Mistral AI | Three-phase Implementation Timeline

France drives the global solution foundation; France, the UK, US and Canada launch together on 1 November 2027 after a late -January start, bringing ~80% of current headcount live in Phase 1. Phases 2 and 3 then extend the solution through sequenced regional deployments.

Phase 1 on 1 November 2027

darwinbox

Phase 1 | 1 NOV 2027
FR, GB, US, CA ~1,100 EEs
Establish and deploy global foundation + FR Kelio absence / balances

Phase 2 | 1 FEB 2028
DE, NL, CH, AT, ES, PL, BE, LU, SE, IT, LT
Extend global solution with P2 requirements

Phase 3 | 1 MAY 2028
IN, KR, SG, AE, AU
Extend global solution with P3 requirements

Inflexion stages

Pre-kickoff readiness	Jan 25–Feb 19
Inception	Feb 15–26
Elaboration (fit-to-standard)	Feb 22–Mar 12
Configuration + SIT	Mar 15–Aug 13
Transition (UAT)	Sep 13–Oct 1
Production + cutover	Oct 18–31
Hypercare (phase 1)	Nov 1–30
Phase 2 rollout (13 wks)	Nov 1–Jan 31
Phase 3 rollout (13 wks)	Feb 1–Apr 30

France Kelio implementation

Scope, contract + governance
Named partner · absence first · direct contract

Analysis, API + security
Specific development · technical and delivery gates

Migration, assurance + cutover
Excel · Kelio · Silae · Lucca until live

Workstreams

Global foundation and modules

Statutory compliance

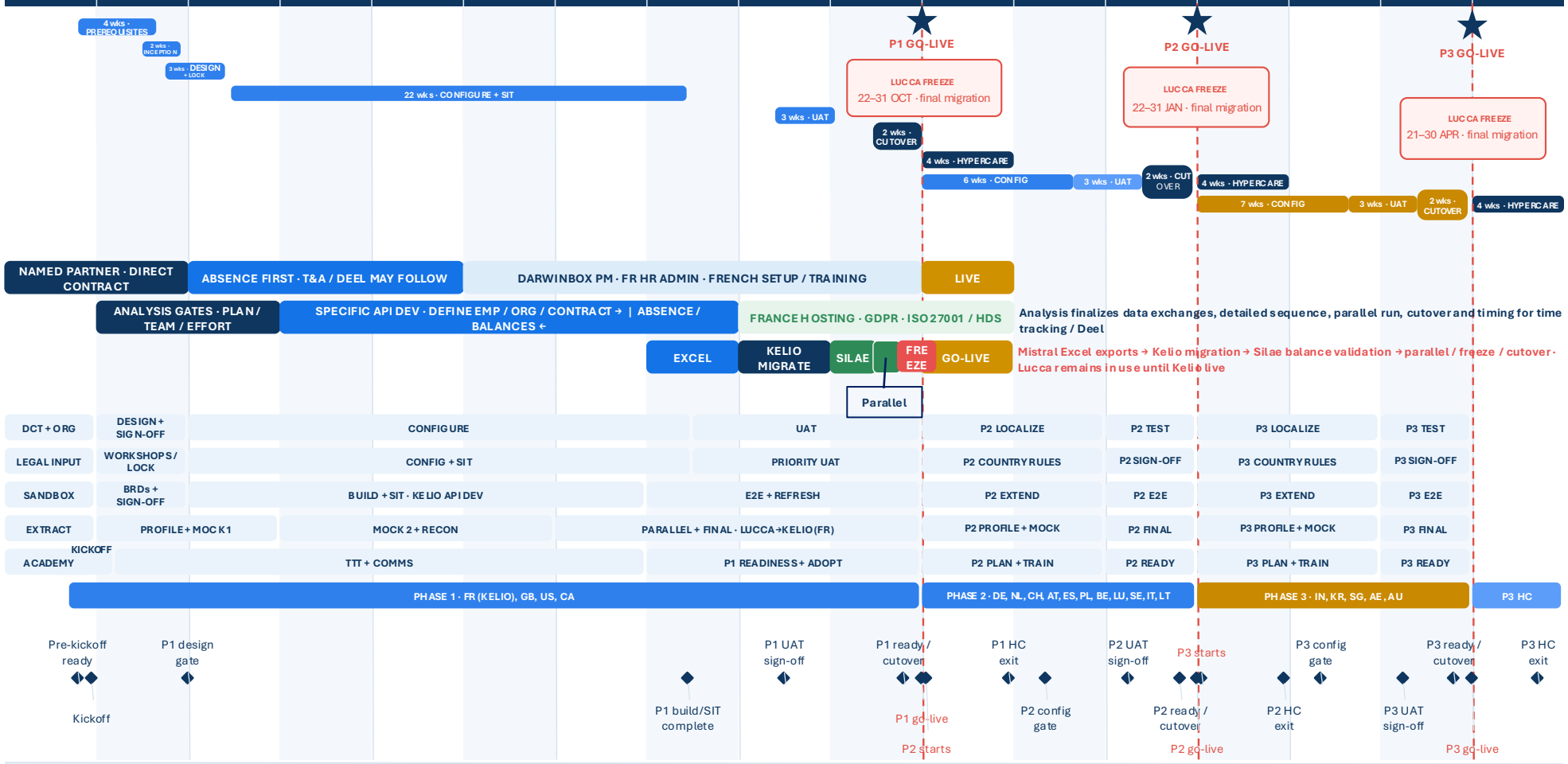
Integrations

Data migration

Change and readiness

Country rollout by region

Key milestones



IMPLEMENTATION ASSUMPTIONS

Phase 1 scope remains fixed to FR, GB, US and CA, with timely Mistral data, SME decisions, integration inputs, UAT participation and sign-offs. Phase 2 and Phase 3 build on the global solution foundation established in Phase 1, with go-live dates dependent on country statutory, data, integration and readiness requirements. France: Lucca remains in use for absence until Kelio goes live; see Kelio detail on slide 2.