



## BREXIT & THE CITY: THE IMPACT SO FAR

AN UPDATED ANALYSIS OF HOW THE BANKING & FINANCE INDUSTRY HAS RESPONDED TO BREXIT – AND WHO IS MOVING WHAT TO WHERE

April 2021

by Eivind Friis Hamre and William Wright

*>>> This report highlights the damage that Brexit has already done to the City of London. More than 440 firms in banking and finance have moved or are moving part of their business, staff, assets or legal entities from the UK to the EU. While this is higher than previous estimates, it underestimates the real picture - and the potential longer term impact.*

## Brexit means Brexit

For nearly five years, Brexit has loomed over the City of London and the European financial services industry. While politicians have been locked in a circular argument and rival financial centres in Europe have been jostling to win business from the UK, many firms in banking and finance have been quietly getting on with preparing for it.

Now that the UK has left the EU, Brexit means Brexit whether you like it or not. This report provides the most comprehensive picture yet of the impact of Brexit on the banking and finance industry in the UK and the emerging post-Brexit landscape of financial centres across the EU. It makes for sobering reading: the bad news (from the UK's perspective) is that we have identified more than 440 financial services firms in the UK that have responded to Brexit in some way by relocating part of their business, staff, or legal entities to the EU (a lot higher than our previous estimates). We have identified more than £900bn in bank assets (roughly 10% of the entire UK banking system) that have been or are being moved.

The worse news is that this analysis is almost certainly a significant underestimate of the real picture: many firms will have slipped below our radar (particularly banks and asset managers that are already headquartered in the EU). 'Getting Brexit done' is only the end of the beginning of the process: given the limited equivalence arrangements in place, over time we expect there to be a drip-feed of business and activity from the UK to the EU. As the EU takes a tougher line on the location of activity and individuals we expect these headline numbers to increase in future.

The 'good' news is that the extent of this relocation activity means that most firms in the UK that need continued access to clients and markets in the EU now have it. With that access in hand, this is perhaps an opportunity to draw a line in the sand, treat Brexit as a sunk cost, and move beyond the debate of the past few years of how closely the UK should remain aligned to the EU in exchange for more access to EU markets. That access is unlikely to be forthcoming, so it is perhaps better for the industry to take the damage from Brexit on the chin and focus instead on recalibrating the framework in the UK so that it is more tailored to the unique nature of the UK financial services industry. While the EU will remain a significant and addressable market on the UK's doorstep, Brexit can be the occasion for the UK to seek to develop closer partnerships in key sectors with other markets further afield.

The report addresses the following questions:

- How have firms in different sectors of the banking & finance industry in the UK and EU responded to Brexit?
- Which financial centres in the rest of the EU have benefited most from Brexit-related relocations?
- What is the scale of Brexit-related relocations in terms of staff, business, assets and funds?
- What does the post-Brexit EU landscape for financial services look like?
- What are the potential longer-term consequences of these moves?

## Methodology & acknowledgements

This report focuses on the number of firms in the UK that have responded to Brexit by moving part of their operations, staff, legal entities and assets to the EU. We chose this approach because in most cases the information is more accurate, consistent and comparable than the wildly differing estimates of job moves and assets. We used a combination of regulatory registers, media reports, other research reports on the impact of Brexit, and information from development agencies and government bodies, to build as comprehensive a picture as possible of the impact of Brexit. We apologise for any errors: please email any queries, additions or corrections to [info@newfinancial.org](mailto:info@newfinancial.org)

Thank you to Eivind Friis Hamre for conducting much of the heavy-lifting in this report; to the speakers and guests who have participated in our Brexit programme of more than 30 events over the past few years; and to our members for their support for our work in making the case for bigger and better capital markets in Europe.

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## Here is a short summary of this report:

- 1. A big headline number:** we identified more than 440 firms in the banking and finance industry in the UK that have responded to Brexit by relocating part of their business, moving some staff, or setting up new entities in the EU. Over 420 of them are setting up new hubs for their EU business, and in all we identified over 500 separate moves across the EU. Banks have moved or are moving more than £900bn in assets from the UK to the EU, and insurance firms and asset managers have transferred more than £100bn in assets and funds.
- 2. A big increase:** when we published our first report in March 2019 on the impact of Brexit we identified 269 firms that had relocated something. Since then, we have identified an additional 170 firms. While this is the most comprehensive analysis yet of the impact of Brexit on the City, we think it is an underestimate and we expect the numbers to increase over time: we are only at the end of the beginning of Brexit.
- 3. And the winner is...:** Dublin has emerged as the clear winner in terms of attracting business from the UK, with 135 firms choosing the Irish capital as a post-Brexit location. This represents 25% of all the moves that we identified, ahead of Paris with 102 firms, Luxembourg with 93, Frankfurt on 62, and Amsterdam on 48. In the longer-term, we expect Frankfurt to be the 'winner' in terms of assets, and Paris in terms of jobs.
- 4. A multipolar world:** no single financial centre has dominated these relocations. Many firms have deliberately split their business and chosen separate cities as hubs for different divisions, and we identified nearly 70 firms that are expanding in other EU cities in addition to whichever centre they have chosen as their main post-Brexit hub. This redistribution of activity across the EU has wound the clock back by about 20 years.
- 5. Sector specialisation:** different financial centres have attracted different firms based on their sector of activity. For example, a third of all asset management firms that have moved something as a result of Brexit have chosen Dublin; 60% of the firms that have chosen Frankfurt as their main EU base are banks; and nearly two thirds of firms moving to Amsterdam are trading platforms, exchanges or broking firms.
- 6. Jobs on the line:** we think the debate about how many staff have been moved so far and whether that is higher or lower than expected a few years ago is a red herring. That said, we have identified around 7,400 staff moves or local hires in response to Brexit, but this is derived from only a small minority of firms, and we expect this number to increase in the next few years. The bigger issue is not jobs leaving the UK but new jobs in the EU being created in future that might otherwise have been created in the UK.
- 7. A shift in scale:** the scale of business, assets and funds being transferred from the UK is far more significant. Only a small number of firms have said what they are moving and already the numbers are very large: £900bn in bank assets is roughly 10% of the UK banking system. The final tally is likely to be higher, which will reduce the UK's tax base, supervisory influence, and ultimately have an impact on jobs.
- 8. Two way traffic:** it is not just one way traffic, and in the next few years many EU firms are likely to open a new office in the UK. Our analysis of the EU firms using the current temporary permissions regime to access the UK market shows that over half of them already have a presence in the UK. Many of those that don't are smaller firms who may decide it is not worth it. We think a likely outcome is that around 300 to 500 mainly smaller firms may open an office in the UK, much lower than the prevailing forecasts of around 1,000.
- 9. A loss of influence:** the shift in business, assets and legal entities will gradually chip away at the UK's influence in the banking and finance industry in Europe and around the world, as a greater proportion of business is authorised by and conducted in the EU. It could also significantly reduce the UK's £26bn trade surplus in financial services with the EU as services that were previously exported from the UK are provided locally.
- 10. The impact on the City:** while the headline numbers are stark, there is no question that London will remain the dominant financial centre in Europe for the foreseeable future. Firms are keen to keep as much of their business in London as possible and even the biggest relocations represent a maximum of 10% (so far) of the headcount at individual firms. However, over time other European cities will chip away at London's lead.

## Part 1 - Introduction

Introduction	2
Summary	3
Contents	4
Infographic	5-6

## Part 2 – Key findings

Our headline sample	7
What has changed since our last report in October 2019	8
A multipolar world – different hubs for different divisions	9
A multipolar world – primary and secondary relocations	10
A multipolar world – sector specialisation	11
The impact on jobs	12
A fundamental shift in business	13
The impact on branches	14
Two way traffic: EU firms and the TPR	15-16

## Part 3 – A focus on financial centres

Dublin	18
Paris	19
Luxembourg	20
Frankfurt	21
Amsterdam	22
What next...?	23

## Part 4 – Appendix

A summary of relocation by firms in different sectors	25
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# THE POST-BREXIT LANDSCAPE IN THE EU

Fig.1 Who is moving where?

A selection of firms relocating staff, assets or operations, expanding offices or setting up new entities in different financial centres. Firm names indicate that a firm has chosen a city as its main post-Brexit EU hub; \* denotes firms adding staff in a city in addition to their main hub. We expect these numbers to increase significantly in the next few years.

## Dublin

135 firms / 25% of all moves, including...

### Asset / wealth management

Aberdeen Standard  
 Affiliated Managers Group  
 Ashmore  
 Baillie Gifford  
 Canaccord Genuity  
 Cohen & Steers  
 First State Investments  
 First Trust  
 Goldman Sachs Asset Mgmt  
 Hermes  
 LGIM  
 Legg Mason  
 MacKay Shields  
 Manulife Inv Management  
 Merian Global Investors  
 Morgan Stanley Inv Mgmt  
 PGIM  
 Principal Global Investors  
 State Street Global Advisors  
 Vanguard Asset Mgmt  
 Quilter Cheviot

### Banks / investment banks

Bank of America  
 Bank of Montreal  
 Barclays  
 BNY Mellon  
 JP Morgan\*  
 Macquarie Group  
 MiraeAsset Daewoo  
 TD Bank

### Diversified financials

AMX  
 ClearBank  
 Coinbase  
 Duff & Phelps  
 DTCC  
 EquiLend  
 Euroclear  
 FNZ  
 Hudson  
 Liquidnet  
 Marex Financial  
 Moneycorp  
 Monzo  
 Pershing  
 Standard & Poor's  
 Thomson Reuters

### Alternatives

Butler Corum  
 CapVest Irish Partners  
 HarbourVest  
 FundRock  
 Innocap  
 KKR Capital Markets  
 Man Group  
 Marshall Wace  
 Winton

### Insurance

Aviva  
 Beazley  
 Berkshire Hathaway  
 BUPA Insurance  
 Equitable Life  
 Everest Re  
 Fidelis  
 North  
 Prudential  
 Royal London  
 Travelers  
 XL Group



## Paris

102 firms / 19% of all moves

### Asset / wealth management

Alvarium  
 BlackRock\*  
 Bousard & Gavaudan  
 Clerville Investment Mgmt  
 Elava Capital  
 H2O Asset Management  
 Hellebore Capital  
 Polar Capital  
 Ruffer  
 Smart Lenders AM  
 Schroders\*  
 Stanhope  
 Wilmington Trust

Commerzbank\*  
 Credit Agricole CIB  
 Credit Suisse\*  
 Goldman Sachs  
 HSBC  
 JP Morgan\*  
 Morgan Stanley\*  
 National Australia Bank  
 Natixis  
 Nomura\*  
 Societe Generale  
 Standard Chartered\*  
 Perella Weinberg  
 Wells Fargo

Kyte Broking  
 LCH  
 Morningstar  
 Redburn  
 RJ O'Brien  
 TP ICAP  
 XTX Markets

### Alternatives

Campbell Lutyens  
 Chenavari Financial  
 Eleva Capital  
 LGT Capital Partners  
 Millennium Global

### Banks / investment banks

Arab Bank  
 Banco do Brasil  
 Bank of America  
 BNP Paribas  
 Centreview  
 Citigroup Global Markets\*

### Diversified financials

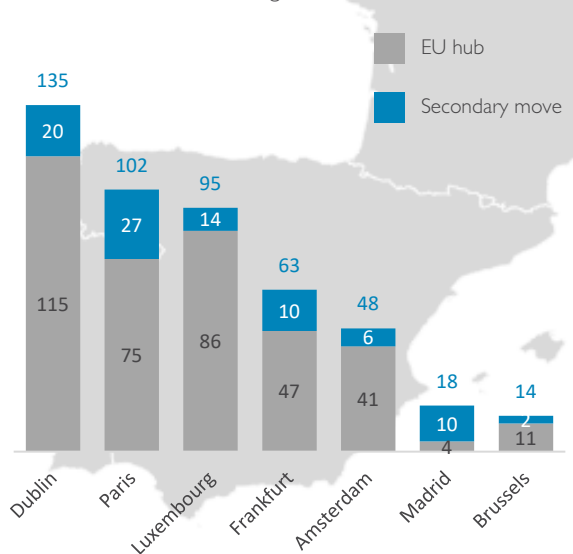
Aurel  
 Aquis Exchange  
 Check.out.com  
 Ebury  
 European Banking Authority  
 GoCardless

### Insurance

AXA  
 Chubb  
 Cooper Gay  
 Portman Insurance  
 Worldline

Fig.2 A Brexit at a glance (I)

The number of firms moving to different financial centres



Source: New Financial based on company announcements, regulatory registers, media reports

## Luxembourg

95 firms / 17% of all moves

### Asset / wealth management

Aberdeen Standard  
AllianceBernstein  
Aviva Investors  
BlueBay  
Columbia Threadneedle Investments  
Crux  
Franklin Templeton  
GLP Management  
Janus Henderson  
JP Morgan Wealth Management  
Julius Baer  
Jupiter Asset Management  
Lombard Odier  
M&G  
Nikko Asset Management  
Rathbone  
Schroders  
T Rowe Price  
Wells Fargo Asset Management

### Banks / investment banks

Agricultural Bank of China  
CIBC  
China Everbright Bank  
China Merchant Bank  
Northern Trust  
Shanghai Pudong  
Swiss Re Capital Markets  
Swissquote

### Diversified financials

Alipay  
LendInvest  
PPRO  
SaxoPay  
StoneX

### Alternatives

3i  
Advent International  
Bain Capital  
BC Partners  
Blackstone  
Carlyle Group  
EQT Partners  
Intermediate Capital Group  
Montagu  
Partners Group

### Insurance

AIG  
Aioi Nissay Dowa  
Britannia  
CNA Hardy  
Hiscox  
Liberty Speciality Markets  
Lloyds Bank  
RSA Group  
Sompco  
Tokio Marine Group  
USAA

## Frankfurt

63 firms / 12% of all moves

### Asset / wealth management

American Century  
Arabesque  
CBRE Capital Advisors  
Invesco  
PineBridge Investments  
Robus Capital  
Wellington Management

### Banks / investment banks

Bank of America\*  
Bank of Taiwan  
China International Capital Corp.  
Citigroup Global Markets  
Close Brothers  
Commerzbank  
Daiwa Capital Markets  
Deutsche Bank  
Evercore  
First Commercial Bank  
Goldman Sachs  
Greenhill & Co  
Jefferies  
JP Morgan  
Mizuho  
Morgan Stanley

Nomura  
Raymond James  
RBC  
Silicon Valley Bank  
Standard Chartered  
Sumitomo Mitsui  
UBS  
VTB Bank  
Westpac  
Woori Bank

### Diversified financials

Atlantic Equities  
CMC Markets  
DBRS  
Fitch  
Instinet  
Monese

### Alternatives

AQR Capital Management  
Hamilton Lane

### Insurance

Domestic & General

## Amsterdam

48 firms / 9% of all moves

### Asset / wealth management

BlackRock  
BMO Global Asset Management  
DeVere Group  
Greystar  
Symbiotics

### Banks / investment banks

Commonwealth Bank of Australia  
CLSA  
ING  
Royal Bank of Scotland  
MUFJ Securities  
Norinchukin

### Diversified financials

Bloomberg Trading Facility  
NEX Group / CME  
Cboe Global Markets  
Centtrip  
CTC  
Currency Cloud

