

AHMED GHATTOUR & CO.
TAX AUDIT AND ADVISORY

Simplifying Business in Libya

Tax • Audit • Advisory • Workforce Mobility



Who We Are

Ahmed Ghattour & Co. is a Libyan professional services firm helping businesses operate and grow with confidence. Since 1974, we've supported local and international companies with trusted expertise in accounting, audit, tax, and regulatory compliance.

Today, we go beyond finance offering people-focused solutions to simplify workforce mobility and legally compliant hiring in Libya.

We are accredited by the Central Bank of Libya, listed on the Libyan Stock Exchange, and connected globally through alliances like Prime Global, Crowe Global, Vialto Partners and Global Expansion.

With nearly 50 years of experience and offices in Tripoli and Benghazi, we bring financial precision, people-first compliance, and local insight to make doing business in Libya easier for companies building the future.

We handle your numbers and your people—*so you can focus on your business.*

At A Glance

50+
Years of trusted operations in Libya
Established in 1974

2
Offices Supported by Multilingual Team
Tripoli and Benghazi

2
Core Service Pillars to Simplify Managing
Numbers and People

Sectors Served
Energy, Infrastructure, Construction, Logistics, Financial Services, Healthcare, Telecom/IT, NGOs/INGOs, Retail, FMCG & Distribution

International Alliances
PrimeGlobal, GPSA, BOKS International, IR Global, Crowe Global, Vialto Partners, MobileWorkforce Collaboration



What We Do

Financial Services

- **Accounting & Bookkeeping** — Arabic-ledgers, revenue stamps, court registration, day-to-day accuracy.
- **Audit & Assurance** — Statutory and internal audit readiness; control testing and remediation.
- **Tax Advisory & Compliance** — Registration, filings, assessments, and representation; transaction tax support.
- **Financial Reporting** — Local GAAP compliance with IFRS alignment where applicable.
- **Transaction Support** — Vendor/customer tax checks, opening banking, and document readiness.

Workforce Mobility

- **Visa & Work Permits** — End-to-end processing with ministry and embassy coordination.
- **Employer of Record (EOR)** — AGC manages local employment lifecycle (contracts, payroll, taxes, social security, immigration) while you direct day-to-day work.
- **Payroll & Social Security** — Monthly processing, withholdings, and reporting.
- **HR Compliance & Labor Law Advisory** — Contracts, policies, and dispute-prevention framework.

Financial Services Overview

The Challenge

Operating in Libya requires Arabic books with registered ledgers and stamps, precise documentation, dependable tax and banking interfaces to meet the requirements of regulators, banks, and auditors.



Our Approach

- **Compliance-First:**
  Policy and process mapped to Libyan law and practice
- **Documentation Accuracy:**
  Evidence trails designed for audit scrutiny
- **Regulator Cadence:**
  Proactive engagement to keep filings on track



What You Receive

- Calendarized tax and statutory filing schedules.
- Board-ready financial reports and audit-readiness packs.
- Clear remediation plans for inherited or historic issues.



Results We Aim For

- Fewer surprises; faster queries closure.
- Predictable filings and clean examinations.
- Finance operations that stand up to diligence.

Tax & Payroll in Practice



Payroll Calendar & FX Realities

We align payroll cut-offs and payment dates with banking norms, FX availability, and statutory deadlines to ensure net pay, tax, and social security are timely and accurate.



Withholdings & Contributions

We calculate, withhold, remit payroll taxes and social security; reconcile monthly; prepare annual summaries for employee and employer records.



Year-End & Audits

We assemble year-end tax packs, support audits and assessments, and maintain defensible documentation.



Systems & Controls

We integrate your HRIS inputs into a controlled workflow with audit trails, and secure data handling.

Accounting & Audit in Practice



Libya-Compliant Ledgers

Arabic-language ledgers and journals, revenue stamps, and court registration—set up correctly from day one to avoid rework.



Close & Reporting Discipline

Monthly and quarterly closes with reconciliations, management commentary, and exceptions tracking—scalable to group reporting timetables.



