



Pentalog is an IT service company and consultancy firm founded in 1993.

The objective of Pentalog is to offer our customers the greatest possible leverage for their software investments and to reduce their IT infrastructure costs.

The locations chosen by Pentalog High Tech aim at offering our customers the best quality and best price at the same time. In other words, all establishment opportunities are analyzed according to the cost and quality levels.

- > Low-cost-oriented branches in Romania, Republic of Moldova and Vietman.
- > Local sites (close to customer) in France and Germany.



1. Business Model

Since 1999 the group has structured itself in order to offer high quality services based on the specific needs of its clients and does this case by case, for all local services and offshore.

Local + Low Cost = Right Cost

Thanks to a new Business Model, different from the classic IT companies, Pentalog is asserting itself as one of the key international companies in Europe, with references in Germany. Specializing in consulting and engineering information systems, Pentalog supports its customers (start-ups, innovative SMEs and large industrial accounts), in their development and provides the technical expertise of its consultants.



2. Development Strategy

- > A medium term plan, running from mid 2008 to late 2010 should enable Pentalog to reach € 14M, or 172% growth with respect to the fiscal year 2007.
- > The plan focuses on the planning of resources, but also the creation of production units, trade offices, joint-venture, in countries where we are already established.

3. Our services

The services offered by Pentalog are organized around 3 Business lines:

- > Information Systems
- > Embedded Systems
- > Business Process Outsourcing (BPO)

BL-IS (Information Systems): management and organization of information systems

- Specifications, design, construction and maintenance of software packages, dedicated teams (working from the branch office), or technical assistance (working usually at the client's establishment).
- System and network engineering services and outsourcing, Business Intelligence services (support or project management for the development and integration of decision-making solutions for its clients).
- Audits or studies, assistance to clients.

BL-BPO (Business Process Outsourcing) business process outsourcing of customer

- The production of outsourced call center services, CRM.
- DTP services.
- Outsourced accounting and financial services

BL-ES (Embedded Systems) outsourcing of R&D activities of our clients

- Development and maintenance of our embedded systems.
- Testing, qualification and validation of functionality.
- Mechanical design (CAD).



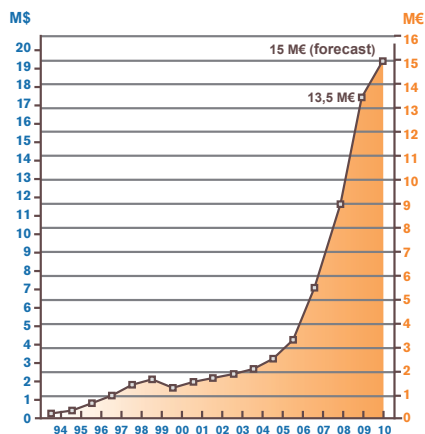
4. Key Figures

In 2009 the sales figure exceeded € 13,5 M.

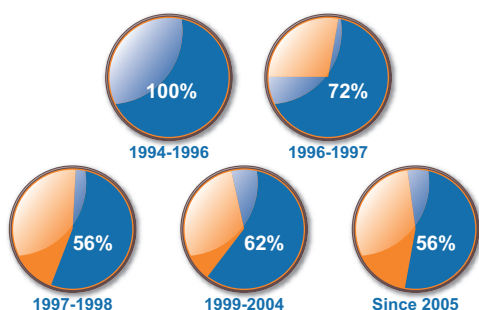
The organic growth reached +50% in 2009, while the global performance in IT services fell to -6%.

26% of the business was generated from out of France (Romania accounts for 30% of foreign sales, Germany 40%, Switzerland, Austria and Molodva 30%).

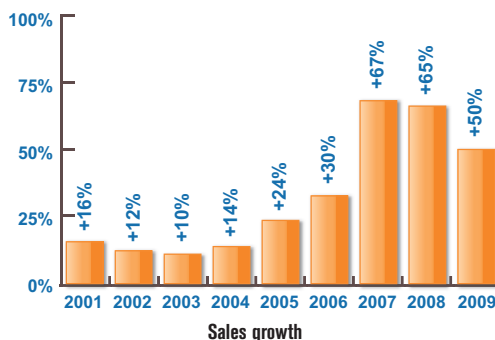
Our method of management, is close to that of Anglo-Saxon consulting firms, resting firmly on the important participation of the employees in the companies' capital and the decision making process (more than 50% of the capital is held by the employees). This implication is the financial translation of our spirit to serve and of our desire to move forward in our profession.



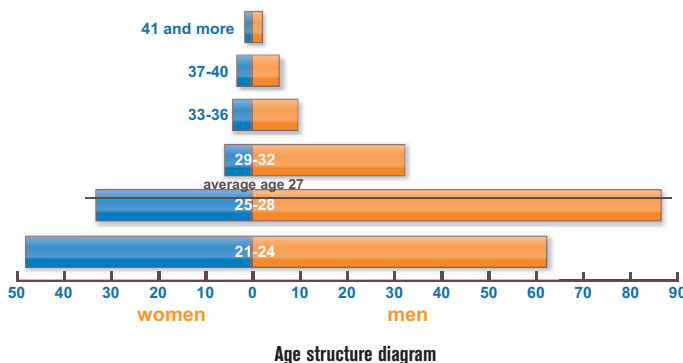
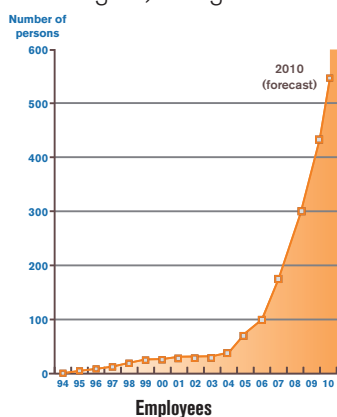
Sales figure. Parity: \$ 13 for € 1
The sales figure would be equivalent to € 20M for the same sales volume in a company charging «Western» prices



Part of the company's shares held by employees



Pentalog now has 430 employees including 270 people for the activities of engineering and BPO. This number is characterized by a high fidelity, with an average age of 27 years, a very high level of education (Master's Degree) and great creativity.



References

- ORANGE ROMANIA • FRANCE TELECOM • TELEPERFORMANCE • LEFEBVRE SOFTWARE • MEILLEUR MOBILE • CORONIS SYSTEMS - ELSTER GROUP • LEROY SOMER • CIGMA • DMAILER • PARROT • ST-ERICSSON • HITACHI • LEXMARK INTERNATIONAL • GROUPE SOCIETE GENERALE • ACTICALL • LOXAM • CITYVOX • CERIB • AFNOR • MASTERFOODS • AZ PNEUS • MAROC TELECOM • LOWENDAL GROUP • METRO FRANCE • COLAS RAIL • QUELLE LA SOURCE • CPAM DU LOIRET • AIR LIQUIDE • PFIZER • AGREN GROUPE EMERAUDE • CETIOM • HAULOTTE GROUP • EXPERIAN • ATHIC • WIRECOM TECHNOLOGIES • HORS ANTENNE • VODAFONE • UNIVERSITÉ D'ORLÉANS • GROUPAMA • GROUPE ACCOR • EMI - VIRGIN MUSIC • DIONEX • RONA • ECIRCLE • APA IT • BRD • DATA SYSTEM • DE RHINS • LABEO • ISIOM • MONAKEA • JUWI MACMILLAN • IN-VOICE TECHNOLOGIE