

APERCU

APRIL 2023

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STATUTORY MINIMUM WAGE WILL RISE TO HK\$40 PER HOUR FROM 1 MAY 2023



Readers of APERCU may recall our article in April 2021 reporting on the decision to freeze the statutory minimum wage at HK\$37.5 per hour for two years (until 2023). It had been fixed at HK\$37.5 per hour since 1 May 2019, and April 2021 was the first time that the government had frozen the minimum wage since it was introduced on 1 May 2011.

The government had some good news for Hong Kong workers in 2023. The Executive Council has accepted the Minimum Wage Commission's recommendation to increase the statutory minimum wage from HK\$37.5 per hour to HK\$40 per hour. As long as this is approved by the Legislative Council, the new rate will take effect on 1 May this year.

Back in February 2021, the former Secretary for Labour and Welfare, Law Chi Kong, announced the government's decision to freeze the statutory minimum wage at its 2019 level due to the deep economic recession brought on by the COVID-19 pandemic. The aim was to avoid the loss of low-paid jobs, which would have added to the increases in the unemployment rate.

The present Secretary for Labour and Welfare, Chris Sun Yuk-han, has expressed his delight, stating that the new statutory minimum wage will strike the right balance between ending excessively low wages and avoiding cuts in low-paid jobs, whilst maintaining Hong Kong's economic growth and competitiveness.

Speak to our payroll professionals

Feel free to get in touch to find out how we can help you by providing a tailored solution for payroll outsourcing.

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CONSTRUCTION INDUSTRY: DATA-DRIVEN SOLUTIONS HELP DRIVE PROJECT PERFORMANCE

The demand for data management and analytics isn't confined to consumer-driven sectors, such as e-commerce and finance; construction projects rely on accurate and timely information too, either in project management or site operations. Construction firms need to ensure their projects stay on track while complying with regulations on quality, health and safety, and environmental protection, as well as meeting other sustainability goals and objectives.

For many project management departments, capturing and managing data on their construction projects is challenging due to problems such as unstructured information, data silos, and poor data management processes on site. As well as making it harder to monitor the progress of individual projects, these challenges may lead to operational risks, including cost overrun, quality issues and even delays that result in a company failing to meet its contractual obligations.

On the other hand, more and more construction-related data has become available as the digital transformation of the construction industry has gained pace. Firms are deploying a wide range of technologies, such as drones, 3D laser scanning, virtual reality, and various devices connected to the internet of things (IoT) to detect movement, air quality and so on. While using this technology can enhance efficiency and productivity in construction projects, it also generates a huge volume of data that needs to be managed and analysed before it can provide meaningful insights to help managers make informed decisions. Without robust processes in place for data management and analysis, a lot of this useful information could be wasted.

Unleashing the potential of construction project data

Given these opportunities and challenges, data-driven solutions are emerging as vital tools for improving the outcomes of construction projects and reducing risk. Leveraging the vast amounts of data they collect, companies can perform analytics and unveil critical insights that lead to better, faster management decisions. These tools can help project teams evaluate market conditions, compose portfolios and assess the performance of individual projects. Here are some examples of how these solutions can unleash the potential of construction data:

Enhancing cost management

Data mining can help companies to reduce construction costs and avoid going over budget. By mining data on construction costs and financials, and applying appropriate models such as cluster analysis, they can group different construction projects in order to analyse and compare the related costs. Regression analysis is another solution that can help companies predict the costs and progress of a project.

Monitoring construction quality and safety

Leveraging the IoTs, construction firms can monitor a site 24/7 and gather real-time data on quality and safety. Analysing this data can enable the company management to identify the quality of the construction work being done, examine operational data on performing certain tasks and using certain equipment, and find correlations between poor project quality and incidents of injury.

