

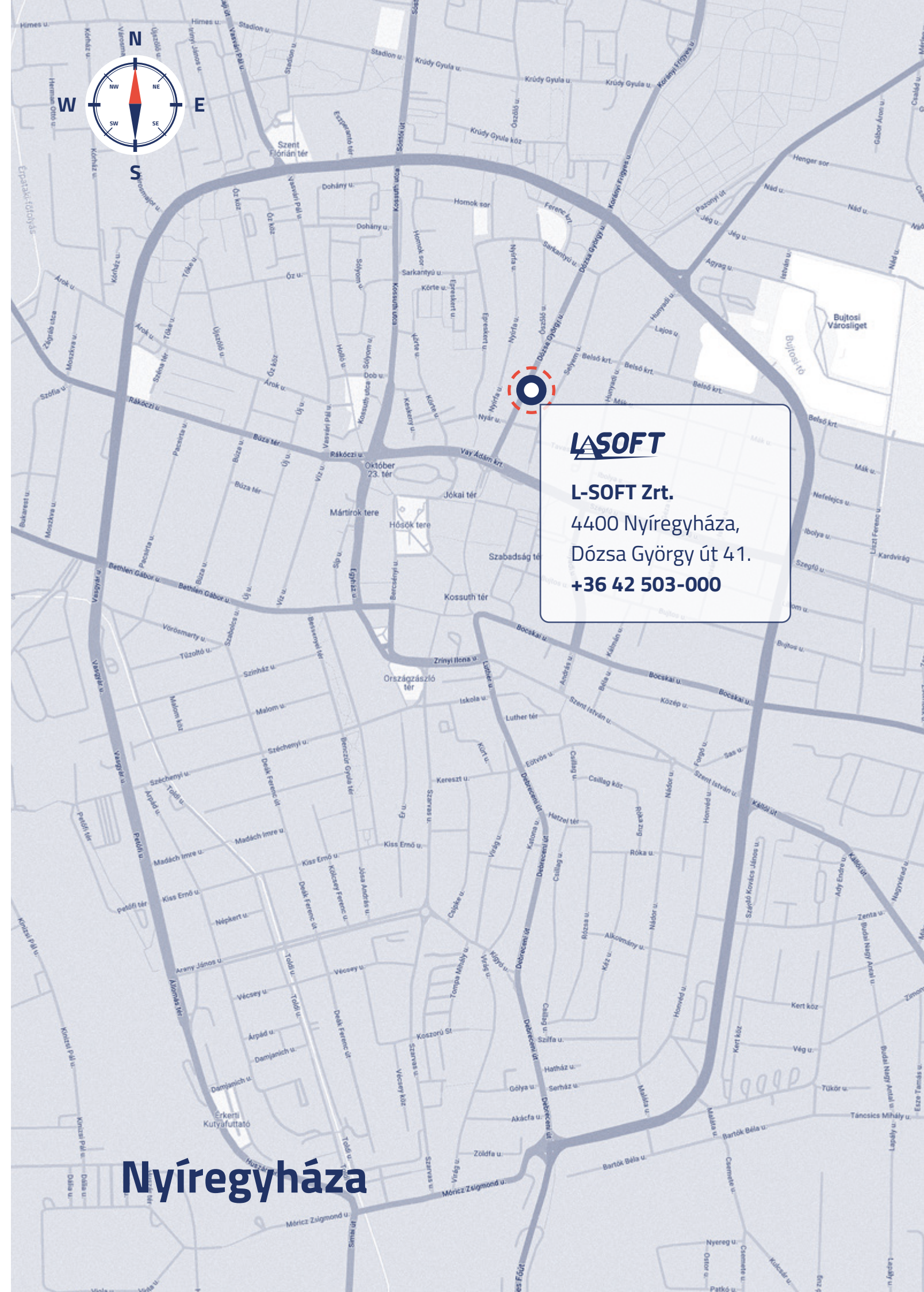


LASOFT

SMART HR SOLUTIONS
AND SERVICES



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LASOFT

L-SOFT Zrt.

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Nyíregyháza

Our business

PIRAMIS™ software development



L-SOURCE outsource



IT HOSTING



EXPERT services



Why you should choose L-SOFT?



More than **30 years** of experience in large enterprises



As a software developer in the field of corporate HR and as a payroll service provider, we are both a prominent and unrivalled player in the domestic market



In addition to our software solutions supporting HR disciplines, we can also implement the customer's own requirements



From the preparation of the quotation to the development and service tasks to the handover, we carry out our work without hidden costs for our customers, transparently and traceably, because we would expect the same from the other side!



In addition to our PIRAMIS payroll software, our payroll services division can also serve the client's corporate payroll needs with its own customized SAP software.

Our solutions, services and target market



Responsible employer recognition in 2022.

The Responsible Employer Rating System classifies and rates companies' responsible employment activities and HR strategies on the basis of a professionally sound, objective set of criteria.

