Description of Category	Conditions and Limitations (including length of stay)
a juridical person, as defined below, who are responsible for the setting up, in Cambodia, of a commercial presence of a service provider of a Party, that will support employment of persons described in categories (i), (ii), and (iii) of the Intra-Corporate Transferees definition.	maximum duration of stay. Economic Needs Testing Requirement is applied.
C. Intra-Corporate Transferees	
Definition: Natural persons who have been employed by a juridical person of another Party for a period of not less than one year and who seek temporary entry to provide services through a branch, subsidiary or affiliate in Cambodia and who are: (i) **Executives**: without requiring compliance with labour market tests, natural persons within an organisation who primarily direct the management of the organisation, exercise wide latitude in decision-making, and receive only general supervision or direction from higher-level executives, the board of directors, or shareholders of the business. Executives would not directly perform tasks related to the actual supply of a service or services of the organisation. (ii) **Managers**: without requiring compliance with labour market tests, natural persons employed by a juridical person and who possess knowledge at an advanced level of expertise or proprietary knowledge of a juridical person product, service, research, equipment, techniques, or management, and who primarily direct the organisation or a department of the organisation; supervise and control the work of other supervisory, professional or managerial employees; have the authority to hire and fire or recommend hiring, firing or other personnel actions; and exercise discretionary authority over day-to-day operations. They do not include first-line supervisors, unless the employees supervised are professionals, nor do they include employees who primarily perform tasks necessary for the supply of the service. (iii) **Specialists**: Natural persons, within an organisation who possess knowledge at an advanced level of continued expertise and who possess proprietary knowledge of the organisation's services, research equipment, techniques, or management.	Temporary residency and work permit is required for the natural persons in the categories defined under intra-corporate transferees. Such permits are issued for two years and may be renewed annually up to maximum of five years in total. Economic Needs Testing Requirement is applied to the category of Specialists.

ANNEX IV
SCHEDULE OF SPECIFIC COMMITMENTS ON TEMPORARY MOVEMENT OF NATURAL PERSONS

CHINA

1. The following Schedule sets out China's specific commitments in accordance with Chapter 9 (Temporary Movement of Natural Persons) in respect of the temporary entry of natural persons.

2. China grants temporary entry to the extent provided for in this Schedule for the following categories of natural persons, provided that such natural persons are otherwise qualified under requirements to carry out a profession or activity and under all applicable immigration measures of China, so long as such requirements and immigration measures do not nullify or impair China's obligations under Chapter 9 (Temporary Movement of Natural Persons).

Description of Category	Conditions and Limitations (including length of stay)
A. Business Visitor	
Definition: A natural person of a Party receiving no remuneration from a source located in China and who is: (i) a service seller, a sales representative of a service supplier of a Party and is seeking temporary entry and temporary stay into China for the purpose of negotiating the sale of services for that service supplier, where such representative will not be engaged in making direct sales to the general public or in supplying services directly; (ii) an investor, or a duly authorised representative of an investor, seeking temporary entry into China to establish, expand, monitor, or dispose of a commercial presence of that investor; or (iii) a goods seller who is seeking temporary entry into the territory of China to negotiate for the sale of goods where such negotiations do not involve direct sales to the general public.	Temporary entry and temporary stay for a business visitor is limited to a 90-day period.
B. Intra-corporate transferees (ICTs)	
Definition: Manager, executive, and specialist means those defined as senior employees of a corporation of a Party that has established a representative office, branch, or subsidiary in the territory of China, temporarily moving as ICTs. (i) **manager** means a natural person within an organisation who primarily directs the organisation or a department or subdivision of the organisation, supervises and controls the work of other supervisory, professional or managerial employees, has the authority	Temporary entry and temporary stay as stipulated in the terms of contract concerned or an initial stay of three years, whichever is shorter. The temporary stay may be extended for subsequent periods, provided that (a) the conditions on which it is based remain in effect, and (b) such ICT otherwise complies with immigration measures applicable to temporary entry.