Meeting sustainability challenges

Green procurement is an important initiative in achieving sustainable construction. Raw materials and consumables – from cement, steel and timber to stone, bricks and glass – are required in every construction project. In a green building project, these materials need to be produced or extracted in an environmentally friendly way. This is where data analytics and artificial intelligence (AI) come into the picture. When used at the project planning stage, these tools can enhance visibility in the supply chain by analysing the bills for materials to identify items that may not meet sustainability standards and to highlight problematic vendors for subsequent follow-up.

Monitoring project productivity

Timescales and productivity can vary from one construction project to another, and these factors are difficult to benchmark. For instance, in any given construction project, managers need to have enough operational data to be able to assess whether the project is running into unnecessary delays, whether it is under- or over-resourced, and how much wastage of time and materials is reasonable. By using data analytics, teams can compare big data from multiple projects and identify gaps effectively.

Many more pain points can be resolved

The examples above highlight just some of the potential uses of data in construction. There are many other ways that data analytics and AI can help, such as:

- Risk analysis for project management in construction
- Predictive analysis
- Planning and modelling
- Warranty analysis
- Contract compliance.

How BDO can help

We can help clients in the construction industry to use data analysis to improve how they manage information on industry-specific indicators of concern. Our team of experts can help you identify pain points, develop data analytics solutions and implement new data analytics systems.

We can also provide ongoing support and maintenance to keep your data analysis systems running smoothly. Our professional analysis tools include widely used data analysis software, visualisation tools, big data platforms and cloud services.

With its advanced design features, our in-house data analysis platform can also provide you with tailor-made solutions. Each company will face its own challenges depending on the nature of the business. We can help you to tap into the potential of your data and guide your business development.

RICKY CHENG

Risk Advisory Services
rickycheng@bdo.com.hk



2022 BDO ESG REPORTING PERFORMANCE SURVEY ON HONG KONG LISTED COMPANIES

BDO published the fifth BDO ESG Reporting Performance Survey on Hong Kong listed companies. In this survey, 640 ESG reports published by Hong Kong listed companies from both Main Board and GEM with year-ended between 30 June 2021 and 30 June 2022 were analysed. The survey report is named 'Accelerating Climate Disclosure' with a view to encourage listed companies to provide sufficient climate-related information, at a faster pace, in addressing investors' information needs for their investment decision making.

To view the survey results, please visit: <https://www.bdo.com.hk/en-gb/insights/research/bdo-esg-reporting-survey-2022-accelerating-climate-disclosure?fbclid=IwAR3UluAyOFLzLsqh4HbLuf2FiulZRGfw2U1p2GKb0KIEMgj3VlhG9B9lhLE>



JOHNSON KONG HAS BEEN APPOINTED AS AN ADVISOR OF THE ESG CONSORTIUM

Managing Director of Non-Assurance **Johnson Kong** has been appointed as an Advisor of the ESG Consortium, aiming to pave a credible path forward for Hong Kong in ESG.



"The ESG Consortium paves a credible path forward for Hong Kong in ESG, especially among SMEs, encouraging them to practise sustainability while getting recognised at the same time. I am happy to have the opportunity to be part of it." Johnson said.

GLOBAL PRIVACY INSIGHTS 2023

Privacy and data protection legislation continues to evolve across the world. Recent developments, like the EU-US Data Privacy Framework, China PIPL and the shifting landscape of US privacy laws has organisations of all sizes struggling with staffing, process and technology, to manage their global privacy and data protection programmes.

With more than 45 countries and territories participating in this whitepaper, the BDO Global Privacy Insights 2023 focuses on data privacy regulatory insights around the globe. It aims to help readers to address the complex and dynamic data protection landscape with changing regulations and laws.

