

The leading platform for **global talent mobility** and cross-border complexity

Simplify the complexity of your global workforce with a comprehensive platform designed specifically to handle the challenges of talent mobility.

Your workforce is more distributed than ever before, whether it's a temporary assignment abroad, a permanent relocation, a week of business travel, or the flexibility to work remotely. With so much cross-border movement, organizations struggle to manage their global footprint and the compliance risk that comes with it, while still operating with agility and delivering a world-class employee experience.

WHAT WE SOLVE

Topia helps industry leaders deploy, manage, and engage employees around the world.



Understand and visualize your employee footprint across every country.



Plan, initiate, and manage ongoing assignments and relocations.



Mitigate risk with monitoring and alerts for business travel and remote work compliance events before they occur.



Seamlessly connect the complex web of providers and systems across HR and talent mobility.



Automate redundant manual processes with flexible workflows and embedded business logic.



Empower every stakeholder with the data, insights, and calculations needed for strategic decisions.



Reduce reliance on costly third-party services such as cost estimates and balance sheets.



Deliver a great experience for employees on the move and the teams supporting them.

THE TOPIA ADVANTAGE

Built for the way global programs actually run.

- Increased efficiency

- Actionable insights

- Cross-border compliance

- Integrated ecosystem

- Cost optimization

- Privacy and security

- Single source of truth

- User-friendly design

"Topia has been a reliably strong partner for our Vistra global mobility team and end-users, providing accurate, user-friendly work location data."

PR

Paul Rubino

Senior Director, US Expatriate Tax, Vistra

Horizon by Topia

The agentic AI platform for global mobility

Topia Horizon is the first agentic AI platform purpose-built for global mobility. Not software that only manages your program: a platform that thinks, acts, and optimizes alongside your team, across the full assignment lifecycle.

01 STEP ONE

Build.

Describe your mobility program in plain language. Horizon generates fully configured, audit-ready policies.

02 STEP TWO

Run.

Agents handle the day-to-day work across planning, compliance, payroll, and employee support.

03 STEP THREE

Optimize.

Continuous AI-driven recommendations surface cost, risk, and policy improvements as they emerge.

WHAT HORIZON DELIVERS



FEATURED CAPABILITY

Agentic AI, end to end

Proactive agents surface insights, automate compliance checks, and recommend actions from pre-move planning through repatriation. Every agent shares a unified data layer, so each step is informed by the last.

Value from day one: agents are active the first time your team logs in, with no consultant-led configuration cycle.



AI policy builder

Describe your program in plain language and get configured, audit-ready policies instantly.



Real-time compliance intelligence

Country-by-country tracking with proactive alerts, risk scoring, and audit-ready documentation.



Cost modeling and scenario planning

AI-assisted estimates across compensation, tax, housing, and relocation before a move is approved.



Employee-first experience

Clear guidance, real-time status, and AI-assisted support keep assignees informed and confident.

RESULTS WITH TOPIA

Solutions for all shapes and sizes of talent mobility programs

165,000 employees

~3,000 moves and assignments annually

TRADITIONAL MOBILITY

- › **Cost estimates in seconds**, not days.
- › Advanced simulations for cost and talent view: a business case in hours instead of weeks.
- › Frictionless experience and continuous engagement through the employee portal.
- › **~8,000 hours saved** across the program.
- › **8,750+ hours saved** in initiation alone.
- › Mobility team load down 50%, with focus back on talent and strategy.

15,000 employees

Operating in 40 countries

BUSINESS TRAVEL AND REMOTE WORK COMPLIANCE

- › Accurately track **6,000+ business travelers** annually.
- › Compensation and payroll reconciliation with a **less than 1% error rate**, down from 96% pre-Topia.
- › Identify non-resident US state-to-state travelers and withhold taxes appropriately.
- › **\$1.5 million+ saved.**
- › Minimized permanent establishment risk.
- › International payroll supported in 33 countries.

100 employees

Headquartered in New York City, operating remotely

REMOTE WORKFORCE MANAGEMENT

- › Accurately identify the working location of every employee.
- › Calculate the portion of work performed in NYC for local tax requirements.
- › **~\$3 million saved** in local taxes tied to remote work.
- › Confidence in where employees are, so no other tax obligations are triggered.

ABOUT TOPIA

A single source of truth for every employee on the move

Topia replaces fragmented spreadsheets and disconnected point solutions with one system for international assignments, business travel, remote work, and cross-border compliance. HR, Finance, and Legal teams work from the same data, from initial assignment through repatriation.

**190+**

Countries covered by our compliance and tax logic.

**100+**

Enterprise customers across 90+ countries.

**2010**

Founded, and focused on mobility ever since.

EXAMPLE USE CASES

US to Germany relocation

Full package vs. localized, compare total employer cost across both approaches.

Singapore office expansion

Group simulation across 10 moves, batch cost analysis with a single project.

Employee vs. contractor

Clone a simulation and swap the worker type to surface true cost differences.

OUR MISSION

We help companies get the right people to the right place at the right time, with a firm focus on compliance.

Simplifying the complexities of relocation and compliance, so individuals and businesses can thrive in a borderless world.

"We use Topia's technology to improve our overall approach to business travel compliance. It's really important for us to protect both the employee and the company during business trips."

**Becky Schlereth**

Global Mobility, Travel and Expense Manager, Watlow

See what your program looks like with Horizon.

A walkthrough with your policies, your countries, and your data. We will show you where the time and cost come back.

[Request a demo →](#)