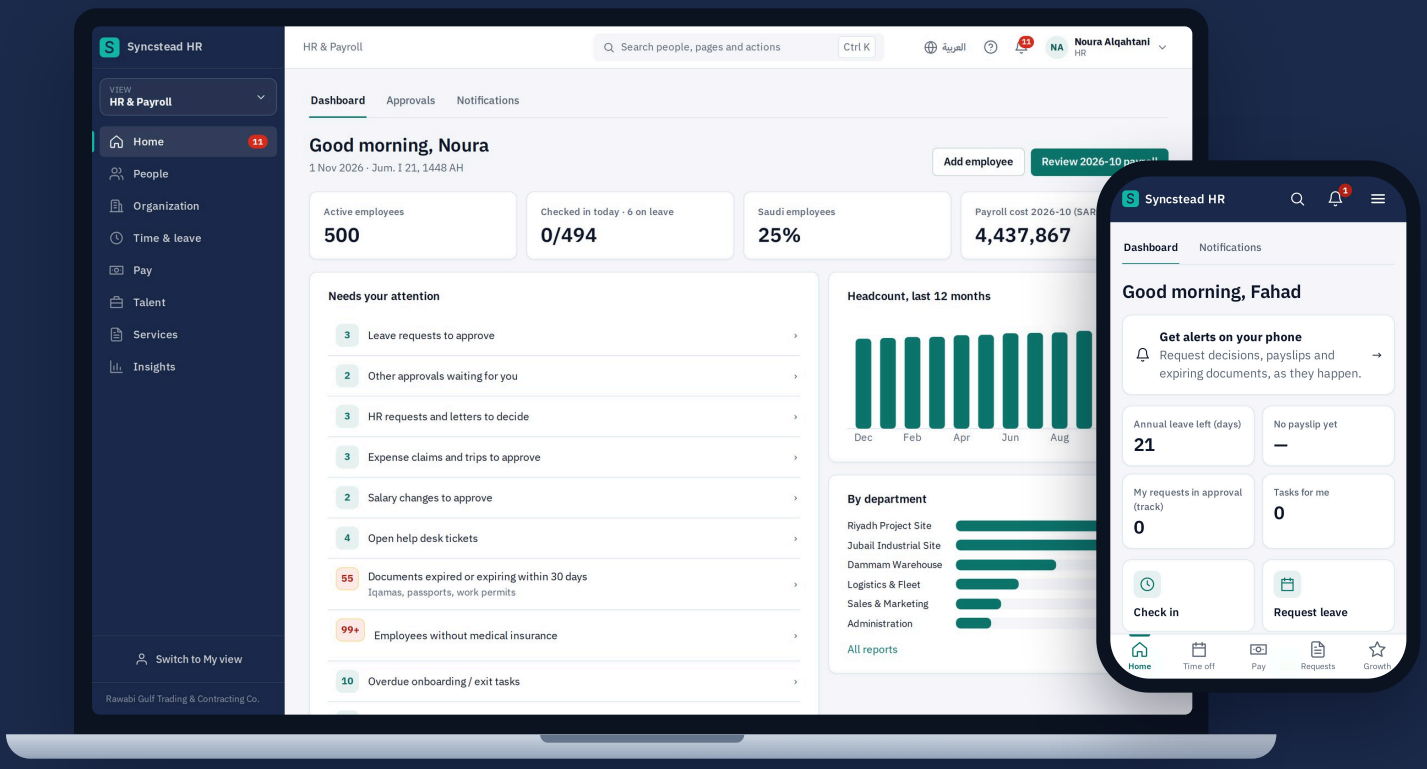
SYNCSTEAD

سينكستيد

COMPANY PROFILE · 2026

One platform for your people, built for Saudi Arabia.

Syncstead is a Saudi human capital management (HCM) platform: HR, payroll, attendance, talent and organization design in one bilingual system.



A Saudi company
Headquartered in Riyadh

Saudi rules built in
Labour law, GOSI, Nitaqat, Hijri

Arabic & English
Equal on every screen

For 200+ employees
Up to large groups

Riyadh, Saudi Arabia

syncstead.com.sa

A MESSAGE FROM OUR CEO

Your people decisions deserve the same rigour as your financial ones.

