Gonex.
Global HR Management Pioneer

GONEX
AI Empowered Global Human Resources SaaS Management System

Leading Global HRM
One-stop Service

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Payroll Service Mobility Contractor legal compliance cross-cultural integration EOR

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1 Company Profile

Company Brief Introduction

Gonex.
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One-stop Global HRM Professional Services

Global HRM one-stop service, covering global HRM consulting, localization implementation, and operation, to meet the practical needs of global employee employment management and boost our clients' global business expansion.

AI Empowered Global Human Resources SaaS Management System

Gonex. Global HR SaaS Management System supports companies to digitize and comply with global employee management with a global management concept.

Customized Services and Products

Gonex. provides customized HR solutions based on the client's industry, size, globalization strategy, and service needs.

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1 **Experienced Service Team:** The team consists of senior experts in human resources, overseas hiring, and international compensation management. They possess extensive experience in providing overseas services.

2 **Professional & Effective Services:** Dedicated Account Managers provide end-to-end services, bridging the gap of language, time zone, and cultural differences with clients, delivering prompt and professional solutions.

3 **One-stop Services:** One-stop service to meet clients' global HRM business needs, including global employment, global payroll, Mobility, global recruitment, and compliance consulting

4 **Digital System Platform:** Online management of employee onboarding, reimbursement approval, vacation approval, expense settlement, etc., to enhance efficiency with technology and improve the digital management in customer's global workforce

5 **Unified Fee Settlement:** Support for unified settlement of expenses across multiple countries , including the capability to handle multi-currency settlements.

6 **Global Compliance:** Strict risk management to ensure data security; provide global HR compliance management planning, consulting, and guidance

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Gonex. Services covering more than *100+* countries and regions

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41 COUNTRIES
in the Americas

46 COUNTRIES
in Europe and Africa

21 COUNTRIES
in Asia

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Our mission

Empower enterprises to seamlessly integrate into the global ecosystem!

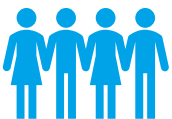**Creating a world** where talent transcends borders!

Our values

Innovation
Continuously explore, dare to surpass known boundaries

Collaboration
Empowering individuals and teams to reach their full potential

Diversity and Inclusion
Valuing every individual's unique background and perspective

Transparency
Building trust through openness and clear communication

Empowerment
Empowering individuals and teams to reach their full potential

Gonex has 10+ offices in Global.

Our global network includes offices in key cities worldwide, from Beijing to Toronto, enabling us to deliver tailored solutions and local expertise to businesses wherever they are.

Comparison between Deel, Remote and Gonex.

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deel.

Employment of Record(EOR):
Hire employees in multiple countries where you don't have entities.
$599/month

Global Payroll:
Run multi-country payroll in multiple countries where you have entities
$250/entity/month

Contractors:
Compliantly manage and pay international contractors
$49/contractor/month

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Employment of Record(EOR):
Efficiently manage the employment of personnel in **120+ countries**.
$199/month

Global Payroll:
Professional management of payroll calculations, statutory benefits in **100+ countries**.
$50/employee/month

Contractors:
Compliantly onboard and pay contractors.
$29/contractor/payment

remote

Employment of Record(EOR):
Hire and pay your global team with satisfaction guaranteed.
$599/month