As a Gold Certified Responsible Employer, L-SOFT has a proven track record of good practice in at least 7 dimensions, supported by documented and on-site inspection methods, and supported by an internal employee satisfaction survey.

The 7 dimensions typically revolve around the ambition to invest in people and the ambition to create well-being at work. The indicators related to these were in the areas of pay, fringe benefits, knowledge transfer, work environment development, support for community and social well-being at work, participation in management and feedback and evaluation.



As a supplier, we aim to serve the high expectations of large companies, such as...

- ▶ Compliance with international standards
- ▶ Safety related specifications with the product and services
- ▶ Compliance with sustainable development: ESG system
- ▶ Technological, ICT compliance
- ▶ Additional services related to communication security



**International
certification
company,
audits, reviews**



**Product safety
compliance audits**

> The continuity and quality of our resources and management combine to create **a high level of service security that is of paramount importance to our customers,** with elements of...



**GDPR
compliance**



**Professional
indemnity
insurance**

Several years of professional experience

- Payroll/human resources management system development
IT specialists with experience
- Knowledge of technology and use of the latest technologies
in product development (e.g. e-signature, SSO)
- Payroll, employment specialists
- Social security specialists



Innovation

Our mission: to become *the most innovative Hungarian HR service provider*

Sustainability

Through our industry, our software enables our customers to take steps towards sustainable development and reducing the environmental burden in their HR processes.











We know that just by going digital, the ecological footprint of a company does not become zero. But it is a huge step towards sustainable solutions. Our solutions to reduce paper production, transport, CO2 emissions and the energy-conscious management of companies can help to achieve forward-looking, environmentally friendly processes.

Digitalisation

We scrutinize how our portfolio contributes

- ▶ HR key work organisation objectives
- ▶ Rapid results in increasing employee satisfaction
- ▶ Corporate sustainability strategy goals
- ▶ Using the latest available technologies

SOFTWARE SOLUTIONS

HR fields	General administration supporting solutions	Digital solutions
Income accounting areas	PIRAMIS™ Payroll software, modules supporting labour records, data reporting and social security accounting, payroll, cashiering and other related software	PIRAMIS  myWAGE PIRAMIS  myCERTIFICATES PIRAMIS  myDECLARATIONS
Benefits, compensation areas	PIRAMIS™ Cafeteria module PIRAMIS™ Employee benefits PIRAMIS™ Benefits for not only employees	PIRAMIS  myCAFE
Personnel administration areas	PIRAMIS™ Payroll basic system PIRAMIS™ Other contracts module: <ul style="list-style-type: none"> ▪ candidates ▪ rented workforce ▪ and for partner data registration PIRAMIS™ Workwear, protective clothing and equipment register module PIRAMIS™ Medical examinations PIRAMIS™ Organisation development, hierarchies	PIRAMIS  myDATA
Training areas	PIRAMIS™ Training management module Register of study contracts	PIRAMIS  myEDUCATION
For data analysis	Pre-built lists available in all modules based on the most typical customer needs AD-HOC query editor module	PIRAMIS  myLEADreport
Worktime management tools	Worktime registration - attendance data PIRAMIS™ group scheduling and leave planning and attendance record module	PIRAMIS  myWORKTIME PIRAMIS  myABSENCES 
Compliance, GDPR	PIRAMIS™ GDPR deletion automations	



L-SOURCE outsourcing - payroll service

As a payroll service provider, we use PIRAMIS™ software to perform outsourced payroll services for our customers at a predictable cost. We ensure professional, moral, financial responsibility with the highest confidentiality commitment. Our clients can save costs, resources and manpower, freeing up resources for their core business. Our customers who outsource payroll pay for the service provided, allowing them to accurately plan their HR and payroll costs.

At the same time, the results of our innovative software development activities and our digitalisation solutions can be linked to the service and thus provide a perspective for further development needs in the HR field. Our software development business can be linked and accessed to serve customer needs for software support of specific business processes.

In addition, we also have significant experience in SAP payroll: Our SAP payroll services for customers with thousands of employees can be a convincing reference and argument for those who use their own SAP software for payroll but would still outsource it.

IT hosting business

The hosting of PIRAMIS™ solutions can be provided on several levels, for which we have developed different solutions based on the specific needs of our customers. During the preparatory work prior to the purchase of PIRAMIS™, we define in advance the minimum hardware and software environment required for the system to operate.

1st VERSION

Our customers create the environment necessary to operate the PIRAMIS™ system: they purchase the appropriate hardware and software tools and have an in-house operations specialist who is trained to provide the necessary information for operation and maintenance.

2nd VERSION

In this case, our customers set up the environment necessary to operate PIRAMIS™, purchase the appropriate hardware and software tools and, for a temporary or longer period, our company provides them with the service of operating the PIRAMIS™ system and/or Oracle database manager. With this service, we offer our customers a solution when they do not have an operations specialist with the appropriate level of expertise to operate the database manager and/or PIRAMIS™ system temporarily or for a longer period of time.

