

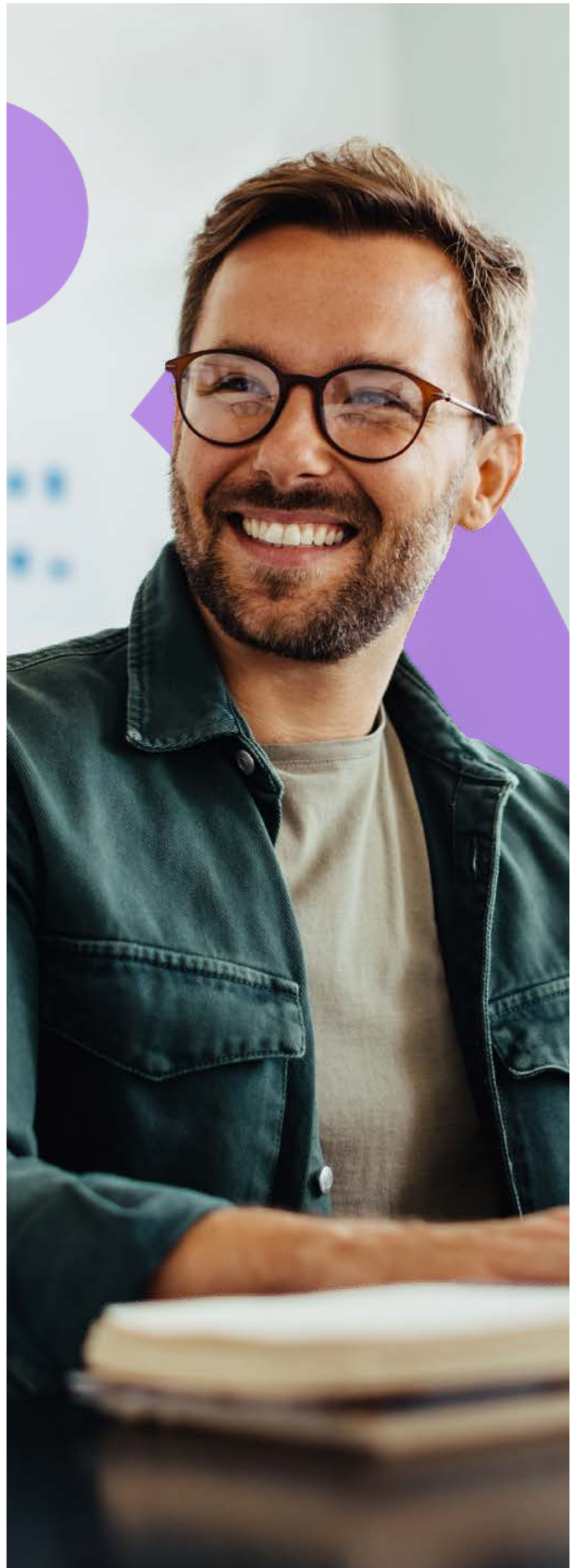


# sirva

Your  
Full-Service  
Mobility  
Solution

# Meet Sirva We're Here to Serve You

Sirva is the leader in the mobility industry and the only globally-integrated mobility service solutions company. Our worldwide team of mobility experts offers the most comprehensive portfolio of value-added services and technology solutions to HR and Mobility leaders and mobile employees. Our people are skilled at helping guide employees through the relocation process to ensure a seamless experience, providing the perfect blend of self-service and personalized support. Whether relocating a key executive for the first time or an entire team of engineers overseas, Sirva enables you to fully outsource your program or design a customized solution.







**60+**  
Years in  
Relocation

**76**  
Global  
Locations

**44%**  
Market  
Share

**110k+**  
Annual  
Relocations

**95+**  
Years in  
Moving

**180k+**  
Annual  
HHG moves



**190+**  
Countries  
& Nations  
Served

**3,700+**  
Employees  
Globally



**51**  
Employee  
Nationalities

**71**  
Languages  
Spoken

**1,900+**  
Supplier  
Partners



# Sirva at a Glance

# An Inspired Approach to Service

As the world of work continues to evolve, organizations are exploring new ways to meet today's growing business demands. We identified four defining elements of service that were most important to our customers, and we use these elements as core values that guide every action we take.

