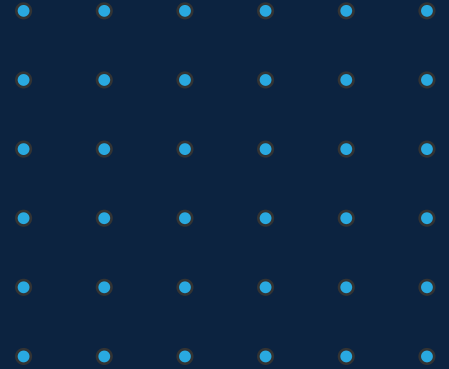


OUTSOURCY



C O R P O R A T E P R O F I L E | 2 0 2 6

Expand. Scale. Operate. Without the complexity.

In Egypt & globally.

Y O U R S T R A T E G I C H R O P A R T N E R • E G Y P T • G U L F • G L O B A L

Inside This Profile

Everything you need to know about partnering with OUTSOURCY.

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Who We Are

An integrated HR partner — not just a vendor.



OUTSOURCY is a leading integrated HR services provider based in Cairo, delivering enterprise-grade HR, Payroll, Personnel, and Outsourcing solutions to businesses across Egypt and worldwide — since 2016.

We don't just process payroll. We build the HR backbone that lets your business scale — compliantly, efficiently, and confidently.

OUTSOURCY

10+

Years
Experience

9

Countries
Covered

14,000+

Employees
Managed

100+

Internal
Professionals

22

Markets
Served

98%

Customer
Satisfaction

ISO 9001:2015 Certified

Validated by oSs Middle East. Member of HRCl, the Global Payroll Association, and registered with the Egyptian Ministry of Labor — verified standards for verified service.

Our Story

From a single client in Oil & Gas to a multi-country HR partner.



10 years. From a niche specialist to a regional integrated HR partner — built one client at a time.

Vision & Mission

OUTSOURCY

The principles that guide every decision and every engagement.



OUR VISION

To be one of the most trusted integrated Human Capital Management partners in the region.

We aim to continuously evolve and expand our offerings to meet the changing demands of the market — setting the standard for what integrated HR partnership looks like in Egypt and globally.



OUR MISSION

To deliver valuable HR services that free clients to focus on growth.

We provide valuable services that address the HR requirements of our customers, enabling them to focus on their core operations and achieve their business goals — while we handle the complexity, compliance, and scale.

Why OUTSOURCY

OUTSOURCY

Six reasons CEOs, CFOs, and HR Directors choose us — and stay with us.



Compliance is Our DNA

Born in Oil & Gas — a sector where one mistake costs millions. We carry that discipline into every engagement.



AI-Powered, Human-Led

Modern automation paired with experienced HR specialists. Speed, accuracy, and judgment machines can't replicate.



ISO 9001:2015 Certified

Globally recognized quality standards. Documented processes. Continuous improvement in every service.



Local Expertise, Global Reach

Deep Egyptian labor-law mastery, combined with operational coverage across 9 countries and 3 continents.



Enterprise-Grade Service

Samsung, KPMG, B.Tech, KidZania, AlGhanim — the clients we serve set the bar for what premium means.



Partner — Not a Vendor

Dedicated account managers, quarterly business reviews, and proactive advisory. We invest in your success.

Core Services

Four pillars of integrated HR — engineered to scale with you.

01

Payroll & Tax

Process • File • Reconcile

We become your in-house payroll function. Salaries, taxes, NOSI — all done.

02

Personnel & Compliance

Files • Forms • Government

We replace your in-house Personnel team — on-site visits and government representation.

03

Manpower Outsourcing

Employees on Our Payroll

Skilled professionals deployed on our payroll and books — you manage day-to-day.

04

Global & EOR

EOR • OBO • Global Employment

Employ your team anywhere without a local entity. We become the legal employer of record.

HR Outsourcing Suite

OUTSOURCY

Three models. One outcome: we become your HR department.

