

Holistic HR Solutions for Growing Businesses

One operating model. Multiple markets. Full compliance.

A group of five mountaineers is crossing a rope bridge over a vast, snowy mountain range. The bridge is made of two parallel ropes, and the climbers are silhouetted against the bright, sunlit peaks. The background shows a series of jagged, snow-covered mountain ranges under a clear blue sky. An orange geometric shape is in the top right corner.

scentium

Powered by People

100% In-Country HR Services Across APAC & Middle East

25+
Years of HR Consulting Expertise

20,000+
Careers Created

30+
Locations in 15 Markets Across APAC and the Middle East

98%
Client Retention Rate

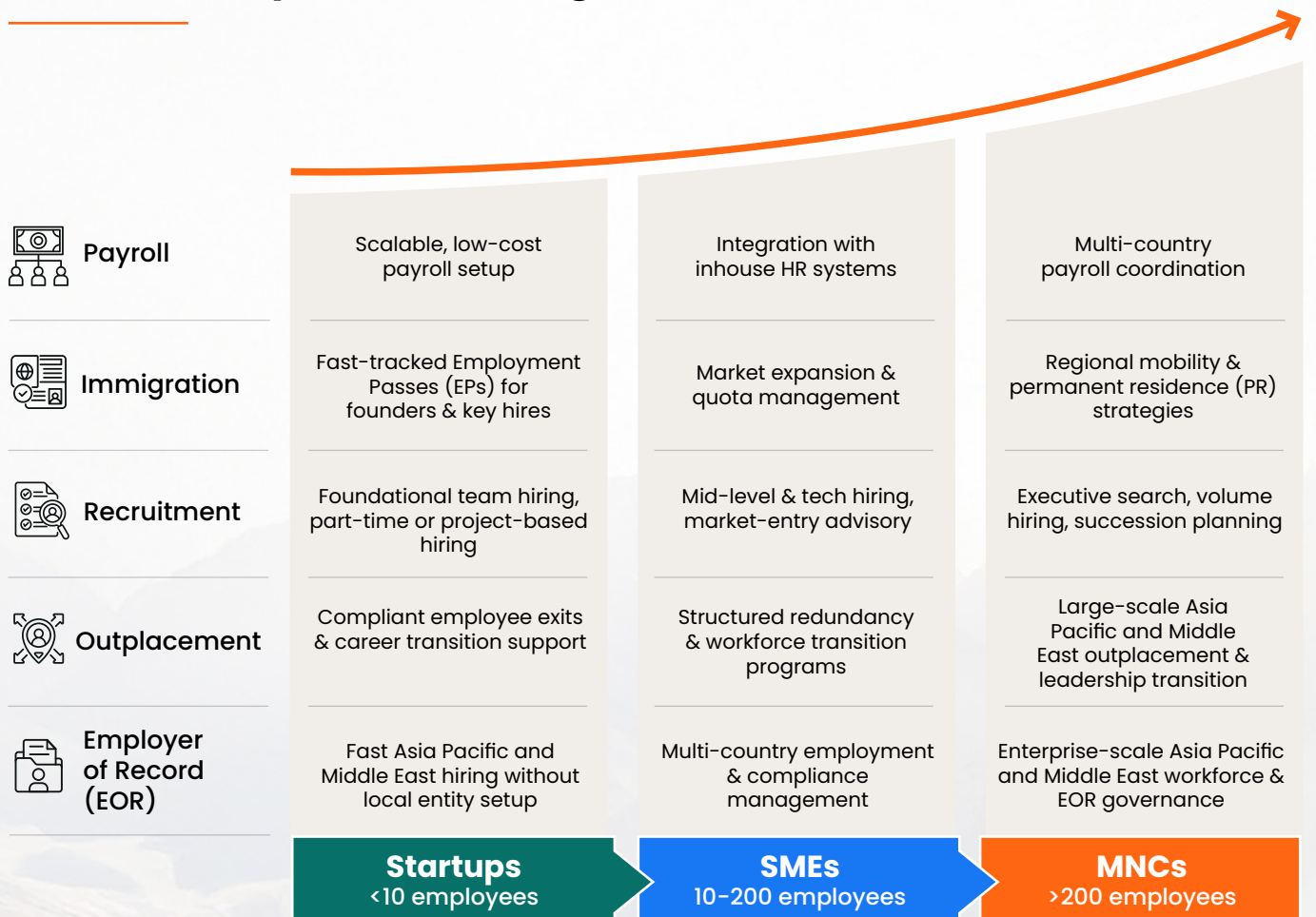


Voted **Best Payroll, Recruitment, EOR and HR Outsourcing Partner** 2015 - 2025



Recognised as **'Star Performer'** in Everest Group's Multi-Country Payroll and Employer of Record Solutions PEAK Matrix Assessment

HR Needs by Growth Stage





Startups

Key Challenges

- Lack of headcount confirmation at the beginning as heavily depending on funds or revenue generated from business
- Require speed to market with legal hiring and employment practices
- Require support to local legislations in respect to payments, pay dates, immigration and related compliance



SMEs

Key Challenges

- HR challenges and complexities increase with the business
- This includes keeping up with the labour laws and legislative changes, visa and immigration rules and hiring landscape
- This causes a shift of focus on the business partnering aspect by HRs / HR teams



MNCs

Key Challenges

- Cross border labour law and legislation complexity, intricacy and compliances challenges
- Lack of or poor HR and Digital transformation causing poor employee experience, potential human intervention, manual processes, key man dependency risks and risks of non-compliances and reputational damage if critical/serious

HR Solutions

- **Recruitment:** Recruiting and headhunting teams to support sourcing, interviewing and finding the right fit
- **EOR Services:** Hire locally without setting up a legal entity, especially in situations of quick go-to-market
- **Payroll Services:** Simple, compliant, and cost-efficient payroll setup post-entity setup (typically in parallel with EOR services)
- **Visa Services:** Support for valid working passes and business visas

