

TAILORED SERVICES FOR GLOBAL MOBILITY

Global Mobility & Remote Working

For employers moving talent across borders

Moving people across borders is complex - assignments, secondments, remote working and business travel each bring tax, social security, immigration and payroll obligations in multiple jurisdictions at once. **Exactio** structures, manages and supports your mobile workforce from briefing through to repatriation.

Backed by **100+ years of combined** Big 4 and corporate global mobility experience, and a worldwide reach through **Andersen Global** (1'000 locations in 180+ countries), we deliver seamless cross-border programmes.

A SWISS
PARTNER FOR
YOUR MOBILE
WORKFORCE



OUR SERVICES AT A GLANCE

End-to-end global mobility - strategy, compliance and the practical delivery in between

Assignment Management

- **Assignment policies** & framework design
- **Cost projections** & budgeting per location
- **Briefings** for assignees & line managers
- **End-to-end coordination** across functions
- **Repatriation** & return-to-home support

Mobility Tax

- **Hypothetical tax** & tax equalisation
- **Inbound & outbound** tax returns
- **Double-tax treaty** analysis & relief claims
- **Equity & bonus taxation** across borders
- **Tax rulings** & correspondence with authorities

Social Security

- **A1 / Certificates of Coverage** management
- **EU/EFTA & bilateral treaty** coordination
- **Multi-state & teleworking** framework
- **ANobAG** setup & administration
- **Family allowances** & healthcare coordination

Remote & Cross-Border Working

- **Remote-work policies** & governance
- **Cross-border commuter** reviews (FR, DE, IT, AT, LI)
- **Permanent establishment** risk assessments
- **Day tracking** & threshold monitoring
- **Workation** & business travel frameworks

Immigration & Workforce Planning

- **Work & residence permits** for Switzerland
- **EU/EFTA & third-country** nationals
- **Cross-border permits** (G-permit) & renewals
- **Family reunification** & dependant filings
- **Strategic workforce** planning across locations

Shadow Payroll & Compensation

- **Shadow payroll** set-up & processing
- **Wage type analysis** & trailing liabilities
- **Year-end certificates** & statutory filings
- **Equity compensation** on payslips
- **Cross-border** coordination via Andersen Global

LET'S TALK ABOUT YOUR MOBILE WORKFORCE

A first conversation is free of charge - reach out and we'll guide you from there.



WHO WE HELP · HOW WE WORK

One team for your mobile workforce

From first briefings and assignment policy design to immigration, payroll and repatriation - Exactio delivers clarity, compliance and confidence across every mobility scenario.



WHO WE HELP

We support employers managing a mobile workforce - from one-off assignments to global programmes.



MULTINATIONALS & GLOBAL EMPLOYERS

Companies with active assignment populations - long-term, short-term, commuter and project-based deployments across jurisdictions.



START-UPS, SCALE-UPS & NEW ENTRANTS

Companies expanding into Switzerland or abroad - first hires, employer set-up, social security registration and policy frameworks built from scratch.



HR & GLOBAL MOBILITY TEAMS

In-house functions seeking hands-on operational support, policy refresh, vendor reviews or interim capacity during peak periods.



REMOTE-FIRST EMPLOYERS

Organisations enabling cross-border remote work or workations - with tax, social security and permanent establishment exposure to manage.



ASSIGNEES & EXECUTIVES

Individuals on cross-border assignments - tax briefings, equalisation reviews, equity reporting and personal tax filings home and host.



CROSS-BORDER COMMUTERS

Employers managing populations commuting from France, Germany, Italy, Austria or Liechtenstein - including the 2026 teleworking rules.

OUR APPROACH - HOW WE DELIVER

01 — INTEGRATED ONE TRUSTED ADVISOR

Tax, social security, immigration and payroll considered together - never in isolation. One team, one point of contact.

02 — TAILORED BUILT AROUND YOU

Every employer's mobility programme is unique - we tailor scope, policies and delivery to your operations and assignee profile.

03 — COMPLIANT AUTHORITY-GRADE

Long-standing trust-based relationships with Swiss authorities - smooth rulings, queries and audits across jurisdictions.

04 — LANGUAGES MULTILINGUAL TEAM

English, German, French, Italian, Spanish, Dutch, Danish and more - we meet you and your assignees in your language.

05 — GLOBAL ANDERSEN GLOBAL REACH

Seamless coordination abroad through one contact - a worldwide network of 1'000 locations in 180+ countries.

06 — FAIR PRICING TRANSPARENT FEES

High-quality services at a competitive, transparent price. Fixed fees per case where possible.

WHY EXACTIO



100+ YEARS OF EXPERTISE

Big 4 and corporate global mobility professionals - deep Swiss know-how, broad international perspective.



TRULY GLOBAL THROUGH ANDERSEN GLOBAL

Member firm of Andersen Global - 1'000 locations in 180+ countries.



PERSONAL & PARTNER-LED

You speak directly with experienced advisors - long-term relationships built on trust and results.



ALWAYS UP TO DATE

From legislative changes to new cross-border rules - we monitor changes so you don't have to.