Our dedication to global mobility and talent management is underpinned by our collective desire to deliver an exceptional move experience, from start to finish. We're passionate about what we do and deliberate in how we do it.

**Smart. Helpful. Human. Responsible.**



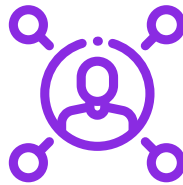
## Smart

Technology and data are at the forefront of every move. Before we react, we check the research.



## Helpful

Everything we do is done with the intent of solving a problem, being supportive, or simply showing that we care.



## Human

We embrace the uniqueness and diversity of people, experiences, and perspectives, acting with courage, honesty, and integrity.



## Responsible

Our goal is to serve as a positive change agent in society and proactively contribute to the sustainability of our planet.



# Flexible Solutions For Your Unique Needs

Sirva offers comprehensive, flexible service options so you can design the exact program that is right for you.

## Mobility Manager Program Management

### Global Advisory

- Policy Review and Development
- Policy Benchmarking Studies
- Program Cost Analysis
- Program & Process Design
- Geographic Expansion Support
- Communication Strategies
- Survey Creation
- Supplier Assessment & RFP Creation
- Start-up and Implementation
- Group Move Management

### Program Administration

- Supply Chain Management
- Financial Services
- Reporting and Analytics
- Cost Estimation Services

## Mobile Employees

### Domestic Services

#### Departure

- Employee Policy Counseling
- Executive VIP Services
- Employee Expense Management
- Home Marketing Assistance
- Home Sale Assistance
  - Buyer Value Option
  - Amended Value Sale
  - Guaranteed Buyout
  - Fixed Fee
  - Direct Reimbursement
- Closing Services
- Inventory Management
- Lease Cancellation Support
- Household Goods Moving & Storage

#### Destination Services

- Temporary Housing Assistance
- Home Finding Assistance
- Area Orientation
- Settling-in Services
- Mortgage Services
- Rental Assistance

### Global Services

#### Pre-Assignment

- Assignment Letter Preparation
- Candidate Assessment
- Payback Agreements
- Pre-Assignment Visit
- Executive VIP Services
- Spouse/Partner Assistance
- Cultural Training
- Language Training
- Visa and Immigration

#### Transition Services

- Temporary Housing Assistance
- School Search Services
- Home Finding Assistance
- Settling-in Services
- Household Goods Management

#### On-Assignment Services

- Property Management
- Tenancy Management
- Expense Management & Compensation Administration

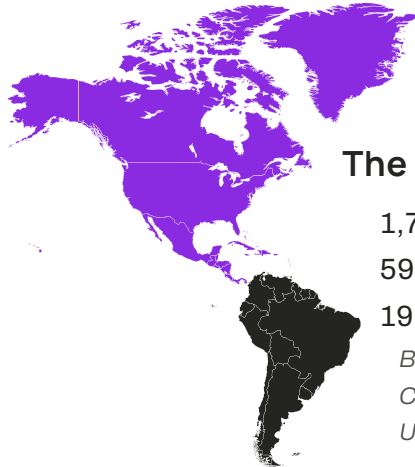
#### Repatriation Services

- Host Country Departure Services
- Household Goods Moving & Storage Management
- Home Finding Assistance
- Cultural Training
- Spouse/Partner Assistance



# Everywhere You Need Us To Be

An expanded footprint and fully-integrated service channels make us even more local, knowledgeable, and able to expertly deliver the solutions you and your relocating employees expect.