DRW  
Gelber Group  
Global Reach  
Hard Eight  
Headlands Technologies  
Hitachi Capital  
Jane Street  
Jump Trading  
LSEG (Turquoise)  
Mako Derivatives  
MarketAxess  
Maven Derivatives  
Quantlab  
Radix Trading LLC  
Tower Research Capital  
Tradeweb  
Worldpay  
XR Trading

### Alternatives

Bedford Row Capital

## Madrid

18 firms / 3% of all moves

### Banks / investment banks

Credit Suisse

### Insurance

Admiral Insurance

## Brussels

15 firms / 3% of all moves

### Diversified financials

Euroclear  
Euronext  
MoneyGram  
Transferwise

### Insurance

Hiscox\*  
Lloyd's of London  
MS Amlin  
QBE

## Stockholm

4 firms / 1% of all moves

### Banks / investment banks

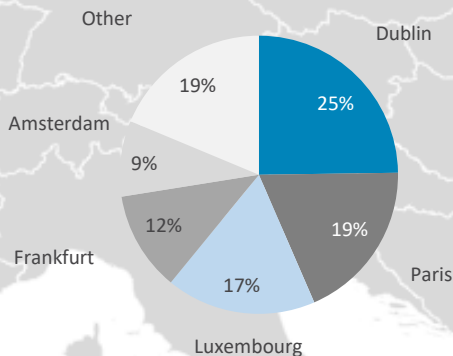
Goldman Sachs\*

### Diversified financials

NEX Group / CME\*  
Fitch\*  
Moody's

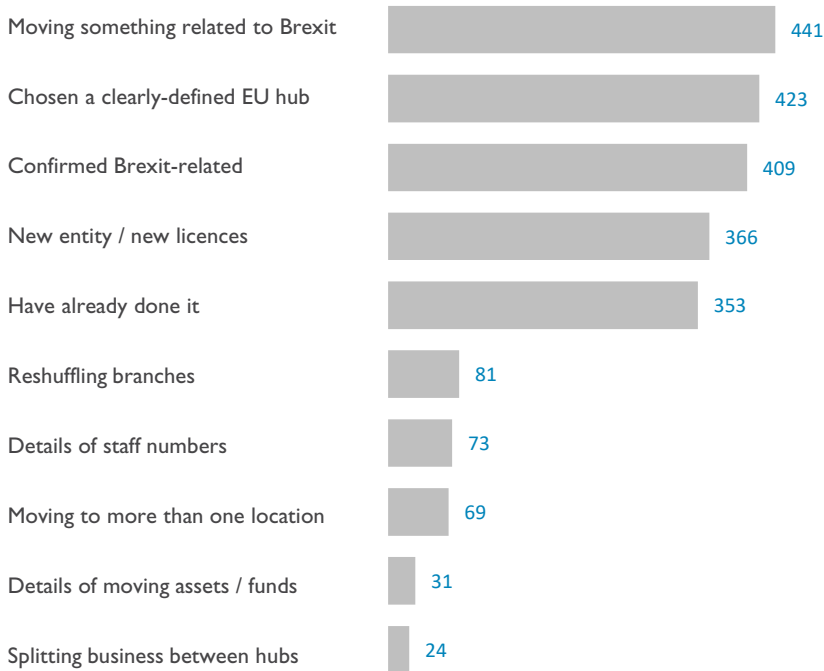
Fig.3 A Brexit at a glance (2)

Financial centres share of post-Brexit relocations  
Sample = 441 firms / 546 moves

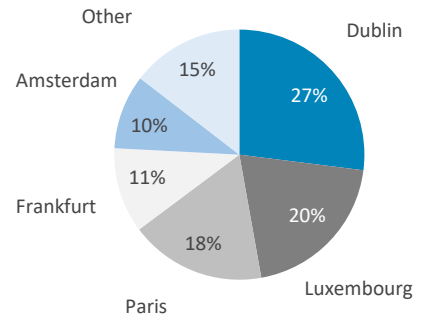


**Fig.4 Who is doing what?**

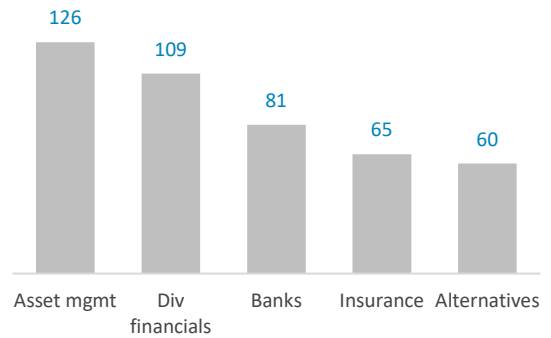
i) How different firms are responding to Brexit



ii) Financial centres share of new EU headquarters %  
Sample = 423 firms



iii) Number of firms reacting to Brexit by sector



Source: New Financial based on company announcements, regulatory registers, media reports

## A structural change

We identified more than 440 firms in the UK in banking and finance that have responded to Brexit in some way, although this covers a wide range of responses and a wide range of firms. At one end of the spectrum, Brexit has been a huge operational challenge for big banks that have set up new hubs in the EU, moved hundreds of staff, and transferred tens or hundreds of billions of pounds in assets. At the other, Brexit has been an administrative headache for smaller asset managers, hedge funds or private equity firms who have set up a new entity in Ireland or Luxembourg and perhaps hired or transferred a handful of staff to run it.

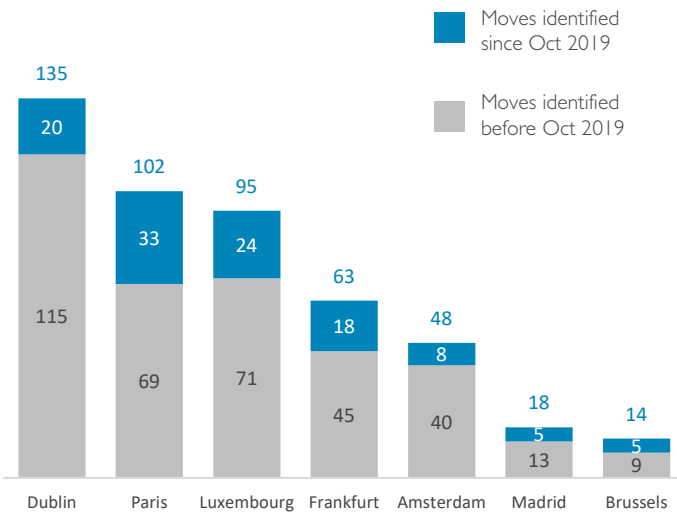
We think this is a significant underestimate. First, a lot of firms will have slipped under our radar screen, particularly EU headquartered firms that have not had to set up new entities or get new licences to continue their EU business, and we think the real number of firms is well over 500. We were unable to identify any confirmed Brexit relocation activity at more than 200 firms which we would expect to have moved something. For example, we identified 54 banks from outside the EU whose only authorised presence in the EU before Brexit was a subsidiary or branch in the UK and who - so far - appear not to have set up a new branch or subsidiary in the EU.

While 440 firms is a big number, it is a small proportion of the total number of financial services firms in the UK. However, our analysis shows that a very high proportion of the largest firms in each sector have moved part of their business to the EU in response to Brexit. Over 90% of the 30 largest investment banks in the UK have relocated something to the EU, and roughly 90% of the 50 largest asset managers and the 50 largest banks in the UK have also responded. Most of those firms that have not are EU headquartered firms where we have been unable to confirm any relocation activity independently. The only sector with a relative low penetration is private equity: we estimate that 'just' 70% of the 25 largest private firms in the UK have relocated part of their business in response to Brexit.

# WHAT HAS CHANGED?

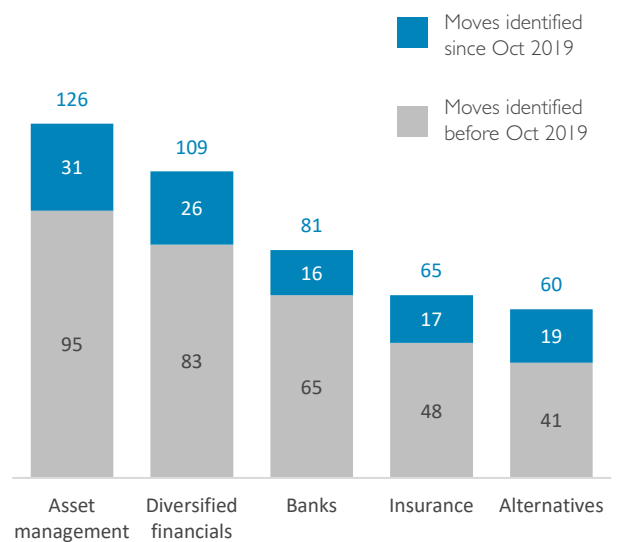
**Fig.5 New moves by financial centre**

Additional moves by finance centre since our previous report in October 2019



**Fig.6 New moves by sector**

Additional firms that have moved since our previous report in October 2019 by sector



Source: New Financial based on company announcements, regulatory registers, media reports

## A large increase

Since our previous report was published in October 2019, we have identified an additional 109 firms that have moved something somewhere in response to Brexit, and a total of 141 additional moves (including some additional moves by firms that were in our earlier reports). Paris have seen the largest increase with 33 new moves (23% of all new moves since October 2019), which has increased the number of relocations to Paris by nearly half, while Luxembourg is not far behind with 24 of the new moves.

There are three main consequences of the new moves that we have identified. First, they have underlined the concentration of relocation activity in the big five financial centres, which account for 86% of EU hubs and over 80% of all moves. Second, the new moves mean that the top five financial centres for relocations in the EU are more tightly bunched than before: as of October 2019 the number of firms moving to Dublin was 60% higher than the next biggest city but that gap has now reduced to about 30%. And third, Paris has leapfrogged Luxembourg into second place in the past 18 months.

We have added an additional 170 firms (over a 60% increase) since our initial report in March 2019. While we think our research provides the most comprehensive picture yet of the impact of Brexit on the City and the dynamic of relocations across the EU, we would reiterate a point we stressed in our two previous reports: that we think these numbers are a significant underestimate. The real impact of Brexit is unlikely to fully emerge until the dust finally settles in a few years time, if ever.

Our analysis show that for most of the larger banks, asset managers and insurance firms, Brexit effectively happened in 2018 and these moves were reflected in our two reports in 2019. Since then it is striking that the majority of additional moves across the industry have been by smaller firms. had already planned and executed their Brexit contingency plans by the time of our initial report: the sector with the highest increase in relocation activity (alternatives, with an increase of nearly 50% since our last paper) is predominantly smaller firms.



# A MULTIPOLAR WORLD (I)

## A more even distribution

One of the most striking findings of our analysis is the extent to which Europe will become a much more 'multipolar' world as a result of Brexit.

Firms are migrating to or expanding in multiple financial centres as many firms have either split the location of their EU business by division, or have responded to Brexit by spreading their staff more evenly across the EU.

Much of the debate around Brexit has been focused on which firms are choosing which financial centre as the post-Brexit hub for their EU business. We have long thought this is misguided, as firms have adopted a more 'polycentric' model by either splitting different divisions into different hubs across the EU or by moving smaller chunks of business to secondary locations in the EU.

We identified nearly 25 large firms that have split their business, locating the post-Brexit hub for one division in Frankfurt or Paris, and another in Dublin or Luxembourg (see Fig.7 for a selection of these moves). The most obvious example is Bank of America, which has chosen Dublin as the EU hub for its banking business, and created a new entity in Paris as the hub for its markets business.

Other firms have relocated their main business to one hub and moved a subsidiary to another hub. For example, the insurance group AXA has, not surprisingly, moved some of its UK-based business to Paris, while its subsidiary XL Group have decided to relocate to Dublin.

The decision to move reflects the fact that while London used to be the *de facto* location as the EU hub of most firms regardless of business line, after Brexit the different skills, environment, ecosystem and legal framework of different financial centres means that it makes more sense to base different divisions in different cities. In the future, we are likely to see more spread out and create a more multipolar market in Europe.

**Fig.7 Splitting the business**

A selection of firms choosing different EU hubs for different business divisions

Group name	Hub A	Hub B
Aviva	Insurance > Dublin	Asset management > Luxembourg
AXA	Insurance & Alternatives > Paris	XL Group > Dublin
Aon	Investment advisory > Dublin	Insurance underwriting > Amsterdam Reinsurance > Brussels
Bank of America	Banking > Dublin	Markets > Paris
Bank of Montreal	Inv banking > Dublin	Asset management > Amsterdam
BlackRock	EU hub > Amsterdam	Alternatives hub > Paris
Citi	Inv banking & markets > Frankfurt	Private banking > Luxembourg
Euroclear	Holding company > Brussels	New entity > Ireland
Goldman Sachs	Inv banking & markets > Frankfurt	Private banking > Luxembourg
Interactive Brokers	New entity > Dublin	New entity > Luxembourg
Investec	Inv banking > Dublin	Asset management > Luxembourg
JP Morgan	Inv banking & markets > Frankfurt	Asset management > Dublin Wealth management > Luxembourg
Lloyds Bank	Banking > Berlin	Insurance > Luxembourg
LSEG	Turquoise > Amsterdam	EU government bond trading > Milan
Morgan Stanley	Inv banking & markets > Frankfurt	Asset management > Dublin
Prudential	Insurance > Dublin	Asset management > Luxembourg
Wells Fargo	Inv banking & markets > Paris	Asset management > Luxembourg

Source: New Financial based on company announcements, regulatory registers, media reports

# A MULTIPOLAR WORLD (2)

## A rebalancing act

This shift in the balance of locations across Europe is also reflected in the decision by many firms to expand their footprint in other cities in the EU in addition to their chosen hub.

Many firms are actively expanding their presence in financial centres across the EU regardless of which city they have chosen as their main hub. We identified nearly 70 firms that are expanding in multiple locations in what we have called 'secondary moves'.

This is a response to a number of factors: political risk, staff preference, cost, being closer to clients, and the specific nature and expertise of different financial centres. For example, while more banks have chosen Frankfurt as their main EU hub than any other city, many of them are also expanding their markets business in Paris or adding staff in Amsterdam, Madrid or Milan.

While the economic impact of each of these moves on its own might not be hugely significant for the local economy, the sum of the total can make a real impact, even in larger financial centres. Secondary moves plays a significant part of the moves to all of our top five destinations for Brexit related moves, but none more so than Paris.

Of the 102 firms that we identified as moving something to Paris, 27 are 'secondary moves'. This is the highest proportion of any of the big five financial centres, and represents over a quarter of all the secondary moves that we identified. It suggests that while many firms and their staff see Paris as an attractive global city in which to live and work, it is not seen as attractive as a location for the legal headquarters or hub for firms' EU business

Secondary moves are specially significant for some medium sized financial centres, like Milan and Madrid, as they make up a large majority of all moves to the city (about 80% of all moves to Milan and Madrid are secondary moves).