To read the full report, please visit: <https://www.bdo.com.hk/en-gb/insights/publications/global-privacy-insights-2023>



BDO SUPPORTS THE CHKLC DIRECTOR TRAINING SERIES FOR THE 13TH CONSECUTIVE YEAR

Running from April to November, the programme comprises six sessions dealing with the important aspects to directorships for a listed company, ranging from corporate governance, risk management to the latest updates in various applicable rules and laws. The programme will also address common issues faced by directors. BDO's Director & Head of Tax **Agnes Cheung**, Director & Head of Risk Advisory **Ricky Cheng**, Principal of Risk Advisory **Pokit Lok**, Senior Manager of Digital Transformation Services **Andrew Yung** and Senior Manager of Tax **Shirly Yu** are invited to speak on some of the important aspects of directorship for a listed company.

If you are interested in attending the programme, please enrol with CHKLC directly. For more information, please visit their website at www.chkcl.org.

The schedule and topics for the forthcoming sessions are:

Date	Topic
20 Apr 2023 (Thu)	Hong Kong Tax and PRC Tax (<i>completed</i>)
25 May 2023 (Thu)	Cybersecurity and data protection update
15 Jun 2023 (Thu)	SFC and HKEX's regulatory oversight, enforcement actions and director's liabilities
14 Sep 2023 (Thu)	Governance and oversight over digital transformation in modern business operations
12 Oct 2023 (Thu)	New requirements of ISSB standards and reporting trend update
9 Nov 2023 (Thu)	Annual regulatory update 2023

WHAT OBLIGATIONS SHOULD EMPLOYERS FULFIL BEFORE TERMINATING A RELATIONSHIP WITH AN EMPLOYEE?

A press release issued by the Labour Department on 21 November 2022 revealed that a Hong Kong registered company has been prosecuted for failing to meet the requirements of the Employment Ordinance (EO). The company was convicted at Kwun Tong Magistrates' Courts on 21 November 2022 and fined HK\$90,000. The company was also ordered to pay an outstanding sum of about HK\$280,000 to the two terminated employees concerned.

The press release also revealed that the company had failed to pay a total of about HK\$260,000 to the two employees in line with the outstanding EO wages and payment in lieu of notice within seven days after terminating their employment contracts, as well as the awarded sum of HK\$280,000, to be paid within 14 days of the date set by the Labour Tribunal.

A representative for the Labour Department said: "This ruling will disseminate a strong message to all employers that they have to pay wages to employees within the statutory time limit stipulated in the EO, as well as the sums awarded by the Labour Tribunal (LT) or the Minor Employment Claims Adjudication Board (MECAB). The Labour Department will not tolerate these offences and will spare no effort in enforcing the law and safeguarding employees' statutory rights."

In accordance with the EO, the termination payment that must be made to an employee when terminating their employment or when their contract ends usually includes the following:

- outstanding wages;
- payment in lieu of notice (if any);
- payment in lieu of any annual leave not taken, and any pro-rated annual leave pay for the current leave year;
- any outstanding end-of-year payment, and a pro-rated end-of-year payment for the current payment period or annual bonus;
- long service payment or severance payment (if appropriate); and
- any other payments due under the employment contract, such as gratuities or compensation for termination.

The employer must make the full termination payment (except for any severance payment) to the employee as soon as practicable, but no later than seven days after the date of terminating their employment or the date the contract ends.

The employer must make the severance payment within two months of receiving notice from the employee that they want to claim a severance payment.

If the employer does not pay the employee within the time limit mentioned above, the employer must pay interest on the outstanding wages. In addition, under the EO, the Labour Tribunal and the MECAB may order an employer to pay an employee specific entitlements (such as wages, an end-of-year payment, maternity pay, paternity pay, a severance payment, a long service payment, sickness allowance, holiday pay, or a termination payment). If the employer fails to pay the award within 14 days of the date it is due and they do not have a 'reasonable excuse', the employer can be prosecuted and, if convicted, fined up to HK\$350,000 and imprisoned for up to three years.

