



VIALTO
PARTNERS



Global Social Security



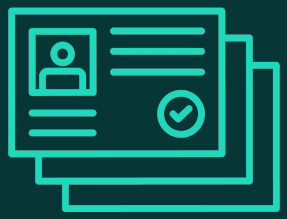
Social security rates across the globe are increasing, often exceeding the income tax rates. Complex rules and a greater focus from authorities are all increasing the risks for our clients. Companies need to ensure social security is being paid at the right time, in the right location and on the right compensation, as well as having all the correct documentation in place.

What are the key social security challenges faced by companies?

<p>Displaced workers</p> <ul style="list-style-type: none"> • Many employees are now working remotely in a different location from their employer but the EU concessions cease in June 23, with new rules being drafted 	<p>Post Brexit rules</p> <ul style="list-style-type: none"> • Understanding the new rules and how to leverage the best outcome for the business • 2 year anniversary - planning! 	<p>Optimization</p> <ul style="list-style-type: none"> • Companies are missing opportunities to significantly reduce overall program cost
<p>Remote work</p> <ul style="list-style-type: none"> • Can you get an A1/CoCs for remote workers? • Where should you pay social security for Frontier workers & working holidays 	<p>Business Travellers</p> <ul style="list-style-type: none"> • At what point is a CoC required? • What is the link to the Posted Worker Directive 	<p>EU Changes</p> <ul style="list-style-type: none"> • New regulations coming down the line • Sharing of data between authorities becoming more common
<p>Non-agreement/Payroll</p> <ul style="list-style-type: none"> • Are payrolls operating correct home/host liabilities where no social security agreement is in place? 	<p>EU Posted Workers</p> <ul style="list-style-type: none"> • the need for an A1 - even for a 1 day trip • Pre-travel clearance opportunities 	<p>US specific challenges</p> <ul style="list-style-type: none"> • Regular travel/split roles • Payroll considerations

How can Vialto Partners support with the above challenges?

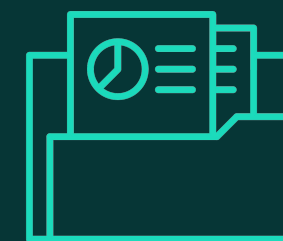
- **Pre assignment reviews** to identify potential problem cases and opportunities, thus enabling appropriate action to be taken prior to the move.
- **Preparation & submission** of social security applications using a fully automated process enabling compliance at competitive pricing.
- **Tracking** of refund claims at the end of an assignment, ensuring companies minimise lost revenue.
- **Payroll** notifications fed directly into home and host country payrolls to ensure corporate compliance.
- **Integration** with immigration and payroll vendors to ensure a seamless, agile service.



Risk Review

We can review your global population to identify your areas of risk and potential opportunities.

Update you proactively on legislative changes that could impact social security compliance requirements.



Compliance management

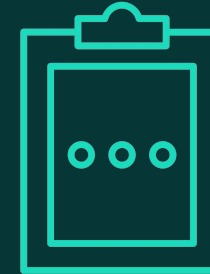
We provide an automated social security compliance process with real time tracking available via myMobilityHQ.

We monitor expiry dates and flag to you when social security applications need to be extended.



Support

We provide you with one key contact to provide a global service, working with a network of 140+ countries to provide you with the relevant location and industry specific insights.



