

primexis

Financial Consulting & Specialized Accounting

The Trusted Partner of Finance & Human Resources Executives



LES MEILLEURS
CABINETS
D'EXPERTISE
COMPTABLE

2026

Le Point

EN COLLABORATION AVEC
statista

www.primexis.fr/en

Summary

- 1 About Primexis
- 2 Our Service Offerings
- 3 Our Commitments

1

Primexis, Trusted Partner of Finance & HR Executives

A firm that is close to its clients and teams



450
employees

60
million in turnover

48
years of service

11
HappyAtWork certifications



Trusted Partner

We put excellence at the center of our rigorous and long-term support, which is founded on trust and transparency



A Strong Reputation

Recognized for the quality of its services and high standards, Primexis is regularly placed among the leading accounting and consulting firms in France



Experienced Team

Our experienced and independent employees are immediately ready and integrate easily into your organizations



Pragmatic Solutions

We adapt our solutions to market trends to offer tailored, innovative, and effective solutions



International Network

As a member of LEA Global, we rely on the global network of partners who share our values to support your international projects



They have placed their trust in us



Strong market recognition

Primexis recognized as “Key” in France



3 values at the center of our commitment

Proximity



A relationship founded on attentiveness, availability, and an understanding of your needs

Responsiveness



The ability to respond quickly and accurately to bring clear and relevant solutions to meet your expectations

Availability



Continuous and attentive presence, high-quality support services, and a trusted relationship

2

Our Service Offerings

Financial Consulting
Corporate & Fund Services
HR & Payroll

3 areas of expertise with solutions adapted to your needs

1

Financial Consulting

Expertise dedicated to financial and regulatory performance to ensure reliable information



Finance Function Transformation
Accounting & Finance
Group Consolidation & Reporting
Controlling
Group Information Systems
Bank & Insurance

2

Corporate & Fund Services

Support for finance departments in preparing financial reports, complying with legal requirements, and information system developments



International Business Services
Finance BPO
Banking Group Subsidiaries
Private Equity Fund Services
Real Estate Accounting

3

HR & Payroll

A specialized offering in payroll management and optimizing human resources processes



Software & Services
Human Resources Advisory
Audit & Assessments
Assistance & Training



Financial Consulting

Finance Function Transformation

- Performance Management Consulting
- Process Digitalization & Optimization
- Project Management Assistance
- Project Management

Accounting & Finance

- Operational Support
- ERP Project Assistance
- Internal Control & Process Optimization
- Regulatory Developments

Group Consolidation & Reporting

- Consolidation & Reporting Assistance
- Outsourcing Consolidation & Reporting Function
- IFRS & Accounting Standards Advisory
- Optimization & Projects Assistance

Controlling FP&A

- Financial Planning & Analysis
- Performance Management
- IT Controlling
- Support Functions
- Operational Management

Group Information Systems

- Group EPM Solution Integration
- Functional Specifications Assistance
- Application Maintenance & Upgrades
- Primexis Cloud
- Starter-Kit

Bank & Insurance

- Risk, Capital & Solvency
- ALM
- Finance, Accounting & Regulatory Reporting
- IS Transformation & Operational Consulting
- Process & Control Environment



Financial Consulting | **Finance Function Transformation**

Your needs

- Support in transforming your finance department
- Make circulating your company's financial and non-financial data more reliable and secure
- Improve your accounting and financial processes by using automation to fast-track decision-making
- Use new technology to optimize your company's profitability

Our team

- A multidisciplinary skill set to address your company's finance transformation challenges
- Extensive professional experience in international groups, listed companies, and medium-sized groups

Performance Management Consulting

- Profitability challenges
- Support during acquisitions, fundraising, or restructuring
- Organizational baseline review: analytical axes, cost centers, and management units

Project Management Assistance

- Assist in selecting and comparing application solutions
- Define and implement accounting and management systems
- Organize and manage testing and functional acceptance phases
- Change management and startup assistance for finance department teams

Process Digitalization & Optimization

- Reduce closing times
- Initial public offering (IPO)
- Continuously improve performance

Project Management

- Establish effective project governance to control risks and ensure the quality of deliverables
- Ensure reliable and clear communication with management and project members
- Facilitate trade-offs and decision-making throughout the project