Importantly, employers should also be aware that under the EO, an employee may claim for compensation for unreasonable and unlawful dismissal. This has been the case since October 2018, when the Employment (Amendment) (No.2) Ordinance 2018 regarding reinstatement or re-engagement orders for unreasonable and unlawful dismissal came into force. According to the EO amendment, if an employee was unreasonably and unlawfully dismissed on or after 19 October 2018 and that employee makes a claim for reinstatement or re-engagement, the Labour Tribunal may order the employer to reinstate or re-engage the employee. There is no need to secure the employer's agreement.

What is 'unreasonable' and 'unlawful' dismissal?

According to the EO amendment, dismissal is 'unreasonable' when an employee is dismissed for anything other than a valid reason set out in the EO; it is 'unlawful' when it is also in contravention of the law. For more details, see table 1.

Table 1: Definition of unreasonable dismissal and unlawful dismissal

Unreasonable dismissal - Dismissal other than for the following valid reasons	Unlawful dismissal - Dismissal that is against the law
<ul style="list-style-type: none"> • The conduct of the employee • The capability or qualifications of the employee for performing their work • Redundancy or other genuine operational requirements of the business • Statutory requirements (ie when it would be against the law to allow an employee to continue to work in their original position or to continue with the original terms of their employment contract) • Other substantial reasons 	<p style="text-align: center;">and</p> <ul style="list-style-type: none"> • During pregnancy or maternity leave • During paid sick leave • After a work-related injury and before compensation is determined, settled or paid under the Employees' Compensation Ordinance • Because the employee is exercising their trade union rights • Because the employee is giving evidence for the enforcement of relevant labour legislation • Because the employee has done or has been called to do jury service • On the grounds of gender, marital status, pregnancy, family status, race or disability

An order of reinstatement or re-engagement requires the employer to treat (or re-engage) the employee in all aspects as if the employee had not been dismissed, either in a role and on terms comparable to the employee's original terms of employment or in another suitable role.

Even if the Labour Tribunal does not make an order for reinstatement or re-engagement, the tribunal may still order the employer to make a payment to the employee as follows:

- An award of terminal payments as considered fair and appropriate by the Labour Tribunal
- An award of compensation up to **HK\$150,000**.

If the employer does not reinstate or re-engage the employee as required by the Labour Tribunal's order, the employer will have to pay the employee a further sum amounting to **three times the employee's average monthly salary**. This sum is capped at **HK\$72,500** and must be paid on top of the other monetary remedies ordered by the Labour Tribunal.

The eight relevant statutory entitlements are: holiday pay; annual leave pay; sickness allowance and related provisions; maternity pay and related provisions; paternity pay; end-



of-year payments; payment in lieu of notice; and a further sum for failing to comply with an order to reinstate or re-engage the employee due to unreasonable and unlawful dismissal. To calculate these payment amounts, the revised mode of calculation of relevant statutory entitlements is applied to work out the average salary earned by an employee in the 12-month

period leading up to the specified dates, as stipulated by the E(A)O 2007 (if an employee was employed for less than 12 months, the calculation is based on the shorter period). If an employee has been wrongfully dismissed, additional items are included in the calculation with respect to three relevant statutory entitlements (see table 2).

Table 2

Statutory entitlement	Additional item included when calculating the 12-month average salary in the case of wrongful dismissal
<ul style="list-style-type: none"> • Sickness allowance 	<ul style="list-style-type: none"> • A further sum equivalent to seven days' wages as compensation payable by an employer for wrongfully dismissing an employee on sick leave
<ul style="list-style-type: none"> • Maternity pay 	<ul style="list-style-type: none"> • A further sum equivalent to one month's wages as compensation payable by an employer for wrongfully dismissing an employee on maternity leave
<ul style="list-style-type: none"> • Further sum for non-compliance with an order of reinstatement or re-engagement for unreasonable and unlawful dismissal 	<ul style="list-style-type: none"> • Three times the employee's average monthly salary (capped at HK\$72,500) on top of the monetary remedies payable to the employee as ordered by the Labour Tribunal



The court case mentioned in this article, and its relevant penalty clause, serve as a prominent example of how important it is to comply with the statutory requirements of the EO when terminating a relationship with an employee.