01

Payroll Management

WE BECOME YOUR PAYROLL TEAM

- We replace your in-house payroll function
- Monthly salary processing & payslips
- Income tax filing & reconciliation
- Social insurance handling (NOSI)
- Bank transfers & full reconciliation
- Multi-currency support

02

Personnel Management

WE BECOME YOUR HR DEPARTMENT

- We replace your in-house Personnel team
- On-site scheduled visits to your office
- NOSI Forms 1, 2, 6 — filed & followed up
- Labor office representation & inspections
- Onboarding, offboarding & employee files
- Government interactions handled by us

03

End-to-End Manpower

EMPLOYEES ON OUR PAYROLL & BOOKS

- Skilled professionals on OUR payroll
- On OUR books — no liability on you
- You manage day-to-day. We handle the rest.
- Long-term & short-term deployments
- 34% productivity increase
- 50% administrative cost decrease

Payroll & Tax Management

OUTSOURCY

We become your payroll department — accurate, compliant, on time, every month.

We replace your in-house payroll function — entirely.

From the first salary calculation to the last tax filing, we own the full payroll lifecycle. Your HR team focuses on people. We focus on the numbers, the deadlines, and the regulators.

PAYROLL PROCESSING

- Monthly salary processing for all employee categories
- Variable pay: overtime, bonuses, commissions, allowances
- Deductions: loans, advances, garnishments
- Payslip generation & secure distribution
- Bank file generation & transfer reconciliation
- Multi-currency processing (USD, EUR, GBP, AED, SAR)
- Mid-month, final, and supplementary payrolls
- Year-end bonuses & 13th-month handling

TAX & COMPLIANCE LAYER

- Income tax calculation per Egyptian Tax Authority rules
- Monthly tax submissions & official receipts
- Quarterly Form 4 filings (verified & submitted)
- Annual payroll tax reconciliation
- Social insurance (NOSI) monthly contributions
- Audit-ready records — every employee, every month
- Proactive alerts on regulatory changes
- Full audit trail with stamped government receipts

Personnel & Compliance Management

OUTSOURCY

We become your HR department — on-site, on-call, on-mission.

We replace your in-house HR team — fully.

Scheduled on-site visits plus continuous remote support. Specialists who handle NOSI, labor offices, employee files, and government interactions — so your business doesn't have to.

PERSONNEL ADMIN

- Employee onboarding & full file setup
- Contracts, letters, official documents
- Leave management & tracking
- Bank account & ID coordination
- Mid-service amendments & changes
- Offboarding & end-of-service settlements
- Audit-ready file maintenance

SOCIAL INSURANCE

- NOSI Form 1 — new employee registrations
- NOSI Form 6 — termination filings
- NOSI Form 2 review & insurable wages
- Monthly contribution payments & tracking
- Stamped reports: salary, coverage, indebtedness
- Inspection support & complaint defense
- Token system & e-filing setup

LABOR OFFICE

- Direct representation before Ministry of Manpower
- Internal work regulation drafting
- Disciplinary penalty regulations
- Emergency, Social, Penalties Fund filings
- Special-needs employee quota tracking
- Labor office inspection response
- Form resubmissions & deadline management

Global & EOR Solutions

OUTSOURCY

Employ anywhere. Compliantly. Without setting up an entity.

EMPLOYER OF RECORD (EOR)

OUTSOURCY legally employs your team in Egypt — for you.

We handle contracts, payroll, taxes, benefits, and full local labor-law compliance. You get the advantage of a fully employed team in Egypt without setting up a local entity — saving months of legal work and tens of thousands in setup costs.

1

No Local Entity Needed

Skip 6 months of legal setup and EGP 50,000+ in formation costs.

2

Full Legal Compliance

Labor Law No. 14 of 2025, NOSI, and ETA — all handled by us.

3

Access to Local Talent

Employ the best Egyptian professionals — immediately, legally.

4

Cost-Effective Expansion

70% cheaper than entity setup. Live in weeks, not quarters.

Global Footprint

OUTSOURCY

Headquartered in Cairo. Operating across 3 continents.

