



Everest Group Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – Global

Focus on EY
December 2025



Introduction

Operating payroll across multiple countries remains a complex and resource-intensive challenge for HR teams. Multi-country Payroll (MCP) solutions continue to be critical in helping enterprises ensure accuracy, standardization, and control in a globally distributed environment. In 2025, enterprises increasingly seek MCP providers that ensure compliance, enable cost savings, and deliver seamless employee experiences. Evolving priorities include AI-driven reporting, smart validations, centralized control, and consultative managed services.

To address evolving market demands, MCP providers are taking a multifaceted approach that blends technology investment, ecosystem expansion, and regulatory adaptation. Many are integrating AI and automation features, such as smart validations and benchmarking dashboards, into their solution roadmaps, with some already in active deployment. These innovations are complemented by strategic partnerships in areas such as payments, financial wellness, global mobility, and time and attendance, creating a more robust payroll ecosystem.

At the same time, providers must navigate growing regulatory complexity, from stricter General Data Protection Regulation (GDPR) enforcement to emerging AI ethics legislation, as well as the operational challenges of supporting hybrid and mixed workforces. This combination of technological advancement and

compliance adaptation is unfolding in a highly dynamic MCP landscape, further shaped by ongoing mergers and acquisitions aimed at expanding geographic reach, enhancing capabilities, and serving new buyer segments.

The assessment is based on Everest Group's annual Request For Information (RFI) process for the calendar year 2025, interactions with leading MCP solution providers, client reference checks, and an ongoing analysis of the MCP market.

The full report includes the profiles of the following 28 leading MCP providers featured on the Global MCP Solutions PEAK Matrix®:

- **Leaders:** ADP, EY, Strada, and TMF Group
- **Major Contenders:** activpayroll, Alldigi Tech – A Digitide Company, BIPO, CloudPay, Dayforce, Deel, Links International, Mercans, Multiplier, Neeyamo, Papaya Global, Ramco, Rippling, Remote, SD Worx, Sopra HR, UKG, Vistra, and Zalaris
- **Aspirants:** Ascent HR, Humanica, Mynd Integrated Solutions, OS HRS, and Popay

Scope of this report

Geography: global

Industry: all

Services: MCP

Multi-country Payroll solutions PEAK Matrix® characteristics

Leaders

ADP, EY, Strada, and TMF Group

- Leaders are strengthening their platforms with heavy investments in AI-driven payroll infrastructure, middleware, and data harmonization while embedding generative AI, analytics, and automation to simplify integration, support localization of features, and deliver scalability across markets
- They are also expanding service depth by certifying and going to market with leading HCM systems, including mid-market HCMs, while offering integrated HR solutions, hybrid delivery models, and better coverage to ensure compliance and consistency for diverse client needs

Major Contenders

activpayroll, Alldigi Tech – A Digitide Company, BIPO, CloudPay, Dayforce, Deel, Links International, Mercans, Multiplier, Neeyamo, Papaya Global, Ramco, Remote, Rippling, SD Worx, Sopra HR, UKG, Vistra, and Zalaris

- Major Contenders are enhancing their platforms through integration with global HCM systems and are seen piloting the rollout of next-generation capabilities, such as AI-/ML-based anomaly detection, advanced reporting, new currency modules, and language support, to improve accuracy and compliance
- They are expanding service breadth through acquisitions, partnerships, and geographic scale-ups, adding EoR, ancillary HR processes, and broader compliance-driven offerings to deliver a more holistic payroll and HR solution for clients