Any conviction for violation of the statutory requirements of the EO could result in not only a financial loss but also damage to a company's reputation.

Table 3 lists the key points to consider when terminating an employment relationship with an employee:

Table 3: Key points to consider upon termination		
Key point	Do / Don't	Comments
Correctly calculate wages and statutory entitlements in the termination payment to an employee, based on the requirements specified in the EO	✓	Use the revised method of calculating the eight relevant statutory entitlements on the basis of the average salary earned by the employee in the 12-month period leading up to the specified dates, as stipulated by the E(A)O 2007. If an employee has been employed for less than 12 months, the calculation is based on the actual period of employment
Make the payment to the employee as soon as possible, but no later than seven days after their employment contract ends	✓	
Pay the employee any sums awarded by the Labour Tribunal or MECAB within 14 days of the date set	✓	
Don't terminate an employee by summary dismissal without a valid reason set out in the EO	✗	An employer may summarily dismiss an employee without notice or payment in lieu of notice if the employee: <ol style="list-style-type: none"> 1. deliberately disobeys a lawful and reasonable order; 2. is guilty of misconduct; 3. is guilty of fraud or dishonesty; or 4. habitually neglects their duties
Strictly adhere to the terms and procedures specified in company policy, employee handbooks and employment contracts when dealing with misconduct, disciplinary or performance issues that may trigger a summary dismissal	✓	Make sure you follow the relevant procedures when taking disciplinary action, including: Serve verbal and written warnings to the employee concerned ↓ Allow a period of time for the employee to improve ↓ <u>If no improvement, serve notice of termination to the employee</u> Investigate and seriously consider all the surrounding factors as well as the employee's clarifications on the issues observed ↓ Seek professional and legal advice before concluding that summary dismissal is appropriate
Don't dismiss an employee in contravention of the EO's restrictions on terminating an employment contract	✗	An employer must not dismiss an employee: <ol style="list-style-type: none"> 1. who has been confirmed pregnant; 2. who is on paid sick leave; 3. because they have given evidence or information in a proceeding or inquiry related to enforcing the EO, a work accident or a breach of work safety law 4. because of being a member of (or active in) a trade union 5. who is injured at work before entering into an agreement with the employee on employer's compensation or before a certificate of assessment has been issued

We believe that the Labour Department will continue to introduce amendments and reforms to enhance employment protection and employee benefits. It is therefore important for employers and employees alike to keep abreast of the changes in the Employment Ordinance, as these will influence their actions in various ways.

Speak to our payroll professionals

Feel free to get in touch to find out how we can help you with a tailored payroll and HR outsourcing solution.

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BDO EVENT HIGHLIGHTS



BDO DIGITAL TRANSFORMATION FORUM 2023



The world of digitalisation is evolving rapidly and new technologies and platforms are introduced from time to time across industries. Aiming at bringing attendees the most up-to-date development in technology and related practices, the BDO Digital Transformation Forum 2023 was successfully held at Hong Kong Convention and Exhibition Centre. Renowned experts and professionals participated in this physical forum sharing their insights on latest regulatory update on technology, digital transformation trend and use cases, data analytics solutions, workflow and process automation, fraud detection management tool and data privacy management tool.

Managing Director of Non-Assurance of BDO in Hong Kong **Johnson Kong** conveyed the welcome remarks to kick off the forum and Director and Head of Risk Advisory of BDO in Hong Kong **Ricky Cheng** ended the forum with closing remarks. With the generous support from sponsors including **Airwallex**, **Wolters Kluwer** and **Yonyou**, the event was in a great success.

