

The leading platform for **business travel compliance** and cross-border risk

See every trip, every day count, and every threshold in one place, with a platform built specifically for the compliance risk that business travel creates.

Business travel has rebounded past pre-pandemic levels, and most of it is booked without a compliance review. A three-day client visit, repeated across thousands of trips, quietly accumulates tax withholding obligations, immigration exposure, and permanent establishment risk. Most organizations only discover the problem at audit, because the data that would have flagged it sits in four systems that never speak to each other.

WHAT WE SOLVE

Topia helps industry leaders send people across borders without inheriting the risk.



See your complete traveler footprint by country, entity, and business unit.



Screen and approve trips before they are booked, not after they happen.



Catch tax, immigration, and permanent establishment thresholds before they are crossed.



Connect travel bookings, expense, HR, and payroll systems into one day count.



Replace manual travel calendars and spreadsheets with automated tracking.



Give tax, mobility, and finance the same defensible numbers to work from.



Reduce spend on external advisors for day tracking and withholding analysis.



Keep travelers informed and compliant without adding steps to their trip.

THE TOPIA ADVANTAGE

Built for the way business travel actually happens.

- Pre-trip screening

- Automated day counts

- Threshold alerts

- Integrated travel data

- Shadow payroll ready

- Privacy and security

- Audit-ready evidence

- Traveler self-service

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

**Paul Rubino**

Senior Director, US Expatriate Tax, Vistra

Horizon by Topia

The agentic AI platform behind your travel compliance program

Topia Horizon is the first agentic AI platform purpose-built for cross-border workforce compliance. Not software that only records where people went: a platform that thinks, acts, and optimizes alongside your team, from travel policy through filing.

01 STEP ONE

Build.

Describe your travel policy in plain language. Horizon generates configured, audit-ready thresholds and approval rules.

02 STEP TWO

Run.

Agents handle the day-to-day work across trip screening, day tracking, payroll triggers, and traveler support.

03 STEP THREE

Optimize.

Continuous AI-driven recommendations surface exposure, cost, and policy gaps across your travel population.

WHAT HORIZON DELIVERS



FEATURED CAPABILITY

Agentic AI, end to end

Proactive agents surface insights, automate compliance checks, and recommend actions from the moment a trip is requested through the filing that follows it. 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 travel rules in plain language and get configured, audit-ready policies instantly.



Real-time compliance intelligence

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



Exposure modeling and scenario planning

AI-assisted estimates of tax, withholding, and entity risk before a trip is approved.



Traveler-first experience

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

Horizon for business travel

Every trip tracked, every risk caught before it lands

Business travel is where compliance exposure builds quietly. A few days in the wrong country, repeated across thousands of trips, becomes tax withholding, immigration, and permanent establishment risk. Horizon watches the whole travel footprint and acts before a threshold is crossed.

01 PRE-TRIP

Assess.

Pre-trip screening scores each itinerary for tax, immigration, and social security risk, then routes approvals to the right reviewer.

02 IN-TRIP

Track.

Travel, expense, calendar, and badge data reconcile into one day count per traveler, per country, with no manual entry.

03 POST-TRIP

Report.

Withholding instructions, filings, and audit-ready evidence generate from the same day count that triggered the alert.

WHAT HORIZON DELIVERS



FEATURED CAPABILITY

Day-count agents that never sleep

Agents reconcile travel bookings, expenses, and location signals into a single authoritative day count for every traveler in every jurisdiction. When a count approaches a treaty, state, or permanent establishment threshold, the agent alerts mobility, tax, and the traveler's manager with the specific action required.

No spreadsheets, no quarterly catch-up exercise: the count is current every day, and the evidence trail is built as it goes.



Pre-trip risk screening

Score a trip before it is booked and flag the ones that need review.



Immigration and work authorization

Match trip purpose to the right permit or visa waiver, per destination.



Shadow payroll and withholding

Trigger withholding instructions the moment a threshold is met, not months later.



Traveler self-service

Travelers see their own day counts, confirm locations, and get guidance in the app.

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 trip your people take

Topia replaces fragmented travel calendars and disconnected point solutions with one system for business travel, remote work, and cross-border compliance. HR, Tax, Finance, and Legal teams work from the same day counts, from the first booking through the final filing.

**190+**

Countries covered by our travel compliance and tax logic.

**100+**

Enterprise customers tracking travelers across 90+ countries.

**2010**

Founded, and focused on cross-border compliance ever since.

EXAMPLE USE CASES

Frequent US to UK travelers

Track treaty day counts across repeat trips and flag who is approaching the threshold.

Project team in Singapore

Model a rotating team on site for six months and surface permanent establishment risk.

US state-to-state travel

Identify non-resident days by state and trigger the right withholding automatically.

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 travel program looks like with Horizon.

A walkthrough with your travel data and your thresholds, showing the exposure you carry today.

[Request a demo →](#)