Aspirants

Ascent HR, Humanica, Mynd Integrated Solutions, OS HRS, and Popay

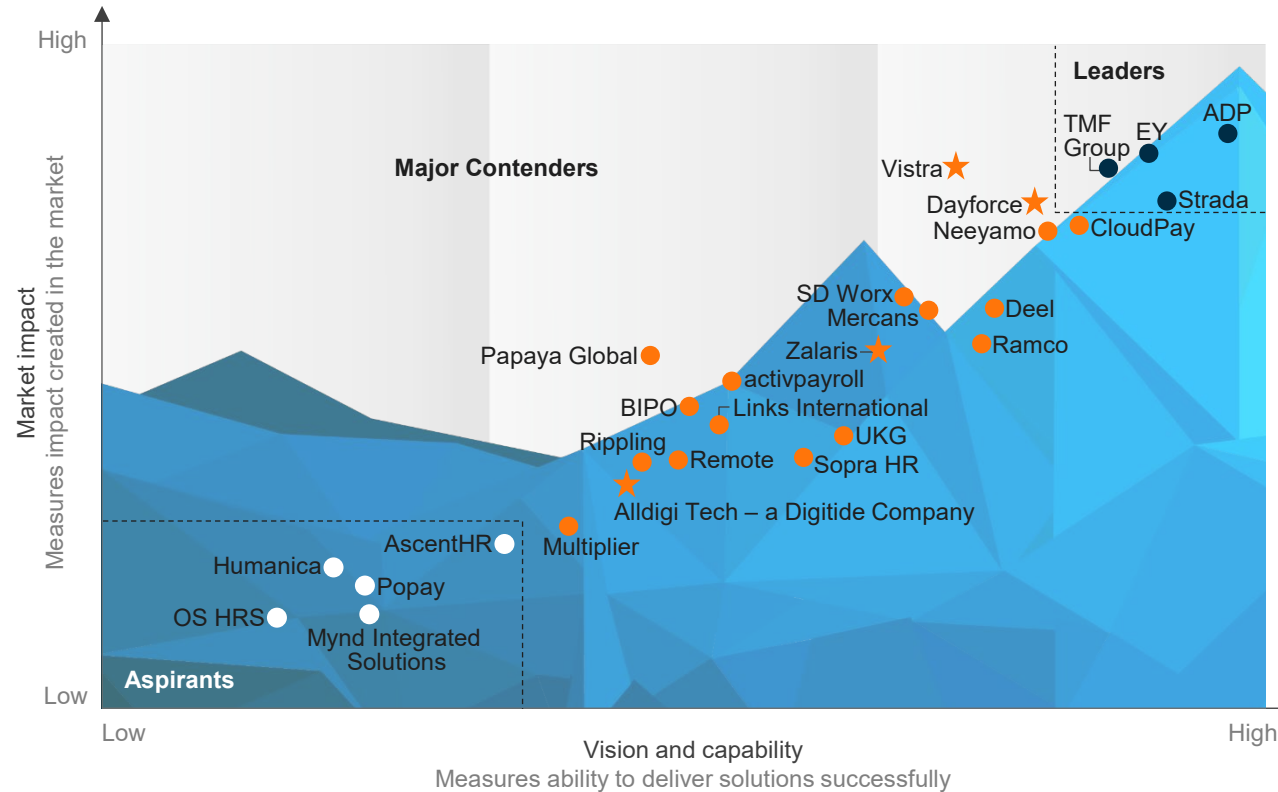
- Aspirants are scaling their platforms by investing in new UI/UX, security, analytics, and mobile-first features, while also developing compliance dashboards and integration capabilities to enhance usability and efficiency
- They are simultaneously expanding their reach through partnerships and new delivery centers, strengthening in-country expertise to support clients across diverse geographies and industries

Everest Group PEAK Matrix®

Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – Global | EY is positioned as a Leader

Everest Group Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2025 – Global^{1,2}

- Leaders
- Major Contenders
- Aspirants
- ☆ Star Performers



¹ Assessment for Humanica, OS HRS, and Papaya Global excludes service provider inputs and is based on Everest Group's proprietary Transaction Intelligence (TI) database, service provider public disclosures, and Everest Group's interactions with buyers



² Assessment for Deel includes its acquisition of Safeguard Global; assessment for Vistra includes its acquisition of iiPay; assessment for Links International includes its acquisition by Ascentium Group











The source of all content is Everest Group unless otherwise specified

Source: Everest Group (2025)

EY (page 1 of 2)