**Fig.8 Hedging their bets**

A selection of firms expanding in other financial centres in addition to their main hub

Group name	Main hub(s)	Additional cities
Aviva	Dublin / Luxembourg	Paris
Baillie Gifford	Dublin	Frankfurt
Bank of America	Dublin / Paris	Amsterdam, Brussels, Frankfurt, Madrid, Milan
Barclays	Dublin	Frankfurt, Paris
Berkshire Hathaway	Dublin	Paris
BlackRock	Amsterdam	Budapest, Paris
BNY Mellon	Dublin	Frankfurt, Paris
Citi	Frankfurt	Amsterdam, Dublin, Madrid, Milan, Paris
CME Group	Amsterdam	Stockholm
Fidelity	Luxembourg	Dublin, Paris
Goldman Sachs	Frankfurt / Paris	Madrid, Milan, Stockholm, Warsaw
Hiscox	Luxembourg	Brussels
HSBC	Paris	Amsterdam, Frankfurt, Dublin, Madrid, Milan
JP Morgan	Frankfurt / Luxembourg	Amsterdam, Dublin, Paris, Madrid and Milan
Jupiter	Luxembourg	Milan, Madrid, Paris
Macquarie	Dublin	Luxembourg, Paris
Morgan Stanley	Frankfurt	Amsterdam, Dublin, Madrid, Milan, Paris
MUFG	Amsterdam	Paris
NatWest	Amsterdam	Frankfurt
Nomura	Frankfurt	Madrid, Milan, Paris
Partners Group	Luxembourg	Paris, Munich
RBC	Frankfurt	Paris
Revolut	Dublin	Vilnius
Schroders	Luxembourg	Paris
Standard Chartered	Frankfurt	Paris
TP ICAP	Paris	Amsterdam, Frankfurt
UBS	Frankfurt	Amsterdam, Madrid, Milan, Paris
Vanguard	Dublin	Frankfurt
Wells Fargo	Paris	Dublin, Frankfurt

Source: New Financial based on company announcements, regulatory registers, media reports

# A MULTIPOLAR WORLD (3)

## Picking and choosing

The extent of this multipolar world is underlined when you look at the distribution of moves to different financial centres across different sectors. Instead of a mass migration to one particular location, firms have shown clear preferences for different cities based on their sector.

For example, 45 asset management firms have chosen Dublin as their EU hub post-Brexit, not least because it already has an established ecosystem for investment funds and asset services. But banks and investment banks have been less keen on the Irish capital, with only 10 firms choosing it as their main hub (see Fig.9).

Luxembourg demonstrates a similar split, while Frankfurt shows the same effect in reverse: it has attracted nearly twice as many banks as any other city (28), but just eight asset management firms have selected Frankfurt as their EU hub on the other side of Brexit.

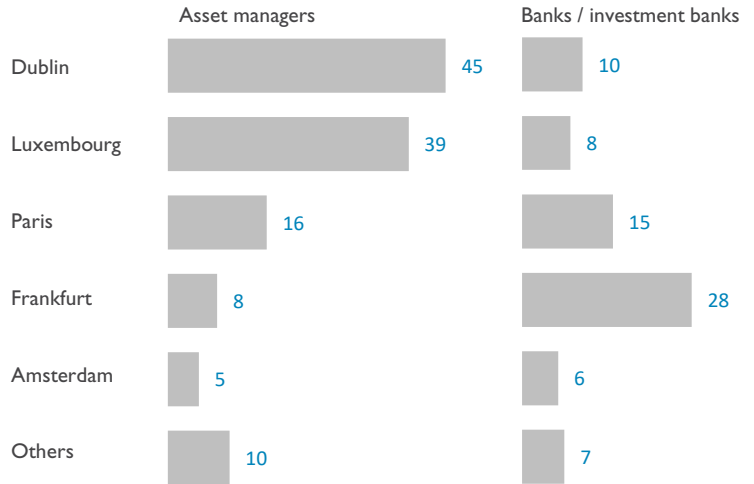
When you drill down into specific sectors, the different dynamic between financial centres becomes clear. Fig.8 shows where firms have chosen to relocate or expand their presence by sector. While Dublin leads on asset management (34% of all moves), alternatives (35% of all moves), and to a lesser extent insurance (24% of all moves) and diversified financials (22% of all moves), other financial centres scored strongly in specific sectors.

Luxembourg has attracted more than a quarter of all asset management firms, hedge funds and private equity firms, as well as nearly a fifth of insurance firms. Frankfurt dominates the banking sector, with just under 30% of all moves (but has so far failed to attract many firms in other sectors). Amsterdam has hoovered up trading firms and market infrastructure providers with 21% of all moves.

And Paris has done reasonably well in attracting firms from across the industry, without having a clear sector strength: its strongest sectors are banks and alternatives, where it has attracted around one fifth of all moves.

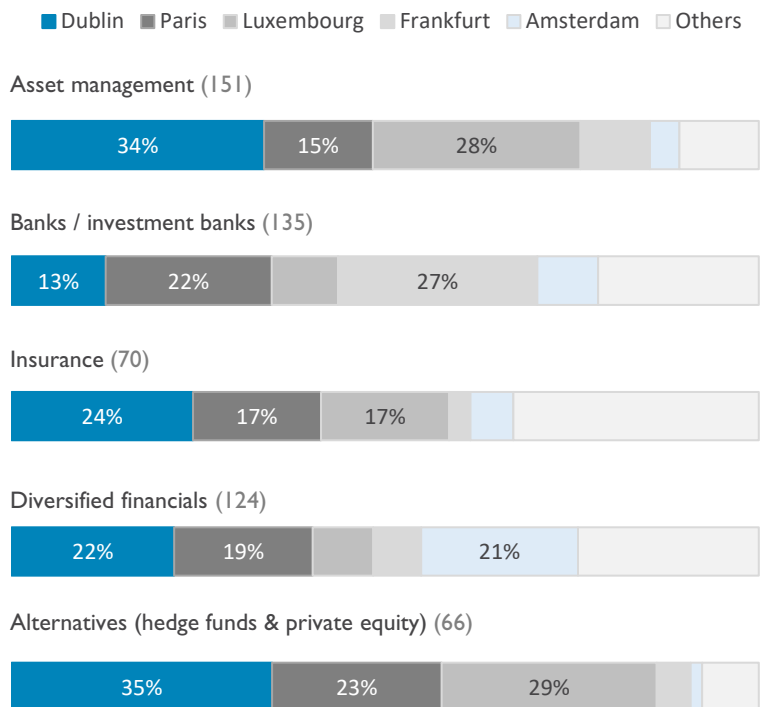
**Fig.9 A sector perspective**

The number of asset management firms and banks setting up a new EU hub in different financial centres



**Fig.10 Local specialities**

The % of firms in different sectors choosing cities as a post-Brexit location  
Sample = 441 firms / 546 moves



Source: New Financial based on company announcements, regulatory registers, media reports

## Relocation, relocation, relocation

Much of the debate around the impact of Brexit has focused on how many staff will be posted from London to the EU, and when. While the numbers make for good headlines, we think the focus on how many staff have moved so far and whether this is higher or lower than was forecast five years ago is a red herring. A better measure of the impact of Brexit is the scale of business being transferred in terms of bank assets (see page 14).

That said, we identified 70 firms that have given some details of how many staff they expect to move or hire locally. This ranges from big investment banks where Brexit will affect between 400 and 500 jobs in the near term to small asset management firms involving a handful of staff for their new entity in the EU. It adds up to around 7,400 jobs (an increase of 2,500 from our initial estimates in March 2019).

Fig. 11 gives a selection of some of the main moves based on what some firms have said publicly and the often inconsistent media coverage. We have erred on the conservative side with these numbers, which roughly tally with estimates from EY of 7,600 job relocations and another 2,800 local hires so far. Contrary to the narrative that firms have moved fewer jobs than forecast, these numbers are in line with forecasts by UK regulators of around 10,000 jobs affected on day one of Brexit.

We think that the numbers will increase significantly in the next few years: so far, many local EU supervisors have been flexible in allowing firms to set up entities with minimal staff, firms are keen to move as few people as possible, and Covid has had some impact on relocations. Many large firms have already agreed with EU regulators how many staff they will move to the EU under their 'target operating models', and many of them have until the end of this year or beyond to meet those obligations. As EU authorities require more local business to be conducted locally, the numbers will increase further. The key issue is not so much jobs moving from the UK, but future new jobs in the EU that would otherwise have been created in the UK.

**Fig. 11 Staffing up**

A selection of firms moving staff or hiring locally

Name	Estimated staff moves	Notes
<b>Bank of America</b>	500+	Has moved around 125 staff to Dublin and new markets hub in Paris now has around 400 staff
<b>HSBC</b>	500	Mainly to EU hub in Paris, potentially 'up to 1,000'
<b>Goldman Sachs</b>	400 to 500	Moving staff to Frankfurt, Paris, Dublin and expanding other EU offices; has opened new offices in Milan and Stockholm
<b>JP Morgan</b>	400 to 500	Mainly to Frankfurt, Luxembourg & Dublin but also expanding other EU offices
<b>Morgan Stanley</b>	400 to 500	Mainly to Frankfurt and Dublin, but also expanding other EU offices such as Paris
<b>Barclays</b>	250+	Mainly to new EU hub in Dublin but also expanding other EU offices
<b>BNP Paribas</b>	250+	Moving some staff to group HQ in Paris
<b>Societe Generale</b>	250+	Moving some staff to group HQ in Paris
<b>Citi</b>	250	Around 150 staff to Frankfurt but also expanding offices in Milan, Madrid, Paris, Dublin, Luxembourg and Amsterdam
<b>Credit Suisse</b>	250	Moving staff to Frankfurt, Madrid and other EU offices
<b>Deutsche Bank</b>	250	Moving 'low hundreds' of staff to group HQ in Frankfurt
<b>UBS</b>	200	Mainly to Frankfurt but also expanding other EU offices
<b>European Banking Authority</b>	160	Moving all staff from London to new HQ in Paris
<b>RBS</b>	150	Mainly to EU hub in Amsterdam
<b>Nomura</b>	100	Mainly to EU hub in Frankfurt and to new entity in Paris
<b>Standard Chartered</b>	100+	New EU hub in Germany has more than 200 staff compared with 90 before Brexit

Source: company announcements and reports, media reports, New Financial estimates

# A FUNDAMENTAL SHIFT IN BUSINESS

## Undermining the foundations

While much of the debate on the impact of Brexit on the City has focused on staff numbers, a far more significant shift is quietly underway. Banks, investment banks and insurance companies have already transferred hundreds of billions of pounds in assets out of the UK to new entities in the EU, and asset managers have transferred tens of billions of pounds in funds to Dublin or Luxembourg.

Overall, we estimate that 10 large banks and investment banks are moving just over £900bn in assets away from the UK (see Fig.12). This is an increase of more than £125bn on our initial estimate in March 2019. A small selection of insurance firms have already shifted £35bn in assets, while a handful of asset managers have moved £65bn in funds between them.

To put this in perspective, the £900bn in bank assets represents just under 10% of the total assets in the UK banking system. This roughly tallies with the €1.2 trillion in banks assets (£1.05tn) that the ECB says banks have agreed to move. We think the final numbers will be larger. We only have details on the scale of assets or funds being moved for 30 of the 435 firms in our sample, and the final tally may never be known. For example, more than 35 insurance companies have transferred assets under a court procedure called a Part VII transfer according to the ABI, but very few of these schemes have disclosed the value of assets being moved.

In addition, the numbers don't include the future increase in assets in the EU markets businesses that many banks have set up. In future a much bigger proportion of trading in EU securities will take place in entities in Amsterdam, Frankfurt, and Paris than is the case today: that's business that would otherwise have been conducted in London. For example, the new EU markets business at Bank of America in Paris has already built up assets of over \$50bn, compared with a balance sheet of just \$400bn at the bank's markets entity in the UK before Brexit. This number will continue to grow, and will be repeated at other firms.

**Fig.12 Shifting assets**

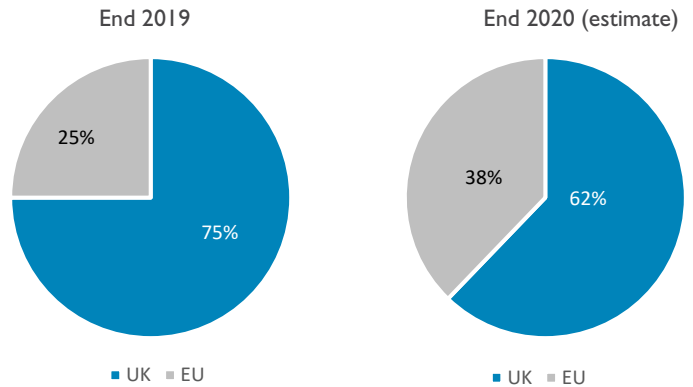
A selection of banks moving assets to other financial centres post-Brexit

Bank	Value of assets £bn	Location
Deutsche Bank	250	Frankfurt
JP Morgan	176	Frankfurt
Barclays	166	Dublin
Bank of America	95	Dublin / Paris
Morgan Stanley	90	Frankfurt
Goldman Sachs	50	Frankfurt
Citi	45	Frankfurt
UBS	28	Frankfurt
RBS	6	Amsterdam
Nomura	5	Frankfurt

Source: companies, media reports, New Financial estimates

**Fig.13 The balance of power**

The shift in the location of non-EU bank assets within the EU



Source: ECB, New Financial estimate

This shift in assets will affect the balance of power between the UK and EU. One of the purest measures of Brexit is where banks from outside the EU choose to locate their business and assets in the EU. Three quarters of these assets were based in the UK at the end of 2019 with just one quarter in the EU according to the ECB (see Fig.17). Once you adjust for the handful non-EU banks which we know are transferring roughly £500bn in assets, the EU's share of these assets increases by around half to 38% and the UK share falls to 62%. If the UK's share were to drop below 50% in future, it may create a vicious circle.

# THE IMPACT ON BRANCHES

## A smaller network

One of the less discussed implications of Brexit on the industry is its impact on branches. This is surprising given how fundamental branches are to the functioning of financial services in the single market.

Under EU regulation, a firm that is authorised in one member state can open an office in another member state as a branch without having to get separate local authorisation. We estimate that more 300 firms in the UK took advantage of this to operate more than 800 branches across the EU prior to Brexit.

The problem with Brexit is that as things stand the regulation behind these branches will fall away, forcing firms to either close their local branches, convert them into subsidiaries, negotiate access directly with local supervisors, or transfer them to another authorised entity in the EU.

We have identified more than 80 firms that have already started reshuffling their branch networks to prepare for Brexit (see Fig.14 for a selection of the main moves). Large insurance groups such as AIG, Hiscox and QBE have transferred all of their EEA branches from the UK to the EU (overall nearly 70 UK-authorized insurance companies operated more than 300 branches in the EU). Big banks have also been transferring their EU branch networks: Bank of America and Barclays are both moving eight EU branches from the UK to new entities in Dublin, while HSBC is moving eight branches to Paris.

This will have a number of effects: it's a big administrative headache; it will reduce the supervisory footprint of UK authorities across the EU; it will force more firms to set up separate local subsidiaries in the EU; and it could therefore accelerate the decline in UK financial services exports to the EU as more business is conducted by local subsidiaries. We expect more firms to reshuffle their branch networks as Brexit beds down and EU supervisors adopt a tougher line.