Financial Consulting | Accounting & Finance

Your needs

- Reinforce your teams at any level when facing a surge in activity or absences or to solve a specific problem
- Be assisted when implementing a new accounting standard or fast-tracking your closing process
- Scale your IT tools

Our team

- 45 experts who work closely with finance departments, adapting to the unique characteristics of your organization and the requirements of each engagement
- A consulting approach that provides you with comprehensive support from our firm, drawing on our collective knowledge acquired through all our past engagements

Operational Support

- Replace a temporarily vacant position at any organizational level: pending recruitment, due to internal transfers, long-term absences, staff assigned to projects, or a temporary hiring freeze
- Provide assistance during periods of increased activity: integration of new entities, organizational changes, etc.

ERP Project Assistance

- Change ERP systems or implement an additional system: define needs, migrate historical data, testing phases, training, and change management
- Upgrade current ERP systems
- Integrate new entities in accordance with the core model
- Integrate component solutions to ERP systems: banking data and orders, inventory, or sales management

Internal Control & Process Optimization

- Assist in reducing closing times
- Establish a standardized closing file
- Identify risks and offer operational solutions
- Draft operating modes and procedures

Regulatory Developments

- Implement IFRS 16
- Provide assistance while implementing IFRS 15
- Participate in preparing transfer pricing documentation
- Electronic invoicing

Our technical expertise



Financial Consulting

Group Consolidation & Reporting

Your needs

- Secure your closing process
- Manage your consolidation department
- Outsource all or part of your consolidation process
- Implement new regulatory and standards developments
- Secure and optimize your processes
- Be assisted with plans to upgrade your group reporting tools

Our team

- 50 dedicated experts who monitor regulatory developments
- Extensive experience in international groups and listed companies



Firm recognized as Key in Group Consolidation & Reporting
Décideurs Magazine 2025

Operational Assistance

- Lack of resources: vacant positions or employees working on other internal projects
- Integrate new entities following acquisitions or business combinations: impact analysis, standardize and implement group rules, or provide training on tools
- Support with complex transactions

Outsourcing the Consolidation & Reporting Function

- A dedicated team of consultants supervised by a designated manager
- Manage the consolidation process: send instructions to subsidiaries, integrate and approve data, prepare consolidated accounts, and report to the head of finance
- Access to Primexis Cloud, our consolidation and reporting platform, customized to your needs to automate and make your processes more reliable

IFRS & Accounting Standards Advisory

- First time application of new accounting standards
- Transition to IFRS accounting standards
- Simulations and impact assessments during your acquisitions, transfers, or any other group restructuring operation
- Implement new reporting regulations: CBCR reporting, green taxonomy, or ESEF (iXBrl)

Optimization & Projects Assistance

- Projects to reduce closing times (fast close)
- Implement internal control standards
- Implement new EPM solutions

Our technical expertise





Financial Consulting	Controlling/FP&A	
<p>Your needs</p> <ul style="list-style-type: none"> Reinforce your controlling team: employee absences, surge in activity, growth, or restructuring Be assisted with implementing new reporting and KPIs Work on transformation challenges in performance management and cash management <p>Our team</p> <ul style="list-style-type: none"> 50 dedicated consultants and a management team of 10+ experts who assist and train our employees daily Experts with dual expertise: controlling and information systems management 	<p>Financial Planning & Analysis (FP&A)</p> <ul style="list-style-type: none"> Reporting and analyses on a management scope Budget, forecast, and strategic planning Performance analyses on a like-for-like basis Cash flow analyses Assist with rolling out new consolidation and reporting tools <p>Performance Management</p> <ul style="list-style-type: none"> Define steering models and related KPIs Structure data and analytical overhaul Review methods and processes Roll out data visualization solutions Design cash management tools 	<p>IT Controlling</p> <ul style="list-style-type: none"> Produce financial reporting and IT KPIs Manage IT projects Optimize processes and innovative management solutions <p>Support Functions</p> <ul style="list-style-type: none"> Analyses and reporting Closing operations Budgets and forecasts and optimize processes <p>Operational Management</p> <ul style="list-style-type: none"> Performance analysis based on business KPIs Operational reporting Action plans and performance optimization strategies Assist with decision-making and review processes

