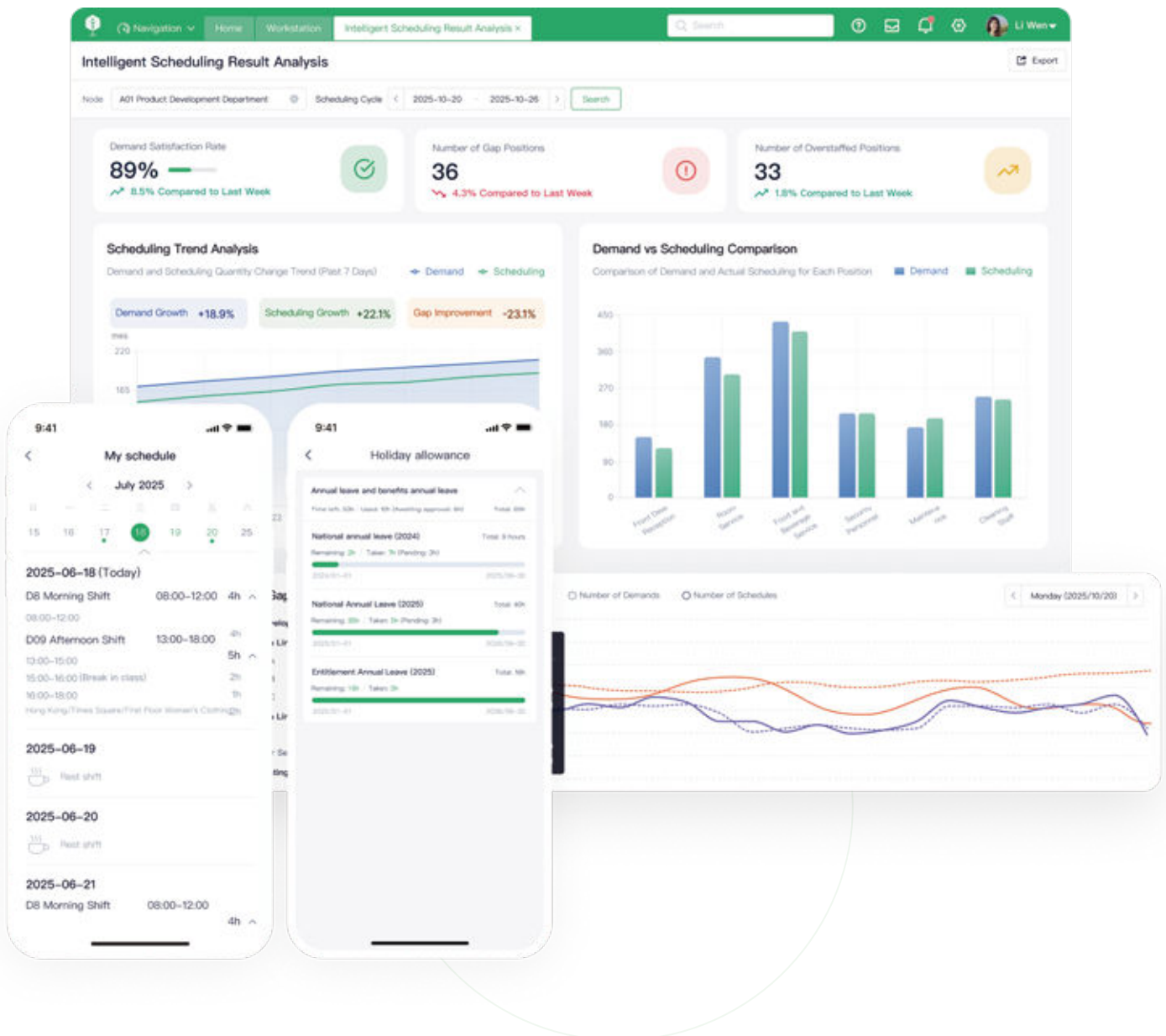


A Trusted WFM Partner for Global Workforce Operations

GaiaWorks supports workforce-intensive enterprises in standardizing attendance, scheduling, and labor compliance across countries and sites.