Global Payroll:
Consolidate your multi-country payroll on-time.
$50/employee/month
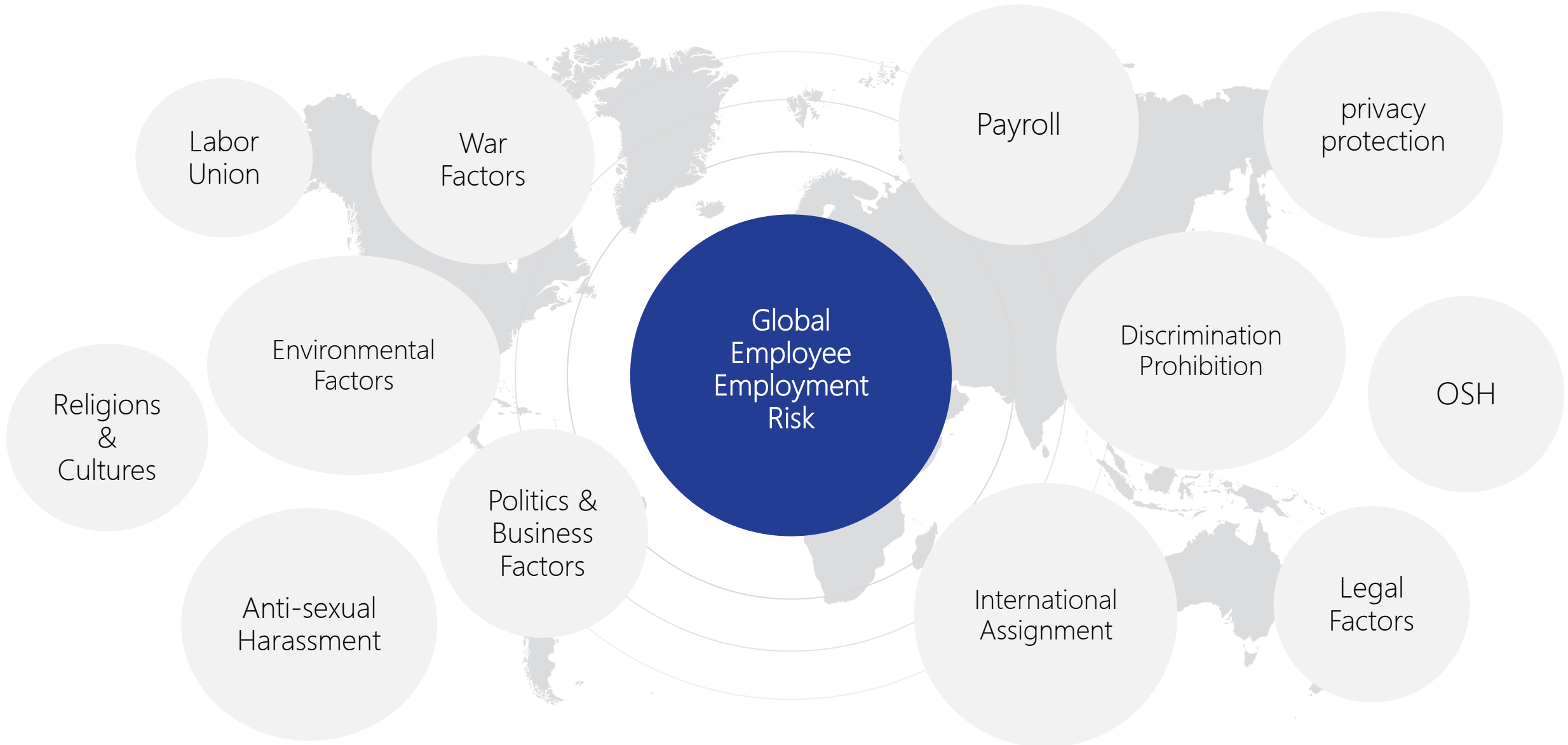
Contractors:
Compliantly onboard and pay contractors.
$29/contractor/month

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2 Global Human Resources Service and Products

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Labor Union

War Factors

Payroll

privacy protection

Environmental Factors

Global Employee Employment Risk

Discrimination Prohibition

OSH

Religions & Cultures

Politics & Business Factors

Anti-sexual Harassment

International Assignment

Legal Factors

Global Human Resources Service Products | Global Technology Platform

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Employer of Record (EOR)

✔ Employment Policy Interpretation

✔ On-boarding Management

✔ Monthly Payroll Management

✔ Statutory benefits, supplementary benefits, individual tax management

✔ Employee Termination Management

Global Payroll Outsourcing Service

✔ Customized Global Payroll Outsourcing Solutions

✔ Global Payroll Program Implementation

✔ Monthly payroll management, statutory benefits, and individual tax declaration

✔ Expatriate Employee Personal Tax Management

✔ Global Payroll Compliance Consulting

Global HRM Consulting & Training

✔ Business Management & HRM Consulting

✔ Enterprise internal training & research

✔ Overseas Labor Law Related Solutions

Global Mobility

✔ International Mobility System Construction

✔ Visa Application

✔ Employee Relocation Services

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Payroll Service · Mobility · Contractor legal compliance · cross-cultural integration · EOR

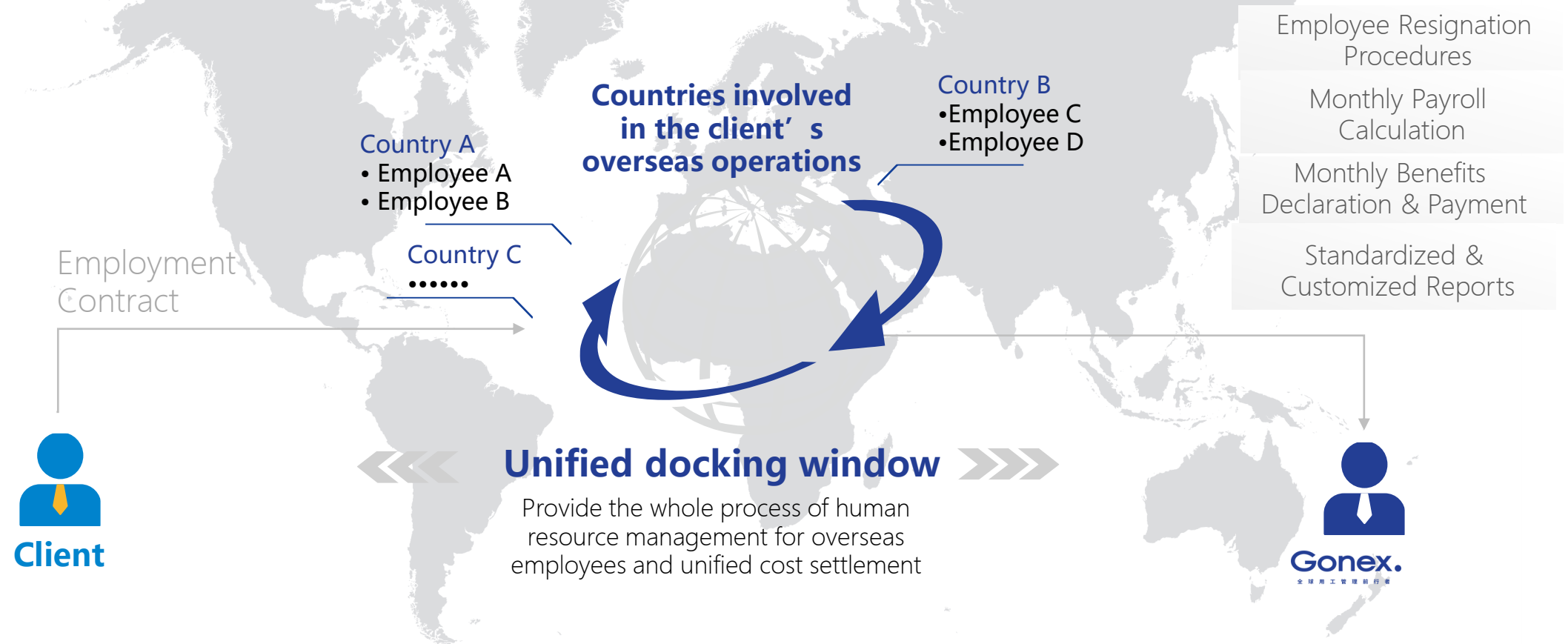# Global Human Resources Service Products | Employer of Record (EOR)

