

# TOPIA HORIZON




Global mobility is more complex than your spreadsheet can handle.

Horizon unifies relocation cost modeling, pre-travel compliance, remote work management, and policy intelligence in a single AI-powered platform, so your team can move people confidently, compliantly, and at scale.

 **One platform**  
Every dimension of mobility

 **AI-powered**  
Tax, immigration & policy engine

 **Full audit trail**  
20+ tables, field-level diffs

## CORE CAPABILITIES



### 01 Model with confidence

Simulate and compare relocation costs before decisions — with formal estimates, audit trails, and policy linkage.



### 02 Move compliantly

Automated risk assessments across tax, immigration, social security, and PE — before every trip and remote request.



### 03 Manage centrally

Employees, policies, simulations, trips, and analytics in one place — with RBAC, SSO, and multi-tenant architecture.

## HOW IT WORKS

01

### Set origin & destination

Select countries, enter compensation

02

### Run the calculation

Total employer cost, instantly

03

### Clone & compare

Swap tax approach, package, or worker type

04

### Export & share

Generate formal cost estimates for stakeholders

## WHAT YOU CAN MODEL

- ✓ **Employee assignments**  
Origin → destination with full compensation
- ✓ **Contractor & freelancer scenarios**  
Compare employee vs. contractor side-by-side
- ✓ **Net-to-gross & gross-up**  
Powered by Topia's proprietary tax engine
- ✓ **Housing, COLA & allowances**  
Layered incrementally onto any base scenario
- ✓ **Group / project-based simulations**  
Batch analysis across an entire office expansion

## BUILT-IN INTELLIGENCE

- ✓ **AI Agent integration**  
Ask about tax & immigration risks for any move
- ✓ **Policy-linked simulations**  
Tie scenarios to Gold, Silver, or Bronze tiers
- ✓ **Field-level audit trail**  
Every change tracked with before/after snapshots
- ✓ **Collaboration built in**  
Notes, @mentions, and notifications per simulation
- ✓ **Formal cost estimates**  
Generate & export polished reports in one click

## EXAMPLE USE CASES

### US → 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

## Connect with us

Ready to see Topia Horizon in action? Speak with a representative today to learn more about what a modern compliance strategy could look like for your organization.