Everest Group global assessment – Leader

Measure of capability:  Low  High



	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										











Strengths

- EY, a provider delivering payroll services, corporate secretarial, entity management, and tax services, is positioned as Leader on the Everest Group Global MCP PEAK Matrix® assessment 2025 and the EMEA MCP PEAK Matrix® assessment 2025 and Major Contender on the APAC MCP PEAK Matrix® assessment 2025
- EY maintains a robust global delivery model with a large network of payroll compliance professionals operating across regional service hubs in Hungary, Poland, Spain, the UAE, India, South Africa, the Philippines, China, Mexico, Costa Rica, and Argentina. Its extensive global presence, covering 157 countries, ensures consistent compliance and effective local payroll support
- EY's recent alliances for treasury management strengthen its ability to deliver end-to-end payroll and payment solutions, while its partnership for EoR services reflects broader workforce support ambitions
- It leverages a distinctive governance model that assigns senior engagement partners and experienced implementation teams, which aid smooth client transitions and high client satisfaction
- EY integrates generative AI within its internal payroll processes, streamlining payroll operations from source-to-gross through validation, stakeholder communication, and digital workflows
- The recently launched Integrated Global Payroll Solution (IGPS) platform serves as a unified solution, covering various worker types (employees, contractors, mobile staff, and business travelers) while integrating compliance, global mobility, and payroll accounting, aiming to simplify workforce administration
- EY's focus on leveraging next-generation technologies is reflected in its innovation roadmap, which includes tools for AI-led data ingestion (Shoebox), proactive reporting (Smart Agent), automated fraud detection, onboarding acceleration, and compliance insights, all designed to address payroll complexity
- Referenced clients highlighted EY's strong project management and implementation support, particularly in planning and coordinating across multiple countries

EY (page 2 of 2)

Everest Group global assessment – Leader

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Technology capability	Services capability	Innovation and investments	Engagement and commercial model	Overall
Global										

Limitations

- Enterprises with smaller-scale payroll operations should note that EY’s client base is largely composed of global enterprises and large multi-country payroll deals
 - EY currently does not offer a marketplace platform for partner applications and services, limiting plug-and-play integration options for clients seeking broader ecosystem connectivity
 - Referenced clients noted delays and inconsistencies in integration processes, particularly around general ledger formats and loading timelines
- Referenced clients have expressed a desire for EY to provide greater support during the implementation process, noting that converting data into the required formats can be challenging, especially for organizations without the necessary internal skill sets

Provider landscape analysis

Market share analysis of the providers

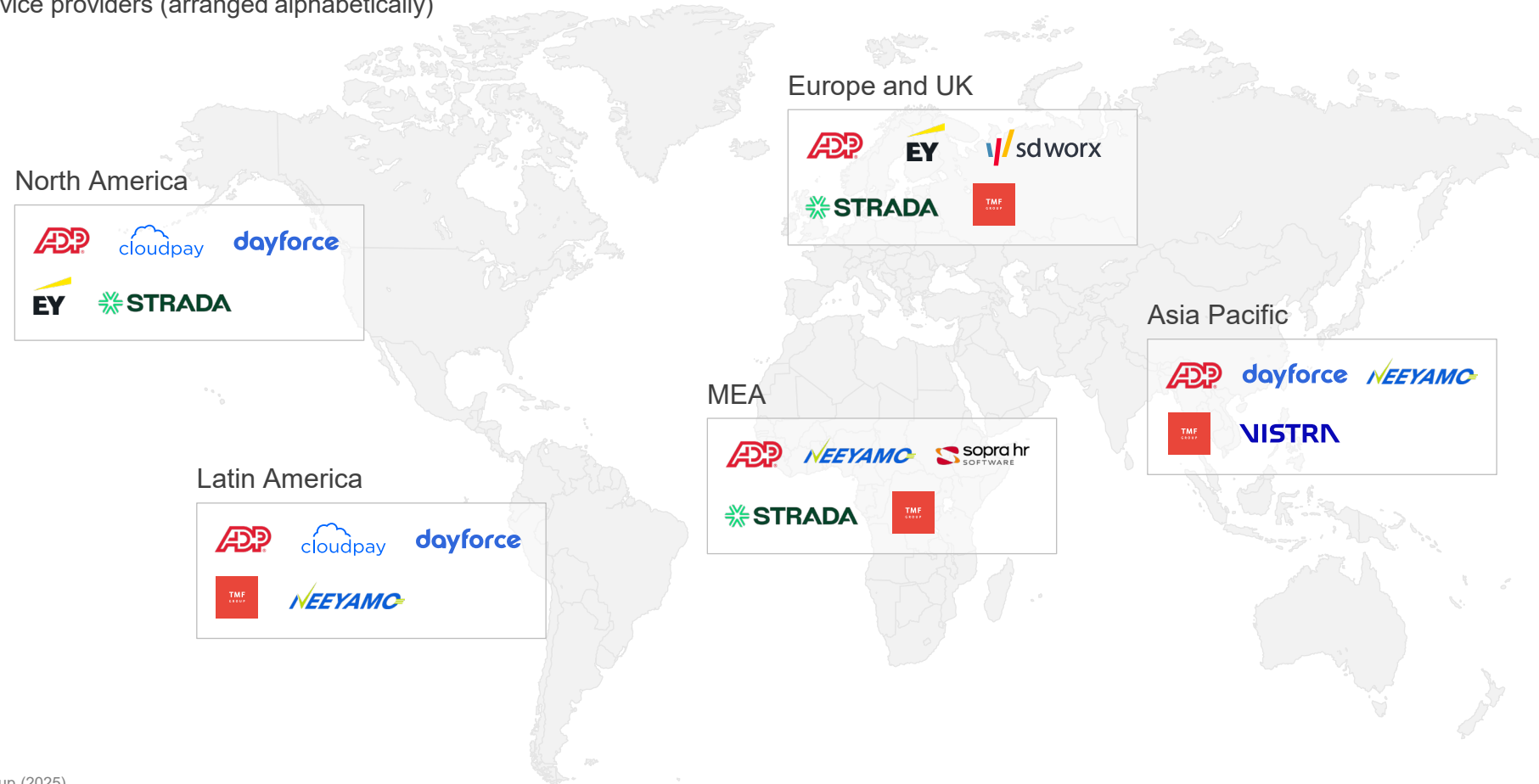
2024; percentage of the overall market of MCP