## The Americas

1,770+ Employees

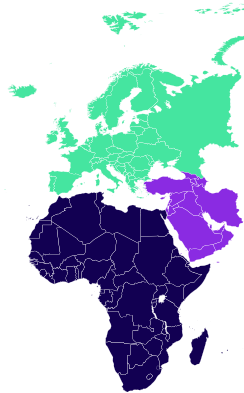
590+ Household Goods Agents

19 Locations in:

*Brazil*

*Canada*

*United States of America*



## Europe, Middle East & Africa (EMEA)

760+ Employees

150+ Household Goods Agents

25 Locations in:

*Belgium*

*Czech Republic*

*Denmark*

*France*

*Germany*

*Luxembourg*

*The Netherlands*

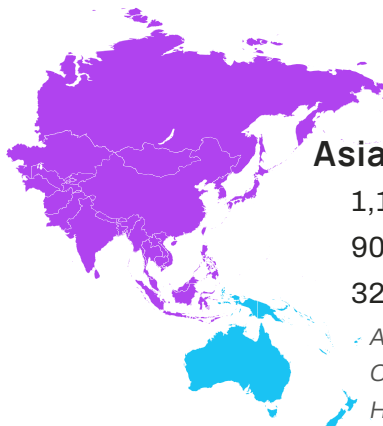
*Norway*

*Poland*

*Switzerland*

*United Arab Emirates*

*United Kingdom*



## Asia-Pacific (APAC)

1,160+ Employees

90+ Household Goods Agents

32 Locations in:

*Australia*

*China*

*Hong Kong*

*India*

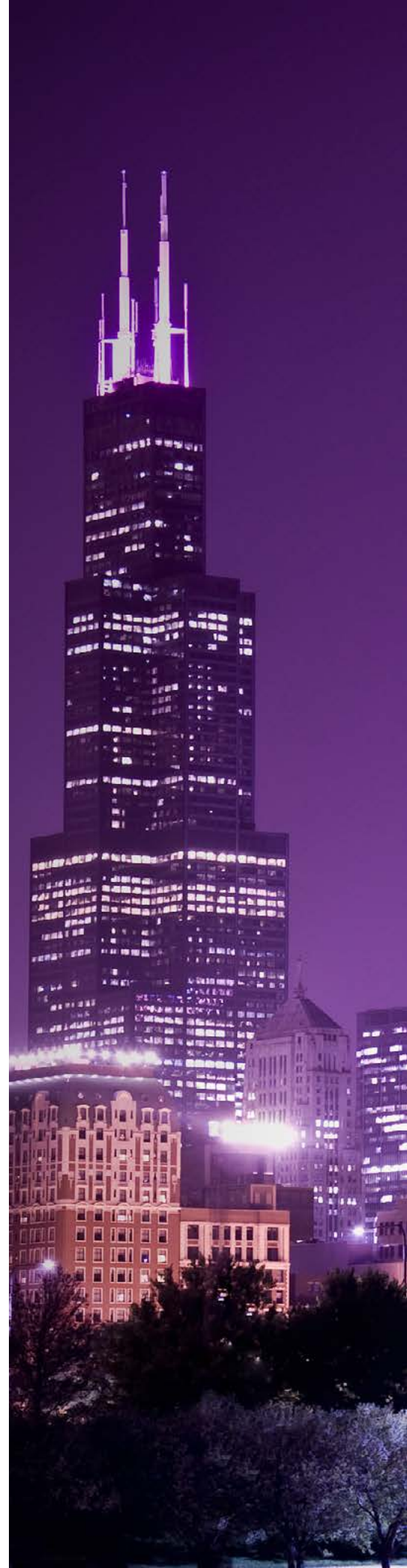
*Japan*

*Malaysia*

*New Zealand*

*Phillipines*

*Singapore*





# Setting the Standard

Sirva's scope of services is unmatched in the mobility industry. Our vast resources, on-the-ground presence, and extensive partner network spans six continents, allowing us to offer you truly strategic solutions and customized service options. We are the only company to integrate globally delivered services for relocation, moving, mortgage and more, along with internal expertise in cultural training, immigration, and destination support.

## Exceptional Customer Experience

Our delivery model is comprised of dedicated consultants, 24/7 global support, and omnichannel access, allowing consultants to focus on meaningful interactions.

## Global Reach

Sirva's worldwide presence offers regional knowledge, expertise, and operational resources in high-growth markets, ensuring compliance and control in difficult-to-navigate locations.

## Cost Optimization

Sirva offers innovative cost optimization solutions including RiskGuard®, the industry's only fixed fee U.S. home sale program, which simplifies budgeting, eliminates home inventory, and avoids home sale management.

## Financial Services Expertise

Our in-house global financial experts offer consultative expertise, managing all financial services and specializing in accounting, relocation tax, compensation, and payroll.