Taking this opportunity, BDO in Hong Kong would like to express our gratitude to all the wonderful speakers who shared their views on the latest development in technology and related practices in the forum. Applauds go to the following speakers for their time and valuable insights:

- **Andrew Yung**, Senior Manager of Digital Transformation Services, BDO in Hong Kong
- **Eric Pat**, Director of Specialist Advisory, BDO in Hong Kong
- **Philip Fung**, CIO, Information Technology Services, BDO in Hong Kong
- **Pokit Lok**, Principal of Risk Advisory, BDO in Hong Kong
- **Simon Ma**, Senior Manager of Risk Advisory, BDO in Hong Kong
- **Damon Greber**, Director, Head of Risk Advisory, BDO in Jersey
- **Kimberley Lockley**, ROBUS Product Manager, BDO in Jersey
- **Nevellan Moodley**, Head of Financial Services Technology and FSD, BDO in South Africa
- **Jaco Cromhout**, Chief Operating Officer and Founder, Converge Solutions
- **Lynn Davidson**, Head of Risk and Compliance, Converge Solutions
- **Sargon Lunderstedt**, Head of Forensics, Converge Solutions
- **Kevin Young**, Vice President, Technology Solutions, CSOP Asset Management
- **Welland Chu**, Alliance Director, APAC at Thales

Sponsors



Johnson Kong



Ricky Cheng



Andrew Yung



BDO speakers at the forum: Philip Fung (Left 2), Ricky Cheng (middle), Eric Pat (Right 3), Pokit Lok (Right 2) and Simon Ma (Right 1)



BDO ESG FORUM PART 1: NAVIGATING ALONG THE SCIENCE-BASED TRANSITION PATHWAY



According to the Emissions Gap Report published in November 2022 by the United Nations Environment Programme, current national policies will see global warming reach 2.8°C by the end of the century. To meet the Paris targets, emissions in 2030 would have to be reduced by 30-45% below the levels projected under current policies. This presents a compelling scope for business action to align to governmental commitments on global climate mandates and allow for systematic integration into mainstream sustainable development.

BDO organised this hybrid forum to give attendees the background about setting science-based target and the consideration

for transition to low carbon pathway. Director and Head of Risk Advisory of BDO in Hong Kong **Ricky Cheng**, Partner and Leader of Sustainability & ESG of BDO in India **Dipankar Ghosh**, Partner of Sustainability & ESG of BDO in India **Indra Guha**, Associate Director of Sustainability & ESG of BDO in India **Tarini Sahoo** and Country Lead of Capital Markets of CDP China **Ling Zhu** shared their knowledge and advice on setting science-based target for financial institutions, climate resilience and low carbon strategy and ESG reporting trend.

The second part of the forum will be held on 4 May 2023. Please stay tuned.



Ricky Cheng



Ling Zhu



Tarini Sahoo (top left), Dipankar Ghosh (bottom left) and Indra Guha (bottom right)



BDO HYBRID SEMINAR: GET READY FOR THE NEW TAX AND PAYROLL YEAR 2023



In order to get prepared for the new tax and payroll year 2023, employers need to be well aware of the deadlines and new requirements for monthly MPF compliance, annual employer's tax reporting, employees' compensation insurance, latest amendments on salaries tax and payroll-related legislations, and more. Employers are also advised to keep abreast of changes in salaries tax laws and developments on important court cases.

Drawing on speakers' experience in advising and dealing with clients' complex payroll and tax matters, this hybrid seminar was organised to share insights and provide guidance on how companies can ensure compliance with the various new/existing statutory requirements.

In the seminar, Director and Heads of Payroll & HR Outsourcing and Professional Resources Solutions Portia Tang, Director of Tax Carol Lam, Principal of Tax Celestine Yeung, Senior Manager of Payroll & HR Outsourcing Services Susanna Leung and Manager of Payroll & HR Outsourcing Services Josephine Yau, covered the latest legislative updates on payroll and employment-related compliance, including salaries tax. They also shared some of the potential challenges that organisations may encounter and provided practical solutions on how to overcome them through project examples and case studies. Consultant of Payroll & HR Outsourcing Services Joseph Hong also joined and acted as a moderator in the Q&A session.