Result

- Right talent fit
- Quickest and most agile method to enter a market without cost, time and incompliance as a barrier for entry
- Peace of mind for founders, partners and investors to focus on what actually generates revenue

HR Solutions

- **Recruitment:** Hiring, recruiting and headhunting advises to support HRs in their search across all levels of employees
- **Payroll Services:** Scalable payroll outsourcing and compliance support.
- **Visa Services:** Work passes and visa application, renewals, appeals and transference support
- **EOR Services:** Flexible or contingent hiring in event of projects or freeze of hiring
- **HR Advisory:** Workforce right-scaling, redeployment and strategic alignment

Result

- Administrative tasks such as sourcing, initial interviewing, payroll processing, statutory compliance and immigration transactions handled by professionals in most compliance, efficient and cost-effective manner
- HRs and HR teams have peace of mind to provide better value to business

HR Solutions

- **Recruitment:** • Executive search (General Manager, Chief Financial Officer, Human Resources Director, Technology Leaders) • High-volume and specialised hiring • RPO-lite (Recruitment Process Outsourcing) for transformation, expansion, project-based roles or Mergers and Acquisitions (M&A) projects
- **Outplacement Services:** Structured career transition support for impacted employees
- **Workforce Advisory:** Succession planning and talent pipelining
- **Payroll Services:** Regional payroll outsourcing with global Human Capital Management (HCM) integration.
- **Visa Services:** End-to-end regional work pass and visa management.
- **HR Advisory:** Regional workforce right-scaling, redeployment and strategic alignment

Result

- Compliant and most updated to labour laws and legislation across the regions
- Enhanced data security, employee experience, User Experience (UX), and User Interface (UI)
- Achievement of transformation objectives including cost per headcount and HR efficiencies
- Reduced unnecessary non-compliance, penalties and fines including company and brand reputational damages

Our Solutions

Recruitment Services



Outplacement Services



Integrated Payroll Services



Immigration Services



Employer of Record Services



Recruitment Services

Strategic Talent Solutions

With over 25 years of experience in HR, we understand that one size does not fit all. To meet the talent and recruitment needs of our clients, we've developed 4 approaches.

1. Retained / Executive Search

Have an impossible role to fill?

Our retained recruitment is an elevated solution for strategic hires.

With talent mapping and guaranteed timelines, retained search gives you clarity, results and unique talent insights.

Best suited for:

- Priority and / or confidential hires
- New to market
- Impossible hires

2. Contingency Search

Need help to identify, vet, and hunt down top qualified candidates?

Tap into a wider candidate pool with contingency recruitment.

Need to fill a role quickly? Effectively broaden your candidate reach with this recruitment solution.

Best suited for:

- Replacements
- Quick hires
- Fixed budget

3. Recruiter On Demand

Have a hiring target with a strict deadline?

Our project-based hiring solution can give you the recruitment manpower at a moment's notice to meet your hiring needs.

Need to hire a lot of people quickly? Tackle mass hiring demands with ease.

Best suited for:

- High quantity / bulk-hiring
- Project based / flexi-hire
- Hiring spike

4. Statement Of Work (SOW)

Need flexible project delivery?

Our SOW solutions provide a structured, outcome-based model for delivering specialist work, teams, or full projects.

With clear scope, pricing, and accountability, SOW gives you control, flexibility, and predictable delivery.

Best suited for:

- Project-based work
- Defined outcomes & deliverables
- Specialist skills
- Scalable teams

Payroll Services

Rated as a 'Star Performer' by Everest Group and voted Best Payroll Partner for 11 consecutive years, Ascentium HR & Payroll, Powered by Links International, is recognised as the leading HR service provider in APAC and the Middle East delivering 100% in-country services.

A. Initial Payroll Setup

- Review and implementation of Client's employment policies
- Configuration and set up of a payroll database for Client
- Configuration of employee self-service in our HR portal
- Importing Client's employees' detail, including personal information, salary and leave details
- Integrations with third party software, e.g. SAP, Workday, Oracle, time attendance solutions.

B. Payroll Administration

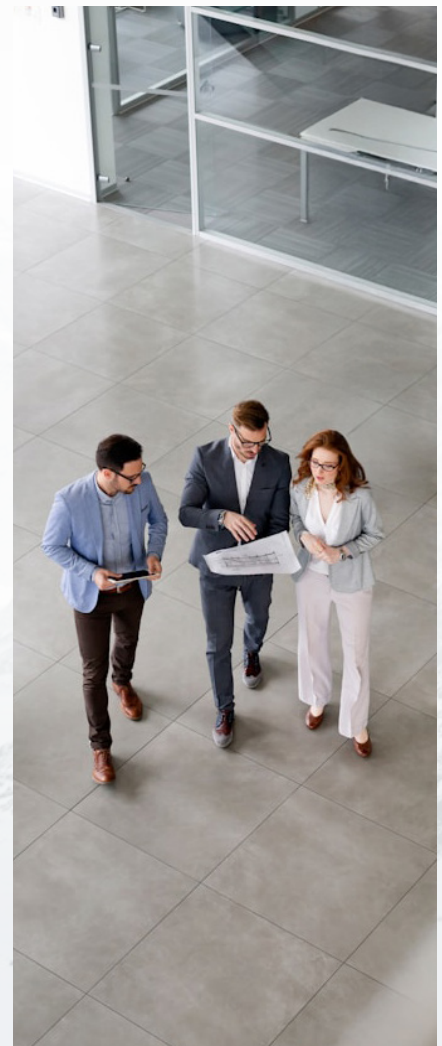
- Employees' salaries
- Leave payments
- Salary record
- Standard reports to the company for internal audits and accounts
- Full tax authority reporting