1 Providers are listed alphabetically within each range

While ADP, and TMF Group are global leaders with extensive geographical reach, providers such as SD Worx and Vistra have captured substantial revenue share in their native markets

Top service providers across major geographies (by coverage) by revenue
2024, top service providers (arranged alphabetically)



Source: Everest Group (2025)

Key buyer considerations

Key sourcing criteria

High



Compliance / Regulatory assurance

Robust governance ensuring payroll accuracy, legal adherence, and audit-readiness across jurisdictions



Cost efficiency

Clear demonstration of measurable total-cost savings versus internal or alternative solutions



Global coverage and in-country expertise

Comprehensive international coverage backed by in-depth knowledge of local payroll regulations



Centralization and process control

Standardized payroll processes managed centrally, improving governance, visibility, and operational control



Employee experience

Seamless payroll interactions consistently delivering error-free employee journeys

Priority

Low

Summary analysis

Key buyer considerations while sourcing payroll providers revolve around compliance and regulatory assurance, superior employee experiences, and cost efficiencies. Global presence with strong local expertise is highly valued, along with centralized payroll processes and advanced technological readiness. Providers offering insightful analytics and streamlined vendor management are preferred. Additionally, buyers seek collaborative service models, rapid implementation capabilities, adaptability to evolving business needs, and solid market credibility.



Key takeaways for buyers

Buyers should evaluate provider capabilities, solution breadth, and innovation maturity to revise requests for proposals (RFPs) and select the right payroll partner



Shifts in provider capabilities

Last-mile payroll support services and platform localization, along with advances in earned wage access (EWA), a robust payments integration ecosystem, proactive compliance notifications, and deeper local expertise, should play a pivotal role in shaping sourcing decisions and informing future RFP considerations



Differentiation across provider types

Buyers should assess how providers operate, whether they use, integrated hybrid models, single-platform models, or are pure aggregators, and check how that align with their priorities on centralization, cost efficiency, compliance, and suitability



Key innovations

Deployment or development of AI-driven chatbots, automation in payroll input validation, smart payslips, and dashboards that can support benchmarking across key payroll metrics are some capabilities that should guide user experience and long-term fit