**Fig.14 Branching out**

A selection of firms switching branches from the UK to other cities

Name	Previous branches from UK	Moved / moving to
AIG	All EEA branches*	Luxembourg
Bank of America Merrill Lynch	Belgium, France, Germany, Ireland, Italy, Neth., Spain, Switz.	Ireland
Barclays	France, Germany, Italy, Ireland, Neth., Portugal, Spain, Sweden	Ireland
BlackRock	France and Italy	Netherlands
BMO Global AM	France and Italy	Netherlands
Capital International	Italy and Spain	Luxembourg
Citigroup Global Markets	France, Ireland, Italy, Spain	Frankfurt
CNA Hardy	All EEA branches*	Luxembourg
Hiscox	All EEA branches*	Luxembourg
HSBC	Belgium, Czech Rep, Luxembourg, Ireland, Italy, Neth., Poland, Spain	France
Greenhill & Co	France and Spain	Frankfurt
M&G	France, Italy, and Spain	Luxembourg
Mizuho	France and Spain	Frankfurt
RSA Group	Belgium, France, Germany, Netherlands and Spain	Luxembourg
Schroders	France and Spain	Luxembourg
State Street Global Advisors	Belgium, Italy and Netherlands	Ireland
Standard & Poor's	France, Germany, Italy, Spain et al.	Dublin
T Rowe Price	Denmark, Germany, Italy, Luxembourg, Neth., Spain, Sweden	Dublin

Source: New Financial based on company announcements, regulatory registers, media reports

# TWO WAY TRAFFIC

## Reverse Brexit

It's not all one way traffic. Before Brexit, roughly 8,000 firms in the EEA used passporting to access the UK market and hundreds of firms took advantage of the single market to operate branches in the UK without local supervision.

A handful of firms including ABN Amro, Citibank, and Handelsbanken have set up new subsidiaries in the UK to address this. But a far larger number of firms are using the Temporary Permissions Regime set up by the UK to allow EEA firms that were previously passporting into the UK to continue to operate here until the end of 2023. Between now and then, they will have to decide whether to apply for authorisation in the UK and formally apply for it.

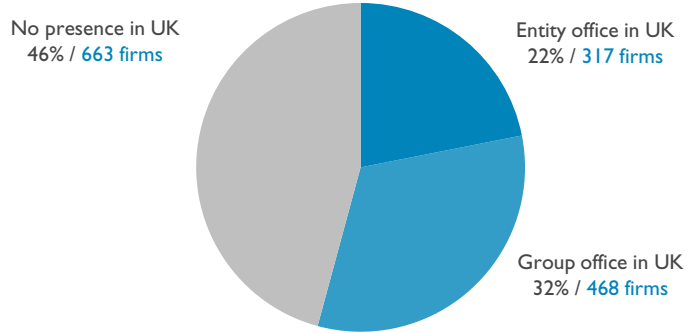
As of mid-February, 1,467 different entities were operating in the UK under the TPR. This represents less than a fifth of the EU firms that use passporting and who could have applied. In the month during which we were finalising this report, 19 firms chose to cancel their use of the TPR, reducing it to 1,448 firms.

On one estimate, around 1,000 of these firms do not have an office in the UK and are therefore likely to open an office in future. We think that is unlikely (for reasons that we explore in more detail on the next on the next page). On our count, 22% of the firms using the TPR already have an office in the UK (see Fig.15), and a further 32% are part of a group with an office in the UK. This leaves 46% (663 firms) with no existing presence in the UK.

Some of the biggest firms in the UK use the TPR as their sole source of authorisation to operate in the UK, including the likes of BNP Paribas, Deutsche Bank and Societe Generale (see Fig.16i) and these large firms are probably going to have to become separately authorised in the UK, but will not have to open a new office. To make matters more confusing, many of the firms using the TPR are multiple entities from the same group (see Fig.16ii). We think it is highly unlikely that these multiple entities will need to open a separate office in the UK even if they do decide to apply for UK authorisation.

**Fig.15 Breakdown of the TPR**

Analysis of entities using the temporary permissions regime based on their existing presence in the UK  
Sample = 1,448 entities



**Fig.16 A temporary arrangement**

**i) A selection of firms using the TPR as their sole / main authorisation in the UK:**

Allianz Global Investors	Deutsche Bank	KBC
Banco de Sabadell	DNB Bank	Mediobanca
BBVA	DZ Bank	Natixis
BNP Paribas	Exane	Nordea
Commerzbank	Generali	Raiffeisen
Crédit Agricole	ING Bank	Societe Generale
Danske Bank	Intesa Sanpaulo	UniCredit

**ii) A selection of firms with multiple entities using the TPR to access the UK**

Name	# entities	Coming from:
Axa	13	Bel, 6x Fra, 6x Ire
BPCE (inc Natixis)	13	12x Fra, 1x Lux
Crédit Agricole	10	10x France
Generali	9	Cz, 3x Fra, 5x Ita
Aon	8	Bel, Cze, Fra, Ger, Ire, Ita, Neth, Slv
Allianz	7	3x Ger, 2x Bel, Fra, Ire
Crédit Mutuel	6	6x Fra
Marsh	5	3x Bel, Ger, Ire
ABN Amro	4	2x Neth, Fra, Ger
BNP Paribas	4	4x Fra
Davy Group	4	4x Ire
Intesa Sanpaulo	4	2x Ire, Ita, Lux
Raiffeisen	4	4x Aut
Santander	4	4x Spa
Willis Towers Watson	4	2x Bel, 2x Ire

Source: New Financial analysis of FCA data on the TPR

# TWO WAY TRAFFIC

## A likely landing zone

A closer look at the firms using the TPR suggests that the eventual number that will open a new office in the UK is likely to be a lot lower than the prevailing narrative of 'about 1,000' firms. We think it is more likely to be around 300 to 500 (mainly smaller) firms.

The 300+ firms using the TPR with an existing office in the UK obviously won't have to open a new office. Many of the 470 firms that are part of a larger group with a presence in the UK will likely piggy back off that group office and perhaps hire or move some key staff - and some of them may decide that their existing group structure means they don't need to have a presence here after all.

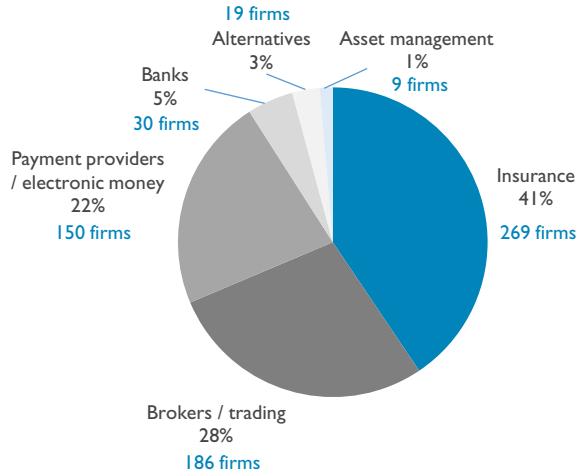
That leaves 663 firms with no physical presence in the UK who would probably need to open a new office and set up a new branch or subsidiary in order to have continued access to the UK market (as a matter of course, the FCA would expect an authorised firm to have a local presence). Using the EU passports they were using as a proxy, we estimate that over 40% of these firms are from the insurance sector, 28% are in broking and trading, and around one fifth are payments firms (see Fig.17).

Many of these firms are small: for example, of the 30 banks in this sample, two thirds of them have assets of less than €5bn and the largest (Swedbank with €140bn in assets) closed its UK branch office in 2016. The decisions facing UK and EU firms are asymmetric: for a UK firm, setting up a new office in the EU provides access to 27 member states (and may require substantial relocations). For an EU firm, setting up a UK office provides access to just one.

It is striking that the biggest single group of firms using the TPR that don't have an office in the UK are broking firms based in Cyprus (see Fig.18): 105 firms mainly offering equities, FX and CFD trading. It is unclear how many of them will have the appetite for setting up a new legal entity in the UK, opening a new office, hiring additional managers, and being supervised locally by the FCA.

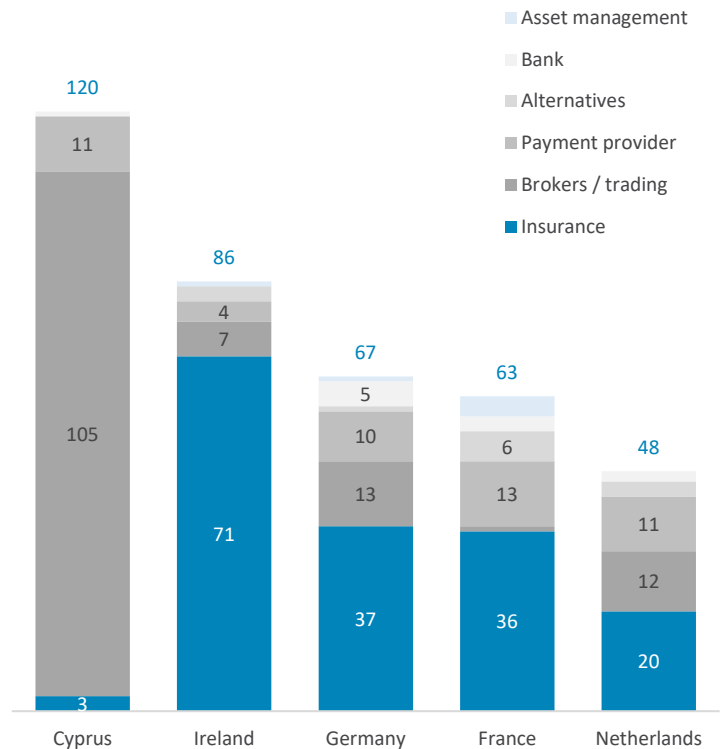
**Fig.17 Remote access**

Sector breakdown of entities using the TPR that have no presence in the UK  
Sample = 663 entities



**Fig.18 What can we expect**

Breakdown of the sector of firms by country of entity.



Source: New Financial based on company announcements, regulatory registers, media reports



## A new European order

In this section we measure the relocation activity of firms in UK banking and finance in each of the top five financial centres in terms of destination of those moves. In each city we measure the total number of firms that have moved something to the city; the split by sector and by primary and secondary moves; and sector profile of firms setting up an EU hub; and the share of overall relocations by sector.

Dublin	Page 18
Paris	Page 19
Luxembourg	Page 20
Frankfurt	Page 21
Amsterdam	Page 22

# FINANCIAL CENTRES - DUBLIN

Fig.19 A focus on Dublin

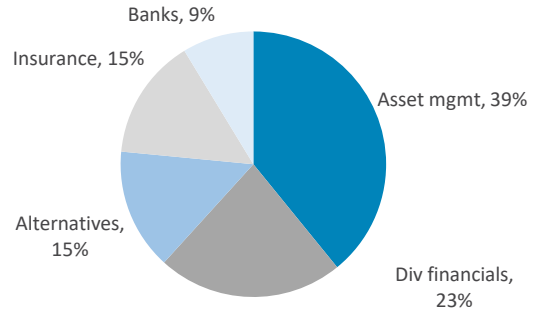
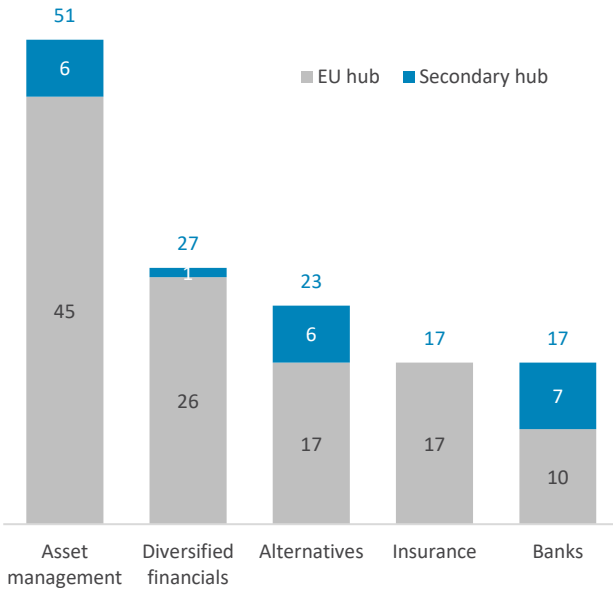
i) Number of firms by sector choosing Dublin as a post-Brexit location

ii) Sector breakdown of firms choosing Dublin as a post-Brexit hub

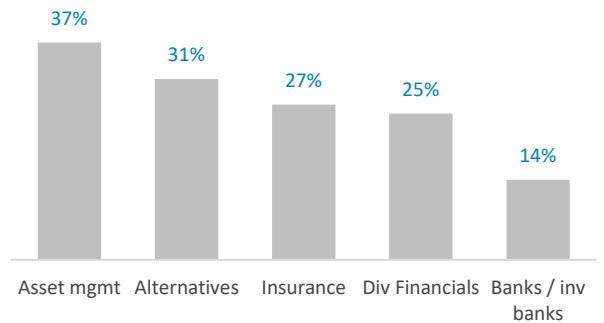
**135 firms:**

**115 = EU hub / primary, 20 = secondary**

**27% of hubs, 25% of all moves**



iii) % of firms in each sector choosing Dublin as a post-Brexit hub



## Welcome to Dublin

Ireland has more to lose from Brexit than most EU countries, but on the plus side Dublin is in a league of its own when it comes to attracting business from the UK. We identified 135 firms that are relocating part of their business to or boosting their presence in the Irish capital, of which 115 have chosen Dublin as their main post-Brexit EU hub. This represents 25% of all Brexit-related moves, and 27% of firms that have a clearly-identified EU headquarters.

The main attraction of Dublin is its common language, single supervisory structure and expertise, close ties with the UK financial sector, the liveability of Dublin itself, and its role as an established financial centre, particularly for investment funds and services.

This is reflected in Dublin's dominant position in terms of attracting asset managers, hedge funds and private equity firms: over a third of the firms choosing Dublin as their main EU hub are asset managers, and this rises to just over half when you include hedge funds and private equity. Nearly 40% of the asset management firms in our sample have chosen Dublin as their main hub including big names like Aberdeen Standard, Baillie Gifford, Goldman Sachs, Insight, LGIM, Morgan Stanley, and Vanguard. About a third of hedge funds and private equity firms have also chosen Dublin as their hub, along with just over a quarter of the 65 insurance firms in our sample.

Dublin has also attracted two of the biggest moves in the banking sector, with Barclays and Bank of America choosing the city as their EU hub. Between them they have already transferred more than £200bn in assets from the UK to Ireland along with around 250 staff, and Barclays is now the biggest bank in Ireland. Big insurance firms like Aviva and Phoenix Life have transferred significant chunks of business to Dublin, moving £30bn in assets.

## Bienvenue à Paris

Few cities have made as much effort to attract business from London as Paris - and it seems to have worked.

We identified 102 firms that have decided to relocate part of their business to Paris or increase their presence in the French capital. This is just ahead of Luxembourg and represents around 19% of all moves in our sample. That is more than double the number of firms (41) that we reported in our initial report, making Paris the financial centre that have added the most number of moves since our initial report in March 2019.

The main attractions of Paris are that it is arguably the only other 'global' city in the EU, it is just over two hours on the train from London, and has already has a big pool of expertise in banking, trading, insurance and asset management.

The French government has also been working hard to address the industry's main concerns over high levels of tax and inflexible French labour markets. President Macron has pushed hard for tax and labour market reforms, abolished the French wealth tax, and rolled out the red carpet for senior banking executives.