9+

COUNTRIES

Active operations

3

CONTINENTS

Africa, Europe, Asia

22

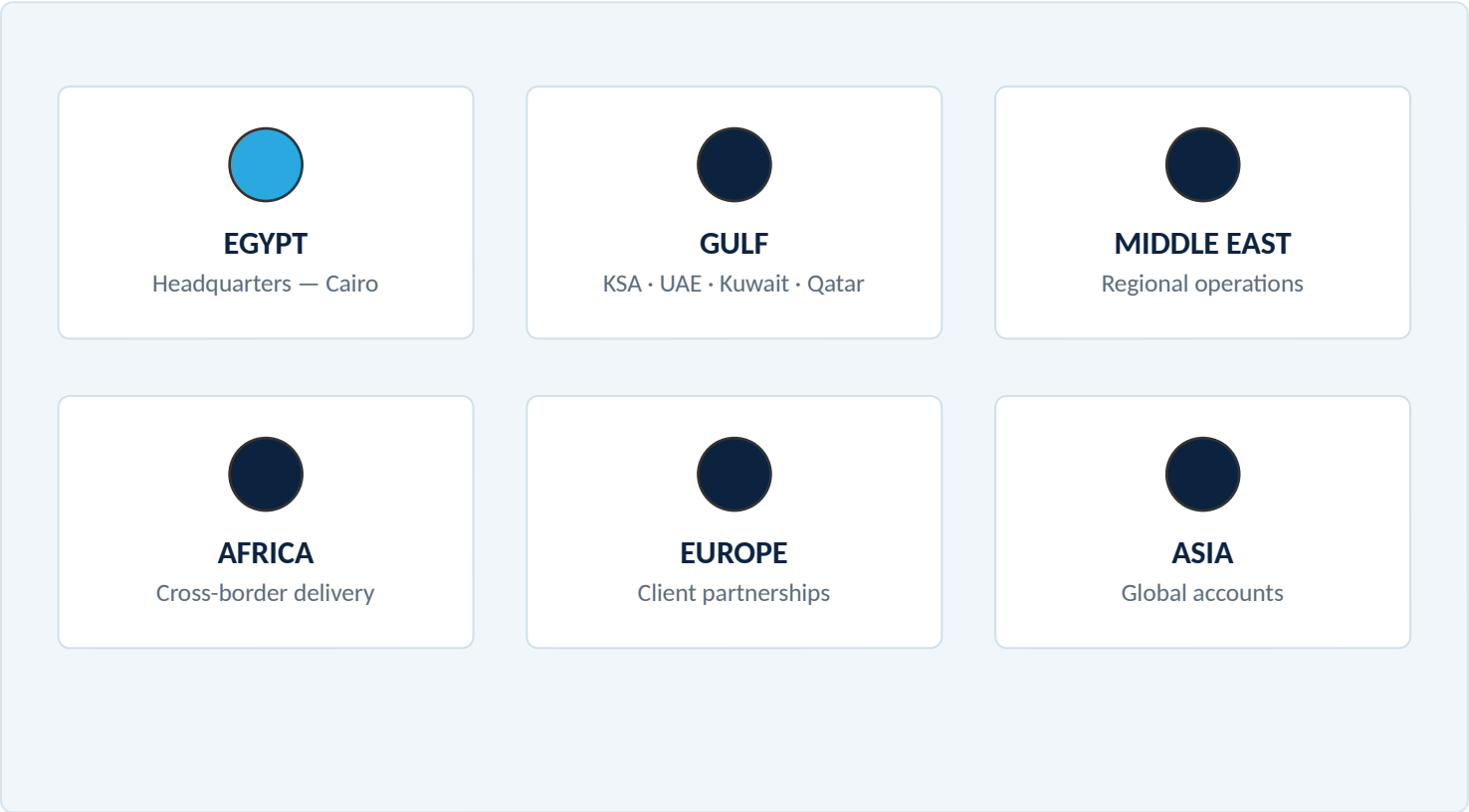
MARKETS SERVED

And growing

1

HQ — CAIRO

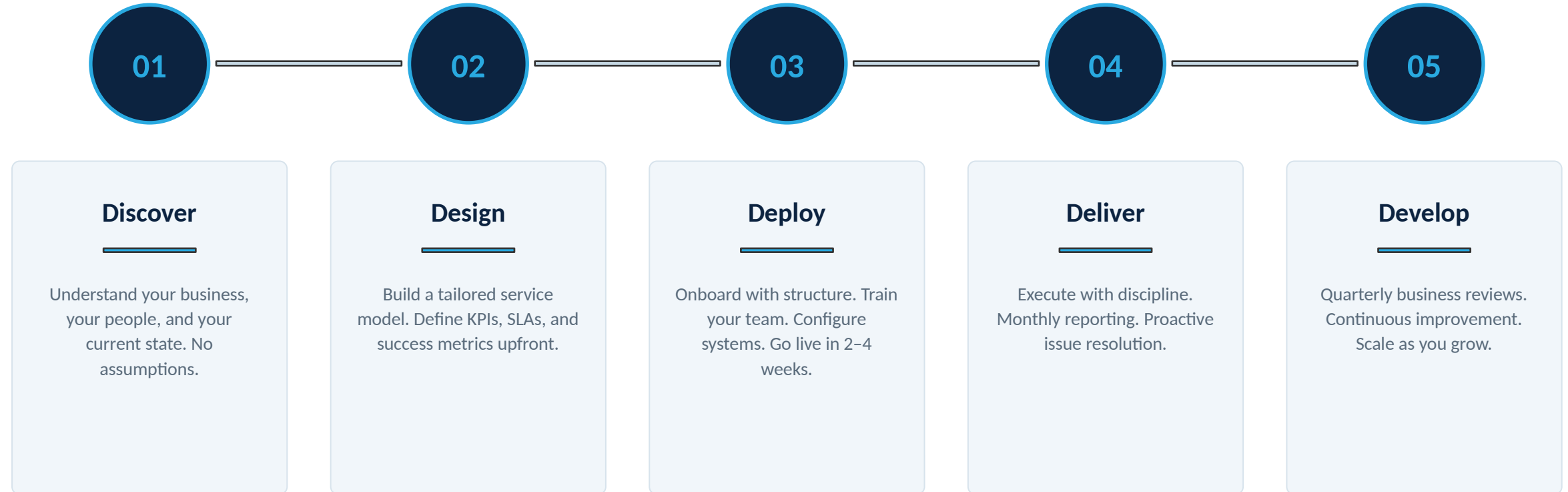
57 Mosadaq St, Dokki



Our Methodology

OUTSOURCY

A 5-stage approach to every engagement — disciplined, repeatable, and measurable.



From signature to first delivery: 2 to 4 weeks. Most clients are fully live within 30 days.

Technology & AI

OUTSOURCY

Powered by People. Driven by AI.

In 2024, we introduced AI-powered tools across payroll and compliance. The result: faster turnaround, fewer errors, and data-driven decisions at every stage.



AI Compliance Monitoring

Track regulatory changes automatically and flag what affects your workforce — before deadlines hit.



Automated Payroll

Validated formulas, multi-level checks, and exception alerts before processing.



Encrypted Data Vault

Bank-grade security for sensitive employee data. Role-based access controls.



Employee Self-Service

Mobile app for payslips, leave requests, attendance, and HR documentation.

Compliance & Quality

Verified. Audited. Certified. The standards that protect our clients.



ISO 9001:2015

Quality Management System certified by
oSs Middle East. Certificate No.
0680425A.



Egyptian Labor Law

Full compliance with Law No. 14 of 2025.
Continuous monitoring of regulatory
changes.



NOSI & ETA

On-time filings. Stamped receipts. Audit-
ready records for every client.



Data Security

Encrypted systems. NDAs on every
engagement. Role-based access controls.

Active memberships & professional affiliations

HRCI

HR Certification Institute

Global HR certification body — eight
world-class certifications.

GPA

Global Payroll Association

Leading platform for payroll
professionals — compliance & best
practices.

MoL

Egyptian Ministry of Labor

Registered partner aligned with
national labor-system development.

Industries We Serve

OUTSOURCY

Sector-specific expertise. Cross-sector best practices.

Oil, Gas & Energy

Our founding sector.
Compliance discipline runs deep.

Manufacturing & Industrial

Steel, automotive, FMCG.
Blue-collar scale handled.

Technology & Telecom

Startups to enterprises. Speed
& flexibility.

Retail & Consumer Goods

B.Tech, Mongini's, KidZania —
high-volume operations.

Banking & Finance

KPMG, banking, fintech.
Compliance is non-negotiable.