(From left) Susanna Leung, Josephine Yau, Joseph Hong, Portia Tang, Carol Lam and Celestine Yeung



BDO WEBINAR: GETTING MORE BUSINESS INTELLIGENCE THROUGH DATA ANALYTICS



Enterprises are entering a new era of innovation, with data that is more expansive and voluminous than ever before. The technologies such as AI, machine learning and automation are becoming increasingly popular, and businesses are being pushed to leverage data analytics to unlock greater potential.

As data analytics could be a challenge for many industries, BDO organised this webinar to explore the common application scenarios and technical tools used by enterprises, as well as analyse data analysis in banking, insurance and other industries through representative cases. Senior Manager of Risk Advisory **Simon Ma** shared insights on how businesses overcome pain points, make better use of data analysis, and get more business intelligence.



Simon Ma

NEW APPOINTMENT



SIMON FUNG

Director
Quality Assurance Department

Simon Fung has been appointed as Director of Quality Assurance Department with effect from 1 October 2022.

Simon is principally involved in ensuring the firm's compliance with the ethical and independence requirements, evaluating the quality of the professional work carried out by assurance division, sharing best practices and experience among different teams, providing practical advice to professionals in enhancing work quality and efficiency.

Qualifications and professional affiliations

- Hong Kong Certified Public Accountant
- Fellow of the Association of Chartered Certified Accountants



ALICE CHOI

Director
Risk Management Department

Alice Choi has been appointed as Director of Risk Management Department with effect from 1 October 2022.

Alice focuses on the areas of compliance and regulatory matters. She has extensive experience in providing assurance services of both listed and privately-owned enterprises operating in Hong Kong and Mainland China. She has also accumulated knowledge in monitoring the firm's quality control with her previous operational responsibility in Quality Assurance Department. She started her professional career with leading international audit firms and gained in-depth understanding of financing and commercial operations while she worked in a listed conglomerate prior to joining BDO.

Qualifications and professional affiliations

- Hong Kong Certified Public Accountant
- Fellow member of the Association of Chartered Certified Accountants



KENNETH WONG

Director
Specialist Advisory Services

Kenneth Wong has been appointed as Director of Specialist Advisory Services with effect from 1 October 2022.

Kenneth specialises in due diligence, corporate acquisitions, private equity, fund raisings, valuations, quality of earnings review and other financial reviews in a variety of business sectors for the past fourteen years.

He has vast experience of managing assignments for acquisition of listed or multinational private companies in various stages of the transaction cycle including pre-deal advice, financial and tax due diligence and post-deal advice, serving both private equity groups and global corporations. Kenneth has been involved in many transactions in Hong Kong, Mainland China and other Asia regions.

Kenneth's industry experience includes high technology, human resources, manufacturing, media, property, security services, medical services and equipment, insurance, education, telecom, company formation and corporate services, records management sectors.

Qualifications and professional affiliations

- Fellow of the Association of Chartered Certified Accountants



ERIN WAN

Principal
Assurance Services

Erin Wan has been appointed as Principal of Assurance Services with effect from 6 February 2023.

Erin has extensive experiences in handling assignments of listed and private companies operating in Mainland China, Hong Kong and a number of overseas countries over a variety of industries, including manufacturing, science and technology services, medicine, mining and real estate.

In addition to participating in the above IPO and listed company projects, she also participated in non-profit institutions, state-owned enterprises and other types of finance projects.

Qualifications and professional affiliations

- Chinese Certified Public Accountant

**FRANK WANG**Principal
Assurance Services

Frank Wang has been appointed as Principal of Assurance Services with effect from 6 February 2023.

Frank has extensive experiences in handling assignments of listed and private companies operating in Mainland China and a number of overseas countries over a variety of industries, including TMT, manufacturing and trading, properties development and education. He has also involved in various transaction support assignments, such as overseas acquisition for listed companies.