Reduce the cost and risk of overseas employment; improve the efficiency of overseas business development and global staff management for corporate clients

• **Employer of Record (EOR)** services to help clients legally hire employees in countries or regions where they do not have a legal entity established.

• Gonex. Global HR SaaS Management System for onboarding, transferring, separating, monthly payroll, reimbursement, and attendance approval of overseas employees, to achieve digitalizing global employee management

• Gonex.'s experienced delivery team supports clients in compliance and efficient management of overseas employees

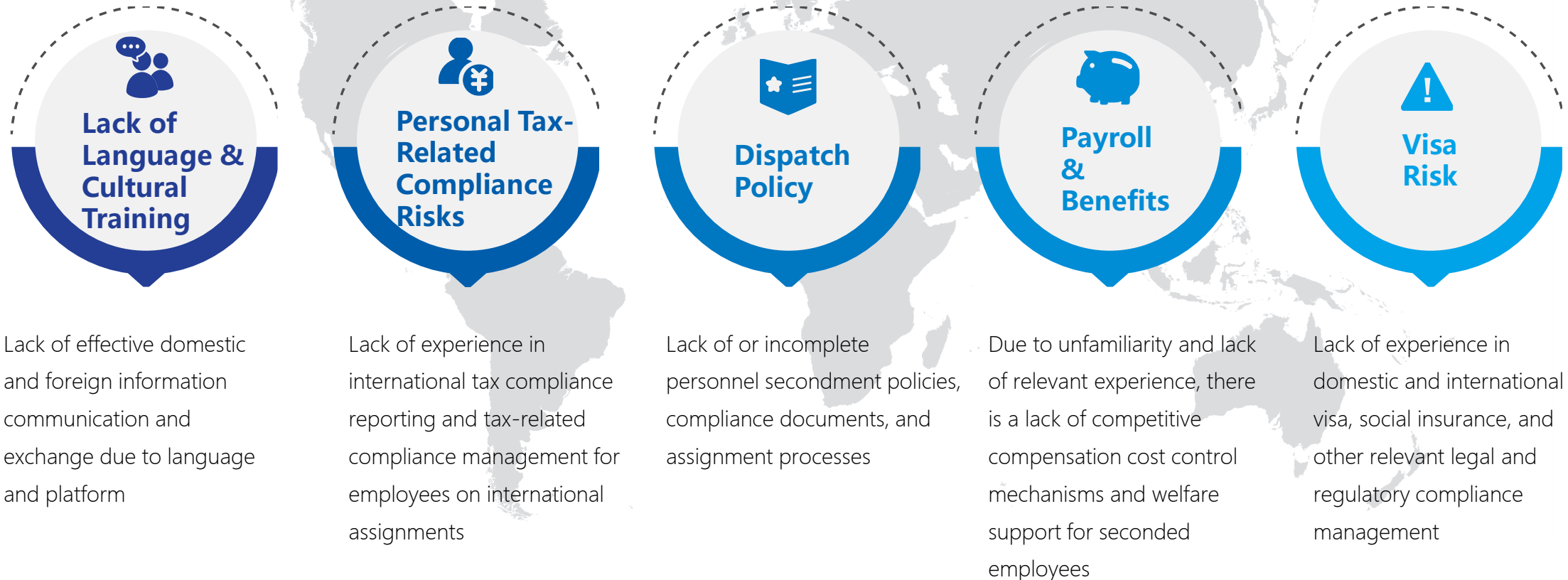| Gonex. 全球用工管理前行者 **Employer of Record**	Client **The Actual Employer**
Onboarding Contract Signings	Employee Recruitment
Onboarding Procedures	Remuneration Package (Salary, bonus, vacation, &other benefits) Confirmation
Monthly Payroll Accounting	Employee daily business management
Statutory Benefit Payment	
Personal Tax Withholding	Employee Expense Approval
Supplemental benefits and commercial insurance	Employee leave & overtime approval
Termination Fee Settlement	
Termination Procedures	

Gonex can provide payroll outsourcing services to our clients' overseas owned entities.

