VISTRA

Progress without friction

An introduction to Vistra



About Vistra



Here at Vistra, our purpose is progress.

As a close ally to our clients, our role is to remove the friction that comes from the complexity of global business.

We partner with companies and private capital managers along the **corporate and private capital lifecycle.**

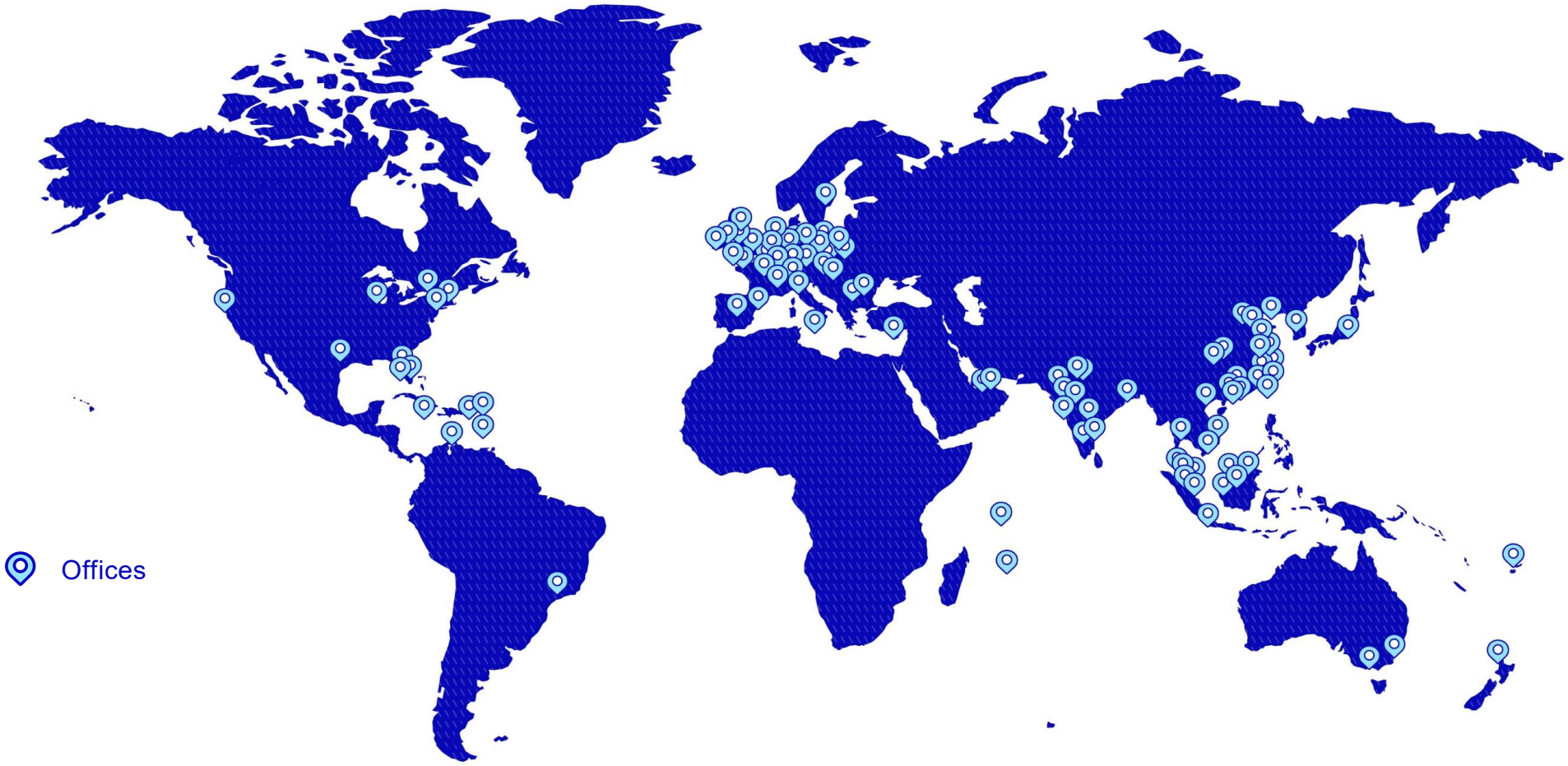
From HR to tax and from legal entity management to regulatory compliance, we quietly fix the **operational and administrative** frustrations that hamper business growth.