C. Pension Administration

- Local pension administration, e.g. Mandatory Provident Fund (MPF), Central Provident Fund (CPF), and Social Security Fund (SSF), etc
- Calculate employee and employer mandatory and voluntary pension deduction
- Handle employee pension enrolment and termination documents
- Maintain pension enrolment and termination records
- Provide the Company with a detailed pension report at the end of each pay period, detailing their contributions and employee deductions
- The Company can appoint Ascentium HR & Payroll, Powered by Links International as a signatory to sign pension enrolment, termination and contribution documents on their behalf

D. Support Desk

- Assist the Company and employee with labour law enquiries
- Assist the Company and employee with tax and pension enquiries



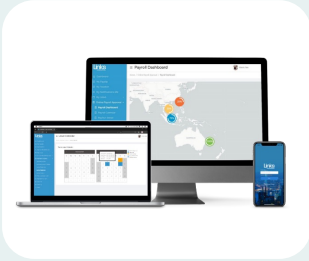
Additional HR Support

- Advisory service on local employment/ labour legislation
- Preparation and drafting of employment related contracts
- Manage employees on contract terms and signing off process

Integrated Payroll Solutions

Seamless Payroll for Every Business Model

We provide integrated payroll solutions tailored to two key client types. As a trusted partner of HiBob, Workday, SAP and Oracle, we ensure seamless payroll integration with leading HCM platforms.



1 Links One: For Clients Without HCM or Employee Self-Service

- Deploy Links One for a seamless payroll experience
- Utilise Single Sign-On (SSO) for integration with platforms like SAP, Google Workspace (G Suite), Microsoft, ServiceNow, and other Finance or Business Intelligence (BI) tools
- Manage Payroll, Leave, Benefits, Reporting, and Business Intelligence efficiently



2 HCM Integration: For Clients With HCM & Employee Self-Service

- Automate data flow from HCM to Links One, and payslips + tax documents back to HCM under improved user experience
- Leverage RPA-based (Robotic Process Automation) technology for payroll processing and infinite validation
- Transform employee experience with single system landscape, and HR experience with seamless data transfers

Links One and Payroll Services

One Solution for All Your HR & Payroll Needs

Working with payroll of multiple locations in Asia and the Middle East often means using separate payroll services. Links One consolidates and standardises all your payroll data and HR needs, in order to comply with local payroll regulations, achieve regional standardised reports, and language requirements. Links One provides mobile-first and cloud-based platform, that is secured and certified to seamlessly integrate with global HCMs.

Key Features of Links One



Manage all Leave, Claim, Payslips and Tax documents across the region



Regional HR Dashboard to facilitate quick and accurate decision making



Workforce Asia – Time and Roster Management



Mobile App for best-in-class employee experience



Consolidated Regional HR Reporting & Analytics



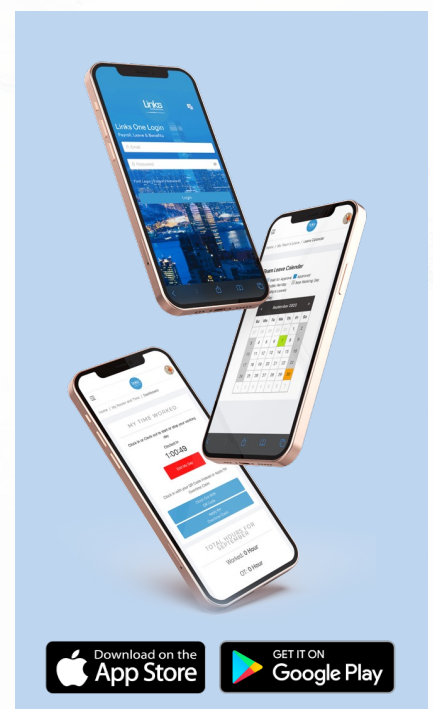
API Integration with leading HCMs



Zero system downtime – Continuous Integration / Continuous Deployment (CI/CD) and DevSecOps



Single Sign-on, Multi-factor Authentication, IP Whitelisting and RPA based continuous automated testing



Immigration Service

About Our Visa Processing Services

Our visa application processing services include the following:

1



Consultation regarding documents required for visa application

5



Liaising with the immigration department and responding to all enquiries on behalf of the client

2



Preparation of a customised checklist of documents required

6



Preparation of all correspondence to the immigration department

3



Completion of required immigration forms and reviewing of documents as per immigration policy

7



Keeping track of the application process and updating the client on the status of the application

4



Submission of application to immigration

8



Endorsement of visa in client's passport and safe delivery to the client.

What Are Our Work and Visa Application Services?



Professional work visas application consultation & support services

Employment Visa

Dependent Visa

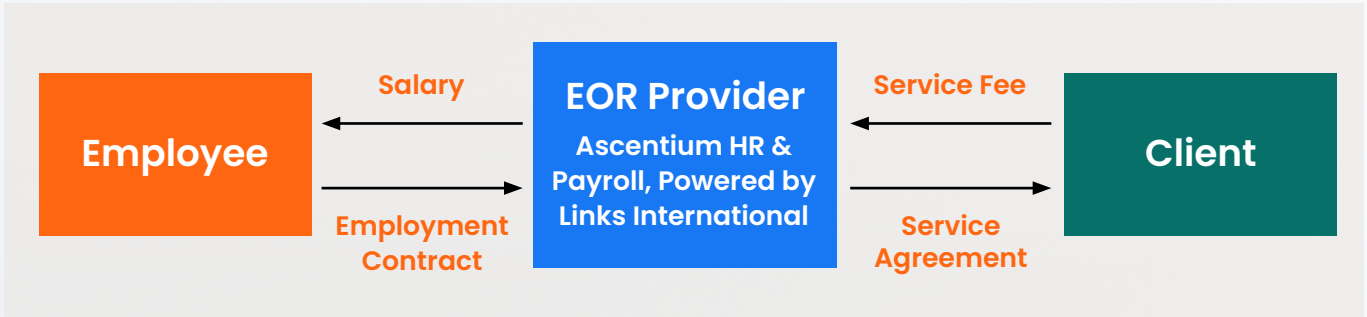
Business Visa



Employer of Record Services (EOR)

What is an Employer of Record (EOR)?