This includes payroll project implementation plan development, project deployment, payroll calculation, payment of funds, administration of statutory and supplementary benefits, customized reporting, and other comprehensive payroll services。

Countries involved in the client's overseas operations

Country A
• Employee A
• Employee B

Country C
••••••

Country B
•Employee C
•Employee D

Employee Resignation Procedures

Monthly Payroll Calculation

Monthly Benefits Declaration & Payment

Standardized & Customized Reports

Employment Contract

Client

Unified docking window

Provide the whole process of human resource management for overseas employees and unified cost settlement

Global Mobility Service

Based on the company's internationalization strategy, the company assigns employees to overseas branches/subsidiaries and handles visa and tax matters in accordance with local policies, while assisting in the compliance management of employees throughout their international assignment life cycle.

Lack of Language & Cultural Training

Lack of effective domestic and foreign information communication and exchange due to language and platform

Personal Tax-Related Compliance Risks

Lack of experience in international tax compliance reporting and tax-related compliance management for employees on international assignments

Dispatch Policy

Lack of or incomplete personnel secondment policies, compliance documents, and assignment processes

Payroll & Benefits

Due to unfamiliarity and lack of relevant experience, there is a lack of competitive compensation cost control mechanisms and welfare support for seconded employees

Visa Risk

Lack of experience in domestic and international visa, social insurance, and other relevant legal and regulatory compliance management

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3 Global Human Resources
AI SaaS Management System

GONEX-IRIS The First LLM Application in the HR industry worldwide

Empowering multinational companies' HR global deployment

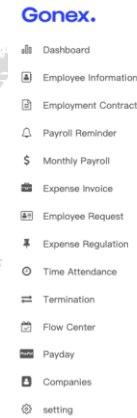## How to change HR's daily work

Quickly response

unable to finish the work due to jet lag

"Tools"

GONEX-IRIS

Real-time response

Finish the work on time

Global HR experts
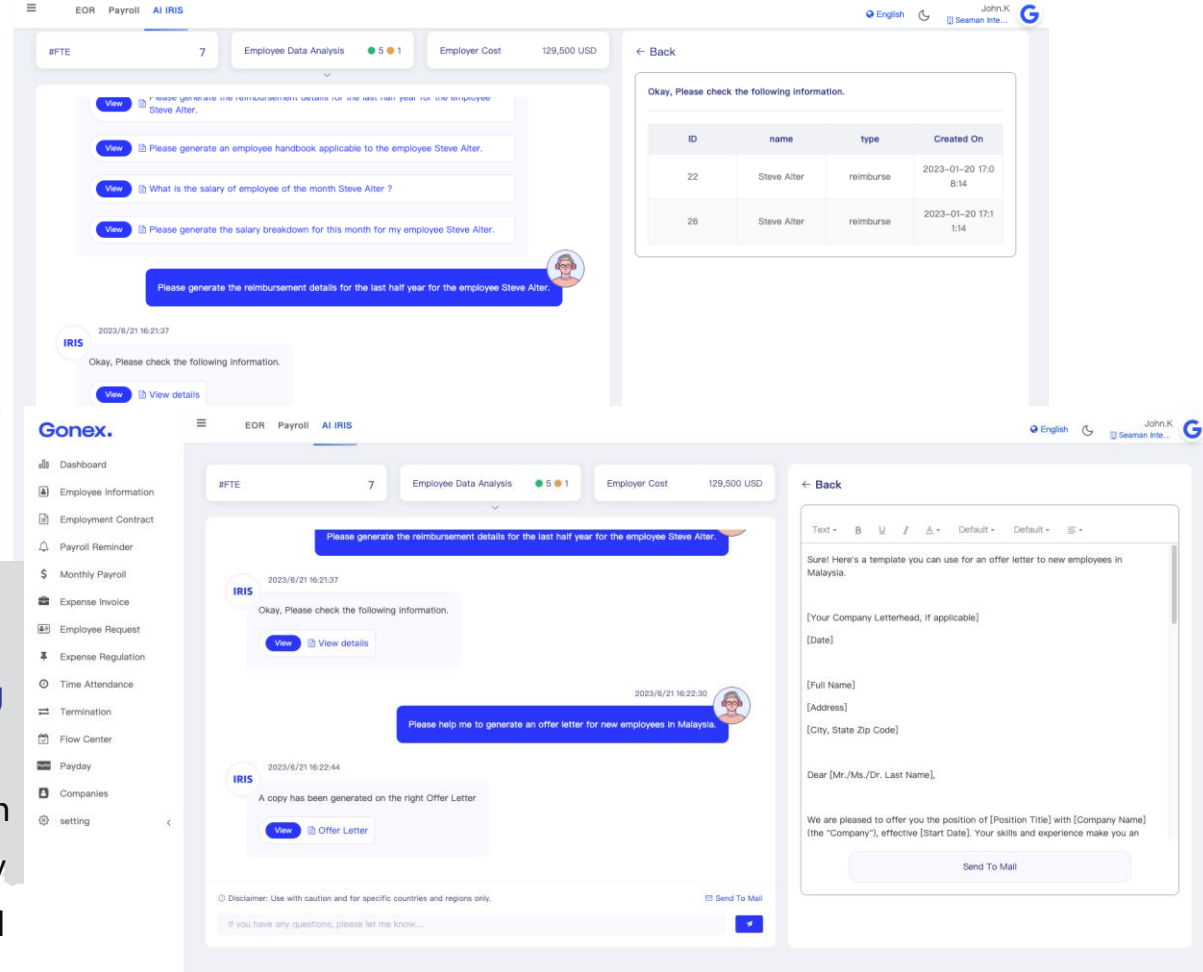
GONEX-IRIS revolutionizes HR with its AI-native compliance engine, streamlining overseas HR processes like onboarding, payroll, and benefits with our advanced LLM model. Our technology automates and analyses, offering quick, expert advice on hiring and benefits across time zones without the need for local experts. This not only enhances efficiency and convenience but also transforms HR professionals into global specialists, empowering them to tackle international challenges effortlessly. Explore how GONEX-IRIS turns HR challenges into opportunities for growth and expertise.