With over **9,000 experts** in more than **50 markets,** we can accelerate progress, improve processes, and reduce risk, wherever your ambition takes you.

VISTRA

Global reach

Where you can find us



Offices

Network at a glance

9,000+
experts

50+
markets

200,000
legal entities managed

Global reach

Where you can find us

Americas

Anguilla*
Aruba*
Bahamas*
Barbados
Belize*
Brazil
British Virgin Islands
Canada
Cayman Islands
Curaçao

United States
Boston
Chicago
Dallas
Estero
Fort Myers
Miami
New York
San Francisco^

UK, Ireland, Channel Islands, Middle East and Africa

Guernsey
Jersey
Ireland
Dublin
Shannon

Mauritius
Seychelles

United Kingdom
Bristol
Edinburgh
London
Reading

UAE
Abu Dhabi
Dubai

Continental Europe

Austria*
Belgium
Antwerp
Brussels
Bulgaria
Cyprus
Czech Republic
France
Germany
Berlin
Cologne
Frankfurt
Hamburg
Munich

Hungary
Italy
Luxembourg
Malta
Netherlands
Amsterdam
Eemnes
Poland
Krakow
Lublin
Poznan
Warsaw
Wroclaw

Romania
Slovakia
Spain
Barcelona
Madrid
Sweden
Switzerland
Geneva
Zug
Zurich

Asia-Pacific

Australia
Melbourne
Sydney
Brunei
Mainland China
Beijing
Chengdu
Chongqing
Dalian
Foshan
Fuzhou
Guangzhou
Hangzhou
Nanjing
Ningbo
Qingdao
Shanghai
Shenzhen
Tianjin
Xiamen
Hong Kong SAR
Macau SAR
Taiwan

India
Ahmedabad
Bangalore
Chennai
Gurugram^
Hyderabad
Indore
Kolkata
Mumbai
New Delhi
Pune^
Indonesia
Japan
Labuan
Malaysia
Ipoh
Johor Bahru
Kota Kinabalu
Kuala Lumpur
Kuching
Melaka
Penang
Seremban

New Zealand
Samoa*
Singapore
South Korea
Thailand
Vietnam
Ho Chi Minh City
Hanoi
Da Nang

* Locations where we have relevant licenses to operate but do not have a physical office

^ In partnership with a local trust company

Essential business support for corporate clients

Make bigger, bolder decisions as you start anywhere, go everywhere with Vistra Corporate Solutions.

Adaptable, end-to-end solutions tailored across the entire business lifecycle:

International Expansion

Global Employment

Tax and Statutory Accounting

Entity Management

Essential Business Services



Fund solutions: End-to-end support for funds

Spend more time focused on investment decisions and long-term value creation, while we take care of the operational detail that keeps your funds moving forward.

Fund administration
Core fund operations are managed end to end, including accounting, NAV calculation, reporting and ongoing administration, ensuring consistency and clear oversight.

SPV management
SPVs are established and administered with accounting and governance handled accurately, supporting complex structures across jurisdictions.

Third party AIFM services
Independent AIFM services are provided with responsibility for regulatory oversight, risk management and governance within a robust, well controlled framework.

Supporting managers across Private Equity, Real Assets, Private Credit and Capital Markets.