Optimization Review

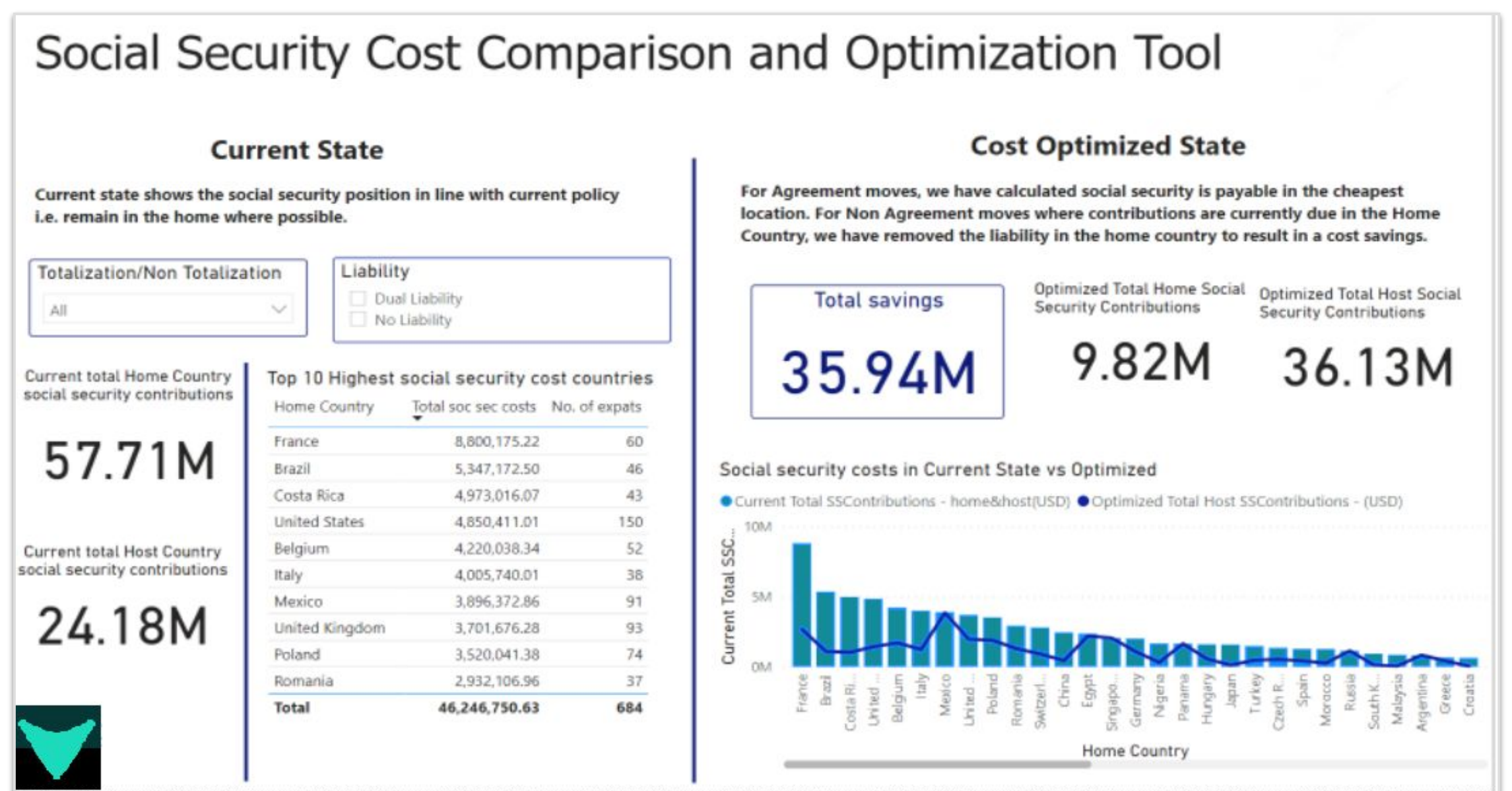
We can provide, at no-cost, a high level analysis of optimization opportunities for your mobile population.

For a more detailed analysis, we can provide you with dashboards that quantify cost savings across your population.