GONEX-IRIS The First LLM Application in the HR industry worldwide

Empowering multinational companies' HR global deployment

Europe Germany

North America Canada

South America Brazil

Asia China

Southeast Asia Singapore

Five global data centers

Overseas cloud services

aws

AI Empowered Global Human Resources SaaS Management System | Enterprise Dashboard
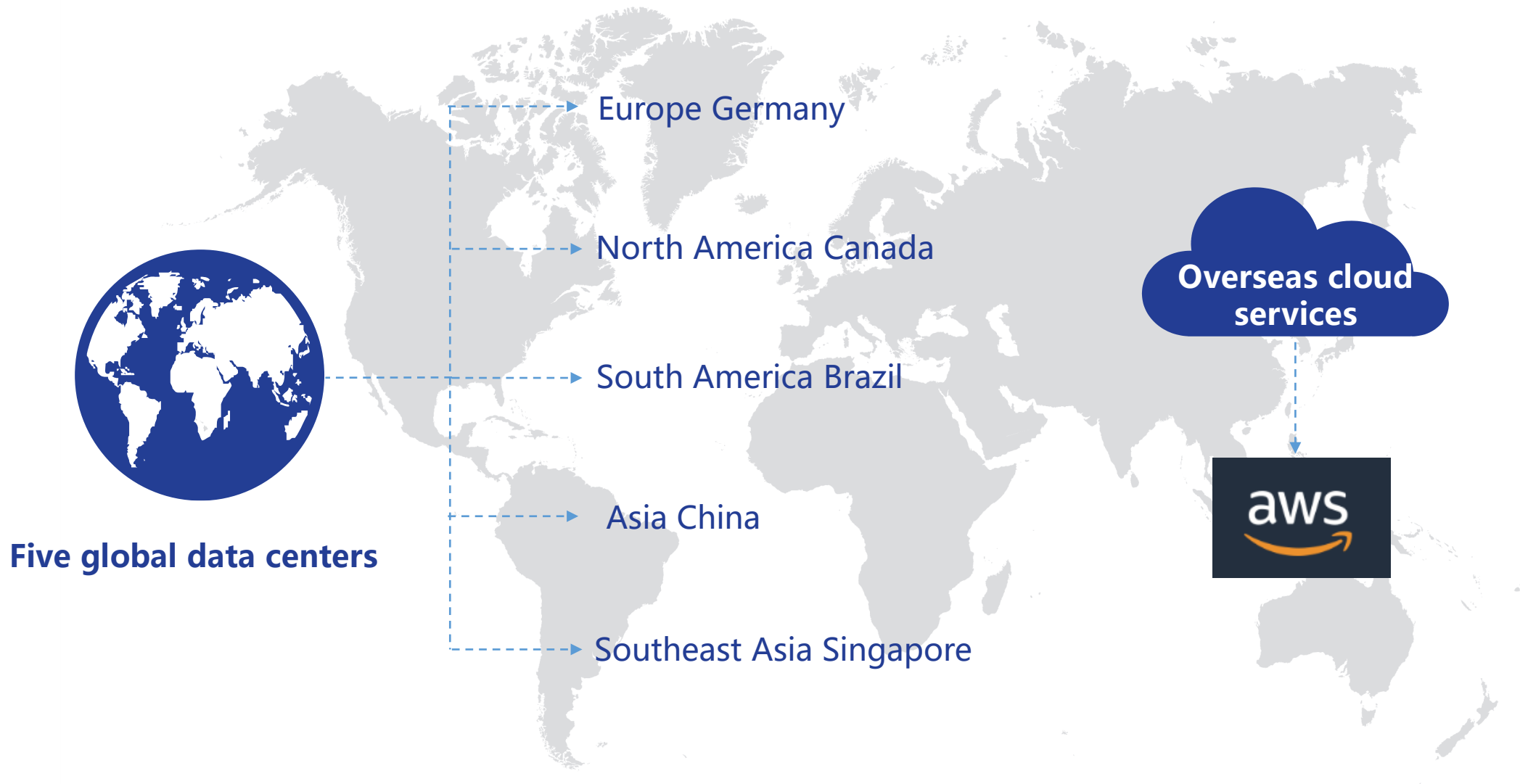
One-stop management platform

The system is designed to help companies manage employee data and analysis in real time through online processes, providing efficiency and compliance with employment requirements, from employee contract signing, onboarding, compensation and benefits calculation, taxes, insurance, vacation, and reimbursement applications.