VISTRA

Our corporate solutions

Start anywhere, go everywhere



International expansion

Employ, pay and reward

- ✓ Employer of Record
- ✓ Recruitment services
- ✓ Global mobility
- ✓ International HR advisory
- ✓ Payroll

Manage and operate

- ✓ International tax and advisory
- ✓ Indirect tax advisory
- ✓ Management accounting
- ✓ Directorship services
- ✓ Company secretarial

Establish your business abroad

- ✓ Employer of Record
- ✓ Entity formation
- ✓ Recruitment services
- ✓ NRP and expat payroll

Global employment

Operations

- ✓ Employment expense management
- ✓ Payments and transactions
- ✓ Leave management solutions
- ✓ Global reporting and system integration capabilities
- ✓ Vistra Global account management and Vistra local/in-market expertise and execution

Payroll and reward

- ✓ Employer of record
- ✓ Payroll
- ✓ Non-resident payroll
- ✓ Expat payroll
- ✓ Multi-country payroll
- ✓ Wealth management

Employment strategy and set-up

- ✓ Global mobility
- ✓ International HR
- ✓ Employer of record
- ✓ Compensation and benefits advice
- ✓ HR advisory
- ✓ Recruitment services

Our corporate solutions

Start anywhere, go everywhere



Tax and statutory accounting

Global Statutory Compliance

- ✓ Statutory accounting
- ✓ Financial reporting solutions
- ✓ Corporate income tax returns
- ✓ Tax Agent services
- ✓ Indirect tax returns
- ✓ US Tax Partnership Agent
- ✓ Tax Review

Global Tax Advisory

- ✓ Multi-country and Supply chain tax assessment
- ✓ Permanent Establishment
- ✓ Corporate International Tax
- ✓ International Indirect Tax and Customs duty
- ✓ Tax structuring & efficiency
- ✓ Transfer Pricing
- ✓ WHT and Treaty interpretation
- ✓ Tax authority examinations and audit
- ✓ Tax efficient global entity rationalisation

Entity management

Entity assessment

- ✓ Corporate health check
- ✓ Entity audit
- ✓ Entity restructuring

Entity support

- ✓ Director Training
- ✓ Board support

Entity compliance

- ✓ Company secretarial services
- ✓ Dispute resolution
- ✓ KYC/AML (Anti-Money Laundering)
- ✓ Tax returns
- ✓ FATCA (Foreign Account Tax Compliance Act) reports

Global Expansion Platform

Streamline entity management and focus on growth with one powerful platform



Key functions include:

Ask Geni – the world's first AI compliance assistant

Expertly trained to support all your governance needs 24/7. Still need a Vistra expert? Geni will also connect you instantly.

Incorporation

Set up entities in eight key jurisdictions (Australia, UK, Singapore, Hong Kong, BVI, Cayman Islands, Samoa, Seychelles). Do everything online from name selection to KYC compliance.

Entity management

Onboard entities in 300+ jurisdictions, track compliance deadlines, and manage governance with real-time insights.

Global Business Accounts

Powered by Airwallex's global payment system, our platform effortlessly collects, converts, and transfers funds worldwide. Accept payments in 13 currencies and send money to over 150 destinations, all while benefiting from low fees through 90+ local payment networks.

VISTRA + iiPay



Simplify Global Payroll

Stay compliant and grow with confidence

Global payroll across 170+ jurisdictions with complete compliance and unified data visibility



Proven scale and trust

25,000+ companies rely on our platform with **96%** of pay slips processed in-house for maximum control and security

True global reach

Complete payroll coverage across **170+** jurisdictions with payments in **100** currencies and **24/7** support

Enterprise-grade security

SOC1/SOC2 & **ISO 27001** certified, GDPR compliant and hosted on Azure infrastructure

Single platform solution

One unified system eliminates complexity while delivering with **>99.9%** payment accuracy