A EOR provider acts as the legal employer of a client's employees and second the employee back to the client under a service agreement enabling you to hire anyone, anywhere in Asia and the Middle East **within 48 hours**.



Hire anyone, anywhere, in **48 hours!**



Speed to Market

Compliantly hire anyone, anywhere in Asia and the Middle East in **less than 48 hours** with on the ground HR support



Flexibility & Cost

Expand into new markets **without** incurring the **cost, commitment** and **timeline** associated with setting up a new legal entity



Wider Talent Pool

Access a wider talent pool by **hiring** in demand **skillsets** from **anywhere** in Asia and the Middle East



M&A Activity

Simplifying corporate structure by **closing legal entities** and moving 'orphaned employees' under an **EOR provider** to save ongoing costs



Mobility & Retention

Retain staff by allowing them to **relocate anywhere** in Asia and the Middle East & work remotely

Administrative and Last Mile Compliance

Ascentium HR & Payroll, Powered by Links International

1. Prepare employment contract and discuss terms of employment
2. Payroll, HR, Labour law compliance
3. Processing and disbursement of salary
4. Statutory and tax processing and lodgement
5. Group company insurance to be offered where applicable
6. Issuance of HR letters, statutory documents, payslips
7. In-country support to Payroll, HR, Labour law queries
8. Self-service portal to facilitate pre-approved Vacation and Paid time off (if required)
9. VISA and immigration support where needed

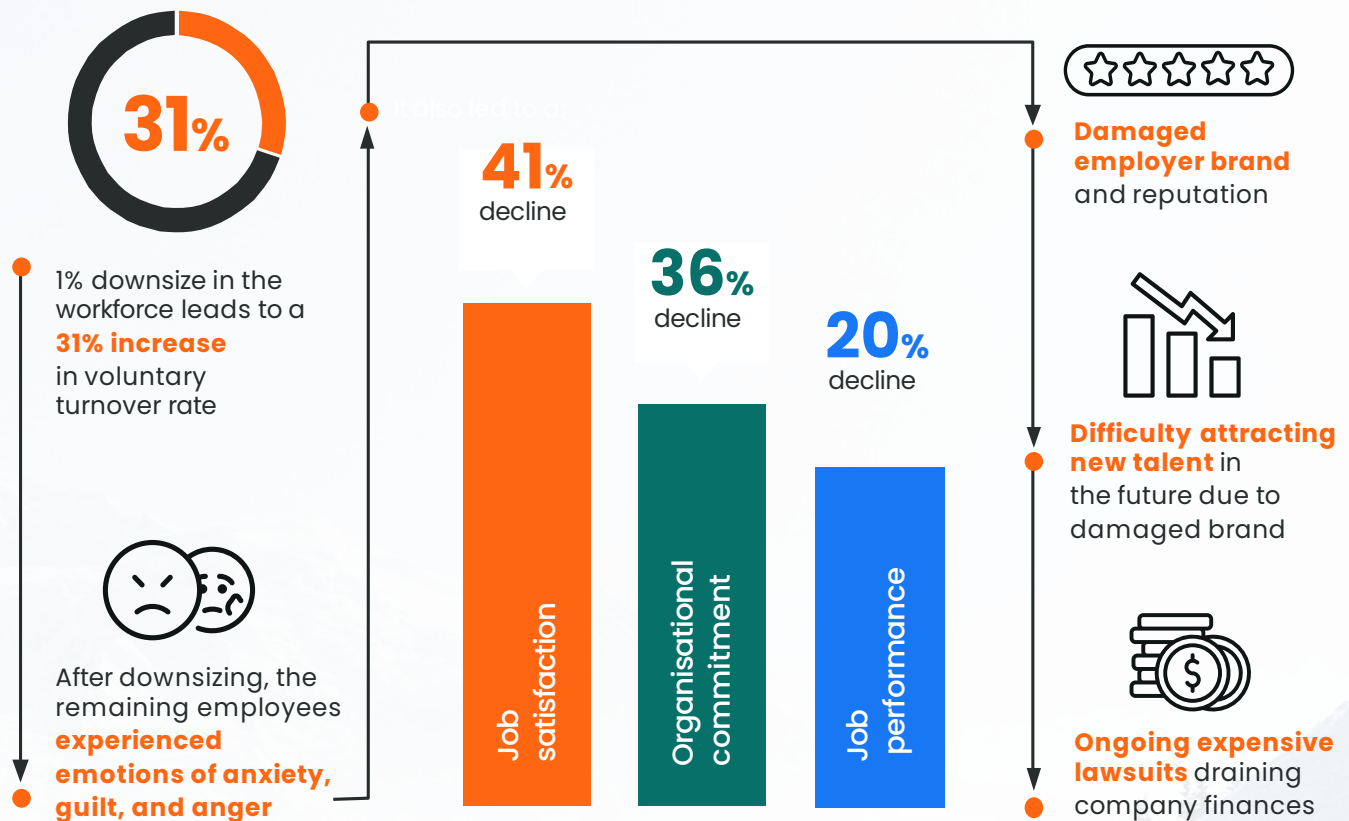
Your Company

1. Workplace safety and compliance
2. Workplace arrangements and reporting line
3. Day-to-day performance monitoring
4. Vacation and paid time off confirmation (if applicable)

Outplacement Services

Outplacement is a career transition service that supports employees affected by restructuring, helping them move confidently into new roles. It protects employee wellbeing while safeguarding employer brand, reducing tension during layoffs, and mitigating potential legal and reputational risks.