Our technical expertise



Financial Consulting | **Group Information Systems**

Your needs

- Select or implement a new consolidation and reporting platform
- Be assisted by a technical and functional team
- Scale your application
- Rely on a ready-to-use consolidation & reporting system
- Receive assistance to maintain your application

Our team

- 30 experts with dual technical and functional expertise in the fields of consolidation, financial reporting, and project management
- Trained and certified in various EPM solutions on the market and adapt easily to the client's environment to quickly become independent
- Secure project management, with control over risks, deadlines, and quality

Group EPM Solution Integration

- EPM platforms for consolidation and reporting
- Disclosure management including ESEF/iXBRL aspects
- Solutions for monitoring rental contracts (K-IFRS16)
- Budget preparation

Functional Specifications Assistance

- Tool selection assistance and project scoping
- Prepare specifications and statements of requirements
- Produce functional specifications
- Implement documented functional specifications
- Recover historical data
- Change management assistance

Application Maintenance & Upgrades

- Temporarily reinforce an administration team
- Internal, normative, or regulatory developments
- Assist in operating applications and user management
- Technical and functional support during incidents

Technical Maintenance & Assistance

- Install EPM solutions
- Migrate or install service packs
- Audit platforms and optimization recommendations
- Draft technical documentation
- Technological watch

Primexis Cloud

- Offer an immediately available consolidation & reporting platform
- Quickly and efficiently consolidate accounts under multiple standards
- Analyze performance indicators
- Distribute and share information

Starter-Kit

- Pre-configured settings to speed up the roll out of your consolidation and reporting solutions
- Historical data recovery accelerator
- Joint development between our technical experts and your consolidation team
- Regulatory compliance

Our technical expertise      



Financial Consulting | **Bank & Insurance**

Your needs

- Meet your regulatory and prudential requirements
- Respect market practices
- Secure the production of financial and regulatory statements
- Strengthen management framework and risk management
- Optimize balance sheet management and manage structural risks
- Reinforce governance and quality of data
- Transform and improve reliability of processes and information systems

Our team

- 100 experts from the bank and insurance sectors: finance, risk, compliance, actuarial science, and IS transformation
- An integrated, cross-functional, business-oriented approach to finance and risk
- Assistance reinforced by the expertise of our subsidiary *MLAdvisory by Primexis*

Our technical expertise



Trusted Partner of Finance and Human Resources Executives

Bank & Insurance

Risks, Capital & Solvency

- Capital management, solvency requirements, and prudential requirements management: CRR3, output floor, FRTB, SCR, and MCR
- Produce and analyze regulatory stress tests: EBA/ECB and ICAAP
- Data risk governance and quality, aggregation, and ensuring the reliability of reporting: BCBS239 and Solvency 2
- Develop and review regulatory models: loans, IFRS9, IFRS 17, climate risk, and Solvency 2 internal model

ALM

- Balance sheet management and structural interest rate and exchange rate risk management: IRRBB and CSRBB
- Produce and analyze liquidity reporting: LCR, NSFR, and ALMM
- ALM modeling, liquidity stress tests, and supervisor dialogue
- Asset/liability management in insurance

Finance, Accounting & Regulatory Reporting

- Produce regulatory, prudential, and accounting statements: COREP, FINREP, national statements, and Solvency 2
- Produce financial statements and consolidated accounts

- Ensure compliance with French sector-specific ANC standards and international standards
- Produce ESG non-financial reporting: CSRD, ESRS, and green taxonomy
- Controlling, budget management, and performance dashboards
- Operational reinforcement and interim management

IS Transformation & Financial Consulting

- Provide comparative analysis of solutions and support in developing and implementing EPM, accounting, and business systems
- Scope, manage, and coordinate transformation projects
- Operational liaison between project and business teams: gather requirements, project management, testing, operational launch, and change management
- Develop regulatory SaaS solutions tailored to financial institutions
Learn about our solution: [MyRegData](#)

Process & Control Environnement

- Carry out financial diagnoses and internal audit engagements and assist with the general audit
- Optimize processes and strengthen oversight of SOX-compliant control environments
- Prepare and support audits and manage interactions with the French Prudential Control and Resolution Authority (ACPR)

