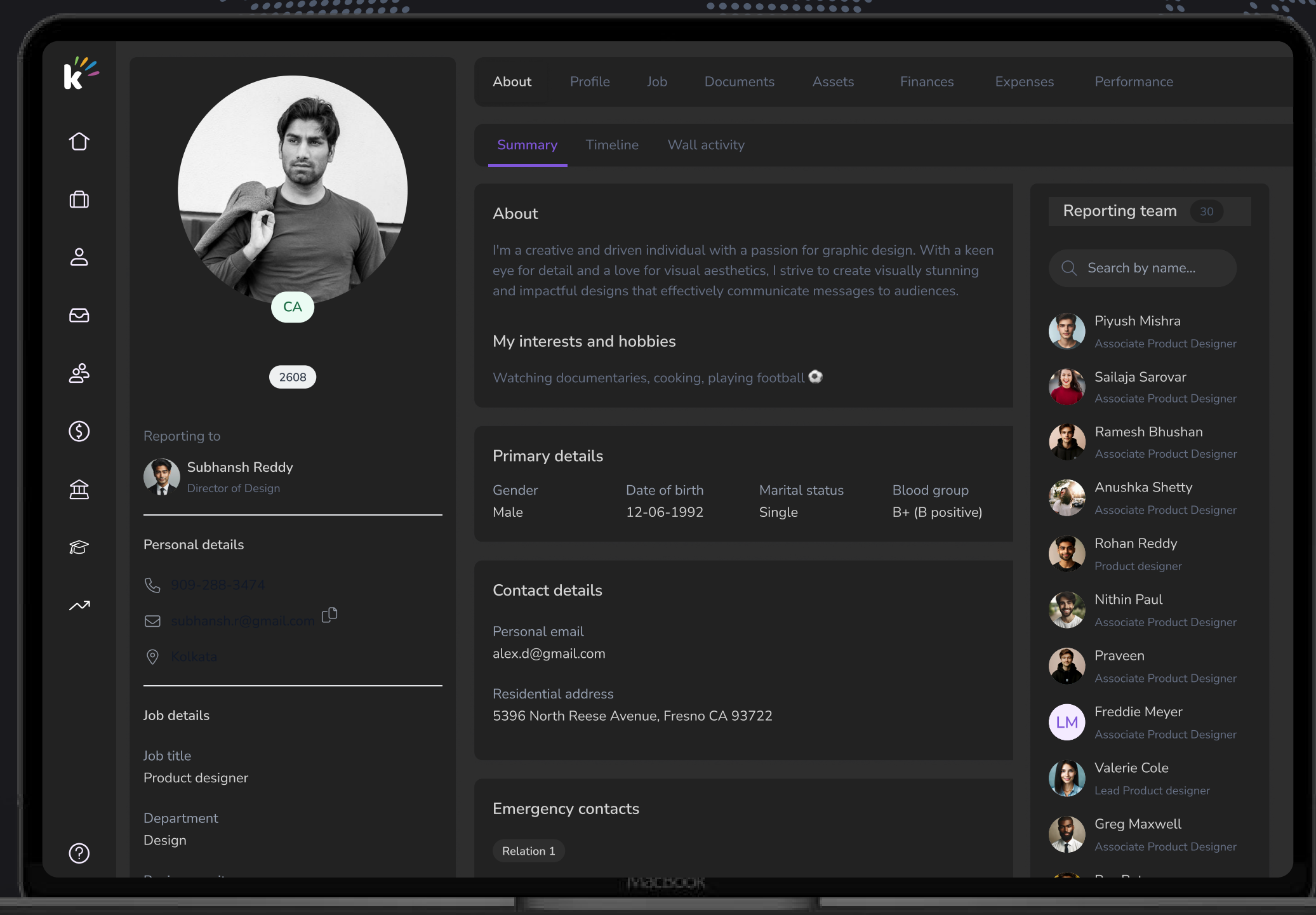
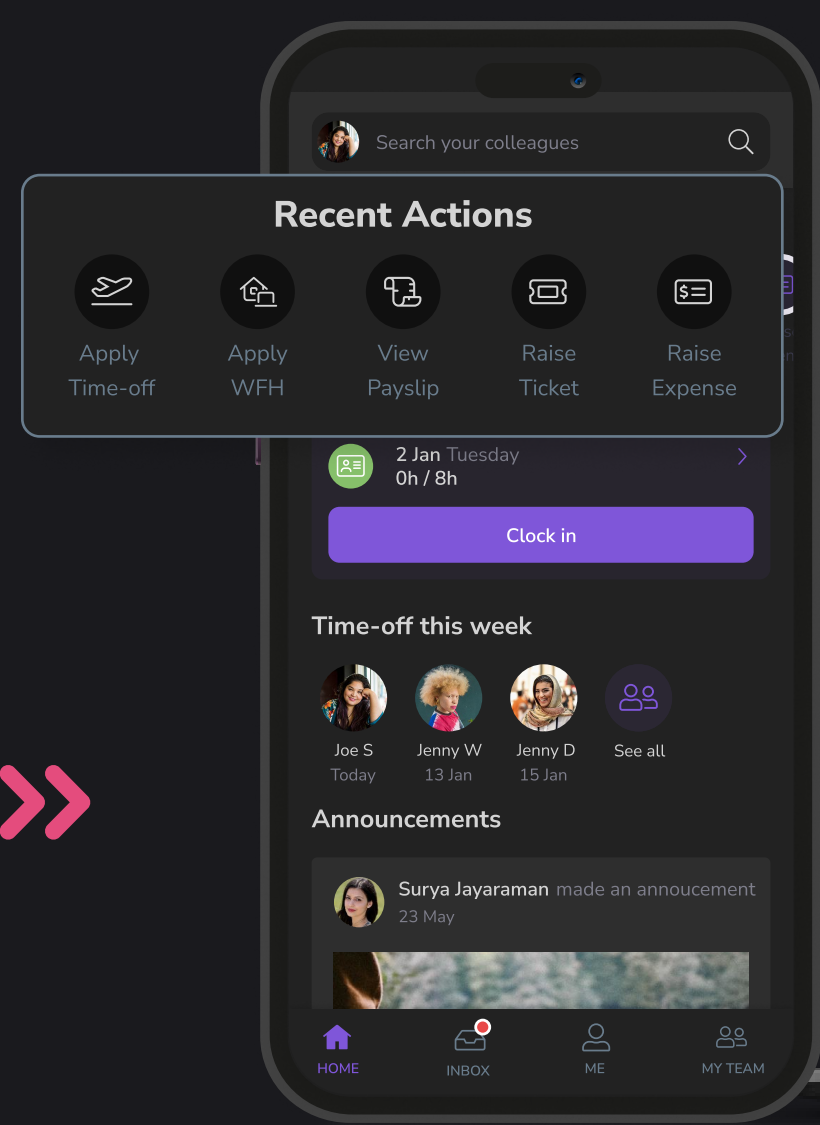