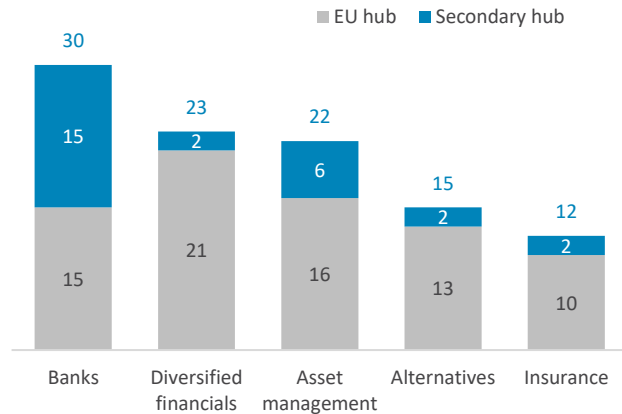
The most important sector for Paris has been banking, and it seems to have carved out a niche for itself on the markets and trading side of the business. Bank of America has chosen Dublin as its main banking hub but has set up a new entity in Paris for its markets business, and a number of big investment banks such as Citi, Credit Suisse, Goldman Sachs, JP Morgan and Morgan Stanley are also expanding their trading operations in Paris.

Half of the 30 banks that we identified as building up their presence in Paris are not using it as their main EU hub post-Brexit. It has the highest proportion of secondary moves (34%) of any city in our sample. This suggests that large firms see Paris as a good place to relocate staff, but not the best choice for their EU headquarters.

**Fig.20i A focus on Paris**

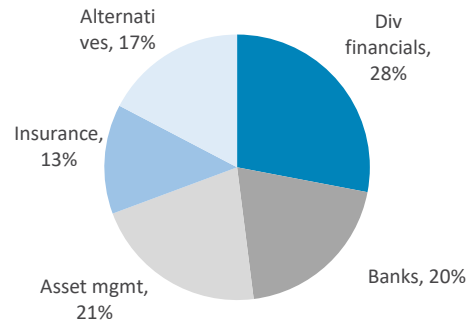
Number of firms by sector choosing Paris as a post-Brexit location

**102 firms: 75 hub / primary & 27 secondary**  
18% of hubs, 19% of all moves



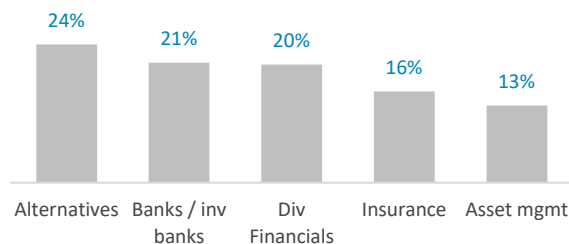
**Fig.20ii A wide range**

Sector breakdown of firms choosing Paris as a post-Brexit hub



**Fig.20iii Paris in the the spring**

Firms in our sample in each sector choosing Paris as a post-Brexit hub %

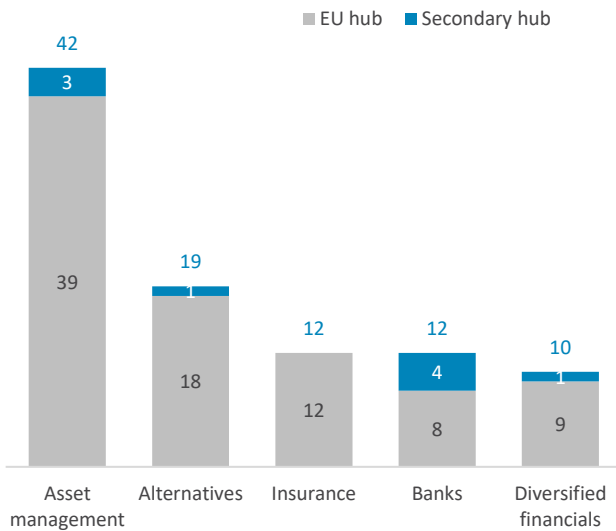


# FINANCIAL CENTRES - LUXEMBOURG

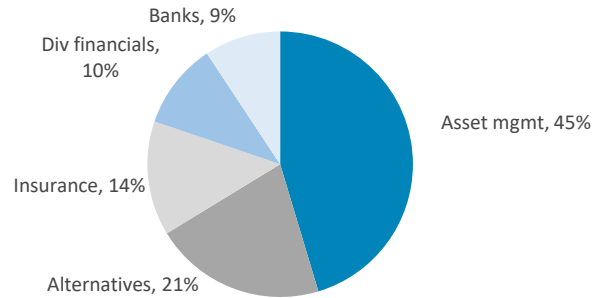
Fig.21 A focus on Luxembourg

i) Number of firms by sector choosing Luxembourg as a post-Brexit location

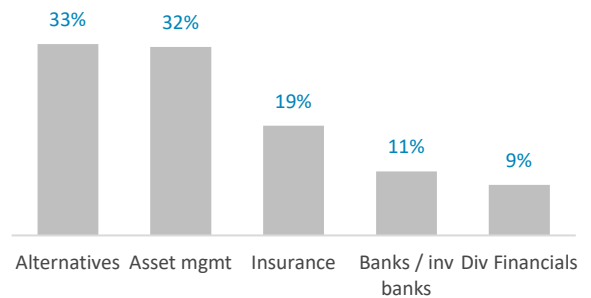
**95 firms:**  
**86 = EU hub / primary, 9 = secondary**  
**20% of hubs, 17% of all moves**



ii) Sector breakdown of firms choosing Luxembourg as a post-Brexit hub



iii) % of firms in each sector choosing Luxembourg as a post-Brexit hub



## Begrüßten zu Letzebuerg

Luxembourg has been the third biggest beneficiary from Brexit-related relocations, and like Dublin it has built on its existing strengths. We identified 95 firms that are relocating part of their business or expanding their existing presence in the Grand Duchy, which represents nearly a fifth of all Brexit-related moves. The main attraction has been Luxembourg's existing strength as the dominant centre for investment funds in Europe with a small but thriving ecosystem, a similar liberal market outlook to the UK, and its position at the heart of the EU. However, the attraction of Luxembourg seems to be based more on regulation and legal framework than lifestyle: we only identified nine firms that have chosen to expand in Luxembourg as a secondary location.

As such it is perhaps no surprise that nearly half of the firms that have chosen Luxembourg as their main post-Brexit hub are asset managers, which rises to over 65% once you include hedge funds and private equity. Nearly a third of the 186 asset managers, hedge funds and private equity firms in our sample have opted for Luxembourg as their main hub.

Big asset managers like Aviva Investors and Schroders have decided to expand their existing offices in Luxembourg, while the likes of Aberdeen Standard, Columbia Threadneedle and M&G have between them transferred around £60bn in funds from the UK to Luxembourg. Private equity firms (more so than hedge funds) have also set up new entities, including BC Partners, Blackstone, Carlyle and ICG.

Luxembourg has also attracted plenty of large insurance companies, with 12 firms representing a fifth of the insurance groups in our sample. This includes big insurance names like AIG, CNA Hardy, Hiscox, and RSA, which have transferred their EU business to Luxembourg.

## Willkommen in Frankfurt

Frankfurt has had such a poor reputation as a place to live for so long that there is a saying in finance that 'you cry twice when you get sent to Frankfurt: once when you arrive, and once when you leave'.

This (unfair) reputation doesn't seem to have put people off. We identified 63 firms that have decided to relocate part of their business to Frankfurt or increase their presence in the city, representing 12% of all the moves in our sample. Three quarters of these firms have chosen Frankfurt as their post-Brexit EU-hub.

It is not surprising that banking dominates the moves to Frankfurt: 28 banks or investment banks have located their EU base in Frankfurt, more than any other city, and another eight have chosen a hub elsewhere but have said they will expand in Frankfurt. Banks represent 60% of all the firms choosing Frankfurt as their hub, and the city has attracted nearly 40% of the banks and investment banks in our sample.

The main attraction for Frankfurt has been that it is in the heart of the largest economy in the EU and the largest banking system in the EU27, with the headquarters of the ECB and single supervisory mechanism based in the city.

Many banks told us that Frankfurt was their default option, although the headline number of firms choosing Frankfurt is perhaps lower than initially expected. The high concentration of big names like Citi, Deutsche Bank, Goldman Sachs, JP Morgan, Morgan Stanley, Nomura and UBS, means that in the medium term Frankfurt is the financial centre most likely to benefit in terms of scale (in business and assets), and it may even emerge in time as a 'twin peaks' European banking centre with London.

Unlike the other countries covered in this report, there was a notable number of moves in Germany to secondary financial centres. Seven firms, primarily asset managers and private equity firms, have relocated something to Munich and a handful expanded in Berlin.

Fig.22i A focus on Frankfurt

Number of firms by sector choosing Frankfurt as a post-Brexit location

**63 firms: 47 hub / primary & 16 secondary**  
11% of hubs, 12% of all moves

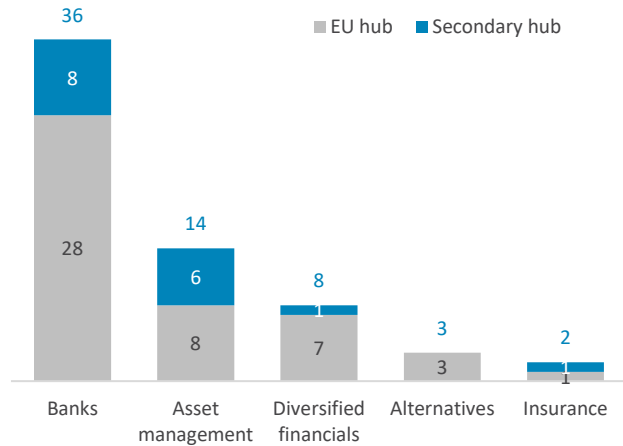


Fig.22ii The new banking centre?

Sector breakdown of firms choosing Frankfurt as a post-Brexit hub

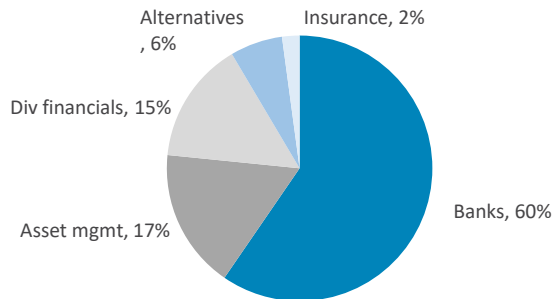
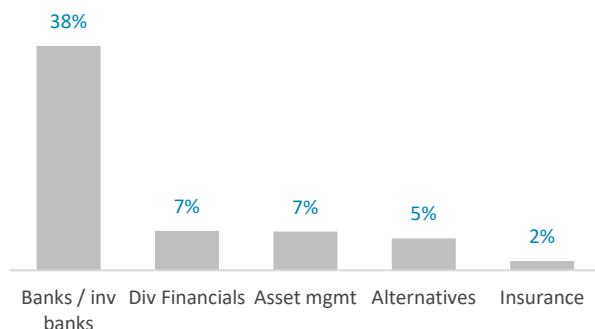


Fig.22iii Banking on Frankfurt

Firms in our sample in each sector choosing Frankfurt as a post-Brexit hub %



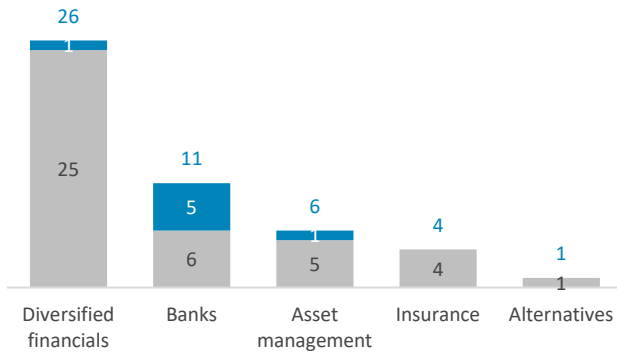
# FINANCIAL CENTRES - AMSTERDAM

Fig.23 A focus on Amsterdam

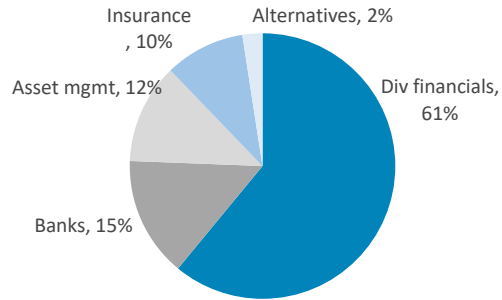
i) Number of firms by sector choosing Amsterdam as a post-Brexit location

**48 firms:**  
**41 = EU hub / primary, 7 = secondary**  
**10% of hubs, 9% of all moves**

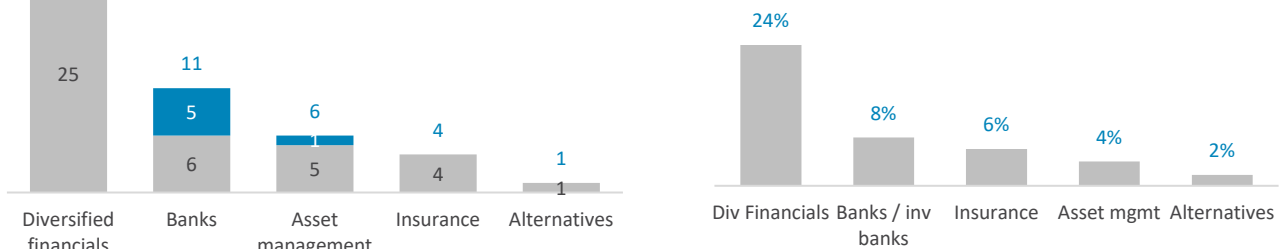
■ EU hub ■ Secondary hub



ii) Sector breakdown of firms choosing Amsterdam as a post-Brexit hub



iii) % of firms in each sector choosing Amsterdam as a post-Brexit hub



## Welkom in Amsterdam

So many firms have chosen Amsterdam as the main hub for their EU business on the other side of Brexit that the Dutch regulator, the AFM, is taking on more staff to deal with the influx. We identified 48 firms that are either relocating part of their business to the Netherlands or boosting existing local operations, of which 41 have specifically chosen it as their EU headquarters. This is very close to the 50 moves that the AFM said it expected see due to Brexit back in 2019.

The main attractions of Amsterdam have been its high quality of life (it came top in Europe of a 'ranking of rankings' on different aspects of quality of life by the *New York Times* in 2016); a similar liberal and market-orientated outlook to the UK, and effectively a common language; its close links to the UK; and recently improved travel links with Brussels and Paris. On the downside, it has the strictest bonus regulations of any country in the EU, with a bonus cap of 20%, which helps explain why less than 10% of all banks and asset managers have chosen Amsterdam as their post-Brexit hub. Despite that the biggest coup for Amsterdam is perhaps BlackRock deciding to use it as its main post-Brexit hub.

Amsterdam has built on its long tradition of trading to corner the market for trading firms and market infrastructure, which account for just under two thirds of the firms basing their future EU headquarters in the city. This includes six exchanges or trading platforms (such as Bloomberg, Cboe Europe, CME, Tradeweb and Turquoise) and fourteen specialist trading firms (such as Jane Street, Jump Trading, Mako Derivatives and Quantlab). Nearly a quarter of all firms in this sector have chosen Amsterdam. This has been reflected in the shift in trading in EU-listed stock from London on day one of Brexit, which overnight established Amsterdam as the biggest centre for European equity trading.