Corporate & Fund Services

International Business Services

- French Subsidiaries of International Groups
- Hospitality Investment
- Tech & Startup

Finance BPO

- An Organization at Your Service
- A Comprehensive Outsourcing Solution
- High-Performance Tools

Banking Group Subsidiaries

- Special Purpose Vehicle (SPV)
- Financing Companies
- French Subsidiaries & Branches of International Groups

Private Equity Fund Services

- Fund & Management Company Administration
- Reporting
- Valuation Services
- Investor Services

Real Estate Accounting

- Real Estate Fund Management
- Regulated Vehicles
- Real Estate Tax Compliance
- Real Estate Advisory
- Transaction Services
- Domiciliation



Corporate & Fund Services | International Business Services

Your needs

- Receive assistance in France to solve specific problems related to subsidiaries of international groups
- Outsource all or part of your finance function
- Secure your monthly, quarterly, or annual reporting systems

Our team

- 70 multidisciplinary employees with vast experience in international group services
- 100% English-speaking

French Subsidiaries of International Groups

- Handle reporting process in accordance with the group's instructions: timeline, format, IFRS or US GAAP standards, etc.
- Prepare tax returns and annual accounts
- GAAP conversion for French subsidiaries' accounts
- Last mile compliance: taxes, tax returns, and annual accounts
- Domiciliation services in Paris La Défense, France
- New incorporations in France
- Technical consulting on transfer pricing
- Corporate group restructuring: mergers, carveouts, etc.

Hospitality Investment

- Assist during the acquisition or sale phase
- Investor reporting
- Accounting support
- Financial consulting: business plan, distribution plan, cash flow optimization, etc.

Tech & Startup

- Support during strong growth: finance function structuring, tool selection, etc.
- Create and automate customized reporting
- Redesign internal controls

Our technical expertise



Corporate & Fund Services **Finance BPO** Outsourcing the Administrative & Finance Function

Your needs

- Relieve your internal resources
- Outsource your finance function following a restructuring: merger, sale, or carveout

Our team

- Our 70-person team will bring you advice and expertise from the project phase to the execution phase
- Extensive experience in finance functions outsourcing: accounting, reporting, tools, etc.

An Organization at Your Service

- A dedicated and well-managed team: 70 specialists under strong leadership to ensure the continuity of your operations
- Internal IT expertise: independent and qualified teams with backup processes that comply with PCA-PRA/DRP standards
- High quality tools: access to the best shared SaaS software, secure data, reliable storage, customizable reports, and collaborative workspaces
- Outsource risk: ensure service continuity in the event of staff turnover or absences

A Comprehensive Outsourcing Solution

- Structured project management: clear scope definition and smooth transition
- Flexibility: customized solutions, a dedicated team, and scalable services
- Process efficiency: optimize key financial cycles

- Reliable team: responsive, skilled, and built on trust

High-Performance Tools

- Accounting: Cegid and Sage
- Great innovation over the last few years for payroll processing: Silae
- Integrate purchase and expense invoices: Yooz
- HRIS: process expense reports
- Visual reports, flexible report templates, and data access: Power BI
- Cash Management: Kyriba
- Consolidation: SAP FC and Oracle HFM





Corporate & Fund Services	Banking Group Subsidiaries
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Your needs

- Create a new activity
- Reorganize your company and reclassify your employees without waiting for the entity's liquidation when ceasing an activity
- Better manage recurrent periods of under- or over-activity
- Integrate accounting and tax regulations that are specific to your subsidiary
- Outsource the management of your new subsidiary in France because of insufficient activity to recruit employees with the necessary skills

Our team

- 30 experts specialized in banking groups and managing their subsidiaries or dedicated vehicles

Special Purpose Vehicle (SPV)

Produce accounts for multiple SPVs in a very short turnaround time:

- Accounting
- Reporting
- Tax obligations (including tax integration)
- Legal
- Consolidation packages

Financing Companies

- Our scope of services covers middle office, back office, accounting, tax, and regulatory functions
- These companies' purpose is financing through real estate and equipment leasing, as well as PPPs
- Certain transactions have tax implications, and these companies are consolidated