3rd VERSION

We provide a hosting service: i.e. our company provides the server-side hardware and software necessary to run PIRAMIS™ and our company operates the software system.



Expert services, consultancy business

Our consulting business supports our customers by **providing expert services related to the implementation of PIRAMIS™ systems**, training, consulting, needs assessments and participation in technical meetings.

We support our customers' professionals in their daily professional tasks with ad hoc and group professional consulting opportunities and presentations.

In addition, in this business area, we offer our customers the JOGINFO (information on legal changes) service, which ensures that our customers' line managers - even in the case of an internal/external line audit - are informed in a timely, factual and documented manner of all legislative changes affecting the HR professional area, thus reducing their business risks.

Integrated management system

Integrated Management System - ISO (audited by SGS)



ISO 9001 audited in the area of corporate operations:

Development, implementation and support of integrated human IT enterprise management systems. Payroll outsourcing, IT operational services.



ISO/IEC 27001 audited in the area of customer and organisational data security:

Development, implementation and support of integrated human IT enterprise management systems. Payroll and HR outsourcing. Security of customer and organisational data managed in the course of IT hosting services in accordance with the Statement of Applicability v2016.01.



Service management system audited to ISO/IEC 20000-1

Service management system for the operation, support and maintenance of integrated human computing business management systems for external customers.

DEVELOPMENT COMPETENCIES



DESKTOP DEVELOPMENT

- **Delphi development environment**
- **Component kits:**
Devexpress VCL, Infopower Studio, LMD dialogpack, ODAC, SDAC, SecureBridge, TeechartPro, TMS CryptoPack, TMS VCL UI Pack
- **PL/SQL**



WEB DEVELOPMENT

- **Visual Studio 2022**
- **Component kits:**
Devexpress Universal, ComponentSpace SAML
- | | |
|----------------------|-------------|
| ▪ c# | ▪ React |
| ▪ asp.net mvc (core) | ▪ html |
| ▪ asp.net webservice | ▪ css |
| ▪ Typescript | ▪ bootstrap |
| ▪ Javascript | ▪ tailwind |



CUSTOM SOFTWARE DEVELOPMENT

- Windows application development
- Web application development (IIS)
- Mobile-friendly, responsive interface
- Web service development
- Interface development



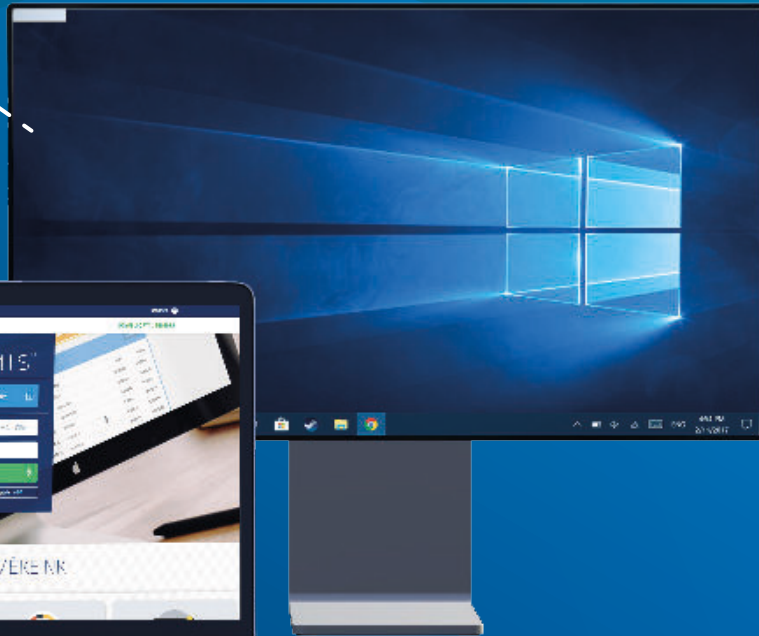
SOFTWARE DEVELOPMENT CONSULTING ACTIVITIES

- Professional advice
- Software development
- Mapping customer needs, synchronising with technological possibilities
- Communication in English and Hungarian

We develop for the following platforms



Windows desktop environment



Browser-based web applications and services



Framework

Developments for Android and iOS operating systems



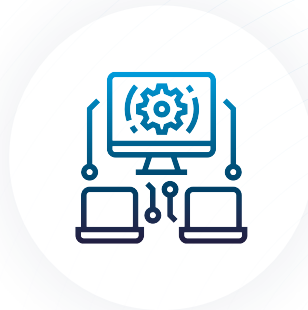
Highly skilled professionals with years of experience...



Engineers



IT database developers



IT software developers



Graphic designers



IT program testers



IT customer support specialists



IT system designers



HR consultants



Payroll and labour, and social security specialists

REFERENCES

With what size of company and in what proportion do we work with?



87%

Very large company (1000 + employees)



11%

Large company (250-999 employees)



2%

Medium sized company (50-249 employees)



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General information:
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