What are the Consequences of a Poorly Handled Restructuring Process?



Reasons to Use Outplacement Services



Employer Branding

Employer branding in outplacement boosts company image, supports departing employees, retains existing employees and attracts top talent.



Professional Coaching

Professional coaching in outplacement accelerates career transitions, enhances learning & development skills, and boosts confidence for departing employees.



Referral of Opportunities

Ascentium HR & Payroll, Powered by Links International assists retrenched employees by connecting them to new job opportunities through its extensive network, ensuring a swift and smooth career transition.



Placement

Ascentium HR & Payroll, Powered by Links International has placed over 20,000 professionals successfully through our outplacement team, providing personalised support for career transitions.

What Does Outplacement Entail?

Each outplacement plan should be tailored for the business, but typically contains:



Termination
Planning



Resume
Optimisation



Training and
Development



Interview
Preparation



Career
Counselling



Connection to
Opportunities



Clinical
Psychological
Support



Career
Upskilling

20,000+

futures created, and **candidates successfully placed in new roles** over the past 25 years.

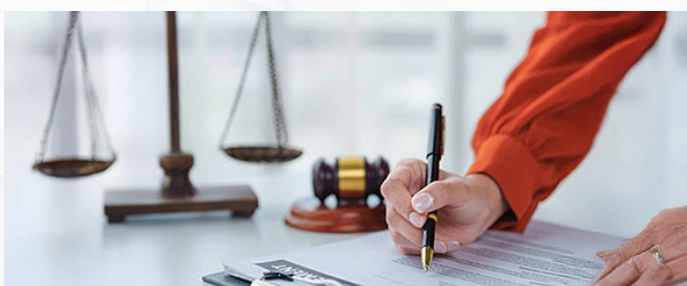
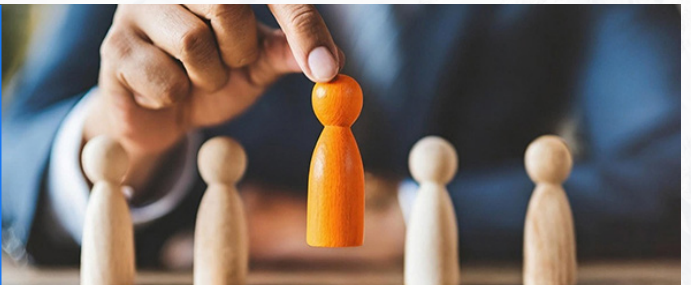


87%

of our outplaced employees are able to **land their next opportunity within 6 months.**

98%

of outplacements participants find Ascentium HR & Payroll, Powered by Links **International outplacement program practical and resourceful.**