French Subsidiaries & Branches of International Groups

- Correspondence plan between the group chart of accounts and PCEC
- Reprocess IFRS, UK GAAP, or US GAAP to comply with the PCEC accounting principles
- Corporate accounts, current tax declarations, and tax returns
- Regulatory statements

<p>Our technical expertise</p> <div style="display: flex; align-items: center; gap: 20px;"> </div>



Corporate & Fund Services | Private Equity Fund Services

Your needs

- Outsource the administrative and finance function of your AIFM or funds
- Call on valuation experts
- Have the best financial reporting practices
- Delegate part of your middle office during various stages of your fund's life cycle

Our team

- 40 in fund and valuation services experts with an excellent understanding of the private equity environment and fund challenges
- 100% English-speaking

Fund & Management Company Administration

- Accounting and finance: prepare financial and regulatory statements and assist with audits
- Tax compliance for funds and underlying companies
- Administrative and treasury: waterfall calculations, capital account statements, vendor management, and cash reporting
- Domiciliation services in Paris La Défense, France

Valuation Services

- Fund Net Asset Value (NAV): IPEV, EPRA, INREV, and OPCI
- Fund performance: IRR, multiples, etc.
- Value creation analysis and "hurdle" monitoring
- External surveyor in a transactional context

Reporting

- Financial reporting of fund and its subsidiaries (Invest Europe: investor reporting)
- Reporting to LPs: recommendations from the Institutional Limited Partners Association (ILPA)
- Manage cash repatriation and distributions
- Bank of France (BDF) statistics and French Financial Market Authority (AMF) database

Investor Services

- Limited Partners (LPs) services: Q&A, portals, etc.
- Specific reporting requested by LPs
- Compliance services: regulated equity ratios, investment ratios, and tax ratios
- Monitor equity subscriptions and calls for capital

Our technical expertise

Application of the industry's best practices

Partnership

Primexis is a member of France Invest, a community of capital investment professionals, and brings its expertise in accounting doctrine and financial reporting for funds and LPs.



Corporate & Fund Services

Your needs

- Outsource your real estate companies' accounting and tax compliance functions
- Delegate the valuation of your regulated funds
- Receive assistance at key moments in your investment cycles
- Reinforce your teams
- Ensure accurate pricing of a transaction

Our team

- 50 employees specialized in assisting in real estate investment funds. 100% English speaking



Firm recognized as Key in
Real Estate – Finance, Accounting & Management
Décideurs Magazine 2025

Real Estate Accounting

Real Estate Funds Management

- Bookkeeping, prepare annual statutory accounts, and assist with clients' legal audits
- Interface with property manager and secure data
- Periodic and multi-reference financial reporting
- Manage supplier cycle, approvals, and payment processing

Regulated Vehicles

- Manage regulated vehicles as a valuation delegate
- Net Asset Value calculations
- Compute regulatory ratios and KPIs
- Structure and optimize distribution schemes
- Prepare Bank of France reporting
- SIIC or SPICAV regimes and exit tax estimation

Real Estate Tax Compliance

- Manage tax returns and other current tax forms
- Real estate VAT and VAT on the margin
- Manage tax consolidation for real estate companies and tax obligations for non-residents
- Apply Quemener case law
- Assist with tax audits

Real Estate Advisory

- Temporarily replace employees
- Project management while integrating a new IS
- Digitalize and automate the finance function
- Streamline internal process and reporting
- Normative and regulatory changes
- Tax optimization in cooperation with legal advisors

Transaction Services

- Buyer-side due diligence (accounting and tax audit)
- Prepare closing fund flows and pro forma accounts
- Post-acquisition accounting and tax structuring
- Restructuring operations
- Assist in implementing data rooms and performing financial and tax vendor due diligence

Domiciliation

- Official recognition from the Hauts de Seine Prefecture
- Domiciliation at Tour Pacific – Paris La Défense, France
- Mail management
- Hold annual general meetings – conference room available
- Legal representative provided by our legal partners

Our technical expertise



HR & Payroll

Software & Payroll Services

- Payroll & HRIS Software
- Payroll Outsourcing
- International Payroll
- Staff Administration Management



HR Advisory

- Time-Sharing & Interim Management
- Social Dialogue
- Change Management
- HR Project Management

