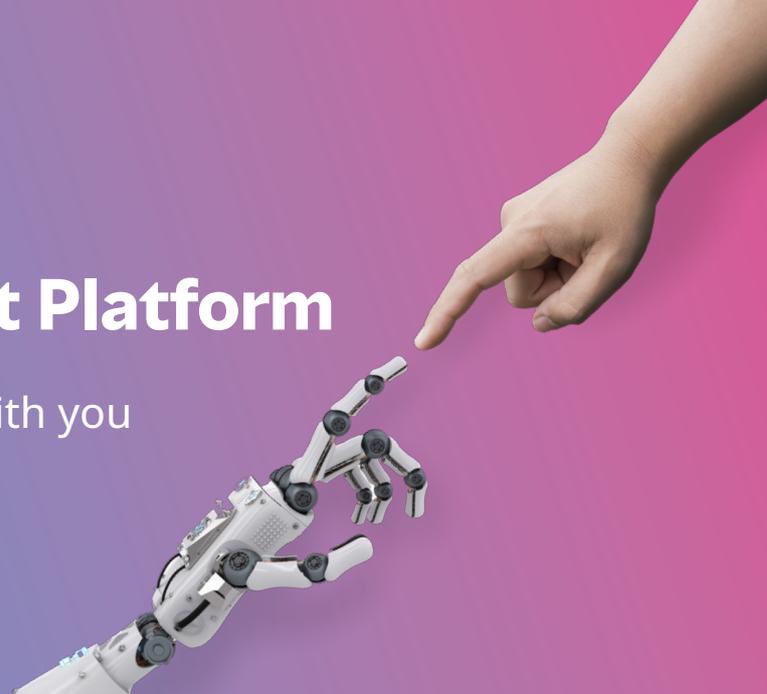


Mobility Management Platform

A technology solution that grows with you

In collaboration with ServiceNow®



The changing number and type of assignments drive the need for a proven mobility management technology



Changing landscape of assignments



Increasing variability of assignment types



Learner mobility function



Increasing demand for mobility management technology

Increased compliance and business risks

As we adapt, reset and transition into a new world of work, companies are accelerating the digitisation of their business processes and data with a focus on digital collaboration, employee experience, and analytics to optimise costs and workforce. However, many employers face issues finding and implementing the right technologies, often due to three key factors: budget, resources, and time.

This is why Mercer has developed a transformational platform which adapts to growing and evolving needs, whatever the starting point, budget and requirements. Our mission is to ensure that mobility technology is accessible for ALL of our clients - large and small - to be able to benefit from a worldclass digital experience for all mobility stakeholders throughout the end-to-end assignment lifecycle.

Introducing: Mobility Management Platform

The technology solution that can grow with your mobility programme

MMP Embark

MMP Evolve

MMP Experience

welcome to brighter

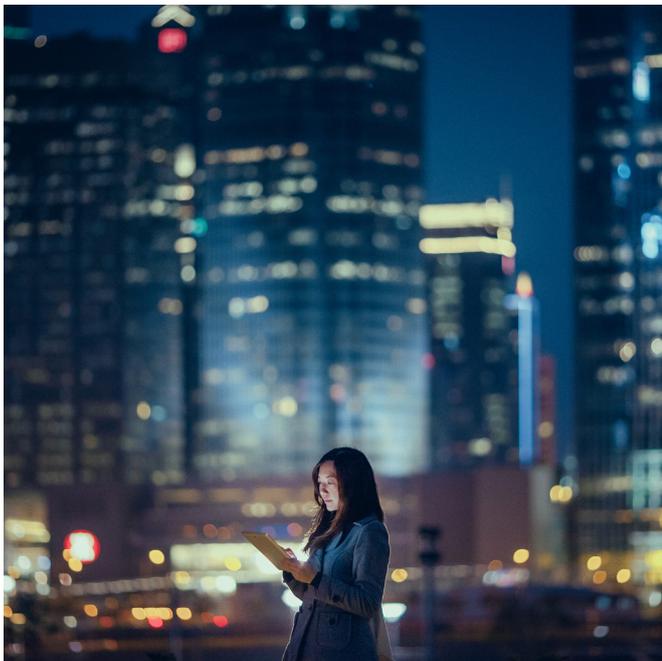
Mercer Mobility Management Platform (MMP)

Mercer's extensive mobility expertise in collaboration with ServiceNow®'s digital workflows and enterprise cloud platform

MMP is a technology solution, in collaboration with ServiceNow®, that helps manage complex mobility programmes by bringing all aspects of an organisation's international and domestic assignments, along with proprietary Mercer data, together in one place.

Adapting to your unique requirements, the technology can provide an interactive, configurable, real-time data and content experience while simplifying workflows, lowering costs, reducing risks and tracking the return on investment. Various stakeholders of an assignment programme can leverage the platform to work in partnership with each other, ensuring a seamless process and requiring less HR administrative support as we take the process from manual to automatic, while reducing data entry duplication.

The flexible MMP design combined with our full suite of consulting services makes it even easier to get the unparalleled support you need on your mobility journey.



Tailored to your needs

We know that not all mobility programmes need all of the functionality that an assignment management system can offer. Which is why we have designed three versions of the system to accommodate our clients wherever they are at in their mobility technology journey, with room to grow and expand functionality over time.