Qualifications and professional affiliations

- American Institute of Certified Public Accountant

**IRIS LI**Principal
Assurance Services

Iris Li has been appointed as Principal of Assurance Services with effect from 6 February 2023.

She has 14 years of experience in accounting firms and has accumulated extensive experience in IPO capital market professional services, audit of annual reports of listed companies and large state-owned enterprises, audit of mergers and acquisitions of listed companies, and audit of overseas projects.

Qualifications and professional affiliations

- Hong Kong Certified Public Accountant
- Member of the CPA Australia
- Member of Chinese Institute of Certified Public Accountant (practising)

**JAMES JIA**Principal
Assurance Services

James Jia has been appointed as Principal of Assurance Services with effect from 6 February 2023.

James has been dedicated to providing assurance services to banking and asset management industry for 14 years, has rich experience and deep insight to Chinese banking industry and financial market.

James's client portfolio covers stated owned banks, city commercial banks and asset management company and private equity company.

Qualifications and professional affiliations

- Member of the Association of Chartered Certified Accountants

**HERMAN TSUI**Principal
Risk Advisory Services

Herman Tsui has been appointed as Principal of Risk Advisory Services with effect from 3 April 2023.

Herman has over 15 years of experience in delivering financial statement audit, internal audit, IPO internal control due diligence, internal control review for trading resumption, IT audit, US SOX compliance and ESG (Environmental, Social & Governance) advisory services. The clients Herman served included Hong Kong and US listed companies, mainly in the manufacturing and service sectors.

Passionate about sharing his knowledge and experience in Internal Audit, Herman had also served as a trainer at Independent Commission Against Corruption (ICAC) and HKU SPACE.

Qualifications and professional affiliations

- Chartered Professional Accountant (Canada)
- Certified Internal Auditor
- Certified Information Systems Auditor
- Hong Kong Certified Public Accountant

**EMILY CHAN**Principal
Technical and Training

Emily Chan has been appointed as Principal of Technical and Training Department with effect from 3 April 2023.

Before joining BDO, Emily worked in technical department in international audit firms and has extensive experience in providing advice and technical support for assignments including listed issuers, initial public offerings and capital market transactions. She also has many years of experience in auditing companies listed in Hong Kong, multinational corporations and private enterprises.

Emily is now responsible for providing technical support on financial reporting and application of HKFRS and IFRS standards for listed issuers in Hong Kong.

Qualifications and professional affiliations

- Hong Kong Certified Public Accountant
- Fellow member of the Association of Chartered Certified Accountants

RECENT BDO PUBLICATIONS

TAX PUBLICATIONS

Hong Kong Tax
 March 2023 - Profits tax concession for family investment holding vehicles in Hong Kong



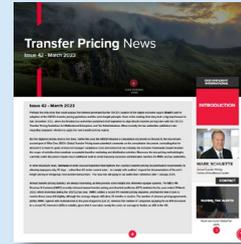
Hong Kong Tax
 April 2023 - Profits tax returns 2022/23 important changes



Indirect Tax News
 Issue 01/2023



Transfer Pricing News
 Issue 01/2023



ISRB 2023/01 31 DECEMBER 2022 YEAR-END SUSTAINABILITY REPORTING UPDATE



RISK ADVISORY PUBLICATIONS

ESG Updates
 Issue 4/2022



Financial Services Sector Updates
 Issue 4/2022



Green and Sustainable Finance Updates
 Issue 1/2022



Technology Updates
 Issue 4/2022



HKFRS/IFRS UPDATE

- ▶ HKFRS/IFRS Update 2023/01 Amendments to HKAS/IAS 1 – Non-current liabilities with covenant
- ▶ HKFRS/IFRS Update 2023/02 31 December 2022 year-end HKFRS/IFRS update



2023/24 HONG KONG BUDGET HIGHLIGHTS



TRANSPARENCY REPORT

For the fiscal year ended 30 September 2022



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