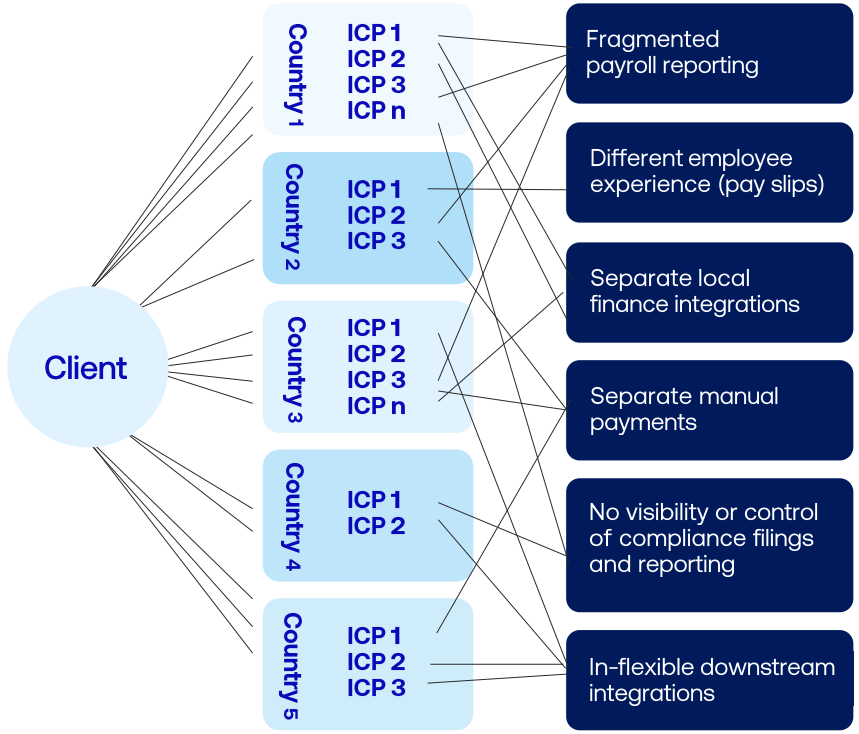
Industry recognition

Award-winning team backed by a **$1 billion** company, recognised by Everest and Nelson hall as a star performer and market leader in payroll

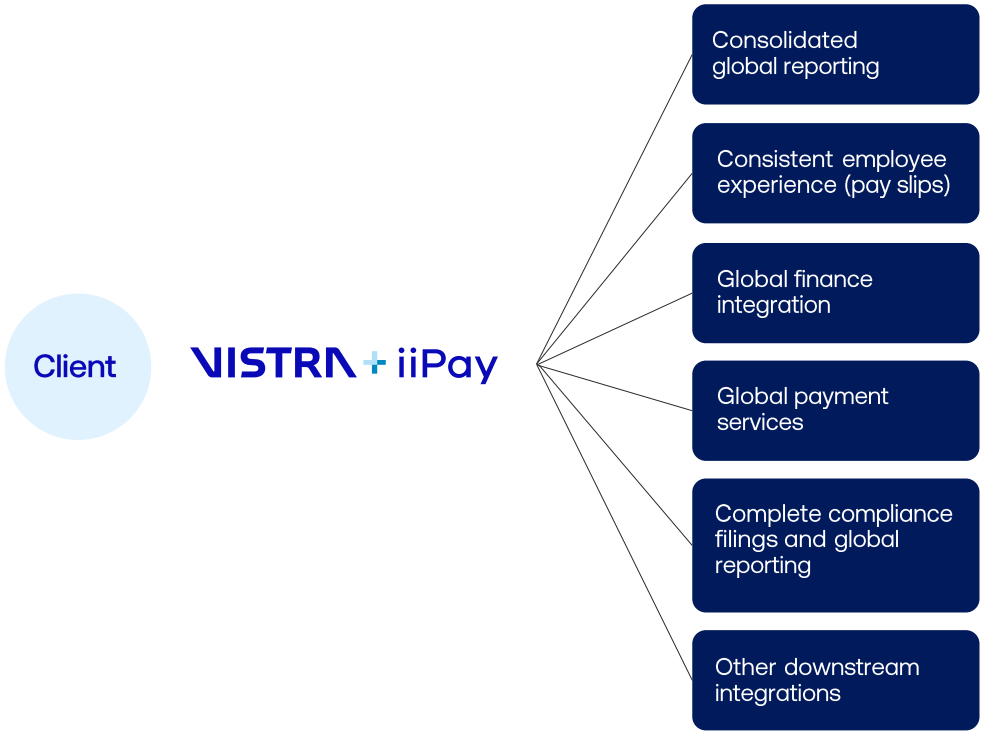
VISTRA + iiPay

How you gave with Vistra Global Payroll

Without Vistra + iiPay



With Vistra + iiPay



Average input time saved

~60%

+

Average reporting time saved

~25%

=

Up to 85% Average efficiency savings

Vistra's Global Payroll Solution:
One unified platform

Vistra + iiPay Global Portal

Client data submission	Payroll calculation	Payroll Reporting, payments and fillings