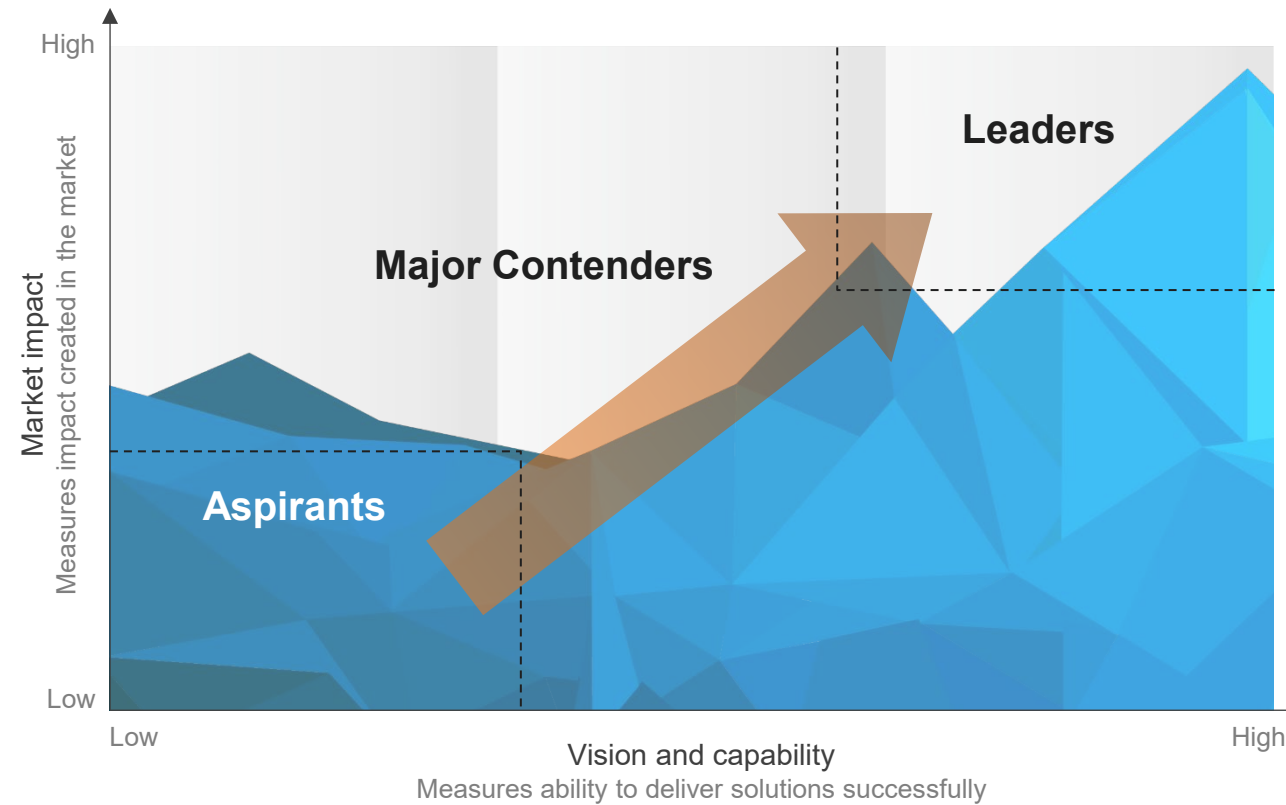
Appendix

PEAK Matrix® framework

FAQs

Everest Group PEAK Matrix® is a proprietary framework for assessment of market impact and vision and capability

Everest Group PEAK Matrix



Solutions PEAK Matrix® evaluation dimensions

Measures impact created in the market – captured through three subdimensions

Market adoption

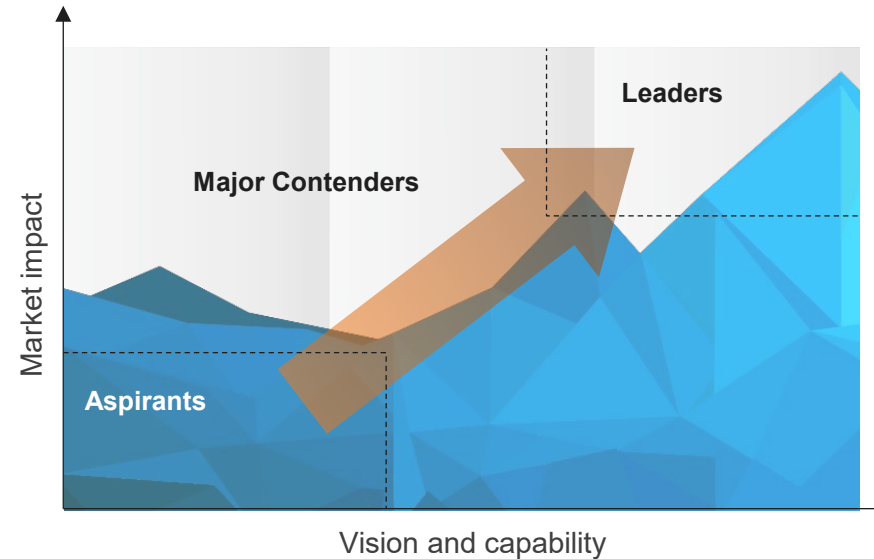
Size and growth of deployments across the solution portfolio