IP Protection & Data Compliance

We protect corporate intellectual property and employee data privacy with systems that comply with the GDPR EU privacy policy and with the privacy policies of countries such as PIPL China.

Multilingual Support.

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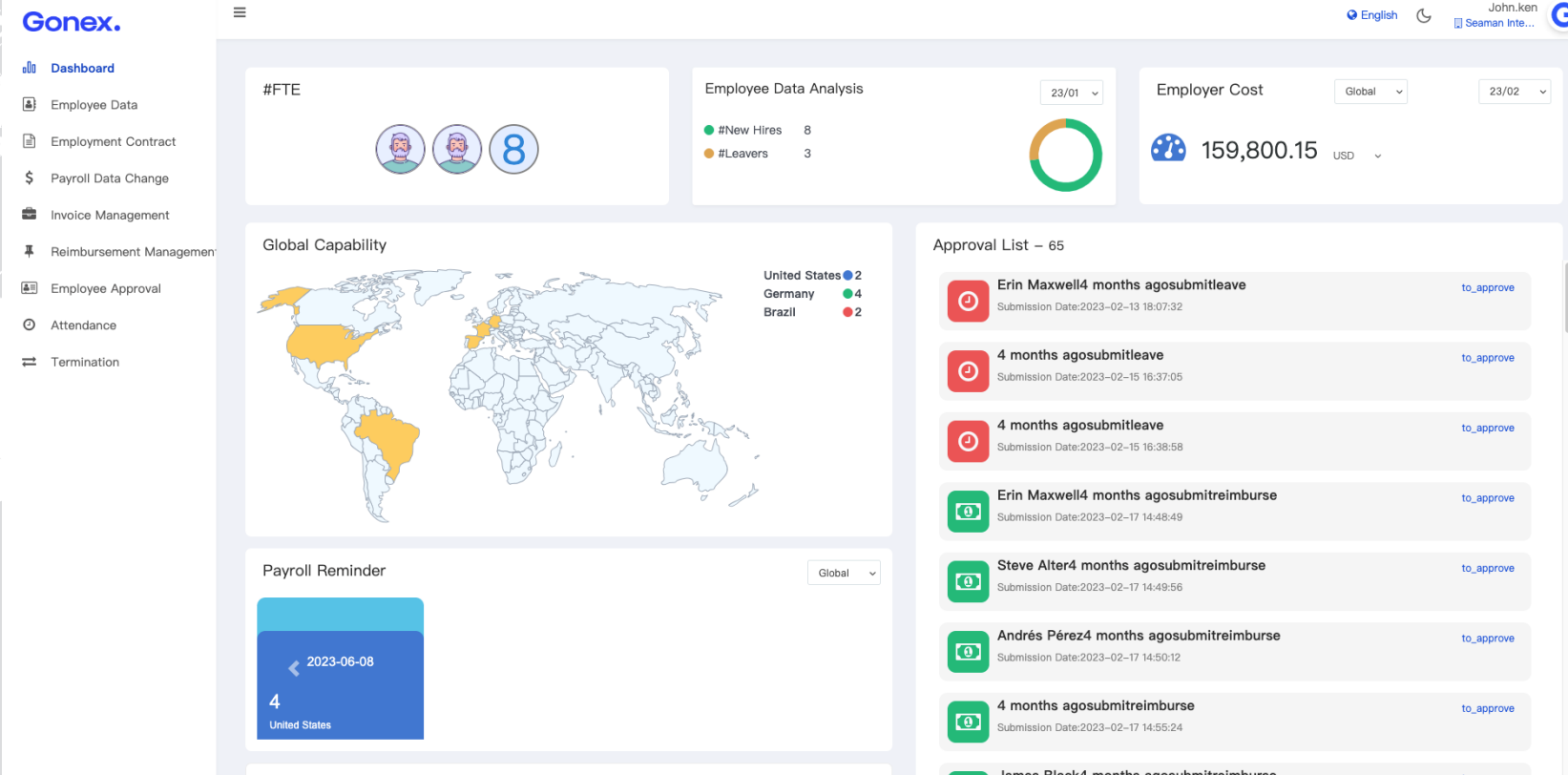
🌐 Intelligent Management of Employee Information

- Employee important information data entry and maintenance, easy for HR to view and update data in real time
- Say goodbye to cumbersome and fragile paper contracts and employee files, and easily manage all employee information, data and past payroll history on a digital platform

📋 Employee Contract Management

¥ Monthly Compensation Management

✈ Employee Vacation Management

💱 Employee Reimbursement Management

➕ Employee Termination Management

📈 Employee Workstation

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- Dashboard
- **Employee Data**
- Employment Contract
- Payroll Data Change
- Invoice Management
- Reimbursement Management
- Employee Approval
- Attendance
- Termination

🌐 English John.ken Seaman Inte...