“

Saudi companies are changing how they manage people. Saudization targets, evolving labour regulations and leadership teams that expect every decision to come with its cost.

Yet many HR teams still run payroll on spreadsheets, or wait months while global systems are customized for Saudi rules. I founded Syncstead to close that gap.

After years advising Saudi organizations on HR and governance, I built the platform I wanted my clients to have: Saudi regulation at its core, Arabic and English as equals, and governance designed in from the first screen.

Our commitment is simple: payroll you can trust to the riyal, decisions with their cost in front of you, and a partner who understands how your organization works.

Al Hosam Al Ghamdi
Founder & CEO, Syncstead

AT A GLANCE

COMPANY
Syncstead · سينكستيد

LEGAL FORM
Saudi simplified joint stock company

COMMERCIAL REGISTRATION
7055468719

HEADQUARTERS
Riyadh, Saudi Arabia

WHAT WE DO
Human capital management platform: HR, payroll and talent

BUILT FOR
Saudi companies of 200 to 20,000 employees, and groups

PLATFORM
Core HR and payroll plus 18 modules, in three packages

LANGUAGES
Arabic and English, Hijri and Gregorian

60,916
payslips recalculated independently in our scale tests, matched to the riyal

EXECUTIVE SUMMARY

What changes for your organization.

One

system of record

Employees, payroll, attendance, talent and structure in one place, so every report agrees and nothing is typed twice.

Cost

before every decision

A raise, a hire or a restructure shows its cost and Saudization effect before anyone approves it.

Saudi

compliance by default

Labour law, GOSI, end of service and Nitaqat are built in, and kept current without a customization project.

VALUE BY ROLE

CEO

Control of the whole workforce

Headcount, cost and Saudization live by department, with approval paths and an audit trail you set.

CFO

Payroll you can reconcile

Two approvers before payment, variance checks against last month, bank and finance journal files ready each month.

CHRO

Every HR process in one system

From hiring and onboarding to performance, rewards, succession and end of service, with self-service for every employee.

IT

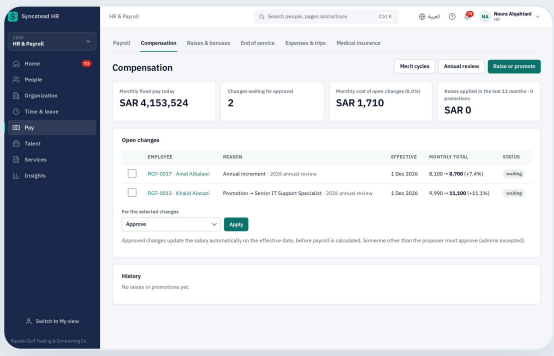
Security without the burden

Single sign-on, 2-step sign-in, role-based access and data kept separate per company, with flexible hosting.

