

ÉLECTRONIQUE GRAND PUBLIC | AUTOMOBILE | AÉRONAUTIQUE | MÉDICAL | NAVAL | TV NUMÉRIQUE | DÉFENSE | FERROVIAIRE | ÉNERGIE | TÉLÉCOM | SPATIAL

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# SINCE 20 YEARS, ADENTIS IS

An operational consulting company specializing in  
embed systems, IT and cybersecurity.



31M

Turnover in 2022



350

Employees



354

Ongoing projects



78%

Recruitments on profile



85%

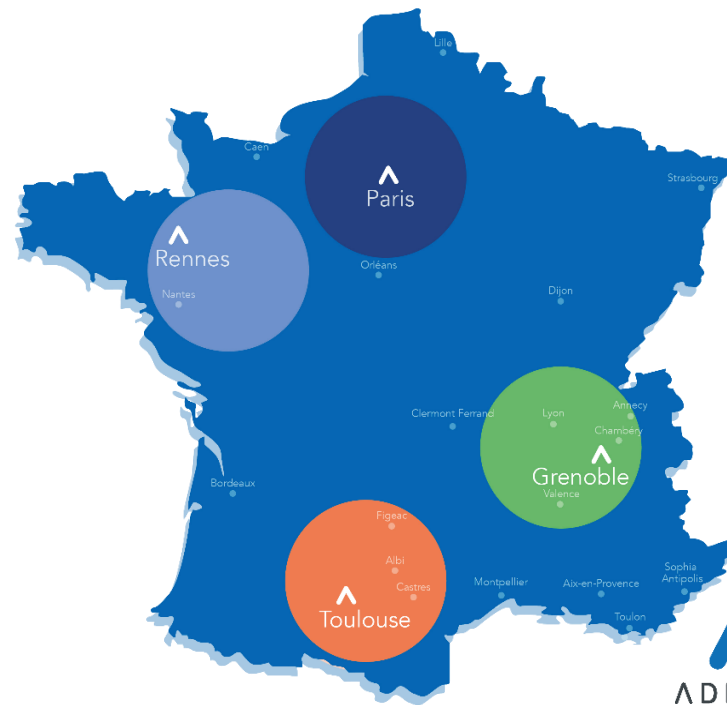
Employees satisfied with the evolution of their skills



99%

Of permanent contracts.

## Our accreditations and certifications :



# ACCREDITATIONS RTC AND ITC

## Adentis has RTC and ITC 2021 – 2025 Approval

- ✓ Adentis Research Tax Credit approval allows our clients to recover, in the form of a tax credit, 30% of R&D expenses. The **Research Tax Credit** (RTC) is a measure to support the research and development (R&D) activities of companies, regardless of sector or size.
- ✓ Adentis also has the ITC: Innovation tax credit. Help mainly for SME that can benefit from a 20% tax credit on innovation projects