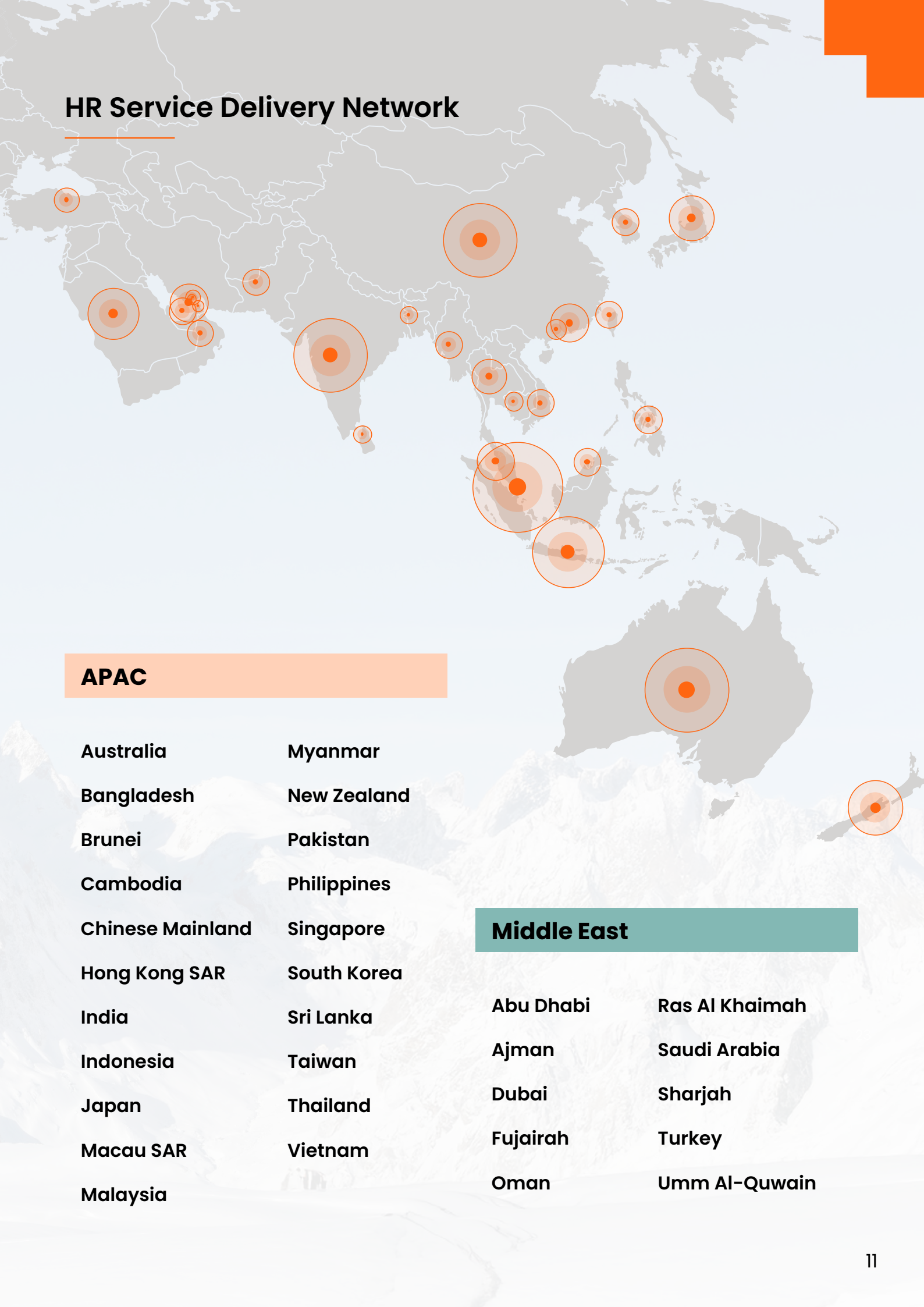


Research shows that there's an

80% decrease

in **redundancy-related lawsuits** when using outplacement services.

HR Service Delivery Network



APAC

- | | |
|------------------|-------------|
| Australia | Myanmar |
| Bangladesh | New Zealand |
| Brunei | Pakistan |
| Cambodia | Philippines |
| Chinese Mainland | Singapore |
| Hong Kong SAR | South Korea |
| India | Sri Lanka |
| Indonesia | Taiwan |
| Japan | Thailand |
| Macau SAR | Vietnam |
| Malaysia | |

Middle East

- | | |
|-----------|----------------|
| Abu Dhabi | Ras Al Khaimah |
| Ajman | Saudi Arabia |
| Dubai | Sharjah |
| Fujairah | Turkey |
| Oman | Umm Al-Quwain |

Case Study

A global leader in industrial gases, technologies, and services

Services Required: Payroll

Headcount:

6,000+ employees

Locations:

Singapore, Indonesia, Vietnam, Thailand, New Zealand, Australia, Brunei, South Korea, Malaysia, Japan, Taiwan, Philippines

Scope:

- Pre-Implementation
- Streamline/compliance deep-dive,
- Payroll outsourcing, Payroll/HR advisory,
- Workday integration, helpdesk support

Global HCM:

Workday Integration + finance interface + Links One



A well-known HK low-cost airline

Services Required: EOR

Headcount:

67 employees

Locations:

Chinese Mainland, Taiwan, Japan, South Korea, Thailand, Vietnam & Philippines

Scope:

- Streamlined compliance support & deep-dive consultation
- Employment handbook development
- Employment contract drafting
- Commercial insurance setup
- Payroll and HR advisory
- E-leave management via Links One portal

Global HCM:

Links One view payslip and e-leave management



Leadership You Can Trust

Lynette Liew

APAC Senior Business
Development Manager



Ascentium HR & Payroll, Powered by Links International

Lynette is responsible for driving solution-based sales in the SEA Markets. Leveraging on the ecosystem in these markets, Lynette builds extensive business partnerships in the Human Resources (HR) function. With her broad understanding of HR Shared Services, HR Business Partnering and Customer Experience (CX), Lynette helps customers identify the best solution possible.



Our people lead.

Our technology enables.

Our clients feel the difference.