Logistics & Distribution

Mylerz, SMSA, Sky Logistics.
Large-scale deployment.

Healthcare & Medical

Pulse Medical, clinics.
Specialized credentialing.

Real Estate & Construction

IL Cazar, Bank Real Estate.
Project-based workforce.

Agriculture & Food

AlGhanim, Rich Bake. Multi-
site personnel management.

Education & Training

Training centers, academies.
HR for the educators.

Media & Entertainment

Production houses, agencies.
Project deployment.

Aviation & Tourism

Multinational hospitality and
travel operators.

Sector-agnostic. Sector-aware.

Our core HR, payroll, and compliance services translate across every sector. What changes is how we apply them — manufacturing has different shift patterns, banking has different compliance demands, tech companies need different velocity. We adapt the playbook to your reality.

Trusted by Leaders

OUTSOURCY

Industry leaders across 16+ sectors choose OUTSOURCY — and stay.

150+ companies trust us. Here's a sample of the leaders we serve every day:

SAMSUNG

KPMG

SIEMENS Healthineers

B.TECH

AlGhanim

Creo Technologies

EGYPT GAS

Mylerz

DMC | Curve

Misr Insurance

LEONI

Rich Bake

ENERGY • TECHNOLOGY • FINANCE • LOGISTICS • RETAIL • REAL ESTATE • MANUFACTURING

Certifications & Memberships

OUTSOURCY

Verified credentials. Active professional affiliations.



ISO 9001:2015 — Quality Management System

Certified by oSs Middle East Certification (Accreditation: EGAC / IAF). Scope: Comprehensive HR Solutions including HR Outsourcing, EOR, Payroll and Personnel Management, Human Capital Management, HR Technology, and AI Solutions.

Certificate No: 0680425A



HR Certification Institute

Global certification authority administering eight world-class HR certifications.



Global Payroll Association

Connects us to international best practices in payroll compliance and accuracy.



Egyptian Ministry of Labor

Registered partner supporting a more productive labor environment in Egypt.

Our Team

OUTSOURCY

Behind every system, every report, every visit — people who care.

100+

Internal Professionals

Specialists, account managers, consultants

7+

Nationalities

Diverse perspectives, global mindset

10

Years Avg. Experience

Across senior HR specialists

24/7

Support Coverage

For Enterprise clients

OUR FUNCTIONAL TEAMS



Payroll & Tax Specialists

Egyptian tax law, NOSI, multi-currency processing



Personnel & Compliance Officers

On-site visits, government representation



EOR & Global Employment Specialists

Cross-border contracts, multi-country compliance



Manpower Deployment Team

On-site coordination, workforce scaling



Account Managers

Dedicated client relationships, QBRs



Technology Team

AI tools, platform development, integrations

What Drives Us

OUTSOURCY

Four values. Every decision. Every team. Every client.

I

Impact

We measure ourselves by the business outcomes we deliver — not the hours we log.

I

Innovate

AI tools, smarter processes, better outcomes — every year, every engagement.

T

Trust

We earn it by doing what we say — every single time. No exceptions.

C

Care

For your business, your people, your time, and the quality of every detail.

The Road Ahead

Where OUTSOURCY is going — and why it matters for you.

From regional player to global integrated HR platform.

We're building the HR backbone for businesses that operate without borders — where geography, compliance, and workforce availability become opportunities, not obstacles.

2026

Deeper AI Integration

Predictive payroll analytics, AI-powered compliance alerts, and automated workforce reporting at scale.

2027

GCC Operations Expansion

Direct operations in Saudi Arabia, UAE, and Qatar — full EOR coverage with regional specialists on the ground.

2028

End-to-End HRMS Platform

Proprietary HR technology platform — integrated payroll, personnel, EOR, and analytics in one unified system.

2030

Regional Market Leadership

Become a globally recognized leader in integrated HR services — by client count, employees managed, and trust.

OUTSOURCY

Let's build your HR backbone — together.

Schedule a discovery call. No pressure. Just a real conversation about your needs.

P H O N E

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Sun–Thu, 9 AM – 6 PM

E M A I L

contact@out-sourcy.com

Response within 4 hours

W E B S I T E

www.out-sourcy.com

Online consultation booking

A D D R E S S

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