MMP Embark

Embark on your technology journey by taking your first steps away from spreadsheets

- "Out of the box" functionalities
- Easy self-serve set-up, guided by video tutorials
- Secure encrypted environment
- Mobility, Employee and HR Manager access portals
- MercerPassport location information
- Add relevant Mercer compensation calculators, or add your own data

MMP Evolve

Evolve your technology by adding features, integrations and customisation

- All the features and capabilities of MMP Embark
- Secure and dedicated client environment
- HRIS and vendor integrations available
- Significant customisation opportunity
- Mercer compensation calculators included as standard

MMP Experience

Experience the full extent of technology with the introduction of automated workflows

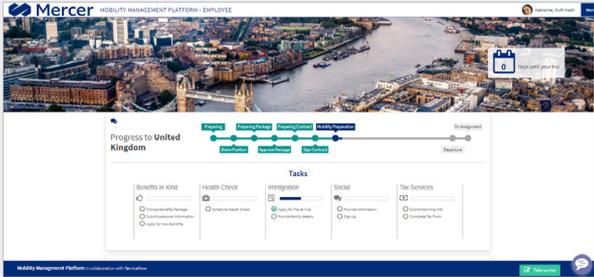
- All the features and capabilities of MMP Evolve with the addition of tailored workflows to automate every step of your mobility process

Exceptional and transformed user experience

Mercer's Mobility Management Platform integrates all stakeholders of the mobility process, delivering a best-in-class user experience across all levels of the organisation.*

Employees and their families

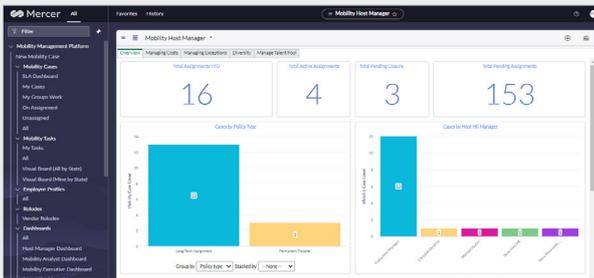
Assignees are guided through the process step by step, for a seamless, stress-free experience.



- Mobile friendly access portal with live chat function
- Location specific guides and videos
- Visibility of tasks and easy “on-the-go” completion
- Access all your documents in one place!
- 24/7, on-demand self-service portal
- View and sign contracts from any mobile ready device (via Adobe Sign)
- Manage tasks from third party vendors (tax, relocation, etc. reducing the need to access multiple portals)

Management Team

Managers across the business gain transparency and control with their own dedicated portal.



- Manage tasks with ease
- Cross functional, configurable workflow approvals
- Approve candidates and compensation in one place
- Initiate new cases
- Visibility of mobile population with powerful filtering tools (geo and policy type, etc.)
- Dashboards and reporting tools for KPI and SLA tracking
- Share and access policy information

Global Mobility Team

Planning, budgeting and coordinating assignments has never been easier.

Number	Name	Policy Type	Host country	Host city	Estimated start date	Estimated end date	Status	Updated
1000000001	John Doe	Long-Term-Assignment	America	San Francisco	2023-01-01	2023-12-31	In-Progress	2023-01-01 10:00:00
1000000002	Jane Smith	Long-Term-Assignment	China	Beijing	2023-02-15	2023-06-30	In-Progress	2023-01-01 11:00:00
1000000003	John Doe	Temporary-Assignment	United Kingdom	London	2023-03-01	2023-03-31	In-Progress	2023-01-01 12:00:00

- One holistic database
- One-stop-shop for all your mobility needs
- All documents and communications in one place
- Save time and money with built-in (free) compensation and total cost estimate tools
- Automated document creation
- Live reporting
- Integrated tools for emergency management (e.g. Covid-19)
- Manage third party vendors and associated tasks and SLAs

*Full functionality for all stakeholders is available in MMP Experience. Further details on exactly which functionalities are included in each module can be provided in discussion with your Mercer consultant.

Benefits delivered by Mercer's Mobility Management Platform



Lower costs

With costs related to mobility growing every year, Mercer's Mobility Management Platform helps business managers and C-suite executives stay on top of them by providing line of sight on expenditures and tracking ROI of assignments.



Mitigate risk

To ease the challenges resulting from expanding categories of international and domestic assignments and varying policies for each assignee type, Mercer's Mobility Management Platform enhances and simplifies service delivery, monitors compliance and duty of care, and mitigates risks.



Prioritise experience

A single platform allows for automated processes, integrating all users and enhancing employee engagement. Through a self-service employee portal, users have access to dynamic host location information, including videos, compatible to all devices and an option for engagement surveys, to bring employees and their families to an improved employee experience.



Simplify workflows

Mercer's Mobility Management Platform's user-friendly dashboard, built-in metrics and predictive analytics simplify tasks for mobility management teams and allow for easy, real-time reporting.

Mercer is the only provider to offer their clients the data, tools and experience that will help HR professionals, managers and expatriates meet the organisation's specific mobility needs with practical advice on policies, procedures and program design.

For more information, please visit our website:
mobilityexchange.mercer.com/mobility-management-platform.

About Mercer

Mercer delivers advice and technology-driven solutions that help organisations meet the health, wealth and career needs of a changing workforce. Mercer's more than 23,000 employees are based in 44 countries and the firm operates in over 130 countries. Mercer is a wholly owned & McLennan Companies (NYSE:MMC), the leading global professional services firm in the areas of risk, strategy and people. With nearly d annual revenue over \$14 billion, through its marketleading companies including Marsh, Guy Carpenter and Oliver Wyman, Marsh & McLennan helps clients navigate an increasingly dynamic and complex environment. For more information, visit www.mercer.com. Follow Mercer on Twitter [@Mercer](https://twitter.com/Mercer).

About ServiceNow®

ServiceNow® (NYSE: NOW) is making the world of work, work better for people. ServiceNow®'s cloud-based platform and solutions deliver digital workflows that create great experiences and unlock productivity for employees and the enterprise.

For more information, visit www.servicenow.com.