Vistra + iiPay process 96% of payroll payslips in-house delivering >99.9% payment accuracy

- HRIS/HCM Platform
- T&A data
- Other system outputs
- Non-systemized data (global changes workbook)

Vistra + iiPay
System validation milestone 1

Data collation
Input validation

Cloud connector / API

- Country 1
- Country 2
- Country 3
- Country 4

Vistra + iiPay deliver over 11 million payslips annually

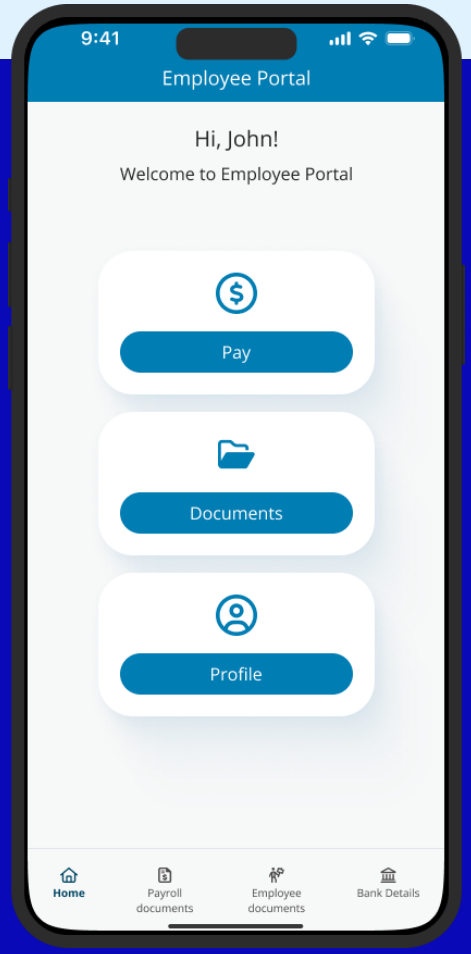
Vistra + iiPay
System validation milestone 2

Output validation
Report generation
Payroll approval

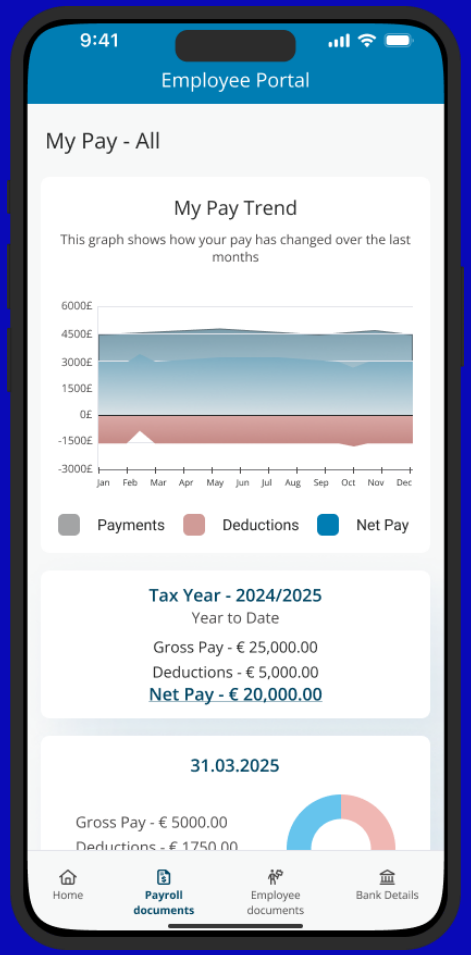
- Reporting
- Global ESS: Bi-Directional HRIS/HCM Integration
- Finance (GL) integration
- Global payment solutions
- Compliance fillings and reporting
- Other downstream 3rd party integrations