Employee Information List

[Import]   [+ New] [⬇ Export]

| Country | Choose | Type | Choose | Location | Choose | Name | Name | No. | No. | [Search] [Reset] |

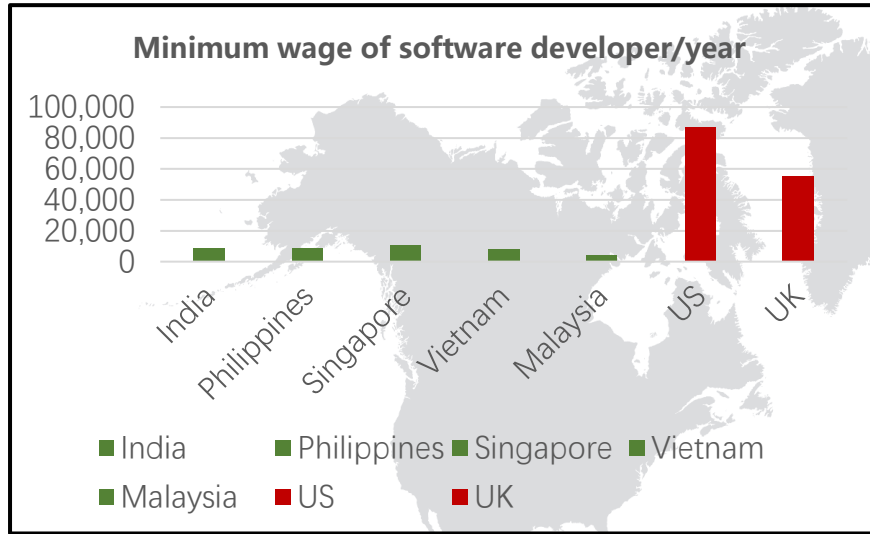|	No. ↑	Name	Surname	Country	Location	Visa Limit	Type	Start Date	Function(Position)	Status	Actions
☐	1361	Adele	Bessemer	Brazil	not_location	3	Indefinite	2023-03-31	Designer	review	view
☐	1345	Tom	Smith	United States	not_location	3	Fixed Term	2023-01-01	Designer	leave_office	view
☐	1327	Steve	Alter	Brazil	location	3	Fixed Term	2022-12-15	Business Director	employed	view Change application
☐	1310	Lawrence	Gray	United States	location	0	Fixed Term	2022-12-02	Business Director	review	view
☐	1309	Teresa	Brooks	Germany	location	0	Fixed Term	2022-12-19	CTO	employed	view Change application
☐	1308	Léo	Léonard	Germany	location	3	Fixed Term	2022-11-20	COO	employed	view Change application
☐	1307	Andrés	Pérez	Germany	location	3	Fixed Term	2022-12-05	Trainer	employed	view Change application
☐	1306	Jane	Cranston	United States	location	0	Fixed Term	2022-12-10	Trainer	employed	view Change application
☐	1305	Nathan	Ashby	Brazil	location	0	Fixed Term	2022-11-19	Engineer	employed	view Change application
☐	1304	Martha	Bailey	Germany	location	0	Fixed Term	2022-12-01	Engineer	employed	view Change application

Showing 1 to 10 of 13 entries

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4 Case Sharing

Case A: Outsourcing in SEA countries

Minimum wage of software developer/year

WHY IN SEA COUNTRIES?

1. **Population Diversity:** The population of Southeast Asia is diverse, with over 650 million people living in the region.

2. **High Education Level:** South-East Asia is home to a large and growing pool of tech talent with advanced degrees in STEM fields from top universities.

3. **Competitive Labor Cost:** 80% decrease in salary.

Countries	Minimum wage of software developer
India	$8,800/ year
Philippines	$9,000/ year
Singapore	$11,000/ year
Vietnam	$7,800/ year
Malaysia	$4,400/ year
The United States	$86,771/ year
The United Kingdom	$55,614/ year

Hot Industries in SEA:

- Digital Economy and Technology Industry
- Tourism and Hospitality Industry
- Clean Energy and Sustainable Development

Current situation in SEA countries:

Over the past few decades, many Southeast Asian economies have experienced strong and accelerated economic growth, driven by trade, investment and industrialization. Countries like Vietnam, Indonesia, Philippines, Malaysia and Thailand have consistently achieved GDP growth rates of 5-7% annually in recent years.

Case A: Outsourcing in SEA countries – Real Case

JuTech Solution at a glance

Headquarters: Denmark

Founded: 2012

Hiring with Gonex in:

Vietnam, Philippines, Malaysia, Indonesia、Singapore

Industry: Software development

Company introduction:

JuTech Solutions is a leading software development company based in Denmark, specializing in providing high-quality custom software solutions. With our experienced team, we focus on helping clients achieve their business goals through innovative technology. Our services include enterprise application development, mobile app development, website development, and more. Customer-centric, we are committed to building long-term partnerships and success together.

Challenges

International hiring at scale
JuTech wants to hire 13 employees in 5 countries.

Compliant employment
Ensure that employment is legal in each country in accordance with local regulations.

Payroll management
Complex payroll regulations in different countries may lead to illegal conduction.

