



Solutions for Passing the Torch in Family Businesses

Mary Chan
Head of Wealth Planning & Advisory, Southeast Asia
HSBC Global Private Banking

Important Notice

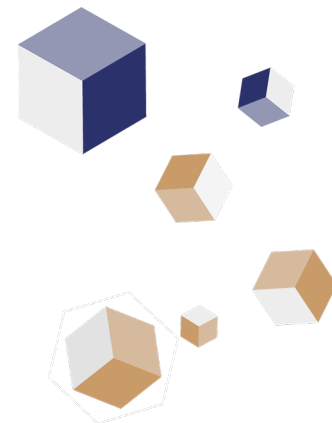


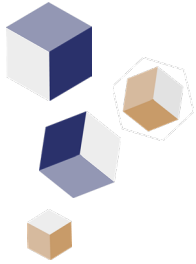
This document is issued by The Hongkong and Shanghai Banking Corporation Limited, Singapore Branch and its wholly owned subsidiaries, HSBC Trustee (Singapore) Limited and HSBC International Trustee Limited, Singapore Branch.

The Hongkong and Shanghai Banking Corporation Limited, Singapore Branch is the holder of a banking business licence issued by the Monetary Authority of Singapore under the Singapore Banking Act and its Global Private Banking division is an exempt person under section 15 of the Singapore Trust Companies Act, and HSBC Trustee (Singapore) Limited and HSBC International Trustee Limited, Singapore Branch are holders of trust business licences issued by the Monetary Authority of Singapore.

The information contained within this document has not been reviewed in light of the client's circumstances and is for information purposes only. The information contained herein does not purport to provide legal, taxation or other advice and should not be taken as such. No client or other reader should act or refrain from acting on the basis of the content of this document without seeking specific professional advice. We make no guarantees, representations or warranties and accept no responsibility or liability as to the accuracy or completeness of the information provided.

The contents of this document are not and should not be construed as an offer to sell any investment, instrument or service. Furthermore, this document does not constitute the solicitation of an offer to purchase or subscribe for any investment, instrument or service in any jurisdiction where, or from any person in respect of whom such a solicitation of an offer is unlawful.





HSBC Wealth Planning & Advisory and Trust & Fiduciary Services Factsheet

About HSBC Trust and Fiduciary Services

Purpose and history

- ◆ Trust and Fiduciary Services is a key business line within **HSBC Global Private Banking** whose role is to help our clients grow, manage and preserve their wealth across generations
- ◆ Our trust business was **established in 1946**; we have been helping our clients and their families establish and maintain trusts for both private and charitable purposes and acting as trustee for generations of clients **for 76 years**

Positioning

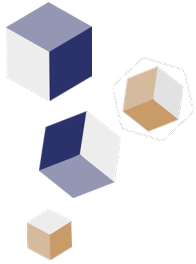
- ◆ HSBC has trust companies in four locations; Jersey (Channel Islands), Hong Kong, Singapore and in the U.S. (New York and Delaware).
- ◆ All trust companies are wholly owned subsidiaries of the **HSBC Group**
- ◆ Each location has a dedicated team of professionals who can provide country-specific solutions to hold financial and non-financial assets (including operating companies, real estate and private equity)

Key facts and figures⁽¹⁾

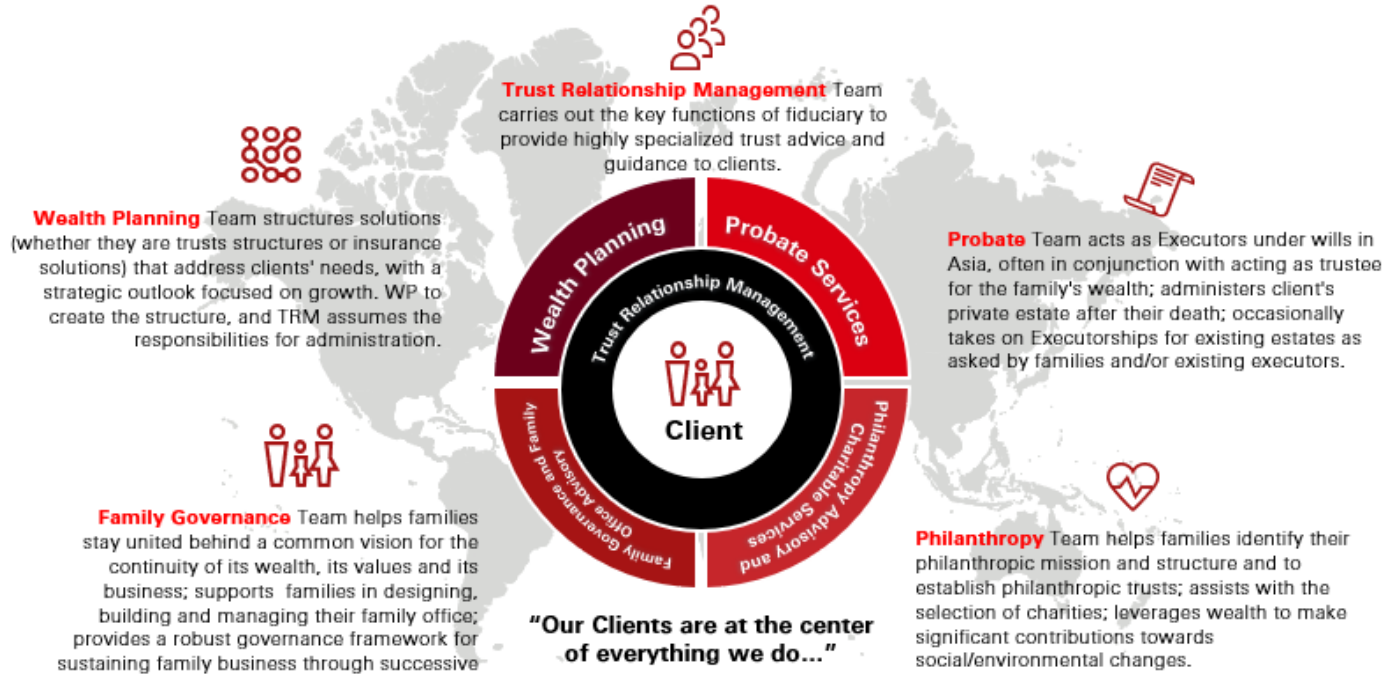
USD230bn
client assets under administration

