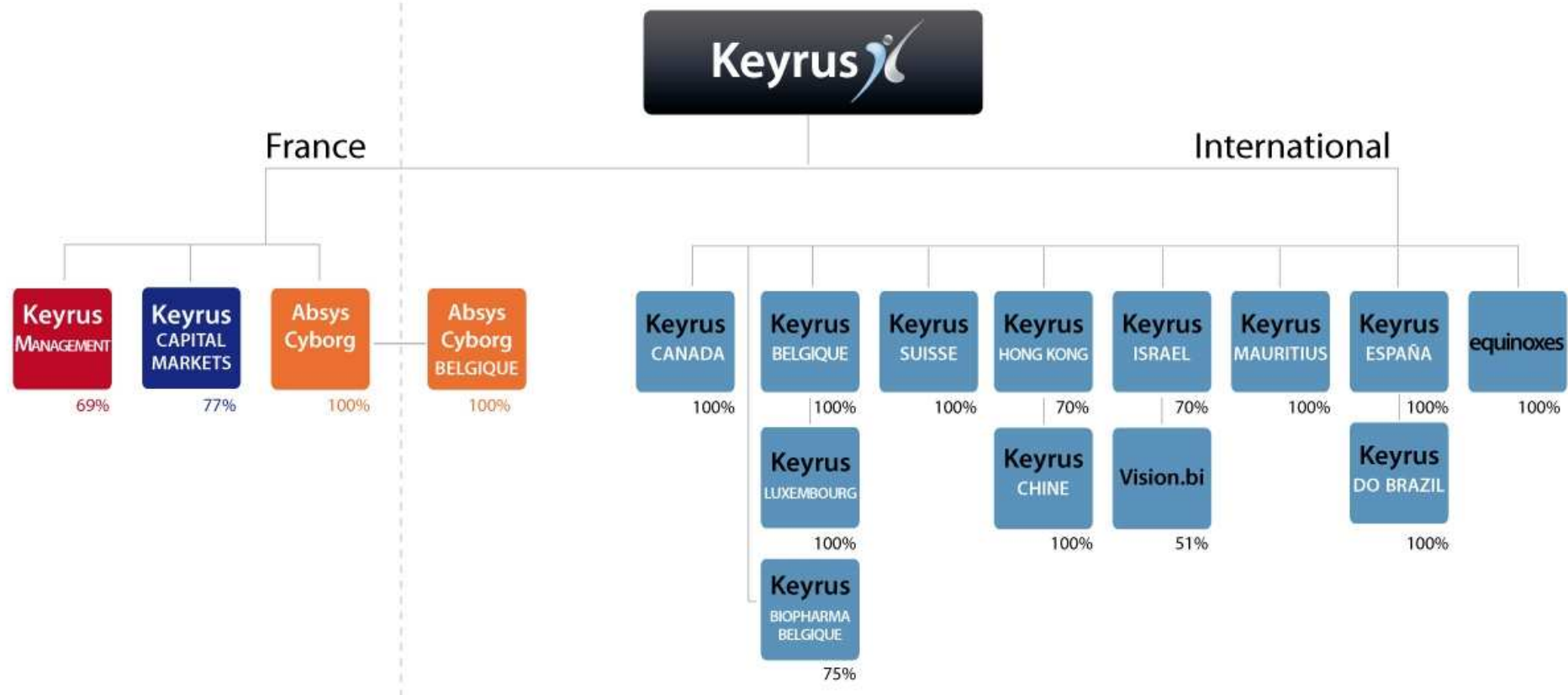


Group organization charts

SIMPLIFIED GROUP ORGANIZATION CHART AT 31ST DECEMBER 2011

As of December 31, 2011, **Keyrus** held charge of all subsidiaries, either directly or indirectly, as well as their general management.



FUNCTIONAL ORGANIZATION CHART AT 31st DECEMBER 2011

Keyrus is organized in a manner that is conducive to autonomy and accountability. This contributes to building long-term relationships with its clients.

Keyrus Group activities are differentiated by market, with a Large Corporation operations activity under the **Keyrus** brand and a Mid Market activity under the Absys Cyborg brand.

In each of these activities, the group is organized in operational departments by region and sector of activity promoting close relationships with clients.

The Large Corporation operations benefit from horizontal centers focused on the themes of Innovation, 'Knowledge Management' and 'Quality & Delivery' which serve all 'Business Units' operating in this market segment.

Horizontal support services (Finance, legal affairs, IS, communications, marketing, business development and human resources) support operational units in both market segments.