## Leading Digital Solutions

An API integration, with leading HRIS platforms and secure data management for reporting and analytics, enhances the mobility process.

## Supply Chain Strength

Professionally managed and integrated direct delivery model ensures an optimal balance of performance, cost, and flexibility.

## Broad In-House Resources

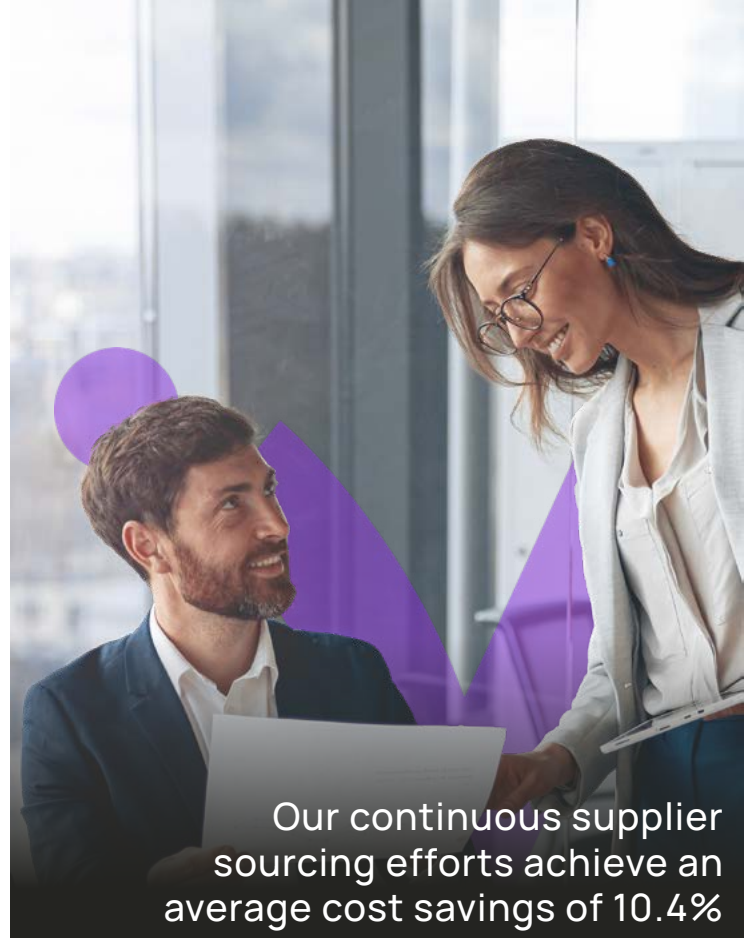
Our destination, immigration, home sale, and household goods teams work closely with our supply chain to continuously drive improvements and innovation.