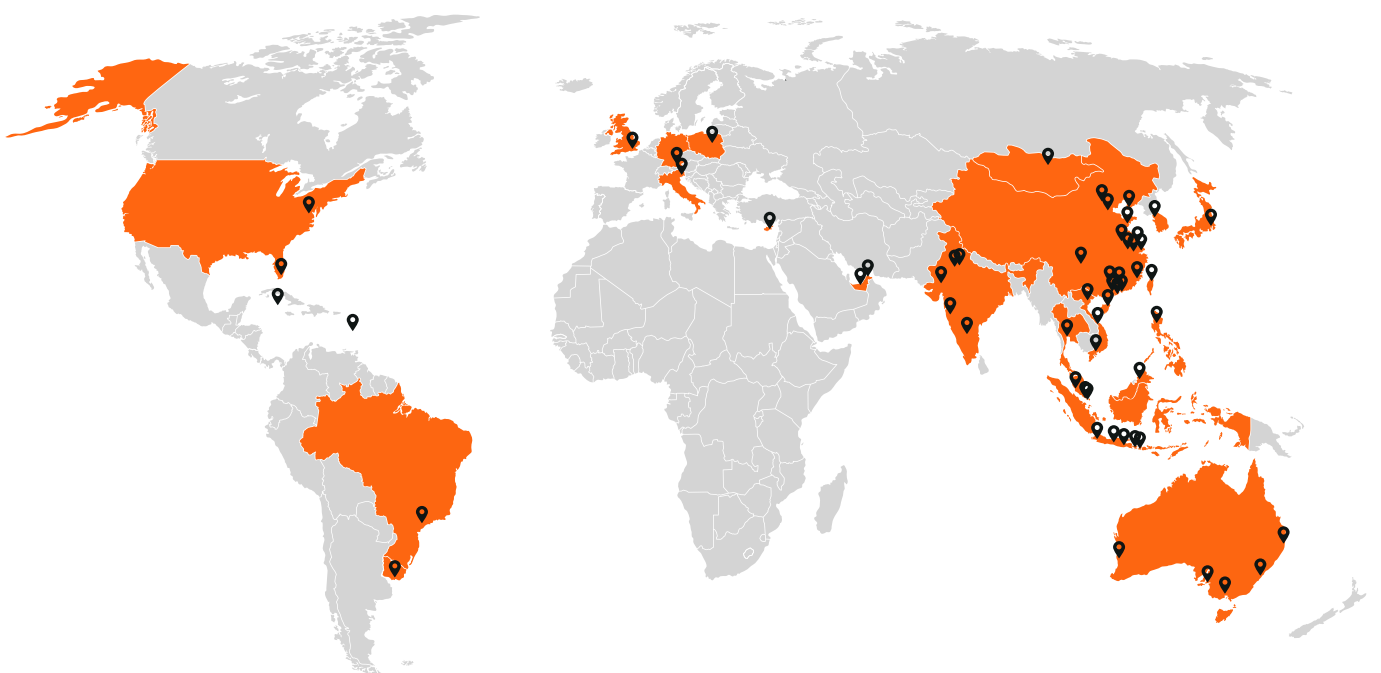
About Ascentium

Ascentium is a leading global business services platform dedicated to helping businesses and individuals scale greater heights. Headquartered in Singapore, we drive extraordinary growth through expert people, purpose-led technology, and an unwavering commitment to service excellence.

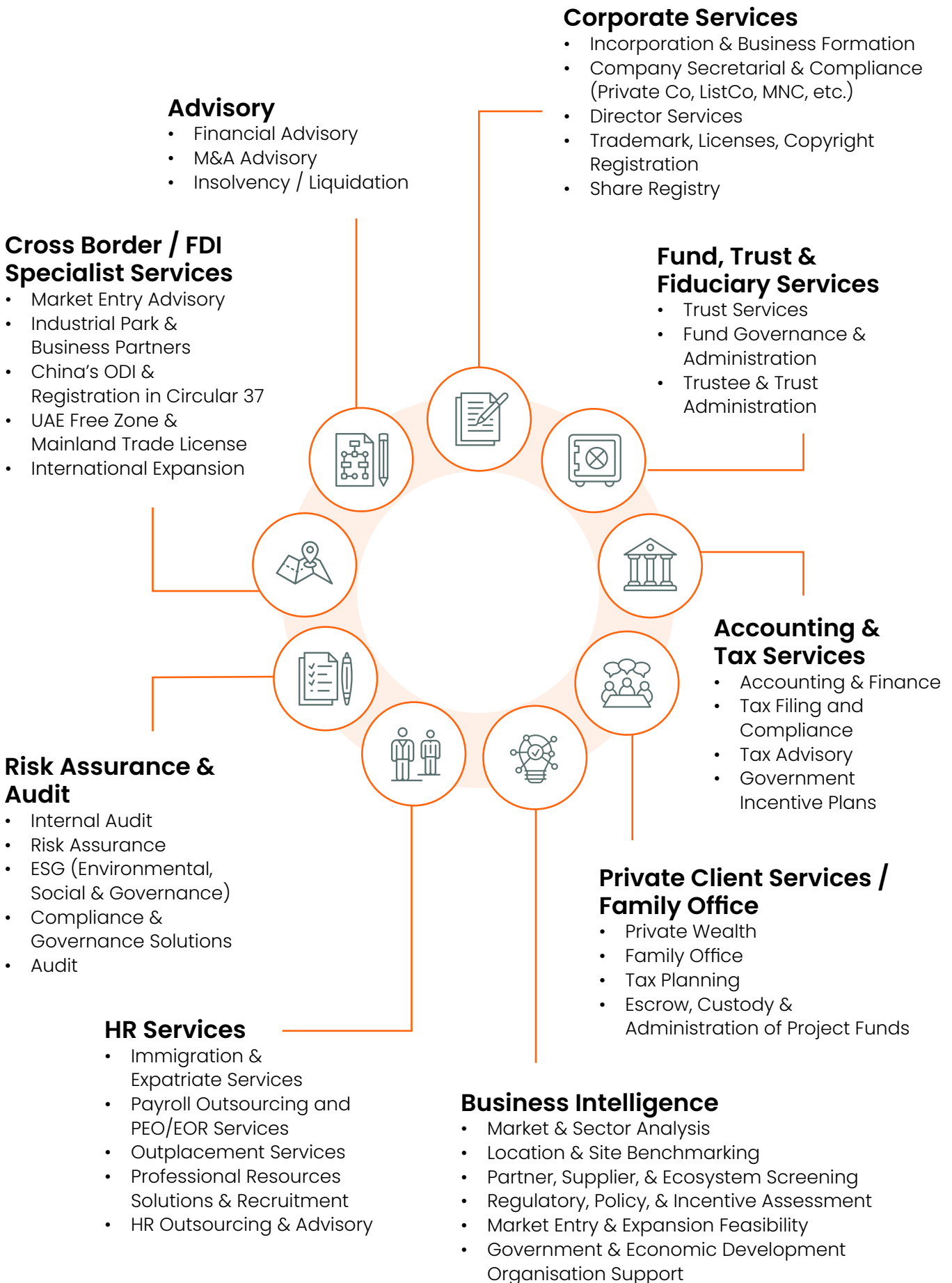
With over 2,900 professionals across 58 cities in 27 markets globally, we deliver integrated solutions in corporate services, finance and accounting, fund administration, human resources, and fiduciary and trust services. Serving more than 65,000 client entities across diverse industries, Ascentium combines specialised expertise with innovative, technology-enabled solutions to help clients navigate complexity and unlock new opportunities for sustainable growth.

At Ascentium, we are proving that global scale and exceptional client experience go hand in hand, each making the other stronger because we believe in better.

