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## Preferential Policies for Beijing Human Resource Companies during COVID-19

### 1. Incentive and Subsidy Policies

During the COVID-19 epidemic prevention and control period, districts in Beijing have rolled out a series of preferential policies to support the development of enterprises and help enterprises overcome difficulties. As for human resource service companies, besides the current employment recommendation subsidies, Beijing Economic and Technological Development Area, Tongzhou District and Shijingshan District have also released temporary incentives and subsidies during COVID-19 epidemic.

#### (1) Existing Policies (Applicable to all districts in Beijing)

Professional intermediary agencies which have obtained administrative permit according to law, and have confirmed by the Beijing Municipal Human Resources Security Bureau in the form of public bidding or qualification verification, rendering free job referral and other public employment services for registered unemployed citizens, rural labour forces and migrant workers in Beijing (Hereinafter collectively referred to as "service objects") and help them successfully find employment in Beijing, can apply for employment recommendation subsidies.

Employment recommendation subsidies can be divided into daily job referral service subsidies and public employment service subsidies.

Daily job referral service subsidies: Professional intermediary agencies which provide job search registration, information release, job recommendation, career guidance, policy consultation, follow-up counselling and other job referral services for service objects free of charge, and successfully help service objects sign employment contracts for a period of a year or longer, and the employer has actually performed the contract for 3 months or more and paid social insurance for the service objects in accordance with the relevant regulations (hereinafter referred to as "successful recommendation"), will be granted subsidy at the standard of RMB300 per person. In case the service objects are those who are urban and rural citizens of Beijing with employment difficulties, a subsidy of RMB500 per person will be given.

Public employment service subsidies: Professional intermediary agencies participating in the public employment service activities uniformly carried out by the Municipal Human Resources and Social Security Bureau, and providing professional recruitment negotiation and policy consulting services free of charge, will be given public employment service subsidy at the standard of RMB2,000 per time.

Before carrying out public employment services, professional intermediary agencies must be verified by the local Human Resources and Social Security Bureau in the district where the agencies are registered.

(2) Beijing Economic and Technological Development Area

Newly registered operating human resource service agencies which have obtained administrative licenses for professional intermediary activities issued by the authorities from the Development Area during the implementation of the policy, will be awarded 2% of the paid-up capital. Human resource service enterprises and labour dispatch enterprises already registered in the Economic and Technological Development Area will be granted for a one-time award of RMB50,000 if they could provide outsourcing or dispatch services to enterprises registered in the Development Area during the epidemic help no less than 50 people (including) get employed.

(3) Shijingshan District

Operating human resource service companies providing job referral services to small, medium and micro enterprises in the district during the epidemic, will be awarded subsidy up to RMB90,000 if the employment exceeds 50 heads (including). The subsidy of RMB500 per person and the maximum subsidy of RMB100,000 will be awarded if the job referral is for citizens with households in the district.

(4) Tongzhou District

During the epidemic prevention and control period, intermediary agencies in the China Beijing Human Resource Service Industrial Park (Tongzhou Park) providing labour dispatch services and personnel recruitment services to enterprises in the district, will be awarded a certain subsidy by the finance bureau of the district.

(i) Labour dispatch service

During the epidemic prevention and control period, if intermediary agencies in the China Beijing Human Resource Service Industrial Park (Tongzhou Park) provide labour dispatch services to the newly recruited employees of the enterprise free of charge, the finance bureau of the district will offer one-time subsidy to the agencies based on the actual service fees incurred and the maximum subsidy standard shall not exceed RMB300 per head per month.

(ii) Staff recruitment services

During the epidemic prevention and control period, intermediary agencies in the China Beijing Human Resource Service Industrial Park (Tongzhou Park) are encouraged to provide preferential personnel recruitment services for enterprises. The finance bureau of the district subsidy of RMB500 per head for each successful employment. (the standard of successful employment: employer enterprises sign employment contracts with the

employees referred by the intermediary agencies for more than 6 months and pay social insurance according to the laws).

## 2. Tax Preferential Policies

From March 1, 2020 to December 31, 2020, VAT small-scale taxpayers applicable to a 3% levy rate for taxable sales revenue, can enjoy a reduced levy rate of 1%. VAT small-scale taxpayers which are subject to a 3% levy rate for VAT prepayment program, can prepay VAT at a reduced levy rate of 1%.

## 3. Preferential Policies on Social Insurance and Housing Provident Fund

The table below is a summary of the different social insurance and housing provident fund deduction or deferral policies:

Items	Applicable Period	Applicable Enterprises	Supporting Methods	Actively Apply or Not
Housing Provident Fund	March to June	All Enterprises	Deferred Payment	Yes
Basic Medical Insurance Borne by Enterprises	February to June	All Enterprises	Halved	No
Basic Pension Insurance, Injury Insurance and Unemployment Insurance Borne by Enterprises	February to April	Large-size Enterprises	Halved	No
	February to June	SME	Exempted	No
	February to November	Enterprises satisfied with certain conditions	Deferred Payment	Yes

If you wish to obtain more information or assistance, please visit the official website of Kaizen CPA Limited at [www.kaizencpa.com](http://www.kaizencpa.com) or contact us through the following and talk to our professionals:

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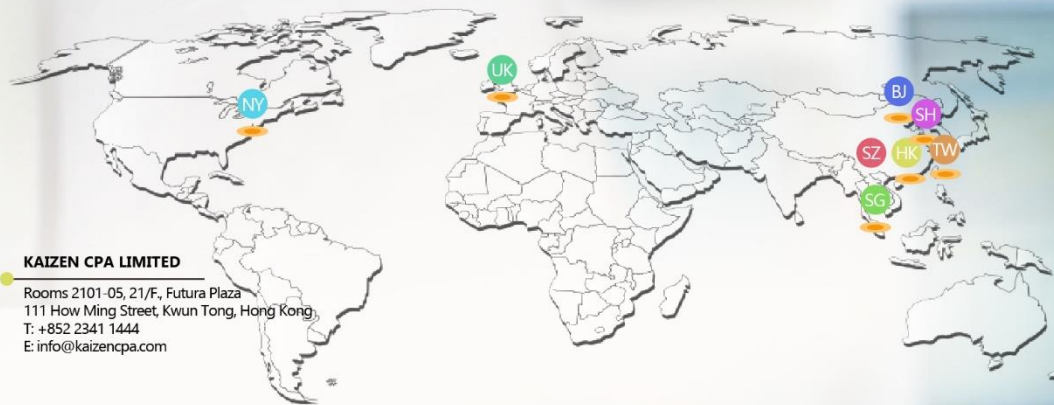
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