# Proven Partners

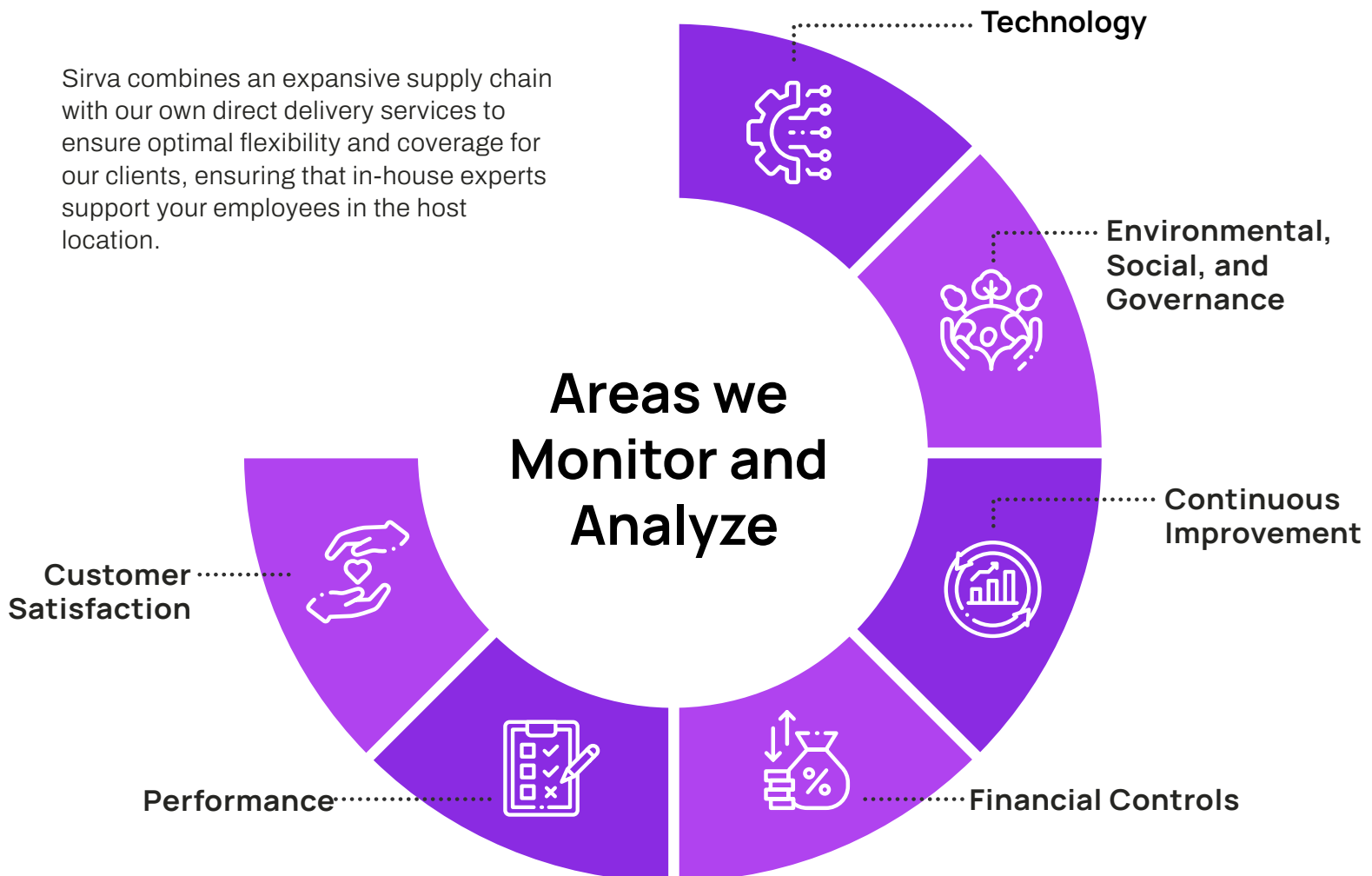
Sirva maintains a global supply chain management team with members and channel experts that leverage the collective spend of our global clients to ensure cost-effective, best-in-class solutions. Our supply chain provides you with more choice in more locations than any other relocation management company.

We continually monitor and analyze our processes and see that all partners in our relocation network are thoroughly trained and managed. This translates to a high quality and more efficient mobility experience for our clients and their employees.

Sirva combines an expansive supply chain with our own direct delivery services to ensure optimal flexibility and coverage for our clients, ensuring that in-house experts support your employees in the host location.



Our continuous supplier sourcing efforts achieve an average cost savings of 10.4%





# Tech that Connects

Sirva's Connect+ technology platform is an all-in-one, global relocation management platform that offers complete control of your mobility program and delivers personalized relocation experiences to your mobile employees.

The unparalleled flexibility of Connect+ lets you simplify and streamline your mobility program and ensures your employees receive the most supportive service possible. Protecting your data is our priority, so Connect+ adheres to the highest global standards for data security with multi-factor authentication, biometric login, and user-level authentication.