FOR THE LEADERSHIP TEAM

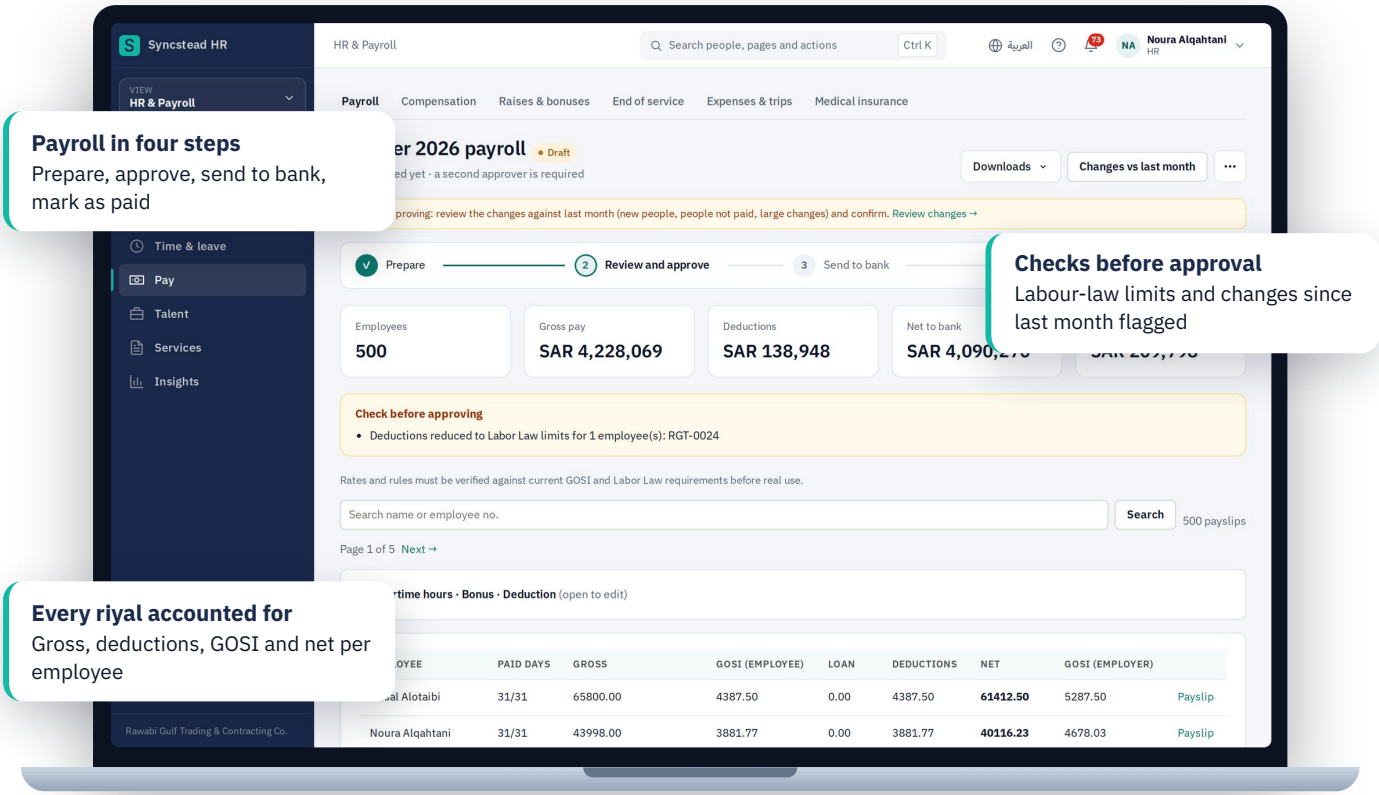
Raises and promotions, with their cost shown before approval.

Every pending change shows its monthly cost and percentage, so decisions are taken with the numbers in front of you.



THE PLATFORM

Every people process, hire to retire, in one view.



TEN CAPABILITY AREAS

- **Core HR & employee files**
- **Payroll & end of service**
- **Time, attendance & leave**
- **Recruiting, performance & learning**
- **Org design & workforce planning**
- **Compensation & rewards**
- **Requests, letters & approvals**
- **Saudization & compliance**
- **Reports & analytics**
- **Employee self-service & mobile**

THREE PACKAGES, ONE PLATFORM

Core

Up to 300 employees

HR, payroll, attendance, Saudization and the essentials in one place.

Professional

300 to 1,500 employees

Adds recruiting, performance, learning, rewards, employee services and single sign-on.

Enterprise

1,500+ employees or groups

The full platform: succession, workforce planning, group view, sandbox and API.

Upgrade in one click at any time. Modules open at once and no data moves.

PROOF

Tested at the size of the Kingdom's largest groups.

Before offering Syncstead to large employers, we test it on full-size models of real Saudi groups in holding, real estate and food production, with every branch, grade and shift.