# WHAT NEXT?

Here are five key themes that emerge from this report:

- 1. The end of the beginning:** while the UK has 'got Brexit done', physically leaving the EU is only the end of the beginning of the process for the banking and finance industry. The relocations and shifts in business highlighted in this report are an inevitable consequence of the particular version of Brexit pursued by the UK, and the limited equivalence arrangements in place means that additional access to the EU is unlikely to be forthcoming. As we have highlighted in this report, the headline numbers in terms of firms, assets, staff and operations shifting from the UK to the EU are just the start and are likely to increase over time. The extraordinary amount of time, effort and money that has been spent on preparing for Brexit has been a huge missed opportunity for the industry and regulators to address other challenges, such as building bigger and better capital markets in Europe.
- 2. A slow drip-feed:** much of the coverage of the impact of Brexit this year has focused on the small number of sectors where Brexit has an immediate binary effect such as trading EU-listed stocks (which has moved en masse from UK platforms to the EU) and some areas of derivatives trading. In most sectors, the impact of Brexit will be more nuanced and more gradual - but will grow over time. As Brexit beds down, EU regulators are likely to apply existing rules on the location of individuals and activity more stringently, and try to 'repatriate' more activity in more sectors such as asset management, clearing and trading. For many larger firms, the relocations so far are just a first wave: many firms have agreed a roadmap for their relocation with EU regulators called a 'target operating model' and have until the end of this year or beyond to execute it. The big issue in the longer term is not so much the number of jobs being moved from the UK (which we think could double or triple in the next few years) but the future creation of new jobs in the EU that might otherwise have been created in the UK.
- 3. A line in the sand:** the 'good' news from this report is that it confirms that Brexit presents an occasion and perhaps an imperative to draw a line in the sand. Brexit has been (and will continue to be) a hugely complex, time-consuming, costly and distracting exercise for the industry and for regulators. But the relocation activity that we have identified means that most firms in the UK that need continued access to clients and markets in the EU now have it. With that access in hand (as we have argued for more than a year) the best way forward is perhaps to treat Brexit as a sunk cost, and move beyond the debate over how closely the UK should remain aligned to the EU in exchange for more access to EU markets. That access is unlikely to be forthcoming, so it is perhaps better for the industry to take the damage from Brexit on the chin and focus instead on recalibrating the framework in the UK so that it is more tailored to the unique nature of the UK financial services industry.
- 4. A new direction:** while Brexit has a clear negative impact on the UK banking and finance industry, from the EU's perspective it has led to the repatriation of a significant chunk of local EU activity. This shift will also provide a boost to the EU's efforts to develop 'strategic autonomy' and increase its capacity in banking, finance and capital markets, and perhaps inject more urgency into initiatives like capital markets union. Brexit has also reshaped the landscape of financial centres in the EU: instead of one dominant hub (London), post-Brexit the EU has a series of hubs in different sectors with an injection of critical mass: Frankfurt for banking, Dublin for asset management, Amsterdam for broking and exchanges. Paris has less of a sector focus and will be the closest financial centre to a 'mini-London'. In the long-run, we expect Paris to be the biggest beneficiary in terms of jobs. Brexit opens the door to a change in the tone and direction of policy in the EU. France has replaced the UK as by far the biggest market for banking, finance and capital markets in the EU, and without the UK at the table the EU framework is likely to look very different in future.
- 5. Gradual divergence:** Brexit inevitably means that the regulatory framework in the UK and EU will diverge over time. This process has already started, with the UK reviewing its listings rules, Solvency II, the UK funds regime and the regulatory framework. The UK is planning a wider review across the industry this summer. The EU is simultaneously reviewing Solvency II and aspects of Mifid II. This process will enable both sides to tailor their framework more closely to the nature of their financial services industry, and will inevitably lead to a degree of regulatory competition. Broadly speaking, the EU is seeking to boost business by requiring certain activities to be conducted in the EU, and the UK will seek to boost activity by making more firms want to do business in the UK. Inevitably, however, this will increase the complexity and cost of doing business across Europe.

## About New Financial

New Financial is a think tank that believes Europe needs bigger and better capital markets to help drive growth and prosperity.

We think this presents a huge opportunity for the industry and its customers to embrace change and rethink how capital markets work. We work with market participants and policymakers to help make a more positive and constructive case for capital markets around four main themes: unlocking capital markets; rebuilding trust; driving diversity; and the impact of Brexit.

We are a social enterprise funded by institutional membership from different sectors of the capital markets industry. For more information on our work, please contact us:

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## **Our research on capital markets:**

Here is a selection of some of our recent reports on capital markets:

[\*The problem with European stock markets\*](#)

[\*What do EU capital markets look like on the other side of Brexit?\*](#)

[\*A reality check on Capital Markets Union\*](#)

[\*Beyond Brexit: the future of UK banking & finance\*](#)

[\*Driving growth: How EU Capital Markets can support a recovery\*](#)

[\*The value of capital markets to the UK economy\*](#)

[\*The Covid crisis: how banking & finance can be part of the solution\*](#)



## A long and growing list

In this section we summarise the relocation activity of different firms in each sector. This research has been prepared on a best efforts basis and we apologise for any errors. Please email any suggested corrections, clarifications or additions to [info@newfinancial.org](mailto:info@newfinancial.org)

<b>Asset management</b>	<b>Page 26</b>
<b>Banks / investment banks</b>	<b>Page 30</b>
<b>Diversified financials</b> ( <i>Broking, trading, exchanges, fintech, other</i> )	<b>Page 33</b>
<b>Insurance</b>	<b>Page 37</b>
<b>Alternatives</b> ( <i>hedge funds, private equity</i> )	<b>Page 39</b>

# APPENDIX: ASSET MANAGEMENT

Fig.24 A summary of who is moving what to where

Name	EU hub(s)	Summary of activity related to Brexit
Aberdeen Standard Investments	Dublin / Luxembourg	Established a new European hub in Dublin and has transferred nearly £20bn of funds to its Luxembourg business.
Aermont Capital management	Luxembourg	Established a new entity in Luxembourg as of February 2018.
Affiliated Managers Group	Dublin	Established a new entity in Dublin as of August 2018.
Alliance Trust	Dublin	Moved domicile to Dublin.
AllianceBernstein	Luxembourg	Established a new entity in Luxembourg and set up a new fund in Madrid.
Alvarium Investment	Paris	Acquired Iskander in Paris to broaden its European approach.
American Century	Frankfurt	Established a new entity in Frankfurt as of September 2019.
Aon Investments	Dublin	Established a new entity in Dublin as December 2020.
Arabesque	Frankfurt	Established a new entity in Frankfurt as of November 2020.
Artemis	Luxembourg	Moved some funds to Luxembourg and plans to set up a new entity in the event of no deal.
Ashmore	Dublin	Opened a new office in Dublin.
Atlantic Capital Management	Dublin	Established a new entity in Dublin as of September 2018.
Aviva Investors	Luxembourg	Expanding its Luxembourg office as its post-Brexit EU hub.
Baillie Gifford	Dublin	Established a new entity in Dublin as of December 2018.
Bank of Singapore	Luxembourg	Established a new entity in Luxembourg as of July 2018.
Baring Asset Management	Dublin	Opened an office in Dublin.
BlackRock	Amsterdam	Has chosen Amsterdam as its post-Brexit EU hub, while Paris will be the hub for its alternatives business. Also expanding its Budapest office.
Blacktower Financial Management	Limassol	Established a new entity in Limassol as of June 2020.
BlueBay	Luxembourg	Established a new entity in Luxembourg as of February 2019.
BMO Global Asset Management	Amsterdam	Moved its Italian and French branch licenses to its Dutch entity at the end of 2018.
Boussard & Gavaduan Gestion	Paris	Established a new entity in Paris as of February 2019.
Brandes Investment Partners	Dublin	Established a new entity in Dublin as of January 2018.
Brown Advisory	Dublin	Established a new entity in Dublin as of December 2019.
Cambridge Associates	Munich	Established a new entity in Munich as of February 2020.
Canaccord Genuity Management	Dublin	Established a new entity in Dublin as of June 2017.
Capital International	Luxembourg	Established a new entity in Luxembourg and shifted Spanish and Italian branches.
CBRE Capital Advisors	Frankfurt	Established a new entity in Frankfurt.
Centrus Advisors	Dublin	Established a new entity in Dublin as of September 2019.
Citigroup (private bank)	Luxembourg	Established a unit in Luxembourg to serve its EU clients post-Brexit.
Clerville Investments	Paris	Established a new office in Paris.
Cohen & Company	Dublin	Established a new entity in Dublin as of March 2019.
Cohen & Steers	Dublin	Established a new entity in Dublin as of May 2019.
Columbia Threadneedle	Luxembourg	Transferred £7bn of funds to its Luxembourg business and set up new entity as of February 2019.

# APPENDIX: ASSET MANAGEMENT

Name	EU hub(s)	Summary of activity related to Brexit
Colville Capital Partners	Paris	Established a new entity in Paris as of May 2019.
Cromwell Investment	Luxembourg	Established a new entity in Luxembourg as of February 2019.
Crux	Luxembourg	Established a new entity in Luxembourg.
DeVere Group	Amsterdam	Has picked Amsterdam as its new EU base.
Eastspring Investments	Luxembourg	Established a new entity in Luxembourg as of December 2020.
Eaton Vance	Dublin	Established a new entity in Dublin.
Elava Capital	Paris	Established a new entity in Paris as of November 2020.
Entrust Global	Paris	Established a new entity in Paris as of September 2019.
Federated Investors	Dublin	Established a new entity in Dublin as of November 2017.
Fidelity	Luxembourg	Expanding its offices in Luxembourg to establish it as a EU hub and adding 250 staff to Dublin.
First State Investment	Dublin	Transferred £4bn of funds to Dublin and has applied to set up a new entity in Ireland.
First Trust	Dublin	Established a new entity in Dublin as of September 2019.
Fisher Investment	Luxembourg	Established a new entity in Luxembourg as of September 2019.
Five Arrows Managers	Paris	Established a new entity in Paris as of April 2020.
Franklin Templeton	Luxembourg	Established a new entity in Luxembourg.
GLP Management	Luxembourg	Established a new entity in Luxembourg as of December 2020.
Goldman Sachs AM	Dublin	Has picked Dublin as its EU hub and established a new entity as of December 2018.
Greystar	Amsterdam	Established a new entity in Amsterdam as of January 2020.
Guggenheim Partners Fund Management	Dublin	Established a new entity in Dublin as of December 2018.
H2O Asset Management	Paris	Has picked Paris as its EU base.
Hanetf Management	Dublin	Established a new office in Dublin.
Hanover Investors	Malta	Established a new entity in Malta as of July 2019.
Hellebore Capital	Paris	Established a new entity in Paris as of March 2019.
Hermes Investment Management	Dublin	Established a new entity in Dublin as of December 2018.
IFSL International Limited	Dublin	Established a new entity in Dublin as of December 2018.
IM Global Partner	Paris	Established a new entity in Paris as of August 2020.
Impax Asset Management	Dublin	Has picked Dublin as its EU hub and plans to set up a new subsidiary in Ireland.
Insight Investment Management	Dublin	Established a new entity in Dublin as of October 2016.
Intermede Investment Partners	Dublin	Established a new entity in Dublin as of November 2018.
Invesco	Frankfurt	Established a new entity in Frankfurt as of November 2018 and moved French branch to Luxembourg.
Investec Asset Management	Luxembourg	Established an alternatives platform in Luxembourg and plans to move operational staff there.
IPES / Apex	Luxembourg	Has picked Luxembourg as its new EU hub and has since been acquired by Apex.
Janus Henderson	Luxembourg	Expanding its Luxembourg office.
JOHCM Funds	Dublin	Established a new entity in Dublin as of December 2018.
JP Morgan (private bank)	Luxembourg	Has merged UK private bank with Luxembourg entity and transferred £10bn of assets.
Julius Baer	Luxembourg	Has moved its EU hub to Luxembourg.
Jupiter Asset Management	Luxembourg	Established a new entity in Luxembourg as of October 2018.

# APPENDIX: ASSET MANAGEMENT

Name	EU hub(s)	Summary of activity related to Brexit
Kames Capital	-	Already has a Dublin-based entity and is moving its European sales team to Amsterdam.
King & Shaxson	Madrid	Established a new entity in Madrid as of August 2019.
Legal & General Inv Management	Dublin	Established a new entity in Dublin as of May 2018.
Legg Mason	Dublin	Established a new entity in Dublin as of September 2018.
LendLease Inv Management	Milan	Established a new entity in Milan as of August 2020.
Link Asset Services	-	Established a fund in Luxembourg as at June 2018.
Lombard Odier Asset Management	Luxembourg	Transferring EU branches to Luxembourg entity.
Lord Abbett	Dublin	Established a new entity in Dublin as of September 2018.
M&G	Luxembourg	Plans to move £6bn of assets to Luxembourg and has moved EU branches to its Luxembourg entity.
MacKays Shields	Dublin	Established a new entity in Dublin as of August 2019
Malborough Fund Managers	Malta	Established a new entity in Dublin as of February 2018
Manulife Investment Management	Dublin	Established a new entity in Dublin as of March 2019
Merian Global Investors	Dublin	Established a new entity in Dublin as of November 2018 and opening a new office in early 2019.
Method Asset Management	Luxembourg	Established a new entity in Luxembourg as of August 2018.
MFS Investment Management	Luxembourg	Cancelled its Italian branch with the FCA and plans to set Luxembourg entity as its EU hub.
MIO Partners	Munich	Established a new entity in Munich as of March 2020
Mirabella	Malta	Established a new entity in Malta as of May 2019
MJ Hudson	Luxembourg	Established a new office in Luxembourg.
Morgan Stanley Inv Management	Dublin	Established several entities in Dublin as of November 2018.
Neuberger Berman AM	Dublin	Established a new entity in Dublin as of February 2019.
Nikko Asset Management	Luxembourg	Established a new entity in Luxembourg as of December 2019
Nuveen Asset Management	Luxembourg	Established a new entity in Luxembourg as of May 2019
Orbis Investment Management	Luxembourg	Established a new entity in Luxembourg as of October 2019
PGIM	Dublin	Domiciled their UCTIS funds in Dublin and established a new entity in Amsterdam as of August 2020.
Pictet Asset Management	-	Established a new fund in Luxembourg as of December 2018.
PineBridge Investment	Frankfurt	Established a new entity in Frankfurt as of January 2019
Polar Capital	Paris	Established a new entity in Paris as of August 2018.
Principal Global Investors	Dublin	Established a new entity in Dublin as of February 2019.
Prosperity Capital Management	Paris	Established their new EU hub in Paris with the CEO moving over to set it up.
Quilter Cheviot	Dublin	Established a new entity in Dublin as of July 2019.
Rathbone Brothers	Luxembourg	Expanding its Luxembourg entity.
Robus Capital Management	Frankfurt	Established a new entity in Frankfurt as of July 2019.
RSM	Luxembourg	Established a new entity in Luxembourg as of August 2018.
Ruffer LLP	Paris	Established a new office in Paris in March 2019
Savills Investment Management	Luxembourg	Established a new entity in Luxembourg as of August 2019.
Schroders	Luxembourg	Has picked Luxembourg as its post-Brexit hub and transferred its French and Spanish branches. Established a new entity for infrastructure investment in Paris as of October 2017.
SCM Direct	Luxembourg	Has picked Luxembourg as its EU Hub.

