

September 07, 2023

National Stock Exchange of India Ltd.,
Exchange Plaza, 5th Floor
Plot No:C/1, G Block
Bandra Kurla Complex, Bandra (E)
Mumbai – 400 051
Scrip: RAMCOSYS

BSE Ltd.,
Corporate Relationship Department
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai – 400 001
Scrip: 532370

Sub: Press Release

Ref: Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Please find enclosed the press release, titled “**Ramco Systems in association with Ecosystem unveils study on Future of Employee Experience**” which is being released to the press from our end.

The aforesaid intimation is also being hosted on the website of the Company www.ramco.com.

Kindly take on record the same.

Thanking you,

For **RAMCO SYSTEMS LIMITED**

VIJAYARAGHAVAN NE
COMPANY SECRETARY

Encl: Press Release

Ramco Systems Limited

Corporate Office: 64, Sardar Patel Road, Taramani, Chennai 600 113, Tamilnadu, India.
Tel: +91 44 2235 4510 / 6653 4000, Fax: +91 44 2235 5704 | CIN : L72300TN1997PLC037550

Registered Office: 47, P.S.K. Nagar, Rajapalayam 626 108, Tamilnadu, India.

Global Offices: India | Singapore | Malaysia | Indonesia | HongKong | China | Vietnam | Macau | Japan | Philippines | Australia | New Zealand | UAE | Saudi Arabia | USA | Canada | United Kingdom | Germany | Switzerland | Spain | Sudan | South Africa

www.ramco.com

Ramco Systems in association with Ecosystem unveils study on ‘Future of Employee Experience’

Uncovers new perspectives on delivering strong employee value propositions

Singapore/ Chennai, INDIA – September 07, 2023 – Global enterprise software provider [Ramco Systems](#) together with [Ecosystem](#), a Singapore headquartered digital research and advisory company, announced the release of a new eBook, “[Can Employee Experience be Seamless in a Global Organisation?](#)” Based on a ‘Future of Employee Experience’ study assessing 89 leading multinational organisations across the Asia Pacific, the eBook discusses its key findings, including insights and best practices on how organisations can support their payroll function to promote financial well-being.

The study found that leading organizations enhance their employee experience through a combination of introducing new HR policies and technology adoption. Promoting financial wellbeing of employees was also a key consideration for organizations. Highlights from the e-book include:

- A list of measures organizations can take to promote financial well-being in the workplace
- Insights on the biggest challenges faced by payroll teams
- The capabilities a payroll system must possess to enable payroll teams in delivering an enhanced employee experience

However, organisations must have a seamless and transparent payroll process in place to ensure the financial wellbeing of their employees. Payroll tasks can be automated through AI and chatbots, enabling payroll teams to become strategic partners for employee financial well-being. In addition, chatbots can provide instant and accurate information to employees about their payslip, empowering them and enhancing their financial literacy.

Sash Mukherjee, VP Industry Insights, Ecosystem, said, “It is important to look at all functions that contribute to improving employee experience strategically – whether it is Finance, HR, Compliance, or Payroll. Organisations must empower these departments with the right AI-driven technologies that can automate their operational tasks and utilise them for strategic decisions on employee attraction and retention. Global organisations should be backed by global systems.”

Rohit Mathur, Head – Ramco Global Payroll & HR Solution, Ramco Systems, said, “Improving employee experience has become paramount in achieving business success. Organisations must take a multifaceted approach to enhancing their employee experience, which empowers employees professionally, emotionally and financially. Ramco’s focus on providing automation and transformation features like anomaly & reasoning engine, pro-active chatbots, self-explaining payslip, financial wellness services, and voice-based navigation powered by AI, ML & RPA is not only offering organizations a competitive edge but has also been helping them enhance employee well-being and overall experience.”

Complete with mobile, chatbots, voice, and facial recognition-based workforce management, organizations can deploy Ramco Global Payroll & HR on-cloud or leverage as a managed service. The multi-tenant architecture with embedded intelligence, device agnostics features, and API integration now serves more than 500 customers worldwide. With innovative concepts of Artificial Intelligence & Machine learning, Context-sensitive Pop-ups and Chatbots to carry out self-service, and Voice based transactions on Google Assistant & Alexa, Ramco has been setting the benchmark for Innovation in this segment. With statutory compliance across 60+ countries covering U.S.,

Survey results at a glance –

- ✓ 81% respondents improved their employee experience through better employee compensation and benefits packages
- ✓ 83% respondents achieved an enhanced level of employee experience through providing self-service/access to employee apps
- ✓ 59% respondents introducing financial wellness measures for their employees

ANZ, Asia (including Japan & China), Middle-East & Africa, UK and Ireland, [Ramco's Global Payroll](#) is available in English, Japanese, Mandarin, Bahasa, Thai, Malay, and Arabic among others.

[Download the eBook](#) to obtain fresh insights on enhancing employee experience.

About Ecosystem:

Ecosystem is a Digital Research and Advisory Company with its global headquarters in Singapore. We bring together tech buyers, tech vendors and analysts onto one integrated platform to enable the best decision-making in the evolving digital economy. Ecosystem has moved away from the highly inefficient business models of traditional research firms and instead focuses on research democratisation, with an emphasis on accessibility, transparency, and autonomy. Ecosystem's broad portfolio of advisory services is provided by a team of Analysts from a variety of backgrounds that include career analysts, CIOs and business leaders, and domain experts with decades of experience in their field. Visit www.ecosystem.io

About Ramco Systems:

Ramco is a next-gen enterprise software player disrupting the market with its multi-tenant cloud and mobile-based enterprise software in HR and Global Payroll, ERP and M&E MRO for Aviation. Part of the USD 1 billion Ramco Group, Ramco Systems focuses on Innovation and Culture to differentiate itself in the marketplace. On the Innovation front, Ramco has been focusing on moving towards Active ERP leveraging Artificial Intelligence and Machine Learning by building features such as Talk It - which allows transactions to be carried out by simple voice commands, Bot it – which allows users to complete transactions using natural conversations; Mail It – transact with the application by just sending an email; HUB It - a one screen does it all concept built to address all activities of a user; Thumb It – mobility where the system presents users with option to choose rather than type values and Prompt It – a cognitive ability which will let the system complete the transaction and prompts the user for approval.

With 1800+ employees spread across 30 offices, globally, Ramco follows a flat and open culture where employees are encouraged to share knowledge and grow. No Hierarchies, Cabin-less Offices, Respect work and not titles, among others are what makes the team say, Thank God it's Monday!

Conferred as one of India's Best Employer Brand 2022-23 by World HRD Congress in partnership with Times Ascent Group;

Chosen as the Most Preferred Workplace in IT & ITES 2022-23 by Team Marksmen in association with Times Now Group;

Conferred one of the “Best Organizations for Women in 2023” by Economic Times

Positioned as a LEADER in Quadrant Knowledge Solutions’ SPARK Matrix™: Multi-Country Payroll Platform, Q4 2022

Recognized a ‘Leader’ in Everest Group’s APAC Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2022

Winner of Global Payroll Association’s Best Payroll Software Supplier of the Year Award 2022

Leader in NelsonHall’s NEAT Matrix for Next Gen Payroll Services

For more information, please visit <https://www.ramco.com/products/payroll>

Follow Ramco on Twitter [@RamcoSystems](#) / [@RamcoPayroll](#) and stay tuned to <https://www.ramco.com/blog>

For further information, please contact:

Neha Hasija

+91 – 9940320066

neha.hasija@ramco.com

Ramco Systems Limited

64, Sardar Patel Road,

Taramani, Chennai – 600 113

CIN - L72300TN1997PLC037550