60,916
payslips recalculated independently, matched to the riyal

Exact
leave pay and end of service at exit, including unpaid-leave rules

Separate
nightly checks for each company, so one large client never slows another

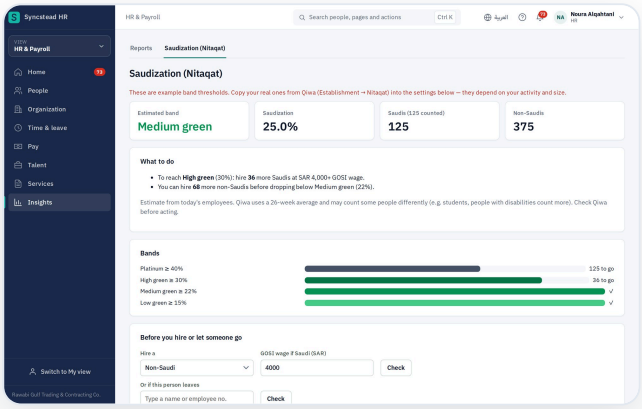
SECURITY & GOVERNANCE

The controls your auditors expect.

- Each company's data kept fully separate
- Role-based access, with confidential pay for executives
- 2-step sign-in; single sign-on with Microsoft, Google or Okta
- Full audit trail of every change and approval
- Two approvers on payroll before it can be paid
- Encrypted connections and daily backups
- Data processing agreement signed before go-live, aligned with the PDPL

SAUDIZATION

Your Nitaqat band, and what moves it.



HOSTING OPTIONS

Available

Secure cloud

Managed by Syncstead, with daily backups and updates included.

Planned

Hosted in the Kingdom

Moving to a Saudi cloud region, in line with national data regulations.

By agreement

On your own servers

For large organizations that require hosting inside their own network.

WORKING WITH US

From first conversation to first live payroll.

1

WEEK 1

Discovery

We meet your HR team to understand your structure, policies and the package that fits.

2

WEEK 2

Demo on your structure

A walkthrough of Syncstead set up around how your organization actually works.

3

WEEKS 3–8

Set-up and parallel payroll

Data imported and checked, payroll run beside your current method and reconciled to the riyal.

4

GO-LIVE + 30 DAYS

Go-live and support

Training for HR and managers, then close daily support for the first month.

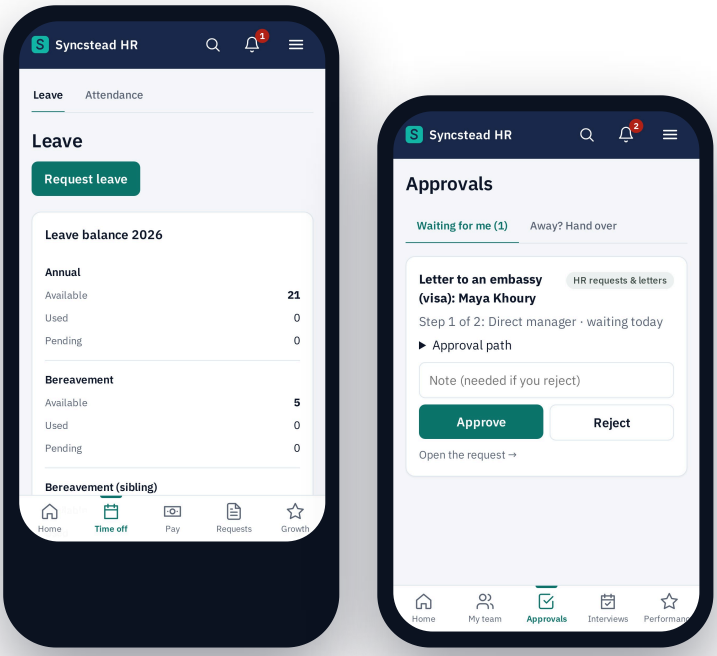
EMPLOYEES AND MANAGERS

Self-service on every phone.

Employees check in, request leave and track requests. Managers approve in one tap. All in Arabic or English.

SECTORS WE SERVE

Healthcare · Education · Retail · Contracting · Manufacturing · Food production · Real estate · Hospitality · Logistics · Holding groups



NEXT STEP

See Syncstead with your own structure.

A limited number of companies join on founding-partner terms, with full set-up and training. A tailored proposal follows our first meeting.

Al Hosam Al Ghamdi
Founder & CEO
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