled:

- **Authorising officer**: A senior and competent person responsible for the actions of staff and representatives who use the Sponsorship Management System (SMS).
- **Key contact**: The main point of contact within the organisation for UK Visas and Immigration (UKVI).
- **Level 1 user**: The responsible for all day-to-day management of the licence using the SMS.

All three roles can be performed by the same person, as long as they have a very senior position within the organisation (e.g. non-executive director).

“The role of authorising officer is key and must be filled by the most senior person in the organisation, because they need to have a good understanding of the daily operations of the company and be involved in the recruitment, management and monitoring of the initial and on-going compliance of HR processes. In their role as authorising officer, they will be responsible for all the sponsorship duties and for the activities of all SMS users”, Benedicte says. “The authorising officer doesn't have to be a paid member of staff, as long as they work for the company. They will play a key role to provide the Home Office with the necessary information as part of the licence application process, so they need to have knowledge of UK procedures and be well informed about the company and its future plans.”

European companies that are entering the UK market often have senior connections in the UK who may be suitable to take on this responsibility. “But for non-EU companies this can be more challenging. I would advise them to be very careful with whom they select, because this person must actually have a leading role in the company and be able to meet all the sponsorship duties as set out by the Home Office. For example, regulated professionals, such as accountants, do not only have inside knowledge of the company but also understand what is needed in every step of the licensing process. Besides this, the authorising officer will need to understand how the sponsorship licence fits its purpose and make sure that the people you want to employ meet the point-based system requirements.”

**The sponsor licence process step by step**

The licensing process is complex and involves many steps. To give companies a better insight in what needs to be arranged, we broke the process down in four stages:

**1.** A company needs to compile all the necessary documentation and appoint at least one person, the future authorising officer that will be the point of contact during the application process and will be responsible after the licence is granted for the management of the licence using the SMS. SMS is an online management tool where the sponsor can manage and renew its licence, create and assign certificates of sponsorship for prospective employees.

**2.** Once the licence is granted, the person appointed as level 1 user (or the authorising officer) will be granted access to the SMS. In order to sponsor an employee from outside of the UK, the company needs to apply for a defined certificate of sponsorship, which is subject to eligibility and suitability criteria.

**3.** Next, the certificate needs to be assigned to the individual that will be sponsored. Certificates of sponsorship are electronic records which must be assigned for each individual you wish to employ in the future. Each CoS will have a unique reference number which enables an applicant worker to apply for a visa.

**4.** Once the certificate of sponsorship is assigned to the individual, the individual needs to apply for their visa by using their reference number. For EU citizens, the entire process can be done online. For non-EU citizens, there will be an in-person interview scheduled as part of the vetting process.

**Costs**

The costs for the sponsor licence application depend on the size of the company. For small and charitable companies this is £536 and £1476 for middle and large size companies. For every sponsor certificate, companies need to pay a skill charge which is £1000 per year for a large company and £364 per year for small companies. The company needs to pay the skills charge upfront for every year that the person is employed with them.

Lastly, the visa applicant will need to pay a healthcare surcharge (called the 'immigration health surcharge' or IHS) as part of the online immigration application or before they book an appointment. This charge will allow the sponsored employee to use the National Health Service (NHS) when their visa application is granted.

**More jobs can be sponsored than before Brexit**

The UK government has changed the requirements of the sponsoring system since Brexit, widening the number of roles that can be sponsored. They have lowered the minimum salary threshold from £30,000 to either £25,600 or the minimum salary prescribed under the standard occupational codes of practice. The minimum skills requirement has also been lowered from RQF level six to RQF level three.

# /MERGERS AND ACQUISITIONS

Until the beginning of this year, mergers above a certain size needed to be cleared by EU authorities, because the UK remained subject to EU rules governing anti-competitive behaviour during the transition period. From January onwards, major transactions involving multinational entities active in the UK must comply with a new UK competition system as well as the existing EU one.

Larger deals involving companies with UK turnover now need to be assessed by the European Commission and by the Competition and Markets Authority in London. Even relatively small deals, which in the past would have been waved through by the EC, will need to be formally assessed by UK authorities.

At the same time, the UK government is in the process of tightening its regulation for clearing deals on national security grounds, which could lead to more deals having to be assessed by the Department for Business, Energy and Industrial Strategy than in the past. Up to now, only one or two deals were called in each year for further examination, but under the new proposal M&A across a much broader range of sectors will now have to notify the BEIS department. This includes sectors such as energy, transport, technology, communications, data infrastructure and computer hardware. If deals are not reported in these areas directors may face criminal charges and the deals could be declared void.

Brexit may also affect the smooth running of major debt restructuring deals. Previously, EU regulations effectively allowed court judgements in one jurisdiction of the EU to be recognised throughout the bloc. Now judgements in UK courts will need to be recognised separately by courts in each EU member state individually, adding costs and complexity to the process. The UK has also updated its regime to a “super scheme” that can impose restructuring terms on hold-out creditors.