## Flexible, End-to-End Relocation Management

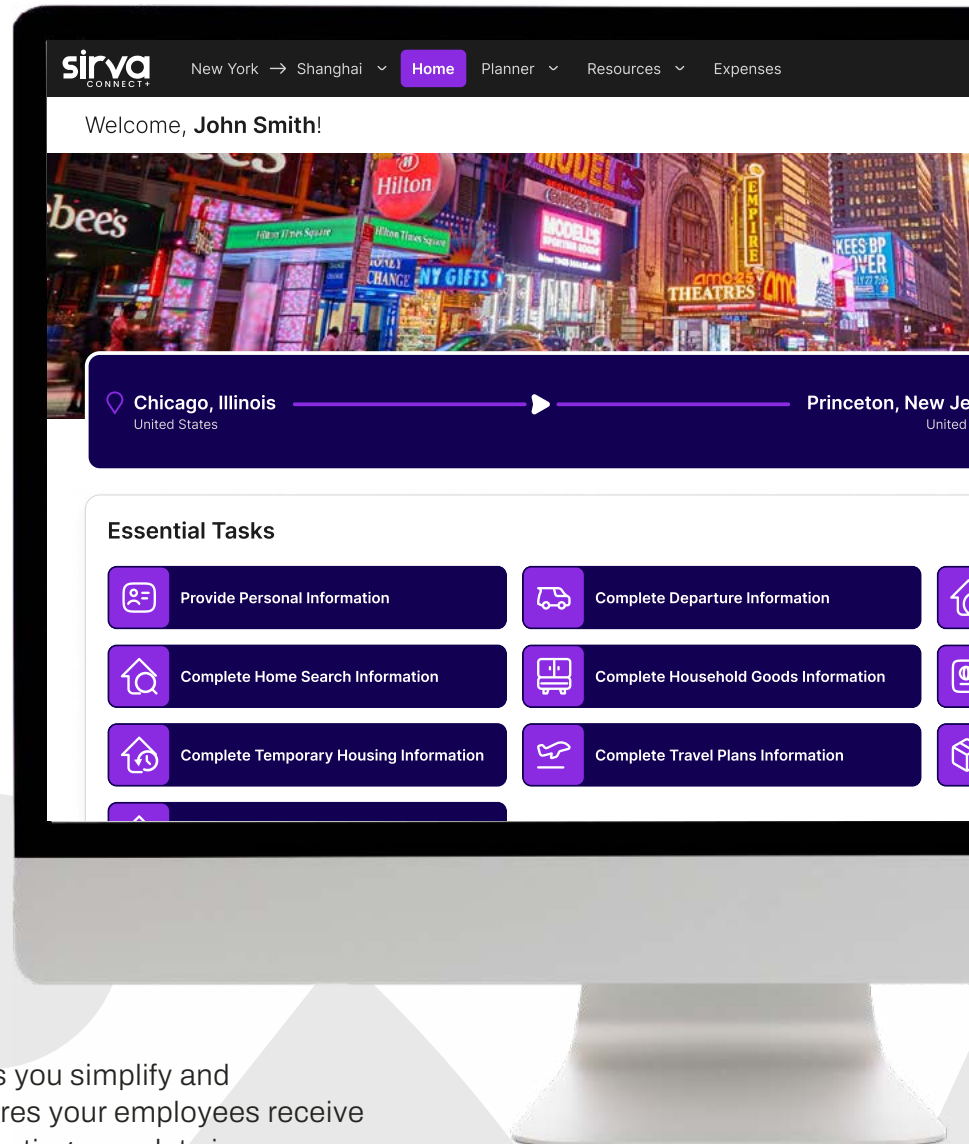
- Customized solutions that address your unique talent mobility needs
- Configurable policies
- Broad global network of vetted service providers

## Robust Reporting and Streamlined Communication

- Visibility into each employee's timeline
- Advanced, customized reporting and analytics
- Real-time feedback, sentiment analysis, and actionable insights to optimize your program

## Exceptional User Experience

- Customized, timeline-based dashboard
- Reliable and connected supply chain
- Effortless expense management
- 24/7 global assistance via phone, email, chat



# Strategic Support

Our Global Advisory Group can provide a wide array of support for your program across the entire global mobility ecosystem, including:

- Strategic Program Support
- Program Review
- Future-State Cost Modeling
- M&A Support
- Benchmarking
- Policy Design
- Group Move Support