HR & Payroll Audit & Assessments

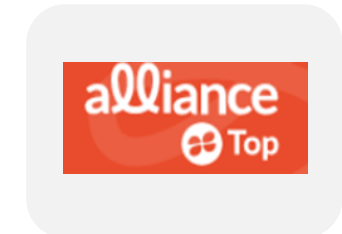
- Payroll Audit
- DSN Audit
- Payroll & HR Organization Assessment
- Scope Statement & Call for Tenders

Payroll Assistance & Training

- Administrative Management of Employment Protection Plans
- Outsourced Payroll Manger
- Payroll Training
- Software Training



Labels & Certifications



HR & Payroll

Software & Services - HR & Payroll

Your needs

- Benefit from reliable and efficient payroll and HRIS software
- Reduce risks and guarantee compliance
- Equip your HR team with advanced technology
- Outsource all or part of your administrative tasks
- Successfully digitalize your processes

Our team

- 30 experts specialized in integrating payroll and HRIS software and managing staff administration and payroll
- Vast experience in international groups and a good understanding of the organization of medium-sized groups in France and abroad

Payroll & HRIS Software

- Integrate Silae software
- Implement and manage HRIS (ISIRH)
- Provide paperless pay slips (edoc)
- Implement and manage HR BI: Economic, Social and Environmental Database (BDESE), Social Balance Sheet (Bilan Social), and Gender Equality Index

International Payroll

- Set up administrative and legal procedures: register and declare with French organizations (URSSAF, INSEE, national health insurance fund, and additional pension funds)
- Manage pay slips and social contributions declarations: staff administration and assistance with human resources management
- Payroll and HR reporting in English
- Worldwide payroll with our partners

Payroll Outsourcing

- Handle payroll processing in part or in full
- Formalize/document processes and procedures
- Manage social declarations, daily social security indemnities (IJSS), and taxes
- Monitor legal and conventional agreements
- Assist with audits by French social organizations
- Company BI: Gender Equality Index, BDESE, Social Balance Sheet, and Individual Social Report (BSI)
- Provide pension accrual (IFC/IDR) reports

Staff Administration Management

- Manage new employee processes: preboarding, contracts, and onboarding
- Monitor deadlines, surveys, and statistical declarations
- Administrative management of trainings and medical visits
- Produce certificates and contract amendments
- Provide assistance on site or remotely
- Provide operational advice on best practices



HR & Payroll	HR Advisory	
<p>Your needs</p> <ul style="list-style-type: none"> Measure the performance and management of your human resources Organize elections for your Social and Economic Committee (CSE) Co-manage an HR project with you Find an expert to help you develop a new HR project for your company <p>Our team</p> <ul style="list-style-type: none"> Our team is specialized in HR audits and consulting and have been assisting SMEs and mid-cap corporations in all sectors for 15 years 	<p>Social Dialogue</p> <ul style="list-style-type: none"> Set up staff elections Lead monthly meetings Draft and/or bring company agreements into compliance following a demerger or regulation changes Monitor social news and all French legal obligations and changes <p>HR Project Management</p> <ul style="list-style-type: none"> Digitalize HR function: implement or optimize your HRIS, staff management, and manage absences HR development: performance evaluation, skills development plan, compensation policies, and employment and expertise plans (GEPPs) 	<p>Change Management</p> <ul style="list-style-type: none"> Change in shareholder: assist with internal communication regarding new strategy, vision, and corporate culture CSR: assist in implementing CSR initiatives (raising awareness and training) and provide support in integrating their implications into HR policies: corporate values, compensation, skills development, etc. Digitalize the HR function: implement or optimize an HRIS, manage absences, performance evaluations, and compensation reviews <p>Time-Sharing HR & Interim Management</p> <ul style="list-style-type: none"> Fill a vacant HR position Provide ad hoc assistance on a specific HR project Temporarily replace an HR manager