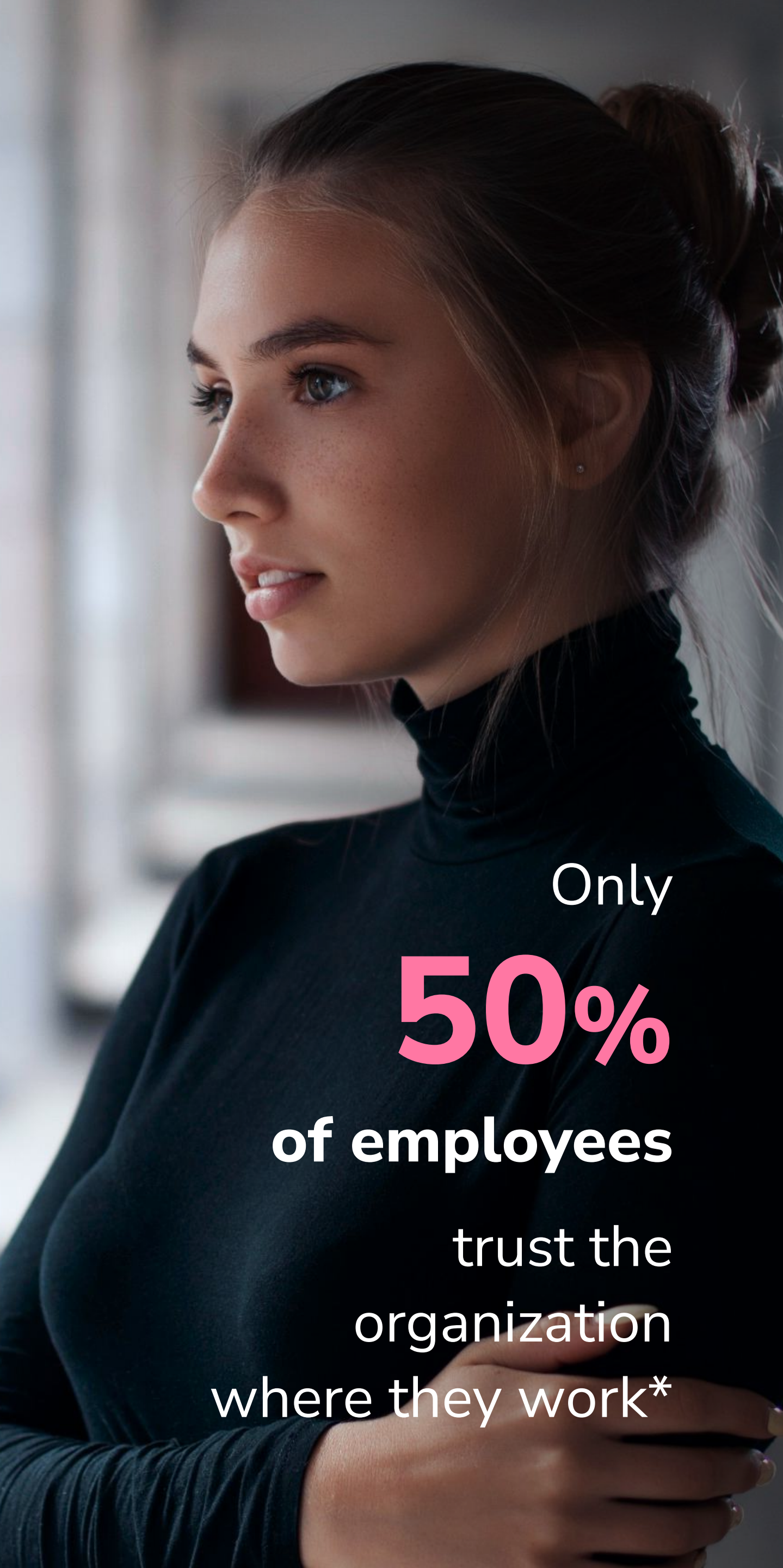