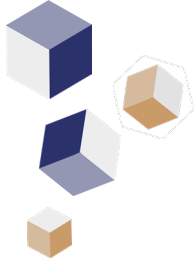
Over **2,700** trust structures | c. **280** employees globally, including accountants, lawyers and qualified trust specialists

⁽¹⁾ As of 30 June 2023



Our Wealth Planning & Advisory and Trust & Fiduciary Services Team





Why is Passing the Torch important?

Family Feuds: From Tong Garden To Yeo's, Here Are 7 Of Singapore's Battles For Fortunes

Sheila Chiang • August 5, 2020



THE STRAITS TIMES

SINGAPORE

Family feuds over fortunes and business empires: 7 cases that have grabbed headlines

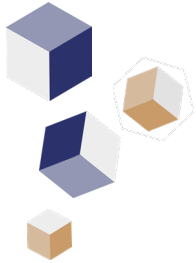


Mr Moh Tai Sang is suing his two brothers, Royston and Freddy, over the family's Branksome Road home that was sold for \$16 million in 2015. (PHOTO: CHIAU CHIAU IAN)

Sources:

Vulcan Post: From Tong Garden To Yeo's, Here Are 7 S'pore Family Fortune Battles | 05 August 2020

Straits Times: Family feuds over fortunes and business empires: 7 cases that have grabbed headlines | 11 January 2018



1. Identifying & Developing Successors

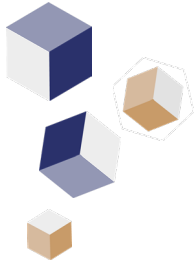


Evaluating Skills and Interests

- Skills
- Interests
- Commitment?

Education and Training

- Education and Training
- Knowledge and Expertise



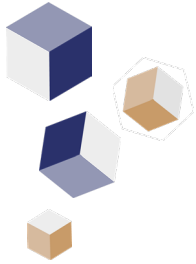
2. Creating a Governance Structure

Family Council

- Facilitate communication
- Decision making process

Advisory Board

- External experts
- Objective advice and guidance



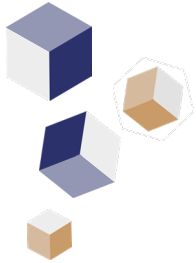
3. Professionalising the Business

Clearly Defined Roles

- Family members
- Non-family members

Document Succession Plan

- Transition process
- Timelines
- Roles



4. Open and Transparent Communication

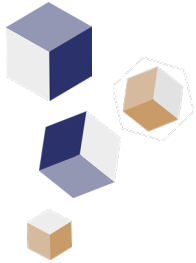


Family Meetings

- Address concerns
- Alignment of goals
- Avenue to be heard

Conflict Resolution

- Resolution process



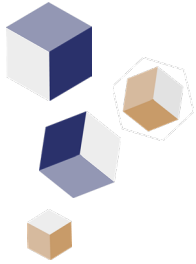
5. Seeking External Expertise

Consultants & Advisors

- External parties with no vested interest

Mediation Services

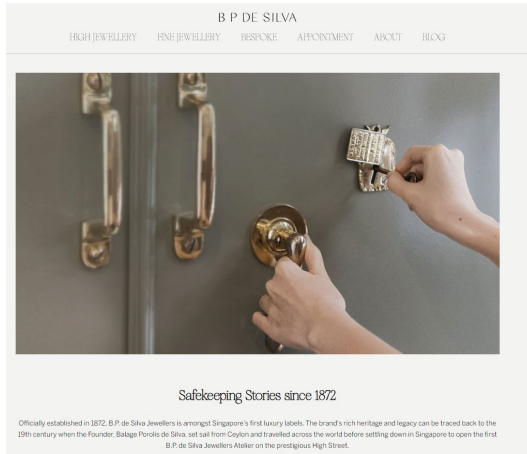
- Amicable resolution



Success Stories



B.P. de Silva Jewellers



Sources:

B.P. de Silva: Heritage & History – B.P. de Silva Jewellers | Current Website

Peak Magazine: How the Amarasuriyas run Singapore's oldest family business, BP de Silva | 2 February 2021

Impact Entrepreneur: A Family Jewel: Inspiring Change with B.P. de Silva Jewellers | 12 July 2023

Silver Kris: Founded in 1872, Singapore's B.P. de Silva is still evolving five generations later | 23 February 2023

CYC Custom Tailor



Sources:

Peak Magazine: Adrin Loi Shares Ya Kun's Secret - The Peak Magazine | 1 August 2013

Thomas Mason: CYC Singapore: Equatorial Sartorialism | Current Website

Thirst SG: "It's an answer to a prayer I wrote at 19", says 27-year-old who is refreshing heritage brand CYC | Current Website

Salt & Light: Mr Lee Kuan Yew and his CYC shirt: "God moments" in the journey of an iconic Singapore brand | 7 August 2020

YP SG: Meet The 25 Year Old Who Might Take Over The Tailoring Business That Made LKY's Shirts | 5 February 2018



Q & A



THANK YOU