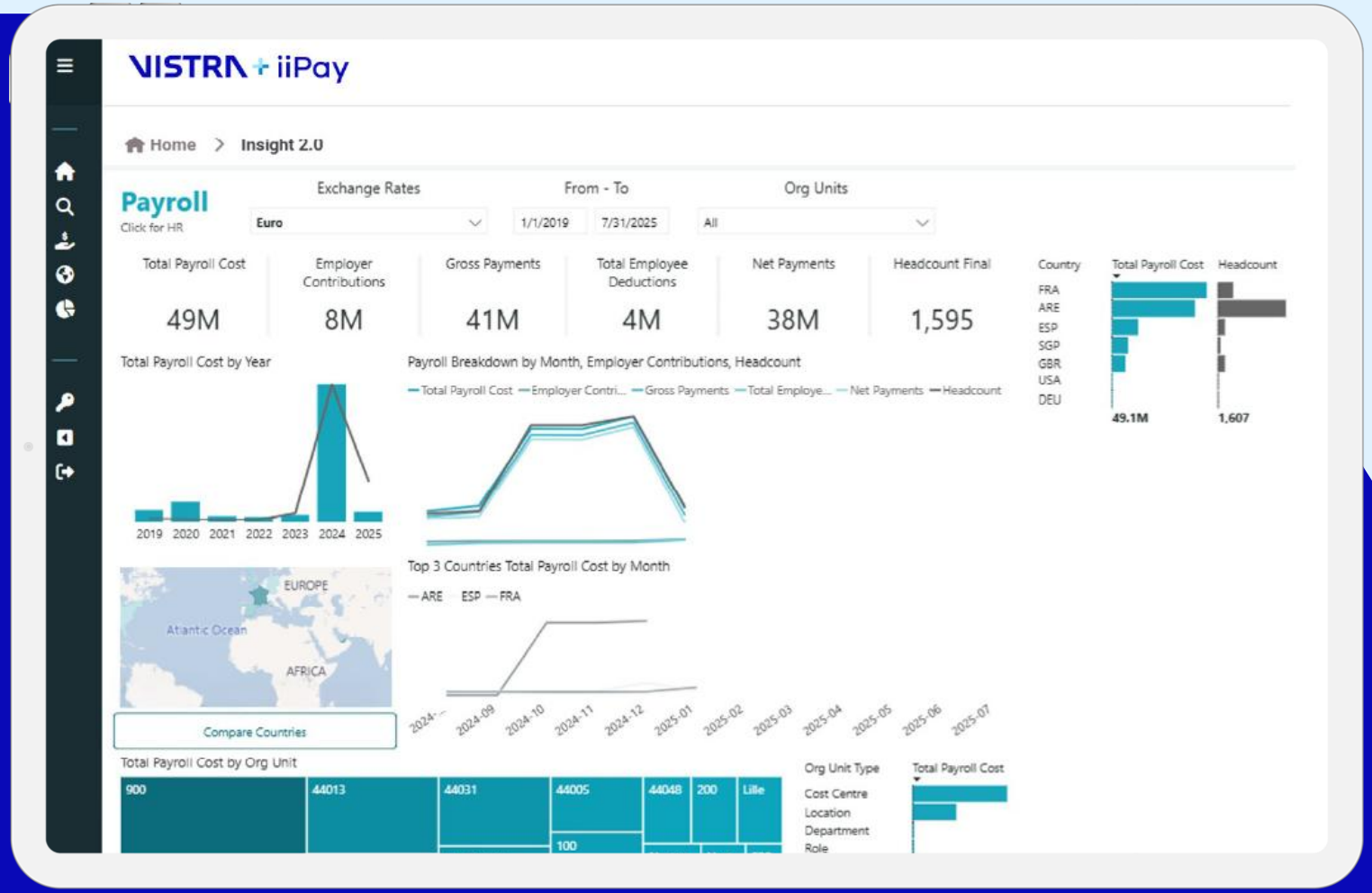
VISTRA + iiPay

Vistra's global payroll solution: **Visualize control**



For Employees





For Payroll Experts

VISTRA + iiPay

Section 02

Vistra International Expansion



Introduction to Vistra International Expansion



9,000+ experts

Based around the globe and devoted to international expansion and operations



Over 30 years of experience



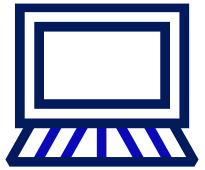
All the services you need

In virtually any country



All the advice you need

For any situation



The only software platform you need

To manage your international operations

International expansion services

Establishment support

- Market entry guidance, including permanent establishment risks and HR and tax obligations
- EOR and Entity establishment
- Local introductions, including those related to banking, recruitment and trade associations

Transactional services

- Maintaining books and records
- Registering and running payrolls
- Producing period-end accounting packages
- Entering data directly into ERP systems

Advice

- Tax, including permanent establishment reviews and corporate and indirect tax
- HR, including employer obligations, compensation and contracts
- Global mobility, including visas and expat tax policies
- Data protection
- Intellectual property
- Compliance and policy reviews

Compliance

- Statutory filings
- Corporate tax returns
- VAT and GST filings
- Entity monitoring
- Year-end audit support
- Payroll tax
- EC sales and Intrastat filings

Governance

- Registered office address
- Company secretarial
- Director/Legal rep
- Local introductions, including those related to banking, recruitment and trade associations

Services in over 50 markets → **Single global contract** → **Central point of contract** → **Extensive partner network (Vistra alliance)** → **Global access to local knowledge**

Core operations



Establishing operations

- Employer of Record
- Permanent establishment reviews
- Legal entity evaluation and registration
- Bank account establishment
- Trust account services
- Payroll registration
- Corporate secretarial and nominee director services
- Indirect tax registration
- Providing advice on employer obligations and more



Managing operations

- Payroll delivery
- Income and social tax withholdings and remittances
- Vacation, sick-time and other required tracking
- Expense reporting
- Corporate tax preparation and filing
- Monthly bookkeeping in local currency and GAAP
