HIDDEN BOSS

Comprehensive EOR Service: Seamless Talent Acquisition In Malaysia

2025

EOR OVERVIEW

WHAT IS AN EMPLOYER OF RECORD?

An Employer of Record (EOR) is an entity that legally employs workers on behalf of another business. An EOR takes full responsibility for all aspects of employment including compliance, payroll, taxes, and benefits.

EOR OVERVIEW

WHAT SERVICES DOES AN EOR PROVIDE?

Compliance with local labor laws

- Ensure employees are hired in accordance with local policies.
- Create compliant employment contracts.
- Mitigate legal risks.

Candidates onboarding

- Process employees' documentation.
- Maintain accurate records of employees' attendance.

International payroll management

- Handle accurate timely payments and benefits.
- Provide detailed payroll reports to both clients and employees.
- Manage taxes, social security, and other contributions.

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EOR OVERVIEW

BENEFITS OF EOR SERVICE

Cost effectiveness

Time efficiency

Access to local talents

Seamless integration of overseas workforce

Focus on core business objectives

WHY HIDDEN BOSS?

Hidden Boss Limited is an award-winning game developer and information technology service provider established in 2013. We are a Cyberport company specializing in Game Development, EdTech Solutions and AI Applications.

We offer high-quality solutions to our clients through our subsidiaries and special business units: Fraxinus Technology Company Limited, Star Splash Game Studio SDN. BHD., and EdTech Interactive Company Limited.

WHY HIDDEN BOSS?

OUR ACHIEVEMENTS

- **Mediazone's Most Valuable Companies In Hong Kong 2016**
- **Best Innovative Learning Product – Business Achiever Awards 2018**
- **Cyberport Incubation Programme 2019**

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WHY HIDDEN BOSS?

OUR PARTNERS AND CLIENTS

animoca BRANDS

哇哇科技 WOWWOW

NICHIGYU Shabu Shabu & Sukiyaki Restaurant 日牛涮涮鍋專門店

EdFUTURE

Game Factory

HKFI 香港保險業聯會 The Hong Kong Federation of Insurers

IN HOC SIGNO VINCES

mazuma

AXA 安盛

TRISLITE ENGINEERING SDN. BHD.

Play Curio

iSTEM Science x Technology x Engineering x Mathematics

曜晟置業有限公司 YAUSENG ESTATE HOLDING SDN.BHD. 1235971-U

MEYER 美亞廚具

和

GROWTH

e² e²Sports

WHY HIDDEN BOSS?

OUR EOR SERVICES

As a tech company in Hong Kong for more than 10 years, we understand the difficulties startups and SMEs facing when it comes to IT talent hiring. Our Employer of Record service provides an affordable solution, enabling startups, SMEs and large corporations to access technical support and development power through our branch in **Malaysia**. With our highly efficient EOR service, businesses of all sizes can effortlessly acquire cost-effective IT talents and resources, ensuring smooth operations and enhanced productivity.

WHY HIDDEN BOSS?

HIGHLIGHTS OF MALAYSIA MARKET

Cost-effectiveness

- Significantly lower average salaries.
- Favorable tax incentives for foreign investors.
- Developed infrastructure that minimizes logistical costs.

Ample talent pool

- Young population with high literacy rate.
- A huge number of IT professionals and skillful manufacturing workers.

WHY HIDDEN BOSS?

OUR EOR SERVICE

Stage 1: Pre-employment

- Suitable candidates will be shortlisted and introduced to the client.
- No fee is incurred by the client at this stage until the candidate commences the Engagement.

Stage 2: Onboarding

- Candidates' documentation and other HR-related tasks will be handled by the EOR.
- Engagement fee will be settled by the client.
- A guarantee period of up to 90 days will be entitled to the client.

Stage 3: Post-employment

- Administration service will be provided with a workstation for employees.
- Attendance tracking services will be provided during working hours to help maintain an accurate record.
- Payment to relevant parties, including but not limited to employees, insurance company, and other local authorities, will be arranged.

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