We serve **1,800+ enterprise clients across 34 countries and regions**, supporting the daily workforce operations of **7 million+ employees**.

Our experience spans manufacturing, retail, logistics, consumer goods, and other complex frontline workforce environments, including **5 of the top 10 global auto parts suppliers, 4 of the top 10 global F&B companies, 3 of the top 5 global smartphone manufacturers, 9 of Top 10 global luxury brands**. We don't just deliver software; we provide the operational agility required to thrive in complex multi-country labor environments.



Gaia Time & Attendance: A Real-Time Compliance Engine

Standardizing workforce data to improve operational efficiency.

Gaia T&A simplifies complex workforce operations while ensuring data accuracy and consistency. It is designed to automate even the most complex attendance, allowance, and shift rotation rules, allowing HR to move away from administrative tasks and toward strategic priorities.

Continuous Statutory Compliance

- Eliminate month-end surprises with real-time compliance risk forecasting.

Proactive Anomaly Detection

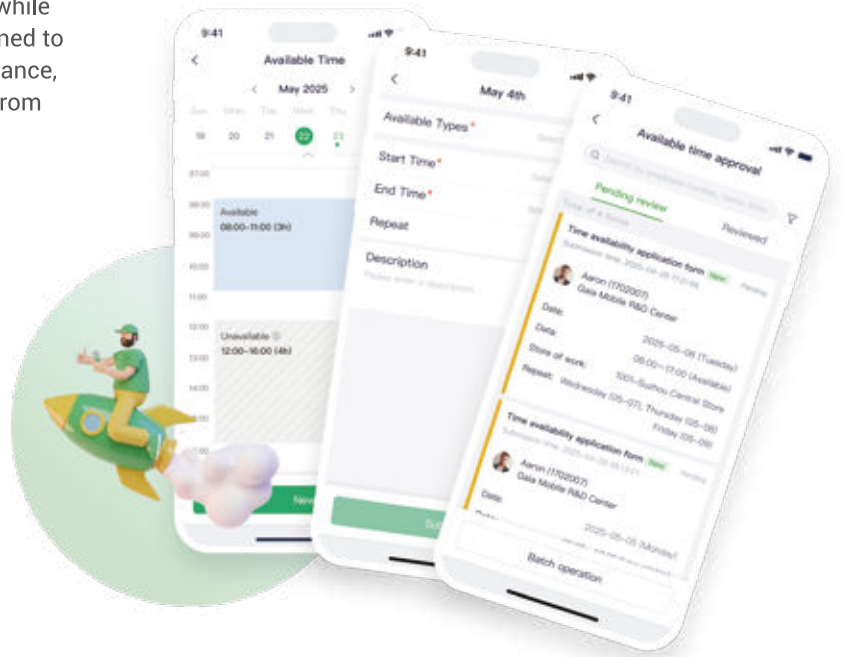
- Replace manual audits with AI-driven detection of attendance anomalies.

Enterprise-Grade Performance

- Our adaptive calculation engine can process 10,000 employee records in as little as 10 seconds.

Flexible Mobile MSS/ESS

- Enable touchless clock-ins and one-click requests for a seamless employee experience.



Gaia Smart Scheduling: Optimizing Labor Efficiency with AI

Turn workforce operations into a competitive advantage.

Adaptive AI Forecasting

Leverage 20+ self-learning models that evolve with your business patterns to ensure optimal staffing.

Institutionalize Expertise

Transform your top managers' operational expertise into scalable scheduling logic for consistent quality across all locations.

Agile Workforce Sharing

Reduce idle labor time by cross-assigning multi-skilled staff and enabling resource pooling between neighboring sites.

Skill-Role Alignment

Automatically match employee skills with real-time operational needs to ensure service quality and compliance.

Mobile Agility

Keep employees informed of shift changes in real time with seamless online swaps and instant approvals via the Workforce App.

Gaia Smart Scheduling replaces manual guesswork with data-driven precision. By integrating with real-time business demand data, the system helps ensure the right employees are deployed where they are needed most.