The UK has also lost access to some of the benefits under EU Directives that facilitate cross-border M&A within the EU. For example, the EU Cross Border Mergers Directive allows mergers between companies established in different European Economic Area (EEA) member states. Before the end of the UK/EU transition period, this included the UK but, following its expiry, UK companies can no longer participate in EU cross-border mergers. Any merger between a UK and an EEA company must now take the form of a share or business transfer, followed by a dissolution/liquidation of the transferring entity.

Similarly, in a taxation context, UK companies have now lost the benefit of the EU “Parent-Subsidiary Directive” and “Interest and Royalties Directive”. UK companies receiving dividends, interest and royalties from companies established in the EU/EEA will no longer be able to rely on those directives to eliminate withholding taxes that would otherwise be imposed under the domestic laws of EU/EEA member states.

**The benefits of M&A in the mature UK market**

Even though a merger with or acquisition of an UK company might require more steps and checks after Brexit, it is still one of the fastest ways for international companies to establish themselves in the mature and competitive British market.

“An acquisition gives you instant access to a new market, which makes it the quickest and most efficient way to grow your business in a foreign country", says Alexandre Kaplan, Corporate Finance Director of ALTIOS. "Instead of having to wait numerous months to get the proper accreditation or invest a lot of time and energy in developing a commercial partnership with an uncertain outcome, an acquisition gives you clarity in where you stand from day 1. When you buy a company, you buy an established brand that is known by customers and suppliers. You buy an existing client base, technology, patents, contracts, the employees and of course existing turnover and profit.”

Kaplan warns companies that are looking for M&A opportunities in the UK to not only take regulatory differences into account, but to also be aware of cultural differences in the negotiation process. “European owners are, generally speaking, less direct than Anglo-Saxons when it comes to discussing strategy or negotiating the terms of an agreement", explains the finance director. "It is therefore advisable to seek assistance from a third party with local experience and knowledge, that can help you adapt your speech and to bridge the cultural gap. Understanding the key steps of a M&A process and establishing trust between the two parties are essential elements for a successful outcome.”

# /HOW TO SUCCESSFULLY EXPAND TO THE UK

Even though the UK market might seem very similar to the markets your company already is active in, it is still advisable to prepare the market entry well, because every market brings its own challenges.

It is therefore important to be able to answer a couple of vital questions in order to make sure entering the UK is the right step for your business.

*1. Is there a market for your product in the UK? Is the proposition commercially viable? Is the technology compatible?* Doing market research is an essential first step for successfully launching a product in a new market. Consider getting local support during your market discovery phase to get those valuable insights that only real market experts can provide you.

*2. How are we going to fund our setup? What funding is needed in year one?* Setting up a new entity can be costly, if you have to do it all by yourself. There are options that can make a market entry less risky and less expensive by choosing to work with a local partner that takes care of the administrative and accounting tasks or can put the new employees on their payroll.

*3. Do we understand the tax and legal environments in the UK?* With the transition period officially behind us, a lot of regulation is changing in the UK. Understanding what new rules you have to comply with and how certain procedure are changing is key in the upcoming years. Have eyes and ears on the ground in the form of a local consultant will make sure you company will stay compliant in this changing landscape.

*4. How will the business be managed? How much can be done from your base?* Being able to employ staff from the head office, maybe only temporarily, can be very essential for a solid start of your company in a new market. In the U.K. this means that all the right paperwork needs to be arranged, which can be very time consuming. Focus on setting up your business and outsource the administrative work to a local consultant that will get the job done quick.

# WHAT CAN ALTIOS DO FOR YOU?

The UK after Brexit represent a major opportunity for many companies with a differentiating and competitive product offer, looking for significant and structuring growth drivers.

Because in-depth knowledge of the markets must be the basis of any strategy, and because reflection must precede action, especially internationally where mistakes are costly, ALTIOS secures and enhances companies' international expansion projects.

## For expanding companies

- Dynamic and start-up export companies wishing to develop and maximise their international expansion venture
- Exporting companies looking to truly accelerate their business into new foreign markets

## Resources & Means

- Dedicated teams in the U.K. and additional offices in Europe, The Americas & Asia Pacific.
- The support of the ALTIOS Group's global network (35 locations) for strategy formulation and operational implementation
- The ALTIOS ecosystem: international banks, investment funds, government agencies and professional associations.

## Differentiation

- Development and operational implementation of international growth strategies for small and Mid-Cap companies
- Comprehensive services adapted to the company's challenges according to its international maturity
- Asserted strategic choices and an increase in the company's skills
- A realistic action plan, adapted to the company and its potential

# SERVICES OFFERED

*A dedicated support program to increase your international turnover*

## 1 – Internationalization strategy

- 360° international review
- Market selection and prioritisation
- Growth options formulation
- Design your own roadmap and Business Plan

## 2 – Operational deployment

Implementation of your international development plan through the ALTIOS global network with the following operations:

### / Business Development

- Market potential
- Strategic business partnership
- Business restructuring and optimization
- Outsourced business development

### / Cross-border Investment

- External growth
- Manufacturing investment
- Financing & government incentives
- Integration & steering

### / Management of subsidiary

- Company formation & domiciliation
- Accounting and administrative management
- Payroll management
- Legal secretariat

### / Global HR Solution

- Recruitment of international profiles
- International mobility (visa and onboarding)
- International payroll hosting
- International business centers

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