Unify your employee experience across the globe

Hire, pay and maximize performance all on one platform





Only
50%
of employees
trust the
organization
where they work*



Only
13%
of employees
are fully
satisfied with
their experience*

Employee experience remains elusive for many organizations

The lack of trust and a deteriorating experience is recipe for attrition, which could impact organizational growth.

*Source: Gartner

Keka is on a mission to reshape employee experience

When customer and employee experiences align, it sparks a transformative 10x growth for organizations.

We're here to help workplaces create an exceptional employee journey by seamlessly integrating people, processes, and technology.

 **CX+EX = 10x Growth**



Global Evolution Journey



2016
Product Launch



2024
Serving 10,000+ customers



2017
Acquires its first 100 customers



2022
Raises \$57M funding (Series-A)



2019
Major product revamp



2020
Witnesses 7x growth

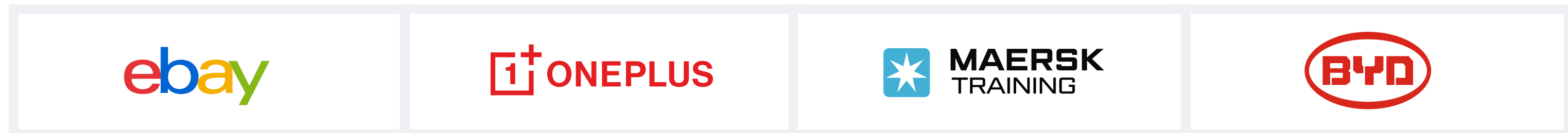


2021
reaches 100+ global customers across 30+ countries





10,000+ people-first organizations trust Keka across the globe



IT Services	Pharma	Manufacturing	Automobile	Health Care	FMCG	Retail	BFSI	Education	Staffing



Impact we created

> Information Technology

(IT Services, SaaS, Marketing & Media)

- Facilitated hybrid engagement by **1900%** through social wall and gamified recognition
- Automated onboarding flows and reduced scope of errors by **50%**
- Improved timely completion of projects by **83.5%** via analytics dashboard
- Decreased operational effort required for performance reviews by **85%**

> Retail

(Hospitality, Consumer electronics)

- Improved punctuality by **90%** via geo-fencing in attendance
- Optimized onboarding operations for a **150% growth** in employee count
- Enabled multi-location attendance sync and reduced monthly effort by **50%**
- On-field workforce requests automation (Expense claim time reduced by 60%)

> Pharma & Manufacturing

(Hospitals, Healthcare, API Manufacturing)

