



Permanent Establishment

available in Topia Compass

Avoid inadvertently creating a permanent establishment in an unintended country

All countries have defined limits on the duration and type of work that can take place within their borders before a permanent establishment is created and taxes are owed. Organizations with international business travel or distributed workforces must carefully monitor employee footprint to protect against unexpected tax liabilities. Topia Compass helps manage PE and OECD BEPS risk globally by providing early visibility into which employees are performing what work that may create nexus. The Permanent Establishment module in Topia Compass enables organizations to operate globally and meet opportunities where they arise while protecting the bottom line.



Key Benefits



Eliminate unexpected PE exposure in new countries



Protect profits and comply with international tax regulations



Leverage powerful compliance controls with minimal effort



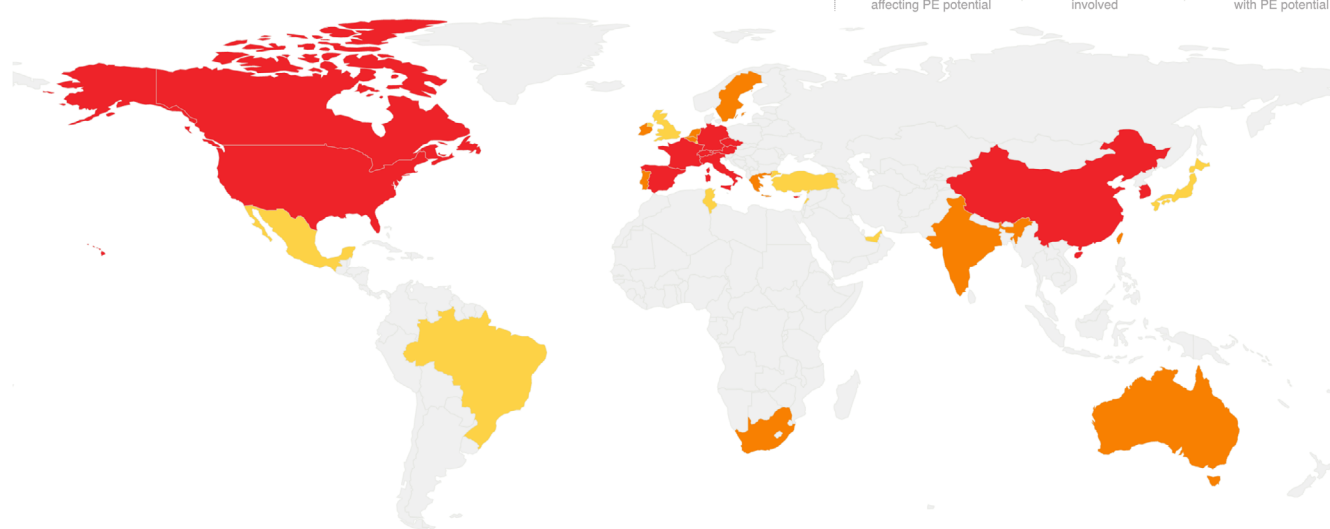
European Works Council and privacy compliant

- PE Summary
- Crossed Thresholds
- High PE Potential
- Low PE Potential

LEVEL
Legal Entity

Global

290	52	4
Employees affecting PE potential	Jurisdictions involved	Legal Entities with PE potential



PE Days Edit
Low High Over Threshold

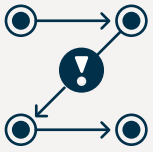


How it works



Monitor

Pick the right combination of over 10 different data sources to monitor EE location including on-device applications, booking data from T&E providers such as SAP Concur or BCD Travel, and more.



Alert

Configured thresholds and policies at the project or entity level trigger automatic alerts from Topia as potential PE events are approached, allowing organizations to take appropriate action and eliminate risk.



Report

Pre-configured reports are delivered to HR, tax, and finance teams detailing the total time spent working in a given location broken down by employee, project, and entity.

Key Capabilities:

- **Understand work location with data sources that are right for your company** - Pick the right combination of over 10 different data sources to monitor EE location including on-device applications, booking data from T&E providers such as SAP Concur or BCD Travel, and more.
- **Real-time visibility** - Compliance teams can see risk developing in real-time - identifying issues with enough time to take action.
- **Substantiate positions with auditable data** - Topia Compass provides trusted and defensible data to defend your company during an audit.
- **Privacy by design** - All reporting on EE location is limited to the jurisdiction level - not street level or more granular - enabling organizations to manage risk while ensuring employee privacy. Employees are in control of when the application is monitoring their working location.
- **Empower tax and finance teams** - Give finance teams the data they need to calculate tax obligations without worrying about unexpected expenses.
- **Access insights and reporting for program optimization** - Easy-to-understand reports and insights are available at your fingertips.

The Topia Suite of Products

Topia One

Cloud-based open platform that provides an integrated data standard across global talent mobility.



Topia Plan

Interactive move simulation and financial planning



Topia Manage

Talent mobility delivery, automation and analytics



Topia Pay

Payroll delivery and compliance automation



Topia Go

Command center and location discovery for mobile employees



Topia Compass

Business travel, tax and immigration compliance

Connect with us

Contacts: EMEA: +44 20 7661 1878
North America: +1 (415) 465-8484
<https://www.topia.com/contact>

Request a demo: <https://www.topia.com/request-a-demo>
Copyright ©2021 Topia. All rights reserved.