# APPENDIX – ASSET MANAGEMENT

Name	EU hub(s)	Summary of activity related to Brexit
Smart Lenders Asset Management	Paris	Moved their entire business from London to Paris.
Smith & Williamson	Dublin	Doubling its presence in Dublin.
Somerset Capital	-	Has set up two Irish-domiciled funds.
State Street Global Advisors	Dublin	Is moving its Amsterdam, Brussels and Milan branches to its Dublin subsidiary.
Symbiotics	Amsterdam	Established a new entity in Amsterdam as of March 2019 and a second one in Paris as of June 2020.
T Rowe Price	Luxembourg	Has picked Luxembourg as its post-Brexit hub and is transferring EU branches to Luxembourg.
TAM Asset Management	Mallorca	Established a new entity in Mallorca as of July 2020.
Tamac Asset Management	Munich	Established a new entity in Munich as of March 2020.
Temporis Investment Management	Dublin	Established a new entity in Dublin as of June 2018.
Trium Capital	Dublin	Established a new entity in Dublin as of August 2019 and expect to hire a handful of staff for their new office.
Union Investment	Frankfurt	Closing all their euro-denominated accounts at LCH and moving business to Eurex.
Vanguard Asset Management	Dublin	Opening new offices in Dublin and Frankfurt in 2019.
Wellington Management	Frankfurt	Established a new entity in Frankfurt as of May 2019.
Wells Fargo Asset Management	Luxembourg	Has picked Luxembourg as EU hub and received authorisation in December 2018.
Wilmington Trust	Paris	Established a new office in Paris.
WisdomTree	Dublin	Established a new entity in Dublin as of October 2018.

# APPENDIX – BANKS & INVESTMENT BANKS

Name	EU hub(s)	Summary of activity related to Brexit
Agricultural Bank of China	Luxembourg	Cancelling its UK licence and already has an authorised entity in Luxembourg.
AIB	Dublin	Reducing its UK operations and limiting its UK focus to SME lending.
Arab Bank	Paris	Converting its Paris branch into a subsidiary for its new EU hub.
Axis Bank	-	Shuttering its UK operations by April 2021 due to Brexit and refocusing only on India.
Banco do Brasil	Paris	Expanding their offices in Paris.
Bank ABC	Paris	Converting its Paris branch into its EU hub and transferring other EU branches from UK to Paris.
Bank of America	Dublin / Paris	Established a new entity for its EU banking business in Dublin as of December 2018 and is moving eight EU branches to its Irish business. Has picked Paris as the hub for its markets business and established a new entity as of November 2018.
Bank of Montreal	Dublin	Established its new EU hub in Dublin.
Bank of Taiwan	Frankfurt	Has picked Frankfurt as its post-Brexit hub.
Barclays	Dublin	Has picked Dublin as its main post-Brexit hub and transferred £166 billion in assets from the UK. Also expanding its office in Frankfurt and other EU financial centres.
BNP Paribas	Paris	Is relocating some staff from London to group headquarters in Paris.
BNY Mellon	Dublin	Established a new entity in Dublin as of December 2018.
CIBC	Dublin	Has picked Dublin as its post-Brexit hub.
Centreview	Paris	Opened a new office in Paris
China Everbright Bank	Luxembourg	Has picked Luxembourg as its post-Brexit hub.
China International Capital Corp.	Frankfurt	Has picked Frankfurt as its post-Brexit hub and opened a new office.
China Merchants Bank	Luxembourg	Has picked Luxembourg as its post-Brexit hub.
Citi	Frankfurt	Has picked Frankfurt as its post-Brexit hub for investment and markets. Also expanding its office in Paris and other EU financial centres.
Close Brothers	Frankfurt	Established a new entity in Frankfurt as of November 2016.
CLSA	Amsterdam	Established a new entity in Amsterdam as of April 2019.
Commerzbank	Frankfurt	Transferring some business and staff to group HQ in Frankfurt, and moving some staff to other cities.
Commonwealth Bank of Australia	Amsterdam	Moving its European headquarters to the Netherlands and will base around 50 staff there.
Credit Agricole CIB	Paris	Moving its European government bond trading platform to Paris along with some other staff.
Credit Suisse	Madrid	Setting up a new hub in Madrid and expanding its operations in Frankfurt, Paris, and Luxembourg
Daiwa Capital Markets	Frankfurt	Established a new entity in Frankfurt as of August 2018.
Deutsche Bank	Frankfurt	Made Frankfurt its primary booking hub for investment banking and markets, moving part of its clearing business and balance sheet from London to Frankfurt.
Essence Securities	Frankfurt	Has picked Frankfurt as its post-Brexit hub.
Evercore	Frankfurt	Established a new entity in Frankfurt as of November 2019.
First Commercial Bank	Frankfurt	Established a new entity in Frankfurt as of May 2018.
Ford Bank	Cologne	Established a new entity in Cologne as of March 2018.
Goldman Sachs	Frankfurt / Paris	Established a new entity in Frankfurt as of January 2019 and will operate a second European hub in Paris.
Greenhill & Co	Frankfurt	Established a new entity in Frankfurt as of February 2020.
Habib Bank	-	Established a branch in Brussels as of May 2019.
HSBC	Paris	Has picked Paris as its post-Brexit hub, transferring 'up to 1,000 staff', and EU branches to Paris.
ICICI Bank	-	Established a branch in Frankfurt.

# APPENDIX – BANKS & INVESTMENT BANKS

Name	EU hub(s)	Summary of activity related to Brexit
Industrial Bank of Korea	Warsaw	Established a new entity in Warsaw.
ING	Amsterdam	Moving trading floor back to Amsterdam.
Investec Bank	Dublin	Preparing to convert its Dublin branch into a subsidiary.
Itau BBA	Lisbon	Established Lisbon as its new EU hub.
Jefferies International	Frankfurt	Established a new entity in Frankfurt as of January 2019.
JP Morgan	Frankfurt	Has picked Frankfurt as its post-Brexit hub for investment banking and markets, and is also expanding its offices in other EU financial centres. Significant expansion of its back office in Dublin.
Lloyds Banking Group	Berlin	Converted its Berlin branch into a new entity and is moving some trading to Frankfurt.
Macquarie Group	Dublin	Has picked Dublin as its post-Brexit hub and expanded its existing office.
Mediobanca	Milan	Moved some of its London based M&A team back to Milan.
MiraeAsset Daewoo	Dublin	Has picked Dublin as its post-Brexit hub.
Mizuho	Frankfurt	Has picked Frankfurt as its post-Brexit hub.
Morgan Stanley	Frankfurt	Established a new entity in Frankfurt as its main hub for investment banking and markets as of May 2018, and is also expanding its offices in other EU financial centres.
MUFG Securities	Amsterdam	Established a new entity in Amsterdam as of December 2018.
National Australia Bank	Paris	Has picked Paris as its post-Brexit hub.
National Bank of Kuwait	Paris	Cancelling its UK authorisation and converting its Paris branch into a subsidiary to serve as its EU hub.
Natixis	Paris	Moving staff back to Paris.
Nomura	Frankfurt	Established a new entity in Frankfurt as its main EU hub as of May 2018 and expanding Paris office.
Norinchukin	Amsterdam	Has picked Amsterdam as its post-Brexit hub and opened a new office (its first in the EU).
Northern Trust	Luxembourg	Cancelling its UK authorisation and setting up a banking hub in Luxembourg.
Perella Weinberg	Paris	Established new entity in Paris as of December 2020.
PJT Partners	Madrid	Established a new entity in Madrid as of September 2020.
Raymond James	Frankfurt	Applied for authorisation to move its brokerage business from London to Frankfurt.
RBC	Frankfurt	Has picked Frankfurt as its post-Brexit hub and expanding its office.
Royal Bank of Scotland	Amsterdam	Has picked Amsterdam as its post-Brexit hub, moving some assets and around 150 staff.
Sanford Bernstein	Dublin	Established a new entity in Dublin as of January 2019.
Santander	-	Expanding its corporate & investment banking presence in Paris while reducing its presence in the UK
Shanghai Pudong Development Bank Co	Luxembourg	Has picked Luxembourg as its post-Brexit hub.
Silicon Valley Bank	Frankfurt	Has picked Frankfurt as its post-Brexit hub and opened a new office.
Societe Generale	Paris	Has picked Paris as its EU hub and has shifted some derivatives clearing from London to Paris.
Standard Chartered	Frankfurt	Has picked Frankfurt as its post-Brexit hub and also expanded its Paris office.
Starling Bank	Dublin	Applying for a banking licence in Ireland.
State Bank of India	-	Handling its EU business from its branch in Antwerp and opened a new larger office there in March 2020.
Stifel Nicolaus Europe	Frankfurt	Acquired a company in Frankfurt to build scale in its German and Swiss equity research business.
Sumitomo Mitsui Banking Corp.	Frankfurt	Has picked Frankfurt as its main hub for its investment banking business and setting up new entity.
Swiss Re Capital Markets	Luxembourg	Has opened a new office in Luxembourg.
Swissquote	Luxembourg	Shifting its European retail business from London to Luxembourg.

## APPENDIX – BANKS & INVESTMENT BANKS

Name	EU hub(s)	Summary of activity related to Brexit
<b>Toronto-Dominion Bank</b>	Dublin	Moved European trading operations to Dublin.
<b>UBS</b>	Frankfurt	Consolidated most of its European investment banking and wealth management operations in Frankfurt and has transferred £28bn in assets.
<b>UniCredit</b>	-	Will move some people from London to Milan and increasing its use of clearing services in Frankfurt.
<b>VTB Bank</b>	Frankfurt	Has picked Frankfurt as its EU hub.
<b>Wells Fargo</b>	Paris	Has picked Paris as its EU hub for its investment banking business and applied for new licence.
<b>Westpac</b>	Frankfurt	Moved parts of its institutional banking business to Frankfurt and applied for a new banking licence.
<b>Woori Bank</b>	Frankfurt	Has picked Frankfurt as its post-Brexit hub and opened a new office.



# APPENDIX – DIVERSIFIED FINANCIALS

Name	EU hub(s)	Summary of activity related to Brexit
ADG Markets	Malta	Established a new entity in Malta as of December 2020.
AFEX Markets	Dublin	Established a new entity in Dublin as of February 2020.
Alipay	Luxembourg	Established an entity in Luxembourg as of January 2019.
AM Best	Amsterdam	Planning to establish a new subsidiary in Amsterdam.
Aquis Exchange	Paris	Has chosen Paris as its EU hub.
Asset Management Exchange	Dublin	Established a new entity in Dublin as of June 2019.
Atlantic Equities	Frankfurt	Established a new entity in Frankfurt as of November 2019.
Azimo	Dublin	Opened an office in Dublin.
BGC Brokers	Paris	Setting up Aurel BGC SAS to act as EU27 hub.
Bitstamp	Luxembourg	Migrating UK accounts to Luxembourg.
Bloomberg Trading Facility	Amsterdam	Has chosen Amsterdam for its EU trading hub.
BrickVest	Nice	Established a new entity in Nice as of July 2019.
Cboe Global Markets	Amsterdam	Has chosen Amsterdam for its EU trading hub.
Centtrip	Amsterdam	Has chosen Amsterdam for its EU hub.
CEX Markets	Limassol	Established a new entity in Limassol as of November 2019.
Chatham Financial	Krakow	Established a new entity in Krakow as of March 2019.
Checkout.com	Paris	Set up new offices in Paris and Berlin.
Chicago Trading	Amsterdam	Established a new entity in Amsterdam as of April 2019.
Circle	Dublin	Has chosen Dublin for its EU hub.
ClearBank	Dublin	Established a new entity in Dublin as of May 2018.
CMC Markets	Frankfurt	Established a new entity in Frankfurt as of August 2019.
Coinbase	Dublin	Opened a new office in Dublin.
Currency Cloud	Amsterdam	Has chosen Amsterdam for its EU hub.
DBRS	Frankfurt	Opened a new office in Frankfurt and will transfer some staff from London.
DRW	Amsterdam	Established a new entity in Amsterdam as of March 2019.
DTCC	Dublin	Has chosen Dublin for its EU hub.
Duco	Wroclaw	Opened a new office in Wroclaw.
Duff & Phelps	Dublin	Established a new entity in Dublin as of August 2020
Ebury	Brussels	Has chosen Paris for its EU hub.
ED&F Man Capital Markets	Cyprus	Established a new entity in Cyprus as of September 2020.
EquiLend	Dublin	Established a new entity in Dublin as of September 2018.
Euroclear	Dublin / Brussels	Established a new entity in Dublin as of February 2018 and is moving its holding company to Brussels.
Euronext	Brussels	Transferring £135bn of Irish securities held in London to its Brussels based unit.
European Banking Authority	Paris	Relocating its HQ to Paris at the end of March 2019.
First Derivatives	Dublin	Expanding its Dublin office.
Fitch	Frankfurt	Has chosen Frankfurt for its EU hub and will create 30-40 jobs across the EU.
FNZ	Dublin	Established a new entity in Dublin as of September 2020.
Fortrade	Limassol	Established a new entity in Cyprus as of September 2020.

# APPENDIX – DIVERSIFIED FINANCIALS

Name	EU hub(s)	Summary of activity related to Brexit
Funding Circle	-	Established a new fund in Dublin as of October 2018.
FXCM	Frankfurt	Established new entities in Frankfurt and Cyprus in 2020.
Gelber Group	Amsterdam	Opened a new office in Amsterdam.
Global Reach	Amsterdam	Established a new entity in Amsterdam as of December 2020, and have also opened an office in Madrid.
GoCardless	Paris	Opened a new office in Paris and is planning to use it as an EU hub in the event of a hard Brexit.
Griffin Markets	Paris	Established a new entity in Paris as of March 2019.
Hard Eight Trading	Amsterdam	Has chosen Amsterdam over London for its new European hub.
Headlands Technologies	Amsterdam	Established a new entity in Amsterdam as of April 2019.
Hitachi Capital	Amsterdam	Upgraded its Amsterdam branch into a new entity.
Hudson Trading	Dublin	Established a new entity in Dublin.
IG Index	Dusseldorf	Established a new entity in Dusseldorf as of September 2018.
Instinet	Frankfurt	Established a new entity in Frankfurt as of February 2019.
Interactive Broker	Dublin, Luxembourg	Established a new entity in Dublin and Luxembourg as of December 2020
Jane Street	Amsterdam	Opened a new office in Amsterdam.
JB Drax	Paris	Established a new entity in Paris as of May 2020.
Jump Trading	Amsterdam	Established a new entity in Amsterdam as of August 2018.
Kroll Bond Rating Agency	Dublin	Has chosen Dublin for its EU hub.
Kuan	Helsinki	Moved its HQ to Helsinki.
Kyte Broking	Paris	Has chosen Paris for its EU hub.
LCH	Paris	Moved the majority of its euro-denominated repo and government bond clearing to Paris.
LendInvest	Luxembourg	Expanded its Luxembourg office.
Liquidnet	Dublin	Established a new entity in Dublin as of July 2018.
London Metal Exchange	-	Has applied for regulatory licences in the EU27 jurisdictions in which its members are located.
LSEG	Milan / Amsterdam	Moving EU government bond trading operations to Milan. Applied for authorisation in the Netherlands for Turquoise, Tradecho and UnaVista.
Mako Derivatives	Amsterdam	Opened a new office in Amsterdam.
Makor	Paris	Established a new entity in Paris as of November 2020.
Marex Financial	Dublin	Established a new entity in Dublin as of January 2018.
MarketAxess	Amsterdam	Has chosen Amsterdam as its EU hub.
Maven Derivatives	Amsterdam	Opened a new office in Amsterdam.
Mitsui Bussan	Paris	Established a new entity in Paris as of January 2020.
Monese	Frankfurt	Has chosen Frankfurt for its EU hub.
Moneycorp	Dublin	Established a new entity in Dublin as of June 2020
MoneyGram	Brussels	Established a new entity in Brussels as of January 2018.
Moody's	Stockholm	Converted the company's Stockholm branch into a subsidiary and will shift a significant part of its London based operations to the new entity.
Morningstar	Paris	Moved its advisory activity to Paris for European clients
NEX Group/CME	Amsterdam	Has chosen Amsterdam for its EU hub.
Numis	Luxembourg	Has chosen Luxembourg for its EU hub.