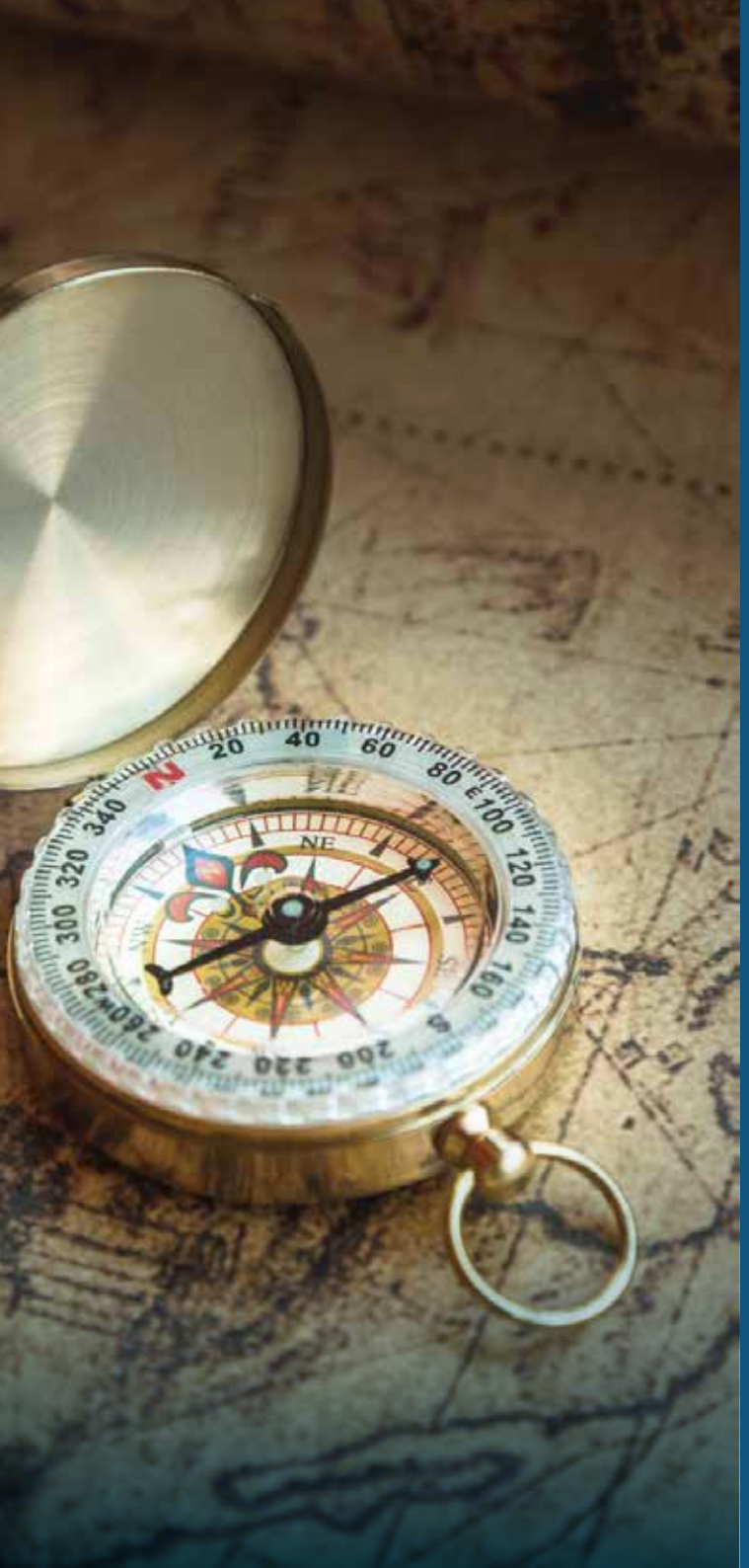
Audit Preparation

Pre-audit file, sample support, and response coordination to minimize disruption and shorten audit cycles.



Banking Interface

Practical support opening and operating accounts, preparing KYC documentation, and aligning payment controls with your governance.



Workforce Mobility Overview

Our Operating Model

Under an Employer-of-Record framework, AGC becomes the local employer of record for your designated personnel. We manage contracts, payroll, taxes, social security, and immigration formalities; you retain full responsibility for directing day-to-day work, performance, and outcomes.

Why Companies Struggle

Workforce entry touches multiple ministries, embassy schedules, and evolving requirements—creating bottlenecks & compliance risk.

What This Delivers

- Faster, compliant mobilization for key roles
- Consolidated responsibility for local employment compliance
- Clear documentation and renewal cadence to reduce risk

Immigration & Onboarding Management

1

Role & Candidate Validation

Confirm position eligibility, qualifications, and documentation.

2

Labor Pre-Clearance

Submit employment details to the Ministry of Labor; align contract terms with local law.

3

Entry Authorization

Coordinate with Immigration for entry clearance and invitation documentation.

4

Visa Issuance abroad

Prepare embassy file; monitor appointment logistics and requirements.

5

Arrival Formalities

Medical and security checks as required; local registrations.

6

Residency & Payroll Setup

Issue work auth., residency card, and payroll enrollment with renewal.

Note: Requirements may change. We manage updates and keep your team compliant.



Employer of Records (EOR) Services

As an Employer of Records, AGC manages local employment administration end-to-end. You direct the work; we handle the legal, payroll, tax, social security, and immigration formalities.

