DARWINBOX

EXECUTIVE OVERVIEW

Darwinbox for **Mistral AI**

Who we are, what makes us different, and what you'll see in tomorrow's live demo.

Presented for Mistral AI

November 29, 2026

WHAT YOU'LL SEE TOMORROW

Your 90 minutes, **mapped**

Welcome	Introductions and how the session will run	5 min
Core HR and onboarding	Every country, entity and worker type, then hire to onboard from Ashby to day one	20 min
Kelio: France	French time and absence: CP, RTT, forfait-jours, rest rules and clocking in	20 min
Talent, pay and AI	Performance, compensation, self-service, AI agents, integrations and offboarding	10 min
Implementation	Three phases, moving off Lucca, and Kelio's France plan alongside	5 min
Your questions	Open Q&A with the Darwinbox and Kelio teams	30 min

WHO WE ARE

Family-first values **at our foundation**

An organization built by best friends.

BACKED BY ENTERPRISE TECH LEADERS

Microsoft
salesforce
TCV
PARTNERS GROUP
Lightspeed
KKR
peak xv
SEQUOIA

PROOF AT SCALE

A global platform, proven at **enterprise scale**

1,000+	4M+	130+	~4,000
ENTERPRISES	EMPLOYEES DAILY	COUNTRIES	AVG. EMPLOYEES PER CUSTOMER

GARTNER® MAGIC QUADRANT™

A Challenger in Cloud HCM Suites for 1,000+ Employee Enterprises in 2024, 2025 and 2026, the fastest rise of any enterprise HCM vendor in its history.

GARTNER PEER INSIGHTS™

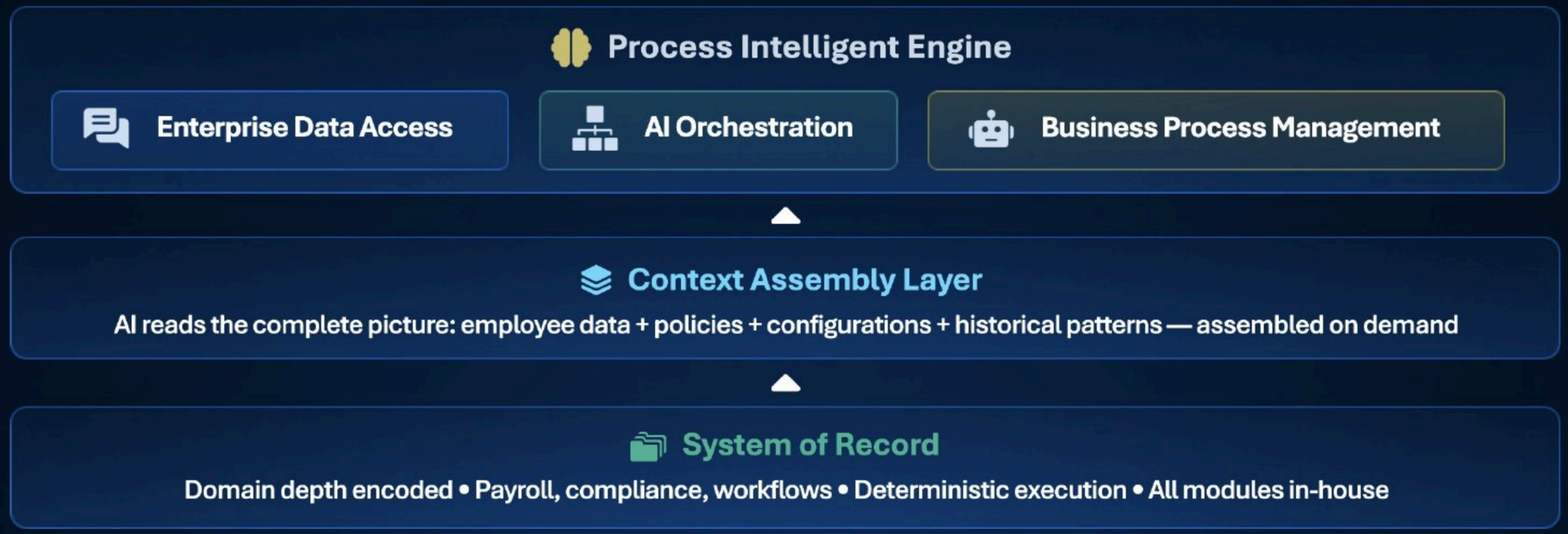
Customers' Choice four years in a row, based on reviews from our customers.