- Reduced payroll processing time from **7 days to 1 hour**
- Ensured HRMS adoption among blue-collared workers via Kiosk, Mobile OTP login and availability of regional languages in the app
- Optimized production planning by **20%** with advanced shift scheduling
- Powered digital transformation and a migration to paperless HR processes

> Education

(Ed-tech, Schools, Universities)

- **Automated critical HR processes** from employee onboarding to exit
- Improved employee experience via helpdesk and expense reimbursement
- **Streamlined goals and OKRs** with tools for continuous monitoring
- Improved guest faculty management experience via lecture scheduling



Powering your growth - From automation to intelligent decision-making

Keka's platform adapts and scales effortlessly with your growing HRMS needs



Hustle

Needs:

- › Centralized data repository
- › Error-free payroll process
- › Employee self-service
- › Adherence to all compliance requirements

▶ Aspiration:

Building a digital backbone for HR processes

▶ Analytics maturity stage:

Descriptive analytics



Foundation

Needs:

- › Digitalizing HR processes and streamlining org. structure
- › Employee grievance management
- › Easy access to reports
- › Effective employee engagement
- › Initiate a formal Learning process for Employees

▶ Aspiration:

Leverage the digital infrastructure to power HR processes

Analytics maturity stage:

Descriptive analytics



Growing Fast

Needs:

- › Optimizing hiring for growth
- › Introducing AI for redundant tasks
- › Defining and tracking performance metrics
- › Leveraging predictive analytics
- › Delivering a stellar employee experience

▶ Aspiration:

Streamline and automate HR processes. Speed up decision-making

▶ Analytics maturity stage:

Predictive analytics



Strategizing

Needs:

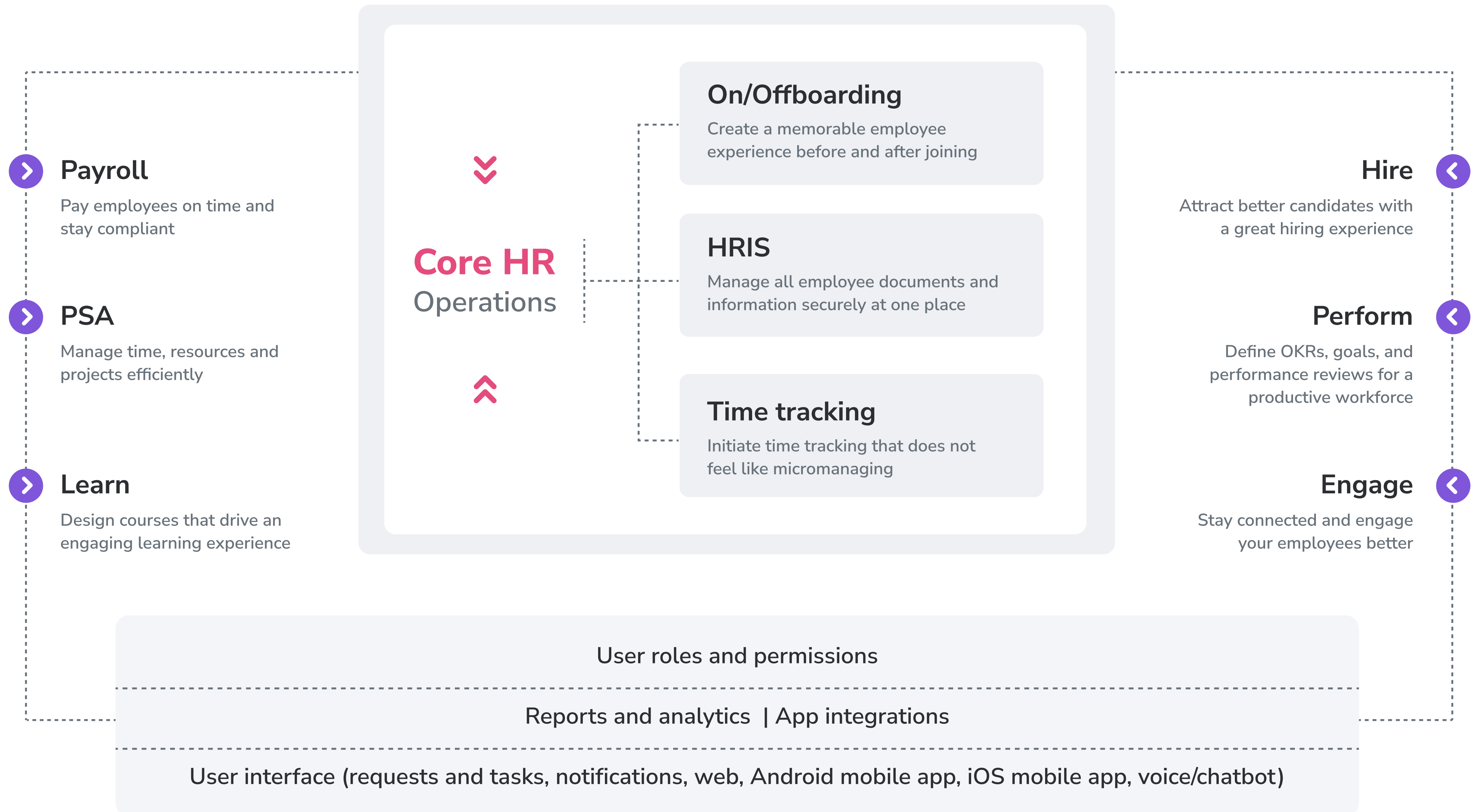
- › Automate all mundane processes of low value and high effort
- › Delivering insights on how key HR functions contribute towards business priorities
- › Fostering a culture of collaboration, engagement, and productivity