Risk and Optimization Reviews

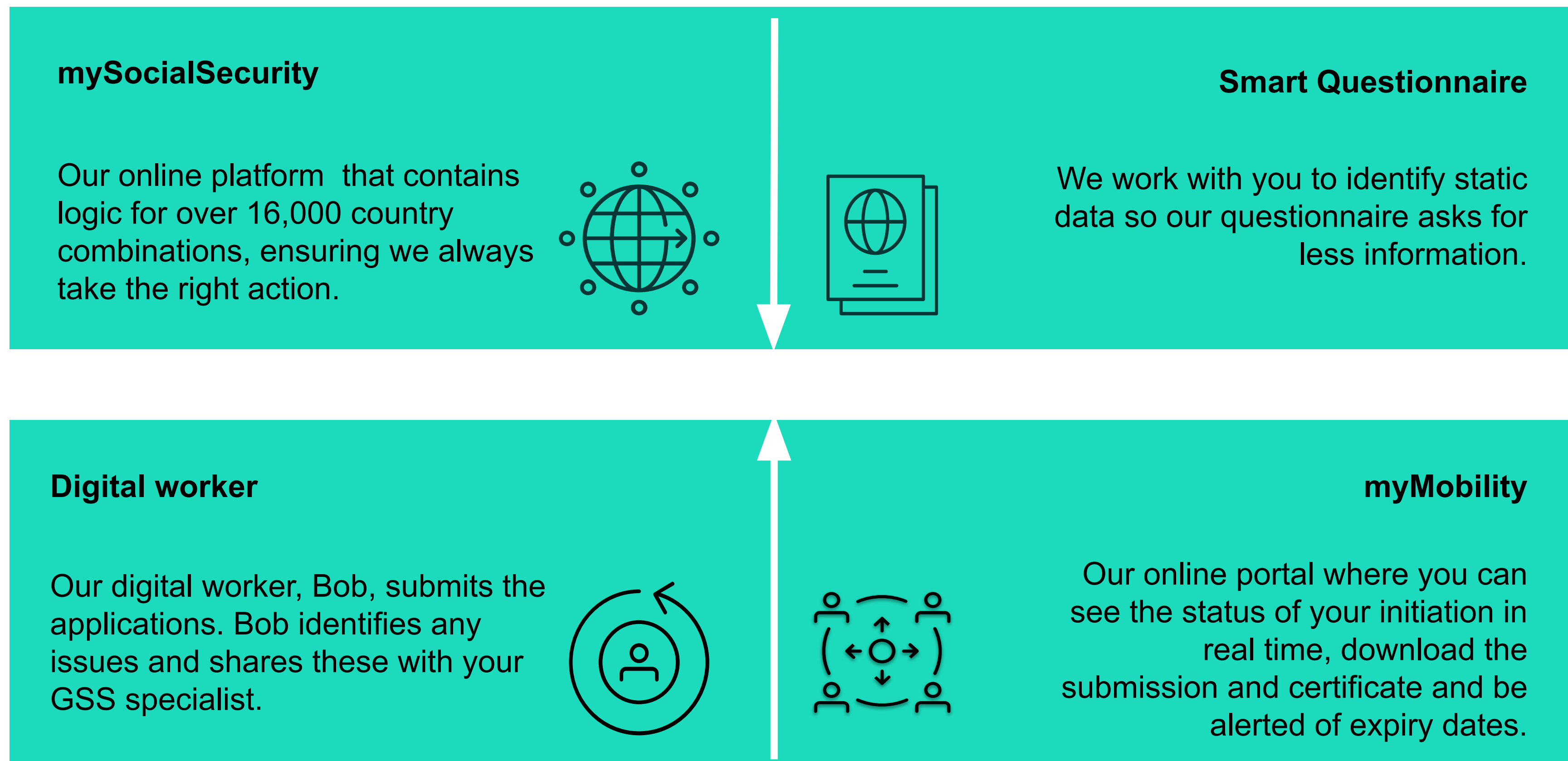
Vialto Partners can help you by:

- Quantifying the potential savings by country, assignee type and duration.
- Validating the countries where money is currently being left on the table;
- Preparing a business case to help get internal approval
- Delivering an end-to-end process that maximises the return to the corporate whilst ensuring individuals are unaffected.