HR & Payroll	Audit & Assessments	
<p>Your needs</p> <ul style="list-style-type: none"> Check payroll compliance and efficiency Secure social practices and limit risks Verify the accuracy of social declarations (DSN) Write an adapted scope statement Draft a structured call for tenders <p>Our team</p> <ul style="list-style-type: none"> Primexis' HR and Payroll Projects team offers you personalized assistance to secure and maximize your organizational performances 	<p>Payroll Audit</p> <ul style="list-style-type: none"> Prepare and analyze DSNs and pay slips Improve the reliability of your payroll and management practices Assist with correct measures to be implemented and approaches within your organization <p>HR & Payroll Organization Assessment</p> <ul style="list-style-type: none"> Governance changes Desire to optimize your function Company takeovers, mergers, or demergers 	<p>Scope Statement & Call for Tenders</p> <ul style="list-style-type: none"> Draft scope statements Manage call for tenders Assist with selecting solutions, analysis, and advice Assist with contractual negotiations Project management assistance

HR & Payroll Assistance & Training

Your needs

- Co-manage an HR and/or payroll project
- Handle a temporary increase in workload
- Secure your French Employment Protection Plan (PSE)
- Receive assistance in managing your staff
- Train your teams

Our team

- Our team specializes in staff management, payroll training, and operational management of redundancy plans for SMEs and mid-cap companies

Administrative Management of Employee Protection Plans (PSE)

- Preparation phase: understand your context, analyze your plan's methods, plan procedures, and implement operating methods
- Operational phase: simulate calculations, manage payrolls, monitor deadlines, monitor budget, and coordinate players

Outsourced Payroll Manager

- Reinforce your payroll team
- Temporarily replace a payroll supervisor to ensure continuity of service

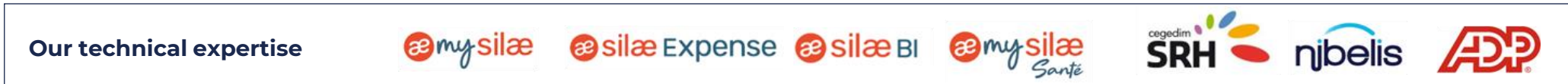
Payroll Training

- Provide professional training - in person or remotely - for trainees to become autonomous in their role
- Payroll techniques
- Social contributions and declarations
- Carry out controls

Software Training

As an integrator partner and certified expert in Silae, Jenji, Edoc, and RHSUITE, we offer a range of services:

- Daily Basic: consulting and database extraction
- Advanced: expert use of software
- Configuration: discovery and advanced



3

Our Commitments

A firm with strong values and genuine ambition



Our CSR Approach

Social responsibility is integrated our strategy and how we work with our clients. Our approach aims to balance performance, a controlled environmental impact, and a commitment to social sustainability.



Environment

Reduce our footprint and act sustainably

- Carbon footprint (scopes 1, 2, & 3)
- Raise awareness about energy and digital moderation
- Reduce printing and manage waste
- Sustainable travel plan offered to all employees
- Raise employees' awareness of environmental issues
- Monitoring program to assess our CSR progress
- Annual Ecovadis evaluation



Social & Societal

Value talent and promote inclusion

- Develop skills and promote diversity
- Commitment to equal opportunities and diversity
- Skills-based volunteer program
- Occupational health, safety, and well-being prevention
- Surveys and initiatives for the continuous improvement of working conditions
- Work-life balance program
- Work-study programs and integrate young talent
- Mandatory awareness training through the Komeet platform on subjects such as disabilities, diversity, quality of life at work, etc.



Responsible Governance

Ensure ethical standards and quality of our services

- Code of conduct and ethical standards
- Business continuity plans/IT continuity plans
- Cybersecurity and data protection measures
- Employee awareness and training on IT security best practices
- Internal quality control: ISAE 3402 Type II certification
- Responsible purchasing policy

Concrete and Recognized Commitments

Certifications & Evaluations



EcoVadis Silver – 70 / 100

- Environment: 69 / 100
- Social & Human Rights: 70 / 100
- Ethics: 76 / 100
- Responsible Purchasing: 62 / 100







Charter & Engagements

- Telework Charter
- Right to Disconnect Charter
- Responsible Digital Charter
- Code of Conduct and Ethics
- Signatory to the Diversity Charter
- Responsible Purchasing Policy
- Signatory to the Supplier Relation and Responsible Purchasing Charter





Key Figures

<p>100% renewable electricity</p>	<p>840+ days of training in 2025</p>	<p>98% of employees trained on CSR</p>	<p>85/100 professional equality index</p>	<p>20+ nationalities represented</p>	<p>90% of employees trained on IT security</p>
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primexis

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