Solutions from Gonex

Global Hiring
For expanding in other countries, Gonex helps JuTech with providing two types of hiring: job posting on local portal and headhunting. The HR manager of JuTech is assisted by Gonex team with interviewing and negotiating remotely. Choosing the right candidates is the purpose for both of two parties.

Global EOR and Payroll
Gonex provides a comprehensive services in EOR and Payroll to guarantee compliance.

Case A: Outsourcing in SEA countries - Advantages

Advantages of remote hiring

a. **Customized employment plan**: It was crucial to maintain the same level of freedom and flexibility the company was enjoying with its own legal entities.

b. **Huge decrease in cost:** Company dose not have to be on top of every minute detail from compliance to localization. Less people in the conversation, more efficiency on work.

c. **A large pool of talent:** Company can find the right person among the huge talent pool by offering less salary.

d. **Transparency process:** The whole hiring process can be seen all the time by internal HR team.

WHY CHOOSE GONEX?

Gonex Local entity can be your reliable and stable partner

Gonex has 10+ legal entities around the world, which means Gonex is an experienced partner to deal with complex problems during hiring and managing process.

Gonex can help you to avoid unnecessary mistakes

served 70+ clients to expand overseas. The incomes of our clients like Mengniu, Kuaishou and CHINT are up to 192.4 billion.

Case B
Remote employment from Eastern Europe

Current in Eastern Europe

Eastern Europe are the regions with the widest tech talent pools globally. There are almost one million software developers in Eastern Europe, while each of the local talent pools is famous for being focused on a particular technology.

Most Eastern European countries create favorable conditions for both domestic and foreign investors by providing subsidies, and tax incentives for research and development (R&D), simplifying the process of establishing a limited liability company (LLC) and hiring local developers both in-house and remotely.

Hot Industries in Eastern Europe

- Information Technology and Software Development Industry
- Manufacturing and Engineering Technology
- Agriculture and Food Processing

WHY IN ESATERN EUROPE?

Diverse Talent pools

When hiring remote developers in Europe, you gain access to an extensive pool of dedicated developers with diverse skill sets and backgrounds with **high education level**.

Multilingual Workforce

The biggest perk of hiring someone from the Eastern European sector is that they speak multiple languages. In addition to **French and German, they may also speak Arabic, Russian, and other Slavic languages**.

Compatible Time Zone

The time zones Eastern European countries belong to are **one-two hour ahead of Western European countries**, and conveniently overlap with US business hours. It is more likely to ensure better time management.

Competitive Cost

The hourly rate of Eastern Europe programmers is **$25-100**, depending on the developer's core specialization, etc. For comparison, the cost to hire a programmer from US-based software development companies is **$100-150** per hour on average.

Case B: Remotely hiring from Eastern Europe – Real Case

Afol Solution at a glance

Headquarters: The United Kingdom

Founded: 2018

Hiring with Gonex in: Germany and Hungary

Industry: Technology

Company introduction:

Afol Solutions is a UK-based tech startup founded in 2018. Specializing in AI SaaS, we harness the latest AI technologies to tackle complex business challenges. Our team of experts develops innovative solutions in areas such as data analytics, natural language processing, image recognition, and predictive analytics. Whether you're a startup or a large enterprise, we offer tailored AI solutions to drive growth and innovation.

Challenges for Afol to employ in Eastern Europe

1. **Limited Cost:** Afol is a startup company who does not has enough budget to hire remotely by themselves.

2. **Lack of knowledge of local employment laws:** Afol HR team do not comprehend local laws about employment and payroll regulations.

3. **Failed cooperation with third party providers:** Each party would blame the other and it just became a nightmare situation.

What does Gonex do to help Afol

1. Gonex's own local entity can provide EOR and payroll services directly without any extra charge. **Less money, more effects!**

2. **Strong support and expertise** from Gonex team has greatly eased the pressure on companies to employ overseas.

Case B: Remotely hiring from East Europe

True feeling of Afol

1. The ability to hire remotely doesn't just open up the talent pool. It also aligns perfectly with the **company's hybrid approach to work.**

2. **Knowledge, transparency, and compliance** are the bottom line of cooperation between two parties, which Gonex follow the line perfectly.

3. **Long-term collaboration** can help us focusing on the business expansion rather than changing the HR partner.

Outstanding of Gonex

1. Bring on the world's top talent.

2. Comprehensive HRIS support.

3. Customer support without time difference.

4. Straightforward communication and management methods.

5. Ability to undertake large scale employment and payroll operations by using own entities.

5 Partner

Partners with Gonex.

ADP is a comprehensive global provider of cloud-based human capital management (HCM) solutions that unite HR, payroll, talent, time, tax and benefits administration, and a leader in business outsourcing services, analytics and compliance expertise.

Clients of ADP:
- IBM
- McDonald's
- Walmart
- Coca-Cola

Amazon Web Services (AWS) is the world's most comprehensive and broadly adopted cloud, offering over 200 fully featured services from data centers globally. Millions of customers are using AWS to lower costs, become more agile, and innovate faster.

Clients of AWS:
- Netflix
- Airbnb
- NASA
- Slack

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Make a Better Life
For HR People and Their Families.

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