BUILT TO GROW WITH YOU

Our largest customer has passed 150,000 employees, so Mistral won't outgrow the platform.

darwinbox
OCR Doc Scanning
Plug and Play Marketplace
Helpdesk, Knowledge and Documents
Smart Nudges
Teams, WhatsApp, Email, and more
Voice-first bot
API Integration Studio
Rewards & Recognition
Native Payroll
12+ Countries
Employee Engagement
Talent Management
Mobile First UX
Workforce Management
Travel & Expenses
WebApp & Universal Search
Recruitment & Onboarding
People Analytics
AI-Powered
Org Data
Permissions
Workflows
Scalability
Extensibility
Multi Context Protocol

Darwinbox AI Platform



Cortex Agent Platform
Contextual, Configurable, Scalable

#1

Agentic Workflows

- Scale AI Impact
- AI compounds outcomes as agents, approvals and humans work in one flow

#2

Pre-Built Customizable AI Feature Library

- Pre-built library of AI templates
- Tune them to your process, your use case.
- Get instant value and build custom agents that work the way your organization works.

#3

Grounded in your Context

- Context Graph- AI grounded in your organizational reality
- Systemic, domain and org context deeply embedded

Native Agents

Operate

- Flow Generation Agent
- Data Import Agent
- Configuration Agent
- Payroll Agent
- Ask Darwin Support Agent

Support

- Employee Support Agent
- Candidate Support Agent

Hire

- Recruiter Agent
- AI Interview Agent
- Interview Scheduling Agent
- Onboarding Agent

Elevate

- Performance Coach
- Analytics Agent
- Employee Listening Agent

RESPONSIBLE AI

AI governance built **for an AI company**

No training on your data

Mistral’s data is never used to train, fine-tune or improve models. Third-party model access runs under zero-data-retention contracts.

The minimum data, every call

Only what a request needs is sent to a model, identifiers are pseudonymized, and every call goes through the Darwinbox LLM Gateway for redaction and logging.

Certified AI management

ISO 42001 for responsible AI, alongside ISO 27001, 27017, 27018, 27701, SOC 1 and SOC 2, with EU hosting.

Mistral stays in control

Admins can configure, limit or switch off AI features. Agents act only within Mistral’s roles, permissions and approval chains.

BUILT FOR MISTRAL

One platform, **two specialists**

DARWINBOX

Core People platform, every country

- One system of record, effective-dated, with full audit history
- Onboarding, documents, workflows, self-service and analytics
- Compensation, equity and US benefits
- Time off and time tracking outside France
- All integrations and a named Customer Success Manager

KELIO · FRANCE

French time and absence

- Built for French labor law: CP, RTT, forfait-jours and rest rules
- Connected to Darwinbox and Silae
- Hosted in France, with French-language set-up and support

108 of Mistral's 111 Blockers are met in full. The other three are met through configuration.

SEE YOU TOMORROW

Bring your **hardest questions**

We'll keep the session on the live product and leave time for your questions. The full proposal, pricing and contract documents are in our RFP response.

WHEN

Monday 30 November

5:00–6:30pm Paris, recorded and shared afterwards

WHO

Darwinbox and Kelio

Product, integrations and implementation leads from both teams

CONTACT

Mark Bankover

Global HCM Sales, Darwinbox
mark.bankover@darwinbox.com
+1 617 275 9187

Confidential