▶ Aspiration:

Establishing an alternate source of truth with diagnostic & prescriptive analytics for business growth



One platform to unify all your HR processes





Onboarding and Implementation

An onboarding process that is tailored to accelerate deployment, adoption, and success



With a CSAT score of 99.5, we rank 9th in customer satisfaction globally for Core HR 



Driving product adoption through exceptional user experience

Employee Engagement

300,000

posts on social walls powered by Keka

1.2 Million

employees engaged through praises, likes, and comments

5028

polls and surveys conducted

Hiring & Onboarding

2.9 Million

applications sourced

500,000

New employees onboarded

Time & Attendance

95,000

Geo-tagging, selfie clock-ins for hybrid work requests

Keka PSA

34,000

projects created and managed on the platform

1.1 Million

timesheets submitted

Payroll

1.6 Million

employees get their payroll processed, every month!

Performance

1,09,972

performance appraisals conducted

69,245

praises recorded

20,000

employees promoted



Your security is our **top priority**

Keka's infrastructure is managed by Microsoft Azure, the most secure enterprise cloud platform which offers the highest level of security for your crucial information

> **ISO/ IEC – 27001:2013**

Keka uses ISO/IEC 27001:2013 standards to secure all our assets, including financial and intellectual property.



> **SOC 2 compliant**

Keka is SOC 2 Type 2 Compliant. Security, confidentiality, availability, and privacy controls are in place to monitor customer data.



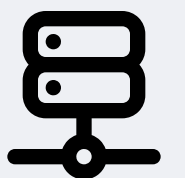
> **GDPR compliant**

GDPR empowers organizations and individuals with data control. We adhere to GDPR standards, ensuring data protection and privacy compliance.



> **Disaster recovery**

Keka's infrastructure is built to endure disasters, ensuring continuous business operations. With Microsoft Azure, we eliminate single points of failure to ensure business continuity.



> **CCPA Compliant**

We adhere to CCPA privacy regulations, safeguarding consumer data rights and ensuring transparency in handling.



> **DDoS protection**

Azure DDoS protection safeguards against DDoS attacks, we adhere to OWASP secure coding practices that ensures code security for robust defense.



> Network security

Internal systems connecting to Keka have strict IP restrictions. Azure resources are accessible solely through the Keka API, protecting them against potential attacks.



> Authorization and access

Access controls are stringent for all systems, including customer tenants, Code Repository, and DB are restricted solely to authorized personnel. Every access is logged for accountability.



> Alerts and monitoring

The app is watched over by App Insights, with alerts set up for any anomalies. Azure's managed DB services monitor the database, and our DevOps team promptly takes action on any alerts.



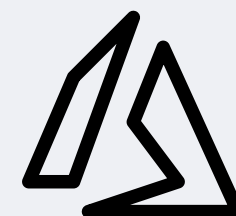
> Sensitive data encryption

All sensitive data is encrypted with both symmetric and asymmetric encryption. This ensures there are no patterns even in the encrypted data.



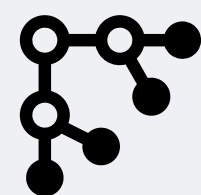
> Certificates, keys and secure tokens

All of these are managed through the Azure Secure Vault and pulled in run time by Azure App Service. These are changed / recycled from time to time with random time intervals to ensure no pattern is detected across tenants.



> End to end encryption

Data is encrypted while at rest and in transit with 256-bit SSL.





For the ❤️ of great employee experience

THANK YOU

