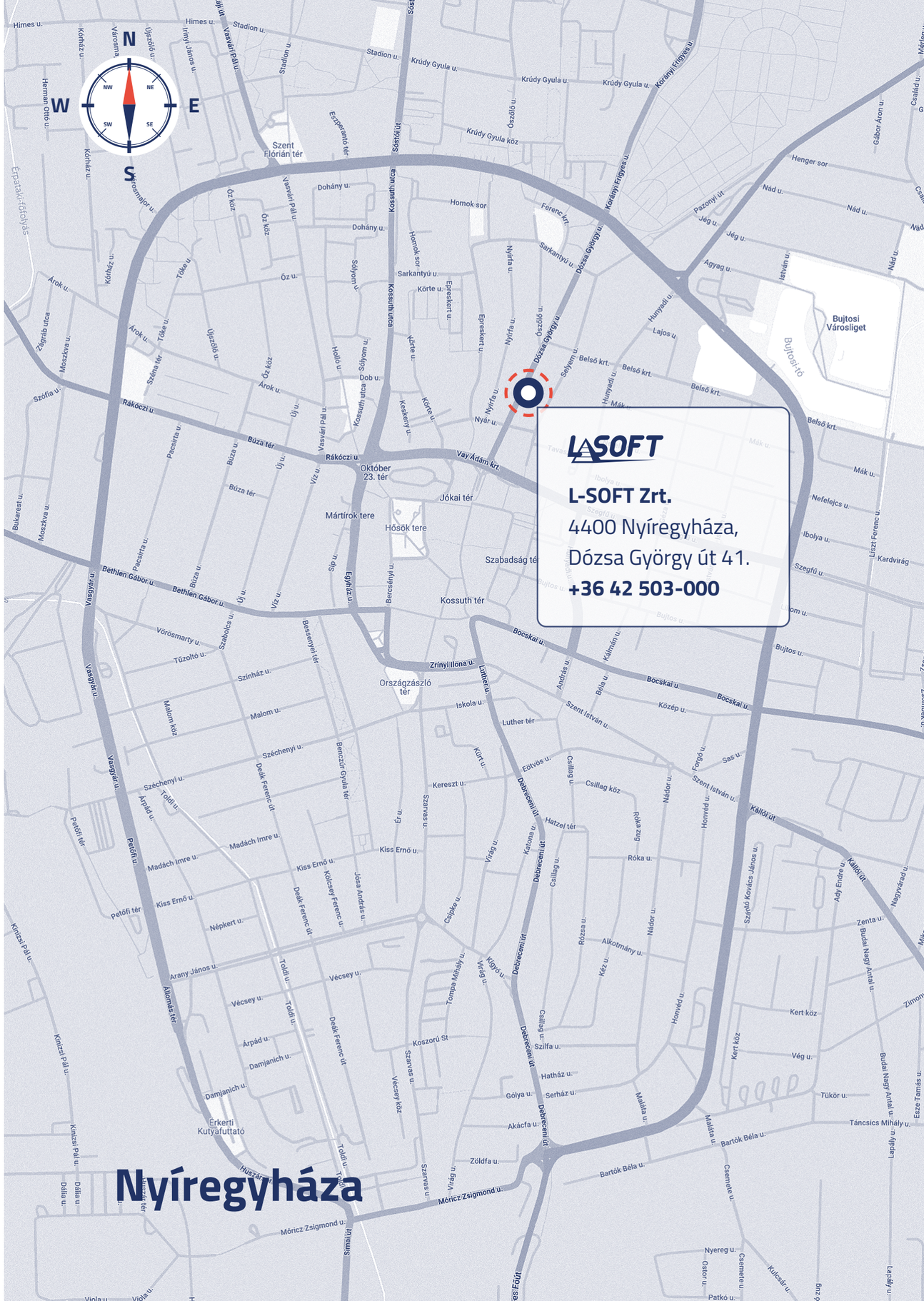

LASOFT
SMART HR SOLUTIONS
AND SERVICES

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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

1. Smart HR solutions

2. Industry-independent human resources software and services

3. Serving the needs of medium and large enterprises

4. Competitive solutions and response times

5. We deliver our solutions as a general supplier (without subcontractors): no third party involvement is required. We provide our customers with all the knowledge they need during the implementation project, so that they can operate the software they have purchased with their own resources

6. High level of responsiveness to individual business needs

7. Solutions suitable for SSC providers, groups of companies + value for money



FELELŐS
FOGLALKOZTATÓ
VAGYOK

Responsible employer recognition in 2024.

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 demonstrated best practices in 9 dimensions, supported by documentation and on-site inspection methods, and this is further corroborated by internal employee satisfaction surveys.**

These nine dimensions typically revolve around the commitment to investing in people and the commitment to creating workplace well-being. The indicators related to these areas included compensation, benefits, knowledge transfer, workplace environment improvement, support for workplace community and social well-being, 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**

> 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...



International certification company, audits, reviews



Product safety compliance audits



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** PIRAMIS™ **myROAD RECORDS**
Personnel administration areas	**PIRAMIS™** Payroll basic system **PIRAMIS™** Other contracts module: ▪ 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** PIRAMIS™ **WAGE TRANSPARENCY** PIRAMIS™ **CORPORATE E-COMMUNICATION** PIRAMIS™ **WEB-BASED CORPORATE HIERARCHY**
Training areas	**PIRAMIS™** Training management module Register of study contracts	PIRAMIS™ **mySTUDIES**
For data analysis	Pre-built lists available in all modules based on the most typical customer needs AD-HOC query editor module	PIRAMIS™ **LEADreport**
Worktime management tools	Worktime registration - attendance data **PIRAMIS™** group scheduling and leave planning and attendance record module	PIRAMIS™ **myWORKTIME** PIRAMIS™ **myABSENCES** PIRAMIS™ **webBEO**
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.

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#
- asp.net mvc (core)
- asp.net webservice
- Typescript
- Javascript
- React
- html
- css
- bootstrap
- 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

APACHE CORDOVA™

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 (250-999employees)

2%

Medium sized company (50-249 employees)

www.lsoft.hu

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