- Reporting, including budget forecasting and account setup
- Indirect tax registrations, filings and refund applications
- Audit support, including introduction to local auditors, information preparation and internal
- Cash management services, including fund transfers, vendor payments and cash repatriation
- Personal income tax returns, including expatriate tax preparation and filing
- Corporate secretarial and nominee director services
- Corporate governance services, including annual general meetings
- Contract management, such as office and equipment leases

Providing advice



Global mobility

- Expat assignment policies
- Tax and social security compliance and policy determination
- Visa and work permit assistance
- Assignment documentation and briefings
- Home- and host-country tax return preparation
- Expat payroll advice and support, including shadow payroll implementation
- Expat “quality of life” guidance and support



Human resources

- Pre-entity planning and employment guidance on proposed countries of entry
- Ongoing mandatory and supplementary benefits management and guidance
- Compensation and benefits benchmarking, analysis and implementation
- Merger and acquisition support, including HR due diligence and transfer support
- Redundancy, layoffs and termination assistance
- Talent management and succession planning support
- Outsourced HR administration and business partner support
- HR and benefit audits
- Expat “quality of life” guidance and support



Tax

- Corporate tax structuring
- Transfer pricing benchmarking and documentation
- Reducing overall tax burden through the use of intellectual property
- Permanent establishment planning and post-implementation reviews
- Treaty interpretation and withholding-tax minimization strategies
- Indirect tax advisory and compliance services, including sales and use tax, VAT, GST and other transaction-based taxes
- Fund repatriation
- Tax authority examination assistance, defence and advice
- Tax-efficient dissolution and exit



M&A, data protection and more

- Cross-border M&A advice and support
- International operations risk assessments
- Legal entity rationalization
- Data protection compliance assessments for GDPR and other regulations
- Designing and implementing data privacy procedures and policies
- Advice on international data transfers, including the use of EU-US Privacy Shield and EU Standard Clauses

VISTRA

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