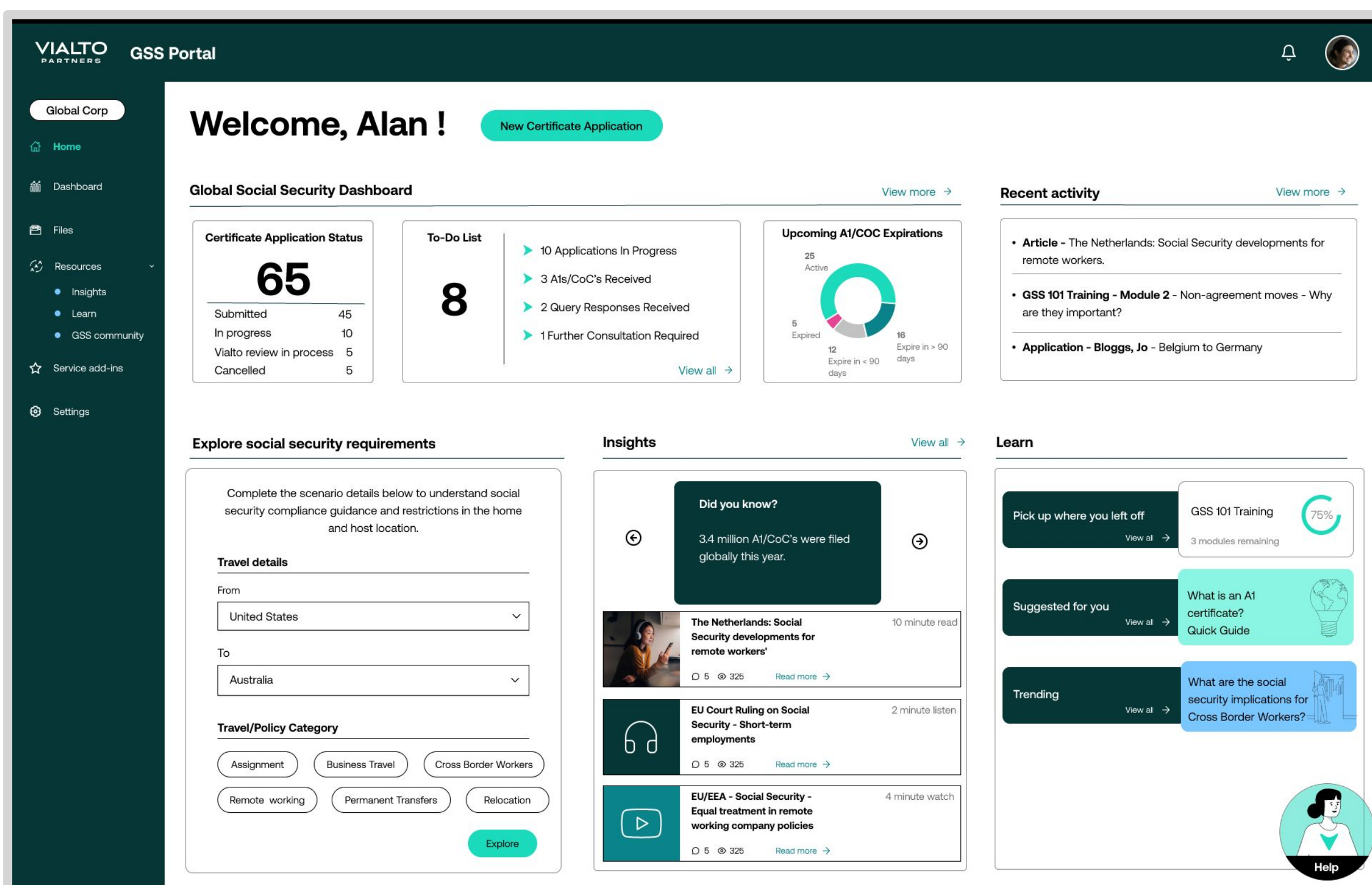
Why are Vialto Partners different?

Our GSS services are technology enabled. From the logic that determines which social security action to take, to the final submission of the application. Technology underpins all that we do.



However, technology is not a replacement for specialists, which is why Vialto Partners has a dedicated network of 200 GSS individuals to provide a range of consulting and optimisation advice across 140 countries.

We continue to enhance our services, the next step is **myGSS** - coming to you in Autumn 2023. A home for everything social security.



- Tailored dashboard
- Instant application
- Expirations Tracker
- Clearly labelled to do list
- Access to logic
- Useful Insights
- Learning modules, quick references guides and videos
- Help feature



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