Industry Reputation	High-Quality Service	Tech-Enabled Client Platform
 50+ Years Operating Track Record	 2,900+ Professionals	 65,000+ Client Entities
 58 Cities Served	 5,400+ New Incorporations Annually	 40,000+ Active Clients
 27 Markets Covered	 16,000+ Tax Filings Annually	 488,000+ Payslips Processed Annually



Our Service Offerings



Headquarters

Singapore

#39-06/10, Ocean Financial Center,
10 Collyer Quay,
Singapore 049315
E : commercial@ascentium.com



Local Offices

Asia Pacific:

Australia

(Adelaide, Brisbane, Melbourne, Perth & Sydney)

Level 1, 6-10 O'Connell Street,
Sydney NSW 2000, Australia
O : +61 2 8999 1199

Chinese Mainland

(Beijing, Chongqing, Dalian, Fuzhou,
Guangzhou, Haikou, Hangzhou, Nanjing,
Ningbo, Qingdao, Shanghai, Shenzhen,
Suzhou, Tianjin & Zhongshan)

R-0316/F, Tower C, Ocean Guanghua
International, No. 5 Jinghua South Street,
Chaoyang District, Beijing, China
O : +86 400 009 0890

Hong Kong SAR

16/F, Wing On Centre,
111 Connaught Road Central,
Hong Kong SAR
O : +852 2853 5888
M : +852 6556 0723 (WhatsApp)

India

(New Delhi, Bengaluru, Gandhinagar,
Gurugram & Mumbai)

B-1602, ONE BKC, Bandra Kurla Complex,
Mumbai 400051, India
O : +91 77380 66622

Indonesia

(Jakarta, Bali, Batam, Lombok,
Semarang & Surabaya)

AXA Tower, 36th Floor, Kuningan City,
Jl. Prof. Dr Saatrio Kav. Kuningan,
Jakarta Selatan, 12940, Indonesia
O : +62 21 5010 1510
M : +62 813 3355 7116 (WhatsApp)

Japan (Tokyo)

KDX Toranomom 1 Chome Building 11F,
1-10-5 Toranomom, Minato-ku,
Tokyo 105-0001, Japan
O : +81 50 4560 2659

Labuan

Unit Level 13(A), Main Office Tower,
Financial Park Labuan, Jalan Merdeka,
87000, Labuan F.T., Malaysia
O : +60 87 451688

Macau SAR

Alameda Dr. Carlos D'assumpção,
No. 181-187, Comercial do Grupo Brilhantismo
4º Andar R, Macau SAR
O : +853 6622 2529

Malaysia (Kuala Lumpur)

Level 5, Guoco Tower, 6 Jalan Damanlela,
Damansara City, Bukit Damansara,
50490, Kuala Lumpur, Malaysia
O : +60 3 7890 2833
M : +60 12548 7911 (WhatsApp)

Mongolia (Ulaanbaatar)

13th Floor, ICC Tower, Jamiyan Gun Street 9,
Sukhbaatar District, 1st Khoroo,
Ulaanbaatar 14240, Mongolia
O : +976 9952 7888

Philippines (Metro Manila)

8th Floor, Marajo Tower, 312 26th,
Street West corner 4th Avenue,
Bonifacio Global City, Taguig, 1634,
Philippines
O : +63 2 8424 1350
M : +63 998 962 0430

Singapore

36 Robinson Road, #20-01 City House,
Singapore 068877
O : +65 6990 8220
M : +65 8699 8821 (WhatsApp)

South Korea (Seoul)

13th Floor, 416 Hangang-daero, Jung-gu,
Seoul, South Korea 04637
O : +82 2 2041 5180

Taiwan (Taipei)

18-105, No. 97, Songren Road, Xinyi District,
Taipei City, Taipei 110050, Taiwan
O : +886 701 010 0036

Thailand (Bangkok)

S-Metro Building, Suite 11, Level 20,
725 Sukhumvit Road, Klongtan Nua,
Wattana, Bangkok 10110, Thailand
O : +662 180 6340

Vietnam (Hanoi, Da Nang & Ho Chi Minh City)

The Galleria Office Building, 258 Nam Ky Khoi
Nghia Street, Vo Thi Sau Ward, District 3,
Ho Chi Minh City, 72408, Vietnam
O : +84 28 3535 0019

Europe, UK & Middle East:

Cyprus (Limassol)

Omrانيا Centre, 313, 28th October Avenue,
Limassol, 3105, Cyprus
O : +357 2526 2305

Germany (Munich)

Pettenkoferstraße 22, 80336 Munich, Germany
O : +49 176 27752984

Italy (Udine)

Piazza XX Settembre No. 23 - 33100 Udine, Italy
O : +39 0432 754214

Poland (Warsaw)

Ul. Twarda 18, Spektrum Tower, 22 p.,
00-105 Warszawa, Poland
O : +48 22 243 0110

United Kingdom (London)

5th Floor, Basilidon House, 7-11 Moorgate,
London, EC2R 6AF, United Kingdom
O : +44 33 3070 3777

United Arab Emirates (Abu Dhabi & Dubai)

Al Saaha Office B, 404,
Souk Al Bahar Burj Khalifa District, Dubai, UAE
O : +971 4 457 8200
M : +971 4 457 8220

Americas:

Brazil (São Paulo)

Av. Brig. Faria Lima, 485 - 2o. andar, Torre Norte,
Itaim Bibi, São Paulo - SP, CEP: 01452-002, Brasil
O : +55 113 504 0921

British Virgin Islands

Craigmuir Chambers, Road Town,
Tortola, VG1110, BVI
O : +1 284 394 7500

Cayman Islands

4th Floor, Harbour Place, 103 South Church
Street, Grand Cayman, KY1-1002
O : +1 345 640 2020

United States (Washington DC & Miami)

9th Floor, 1221 Brickell Avenue,
Miami, FL 33131, USA
O : +1 305 347 5180

Uruguay (Montevideo)

Ruta 8, Km 17,500, Edificio @1, local 113,
Montevideo, 91600, Uruguay
O : +59 82 518 2238