Macro Trends  
& Business  
Demands

**Your  
Mobility  
Ecosystem**

Employee  
Experience



**Program Branding**  
Vision, Mission, Values



**Program Resources**  
People, Technology,  
Processes, Collateral



**Program Users**  
Mobile & Non-Mobile  
Employees, Global  
Mobility Team



**Business Stakeholders**  
Human Resources,  
Talent Acquisition,  
Payroll, Legal,  
Procurement, DEIB



**Program Partners**  
Tax, Immigration, RMC,  
Data, Health, Security



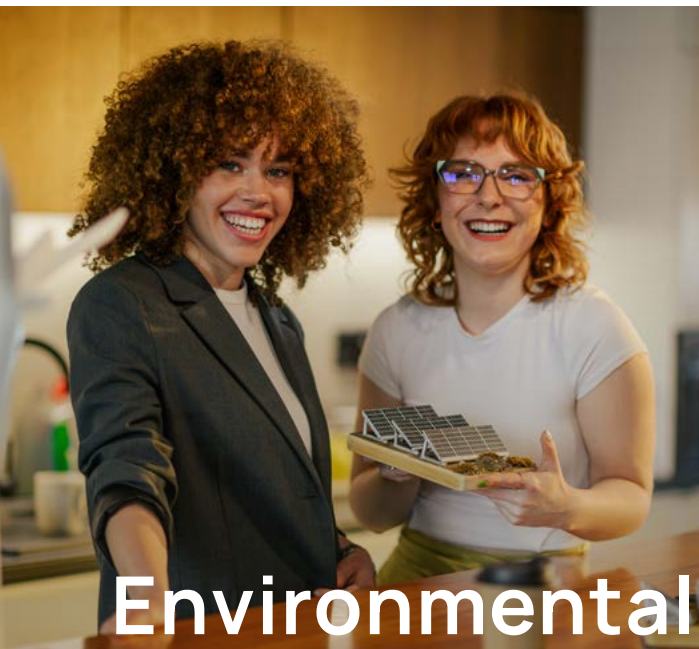
**Program Governance**  
Framework, Functions,  
Risk Management,  
Reporting, Monitoring



**Program Design**  
Structure, Processes,  
Procedures, Protocols



**Policy Support**  
Review, Benchmarking,  
Design, Creation



Defining our sustainability strategies and goals has been a top priority, including:

- Maintaining ISO 14001 certification in APAC and Europe
- Introducing a new customer emissions monitoring and offset program to:
  - Capture Scope 1, 2 and 3 emission data
  - Report on emissions per move for our customers
  - Establish a multi-year impact reduction plan
  - Identify services and support options to help our clients reach their own sustainability goals
- Increasing sustainability supplier sourcing activities and expand green options
- Reducing fuel consumption by 392,400 gallons through household goods Discard & Donate programs



We are focused on enhancing our employees' work experiences and talent development, and giving back to the communities in which we live and work, including:

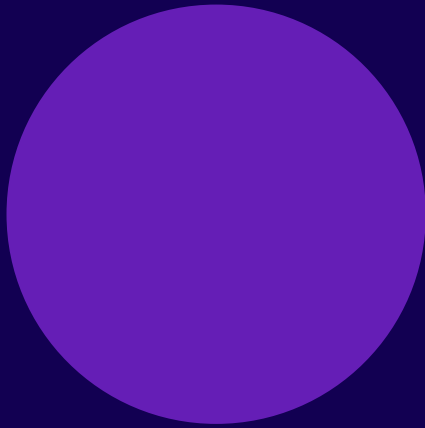
- Donating 5+ million meals since joining Move For Hunger through our household goods agents
- Revitalizing our volunteer organization to expand reach and opportunities



Mitigating risk and ensuring compliance for our clients and their relocating employees is vital to us. Some recent key accomplishments include:

- Completion of annual SOC Type 2 audit
- Appointment of Sirva's General Counsel to Co-chair WERC's Global Regulatory & Compliance Forum
- Renewal of ISO 27001, 9001, 14001, and 45001 certifications
- Signatory and participant of the UN Global Compact
- Endorsement of Reconciliation Action Plan in ANZ





Sirva provides you with the resources, guidance, and support you need to achieve the best possible mobility experience for your talent and your organization. We bring together personalized program solutions, expansive global reach, innovative technology, and an unmatched supply chain to transform your business.

We help empower your talent moving to their next opportunity and deliver an exceptional experience.

If you would like to know more about how we can help you meet your evolving talent needs and ensure that your mobility program remains agile and competitive for the future, please contact us at [concierge@sirva.com](mailto:concierge@sirva.com).