Portfolio mix

Solution footprint across geographies, industries, and buyer size segments

Value delivered

Value delivered to the client based on customer feedback and other measures



Vision and capability
Measures ability to deliver solutions successfully.
This is captured through five subdimensions

Vision and strategy

Vision for the client and itself; future roadmap and strategy

Technology capability

Technical sophistication and breadth/depth across the technology suite

Services capability

Effectiveness and breadth/depth of services portfolios across the services suite

Innovation and investments

Innovation and investment in the solution suite

Engagement and commercial model

Progressiveness, effectiveness, and flexibility of engagement and commercial models

FAQs

Q: Does the PEAK Matrix® assessment incorporate any subjective criteria?

A: Everest Group's PEAK Matrix assessment takes an unbiased and fact-based approach that leverages provider / technology vendor RFIs and Everest Group's proprietary databases containing providers' deals and operational capability information. In addition, we validate/fine-tune these results based on our market experience, buyer interaction, and provider/vendor briefings.

Q: Is being a Major Contender or Aspirant on the PEAK Matrix, an unfavorable outcome?

A: No. The PEAK Matrix highlights and positions only the best-in-class providers / technology vendors in a particular space. There are a number of providers from the broader universe that are assessed and do not make it to the PEAK Matrix at all. Therefore, being represented on the PEAK Matrix is itself a favorable recognition.

Q: What other aspects of the PEAK Matrix assessment are relevant to buyers and providers other than the PEAK Matrix positioning?

A: A PEAK Matrix positioning is only one aspect of Everest Group's overall assessment. In addition to assigning a Leader, Major Contender, or Aspirant label, Everest Group highlights the distinctive capabilities and unique attributes of all the providers assessed on the PEAK Matrix. The detailed metric-level assessment and associated commentary are helpful for buyers in selecting providers/vendors for their specific requirements. They also help providers/vendors demonstrate their strengths in specific areas.

Q: What are the incentives for buyers and providers to participate/provide input to PEAK Matrix research?

A: Enterprise participants receive summary of key findings from the PEAK Matrix assessment

For providers

- The RFI process is a vital way to help us keep current on capabilities; it forms the basis for our database – without participation, it is difficult to effectively match capabilities to buyer inquiries
- In addition, it helps the provider/vendor organization gain brand visibility through being included in our research reports

Q: What is the process for a provider / technology vendor to leverage its PEAK Matrix positioning?

A: Providers/vendors can use their PEAK Matrix positioning or Star Performer rating in multiple ways including:

- Issue a press release declaring positioning; see our citation policies
- Purchase a customized PEAK Matrix profile for circulation with clients, prospects, etc. The package includes the profile as well as quotes from Everest Group analysts, which can be used in PR
- Use PEAK Matrix badges for branding across communications (e-mail signatures, marketing brochures, credential packs, client presentations, etc.)

The provider must obtain the requisite licensing and distribution rights for the above activities through an agreement with Everest Group; please contact your CD or contact us

Q: Does the PEAK Matrix evaluation criteria change over a period of time?

A: PEAK Matrix assessments are designed to serve enterprises' current and future needs. Given the dynamic nature of the global services market and rampant disruption, the assessment criteria are realigned as and when needed to reflect the current market reality and to serve enterprises' future expectations.

Stay connected

Dallas (Headquarters)

info@everestgrp.com
+1-214-451-3000

Bangalore

india@everestgrp.com
+91-80-61463500

Delhi

india@everestgrp.com
+91-124-496-1000

London

unitedkingdom@everestgrp.com
+44-207-129-1318

Toronto

canada@everestgrp.com
+1-214-451-3000

Website

everestgrp.com

Blog

everestgrp.com/blog

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