# APPENDIX – DIVERSIFIED FINANCIALS

Name	EU hub(s)	Summary of activity related to Brexit
Oanda	Malta	Established a new entity in Malta as of December 2020.
Optal	Dublin	Applied for authorisation in Dublin.
Park Square Capital	Paris	Established a new office in Paris.
Paysafe	Dublin	Established a new office in Dublin.
Pepperstone	Cyprus	Established a new entity in Cyprus and Dusseldorf as of July 2020
Pershing	Dublin	Established a new office in Dublin.
Planet Merchant	Paris	Established a new entity in Paris as of September 2019
PPRO	Luxembourg	Has chosen Luxembourg as its EU hub.
Prepaid Financial Services	Dublin	Established a new entity in Dublin.
Primary Bid	Paris	Established a new entity in Paris as of October 2019.
Quantlab	Amsterdam	Established a new entity in Amsterdam as of March 2018.
Radix Trading LLC	Amsterdam	Has chosen Amsterdam over London as its first European office.
Redburn	Paris	Established a new entity in Paris as of December 2020.
Revolut	Dublin	Established a new entity in Dublin and received a payment license in Lithuania.
RJ O'Brien	Paris	Established a new entity in Paris as of October 2020.
RMS Financial	Malta	Established a new entity in Malta as of March 2020
Satispay	Luxembourg	Established a new entity in Luxembourg.
Saxo Payments Banking Circle	Luxembourg	Has chosen Luxembourg as its EU hub.
SETL	Paris	Cancelled its FCA registration and will set up its new HQ in Paris.
Soldo	Dublin	Established a new entity in Dublin.
Square Global	Paris	Established a new entity in Paris as of September 2019.
Standard & Poor's	Dublin	Preparing to run all EMEA branches from its new entity in Dublin.
StoneX	Luxembourg	Acquired firm based in Luxembourg.
Thomson Reuters	Dublin	Transferring its FX derivatives trading business to Dublin.
Tower Research Capital	Amsterdam	Opened a new office in Amsterdam.
TP ICAP	Paris	Has chosen Paris as its EU hub.
Tradeweb	Amsterdam	Established a new entity in Amsterdam as of January 2019 to act as its EU hub.
Transferwise	Brussels	Applying for authorisation in Belgium for an EU hub based in Brussels.
Vitesse PSP	Rotterdam	Established a new entity in Rotterdam as of June 2019.
Worldpay	Amsterdam	Using its existing entity in Amsterdam as its EU hub.
XR Trading	Amsterdam	Established a new entity in Amsterdam as of September 2019.
XTX Markets	Paris	Has chosen Paris as its EU hub.
Zopa	Barcelona	Established a new entity in Barcelona as of December 2018 to act as its EU hub.
MoneyGram	Brussels	Established a new entity in Brussels as of January 2018.
Monzo	Dublin	Established a new entity in Dublin as of April 2017.
Moody's	Stockholm	Converted the company's Stockholm branch into a subsidiary and will shift a significant part of its London based operations to the new entity.
NEX Group / CME	Amsterdam	Has chosen Amsterdam as its main EU hub and will establish its European market for short-term financing there.

## APPENDIX – DIVERSIFIED FINANCIALS

Name	EU hub(s)	Summary of activity related to Brexit
Optal	Dublin	Applied for authorisation in Dublin.
PPRO	Luxembourg	Has chosen Luxembourg as its EU hub.
Quantlab	Amsterdam	Established a new entity in Amsterdam as of March 2018.
Radix Trading LLC	Amsterdam	Has chosen Amsterdam over London as its first European office.
Revolut	Luxembourg	Received a banking license in Lithuania and will establish a new entity in Luxembourg.
Saxo Payments Banking Circle	Luxembourg	Has chosen Luxembourg as its EU hub.
SETL	Paris	Cancelled its FCA registration and will set up its new HQ in Paris.
Standard & Poor's	Dublin	Preparing to run all EMEA branches from its new entity in Dublin.
Thomson Reuters	Dublin	Transferring its FX derivatives trading business to Dublin.
Tower Research Capital	Amsterdam	Opened a new office in Amsterdam.
TP ICAP	Paris	Has chosen Paris as its EU hub.
Tradeweb	Amsterdam	Established a new entity in Amsterdam as of January 2019 to act as its EU hub.
Transferwise	Brussels	Applying for authorisation in Belgium for an EU hub based in Brussels.
Worldpay	Amsterdam	Using its existing entity in Amsterdam as its EU hub.
XTX Markets	Paris	Has chosen Paris as its EU hub.
Zopa	Barcelona	Established a new entity in Barcelona as of December 2018 to act as its EU hub.

# APPENDIX - INSURANCE

Name	EU hub(s)	Summary of activity related to Brexit
Accelerant Insurance	Malta	Established a new entity in Malta as of December 2019.
Admiral Insurance	Madrid	Opened a new office in Madrid.
Advent Claims	Rijswijk	Acquired a claims company based in the Netherlands that it will be able to use as its EU hub.
AIIG	Luxembourg	Established a new entity in Luxembourg as of September 2018 and are moving £6bn of assets.
AIOI Nissay Dowa	Luxembourg	Opened a new office in Luxembourg.
Aon Insurance	Amsterdam, Brussels	Moved EU underwriting services to Amsterdam and reinsurance services to Belgium.
Arch Insurance	Dublin	Expanding its office in Dublin.
Aspen	Dublin	Opened a new office in Dublin.
Assurant Insurance	Amsterdam	Established a new entity in Amsterdam as of June 2020.
Assured Guaranty	Paris	Established a new entity in Paris as of January 2020.
Aviva	Dublin	Converted its Irish branches to subsidiaries and has transferred around £10bn of assets.
Axa	Paris	Shifting £1.2bn of assets to the group HQ in Paris.
Beazley	Dublin	Converting its branch in Dublin into a new entity.
Berkshire Hathaway	Dublin	Opened a new office in Dublin.
Britannia	Luxembourg	Established a new entity in Luxembourg as of December 2018.
BUPA Insurance	Dublin	Planning to open a new office in Dublin.
Chaucer	Dublin	Opened a new office in Dublin.
Chesnara	Amsterdam	Acquired subsidiary in Amsterdam.
Chubb	Paris	Opened a new EU hub in Paris.
CNA Hardy	Luxembourg	Established a new entity in Luxembourg as of July 2018.
Collison Insurance	Malta	Established a new entity in Malta as of Feb 2019.
Compre	Malta	Opened a new office in Malta.
Cooper Gay	Paris	Opened new office in Paris.
CRH	Malta	Opened a new office in Malta.
Domestic & General	Frankfurt	Established a new entity in Frankfurt as of October 2019.
Equitable Life	Dublin	Established a new entity in Dublin and transferring EU policy holders to Dublin and Frankfurt.
Europ Assurance	Paris	Opened new office in Paris.
Everest Re	Dublin	Established a new entity in Dublin as of November 2017.
Fidelis	Dublin	Established an entity in Dublin as of November 2018.
FM Global	Luxembourg	Opened a new office in Luxembourg.
Global Aerospace	Paris	Opened a new office in Paris.
Hiscox	Luxembourg	Established a new entity in Luxembourg as of January 2018.
JLT	Antwerp	Acquired subsidiary in Antwerp.
Lancashire Group	Brussels	Moved EU underwriting to Brussels.
Lemonade Insurance	Amsterdam	Established new entity in Amsterdam.
Liberty Speciality Markets	Luxembourg	Planning to open a new office in Luxembourg.
Lloyd's of London	Brussels	Established a new entity in Brussels as of May 2018.
Lloyds Insurance	Luxembourg	Planning to open a new office in Luxembourg.

# APPENDIX - INSURANCE

Name	EU hub(s)	Summary of activity related to Brexit
Markel	Munich	Planning to open a new office in Munich.
MS Amlin	Brussels	Opened a new EU hub in Brussels.
Navigators Insurance	Antwerp	Acquired two insurance firms based in Belgium.
Neon Underwriting	Brussels	Chosen Brussels as their post-Brexit EU hub.
North	Dublin	Established a new entity in Ireland as of June 2018.
Phoenix Life	Dublin	Expanding its office in Dublin and is transferring £18bn in assets.
Piiq	Paris	Opened a new EU hub in Paris.
Portman Insurance	Paris	Established a new entity in Paris as of January 2018.
Prudential	Dublin	Plans to consolidate all non-British European insurance business in its Dublin office.
QBE	Brussels	Established a new entity in Brussels as of May 2018 and is moving more than £1bn of assets.
Royal London	Dublin	Converting its Dublin branch into a new entity and is moving £1bn of assets.
RSA Group	Luxembourg	Established a new entity in Luxembourg as of June 2018.
SCOR	Paris	Opened a new EU hub in Paris.
Sompo	Luxembourg	Established a new entity in Luxembourg as of March 2018.
Starr	Malta	Chosen Malta as their post-Brexit hub.
Steamship Mutual	Rotterdam	Opened a new office in Rotterdam.
STM Life	Malta	Has moved parts of its operation to Malta.
The Standard Club	Dublin	Established a new entity in Dublin as of August 2018.
Tokio Marine Group	Luxembourg	Established a new entity in Luxembourg as of April 2018.
Travelers	Dublin	Planning to open a new office in Dublin.
UK Freight and Defence	Limassol	Established a new entity in Limassol as of June 2020.
UK P&I Club	Rotterdam	Planning to open a new office in Rotterdam.
USAA	Luxembourg	Established a new entity in Luxembourg as of September 2018.
W R Berkley	Liechtenstein	Established a new entity in Liechtenstein as of July 2018.
Worldline Re	Paris	Established a new entity in Paris as of Jan 2020.
XL Group	Dublin	Expanding its office in Dublin.

# APPENDIX - ALTERNATIVES

Name	EU hub(s)	Summary of activity related to Brexit
3i	Luxembourg	Established a new entity in Luxembourg as of April 2018.
Advent International	Luxembourg	Established a new entity in Luxembourg as of February 2019.
AlbaCore Capital	Dublin	Established a new entity in Dublin as of April 2018.
Albourne Partners	Munich	Established a new entity in Munich as of June 2019.
Algebris Investments	Luxembourg	Established a new entity in Luxembourg as of April 2019.
APIS Funds	Dublin	Established a new entity in Dublin as of June 2018.
Apollo	Luxembourg	Expanded its office in Luxembourg.
AQR Capital Management	Frankfurt	Established a new entity in Frankfurt as of April 2019.
Ares Asset Management	Luxembourg	Opened a new office in Luxembourg.
AXA Venture Partners	Paris	Expanding their presence in Paris.
Bain Capital	Luxembourg	Established a new entity in Luxembourg and opened a fund in Dublin.
BC Partners	Luxembourg	Established a new entity in Luxembourg as of May 2017.
Bedford Row Capital	Amsterdam	Opened a new office in Amsterdam.
Bridgepoint	Paris	Established a new entity in Paris as of November 2020
Butler Corum Asset Management	Dublin	Established a new entity in Dublin as of October 2018.
Campbell Lutyens	Paris	Opened a new office in Paris.
CapVest Irish Partners	Dublin	Established a new entity in Dublin as of April 2018.
Carlyle Group	Luxembourg	Opened a new office in Luxembourg.
Chenavari Financial Group	Paris	Opened a new office in Paris.
Citadel	Dublin	Established a new entity in Dublin as of October 2018.
Dalmore Capital	Dublin	Established a new entity in Dublin as of December 2018.
Eleva Capital	Paris	Established a new entity in Paris as of June 2017.
EQT Partners	Luxembourg	Opened a new office in Luxembourg.
Foresight	Luxembourg	Opened a new office in Luxembourg.
FundRock	Dublin	Opened a new office in Dublin.
GCM Grosvenor	-	Opened a new fund in Dublin.
Hamilton Lane	Frankfurt	Established a new entity in Frankfurt as of August 2020.
HarbourVest Partners	Dublin	Established a new entity in Dublin.
Harrington Cooper	Dublin	Established a new entity in Dublin as of December 2018.
HPS Partners	Luxembourg	Established a new entity in Luxembourg as of August 2020.
Innocap	Dublin	Established a new entity in Dublin as of August 2020.
Intermediate Capital Group	Luxembourg	Established a new entity in Luxembourg as of June 2017.
International Asset Management	-	Opened a fund in Dublin.
KKR Capital Markets	Dublin	Established a new entity in Dublin as of February 2019.
Langham Hall	Luxembourg	Established a new entity in Luxembourg as of May 2018.
LGT	Paris	Established a new entity in Paris as of July 2019.
Lutetia Capital	-	Established two new entities in Paris.
Man Group	Dublin	Established Dublin as its post-Brexit hub.

# APPENDIX - ALTERNATIVES

Name	EU hub(s)	Summary of activity related to Brexit
Marshall Wace	Dublin	Established a new entity in Dublin as of September 2018.
Millennium Global	Paris	Established a new entity in Paris as of June 2019.
Montagu	Luxembourg	Established a new entity in Luxembourg as of January 2020.
Oakley Capital	Munich	Established a new entity in Munich as of June 2019.
Pantheon	Dublin	Established a new entity in Dublin as of January 2019.
Partners Group	Luxembourg	Established a new entity in Luxembourg as of March 2019
Petricca & Co	Paris	CEO uprooted and moved to Paris.
Quadra Capital Partners	Paris	Established a new entity in Paris as of March 2020.
Qube Research & Technologies	Paris	Established a new entity in Paris as of June 2019 .
RiverRock	Paris	Established a new entity in Paris as of December 2020.
Riverside	Luxembourg	Established a new entity in Luxembourg as of August 2020.
Rubrics Asset Management	Dublin	Established a new entity in Dublin as of December 2018.
Selwood Asset Management	-	Opened a fund in Dublin as of June 2018 and Luxembourg as of August 2020.
Spire Partners	-	Opened a fund in Dublin as of March 2018.
TCI Fund Management	Dublin	Established a new entity in Dublin as of Dec 2020.
Telegraph Hill Capital Partners	Barcelona	Established a new entity in Barcelona as of September 2020.
Blackstone	Luxembourg	Established a new entity in Luxembourg.
Triton Investment Advisors	Luxembourg	Established a new entity in Luxembourg as of January 2020
Warburg Pincus	Frankfurt	Opening an office in Frankfurt.
White Star Capital	Paris	Established a new entity in Paris as of June 2020
Winton Capital Management	Dublin	Opened a new office in Dublin.