What We Manage

- Local employment contract.
- Monthly payroll & pay disbursement.
- Withholdings & social security.
- Tax registrations, filings & audit-ready records.
- Work authorization, visas & renewals.
- HR compliance guidance (i.e. benefits/leave).

What You Retain

- Day-to-day management, KPIs and deliverables.
- Compensation strategy (aligned to local law) .
- Performance oversight.
- Workforce planning, training and project outcome.

How EOR Works



When to use EOR

Market Entry & Pilots: Validate before a full commitment. Place a team on the ground, run a pilot while we handle employment. If it succeeds, *transition to a permanent structure with clean, audit-ready records.*

Project Staffing: Great for time-bound or specialist roles, we *enable fast and compliant onboarding while keeping labor costs low*. You direct deliverables; we manage local contracts, payroll, and renewals.

Speed to Field: When contracts have fixed start dates, EOR removes bottlenecks that cause delays. Rather than wait on entity creation, bank setup and internal HR build-out, *we help your team hit the ground right away.*

Risk Control: Centralized compliance with a specialist reduces exposure to errors and penalties. We become the EOR, while you retain day-to-day direction. The result: *clearer accountability, cleaner audits, fewer surprises.*

Sectors We Serve

Transport, Travel & Logistics

airmalta

SIXT SE

Hertz

Investment, Financial & Legal Services

tumi LAW FIRM | EST. 1990

شركة القافلة للتأمين
Qafela Insurance Co

Consulting & Professional Services

DETECON CONSULTING

FRAGOMEN

Regus

LBBC
LIBYAN BRITISH BUSINESS COUNCIL
مجلس الأعمال الليبي البريطاني

TTE
Training for Industry

Humanitarian & International Organizations

handicap international

IFRC

INTERNATIONAL RESCUE COMMITTEE

COOPI
COOPERAZIONE INTERNAZIONALE

IT, Technology & Electrical Industries

MOTOROLA SOLUTIONS

NSR

SIEMENS

EATON
Powering Business Worldwide

Energy & Oilfield Services

KNOC 한국석유공사
KOREA NATIONAL OIL CORPORATION

H
FABRICATION

GE VERNOVA

equinor

TRACTEBEL
ENGIE

SINOPEC

HALLIBURTON

इंडियनऑयल
IndianOil

Engineering & Industrial

HPC ibk

ILF
CONSULTING
ENGINEERS

MEDELEC

Telecommunications & Internet Service Providers

LIBYA ليبيا
Telecom & للاتصالات
Technology والتقنية

LITC
شركة الإتصالات الدولية الليبية
The Libyan International Telecom Company

aat
الجيل الجديد للتقنية
ALJEEL ALJADEED FOR TECHNOLOGY

Investment & Real Estate Development

LIDCO
الشركة الليبية للتنمية و الإستثمار القابضة
Libyan Investment and development company

Banking & Financial Services

مصرف الوفاء
ALWAFA BANK

International Alliances & Clients

We combine Libya-deep knowledge with international standards through long-standing memberships and collaborations:

Crowe

Crowe Global is an global network of member firms, ranked the 8th largest accounting network with over 200 accounting and advisory firms in over 130 countries.

GPSA

GPSA is an alliance of independent, internationally operating audit and consulting firms specializing in advising German companies with business activities worldwide.

IR GLOBAL

IR Global is the leading professional services network, connecting mid-sized firms globally with legal, accountancy, and financial solutions providers to meet complex client needs.

Independent Member of PrimeGlobal

Prime Global is an award-winning association of advisory and accounting firms, recognized for its excellence in the industry.

International Alliances & Clients

BOKS International was founded in 2017 for internationally focused professional service firms to extend their global reach without compromise.

In partnership agreement with Vialto Partners, the sole provider of tax and immigration services, specializing in resolving global mobility challenges, with offices around the world.

The Mobile Workforce Collaborative (MWC) is a global network of mobility service firms providing solutions for managing workforces and compliance for companies with mobile employees.

Why Choose Ahmed Ghattour & Co.

50+ Years of Business Continuity in Libya

Trusted relationships with regulators and institutions.

Accredited by the Central Bank of Libya;

Listed on the Libyan Stock Exchange.

Two Pillars under One Roof:

Financial clarity and people-first compliance.

Present and Practised Where It Matters:

Offices in Tripoli and Benghazi with multi-industry experience.

Compliance Outcomes:

Predictable filings, audit-readiness, & controlled risk.

Global–Local Bridge:

International alliances and bilingual teams aligned to global standards.

Talk to Our Team

Let’s simplify your entry and growth in Libya.

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