# OUR BUSINESS SECTORS

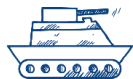
## DEFENSE & SPACE



DEFENSE

SPACE

AERONAUTICS



## TRANSPORTATION



AUTOMOTIVE

RAILWAYS

NAVY



## ENERGY & HEALTHCARE



ENERGY

HEALTHCARE



## TELECOMS & MULTIMEDIA



DIGITAL TV

CONSUMER  
ELECTRONICS

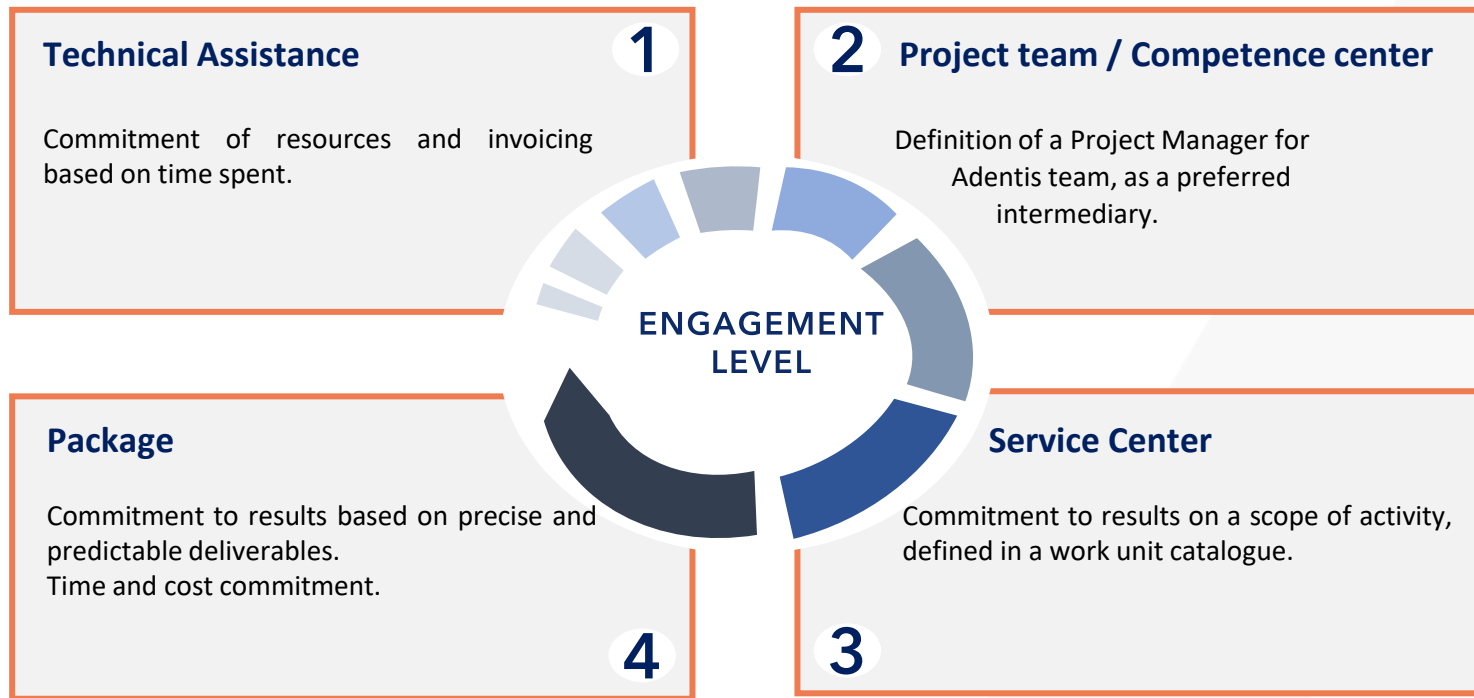


TELECOM

# OUR MODES OF OPERATION

At the intention of our Performance Department, we have implemented a strategy to diversify our activities by further developing our fixed-price offers.

The aim is to gradually increase our responsibilities with our historical partners.



# OUR STRENGTHS

RESPONSIVENESS

LOYALTY

PROXIMITY

COMMITMENT

EXPERTISE

# OUR CSR ACTIONS

Adentis is a company that has been committed to CSR for several years thanks to its director's momentum. We wish to contribute to sustainable development and the resolution of current issues through our activities.

## Waste recycling

Our environmental strategy is based on the achievement of our Carbon Footprint (2022).



Our emissions are **3 TIMES LOWER** than those of other companies in our sector.

\*Study from Carbon Disclosure Project

We are working on our three main emission items:

**Home/work travel:** 100% coverage of transport tickets and kilometre-based bicycle allowances. Raising awareness and working on a sustainable mobility policy.

**Purchasing:** Definition of a responsible purchasing policy and use of committed service providers.

**Food at work:** Working on raising employee's awareness.



**Transparency**  
Member of the United Nations **Global Compact** and annual publication of a **COP** (Communication on Progress).



## Meeting the expectations of our stakeholders

Quality management, monitoring and continuous improvement of customer satisfaction:  
**Certified ISO9001.**

## Disability

**Inclusion** of employees with disabilities.  
**Awareness** raising and **training** of employees.  
**Collaboration** with Adapted Companies.

## Sponsorship of skills in favour of associations

Partnership with **Kolabee**.



## Inclusion and diversity

**Gender equality index:** score of **86/100**.

Partnership with the **association** "Elles Bougent".

**Elles bougent**



# OUR HR POLITICY



## Respect for equity and diversity

- ✓ Signatories of the « **Charte de la Diversité** » (Diversity Charter),
- ✓ **Handi-accomodating** company,
- ✓ Signatories of an agreement with **AGEFIPH**,
- ✓ We work with **ESAT** companies for all our events,
- ✓ **22 nationalities** work at Adentis.



## A comprehensive career support

- ✓ Development of a **training** plan upon joining the company,
- ✓ **Conducting Annual and Professional Interviews (every 2 years)**,
- ✓ **Organisation of informal events.**

## A long term based strategy

- ✓ 78 % of our consultants recruited based on their **profile**,
- ✓ 99 % of our recruitments are **permanent contracts**.

## A management based on proximity

- ✓ A manager supervises teams of up to **20 consultants** (10 on average),
- ✓ Our managers are not paid based on commercial margins to encourage impartiality.

# OUR TRAINING POLICY



## Training at Adentis is:

- ✓ Professional certifications (in cybersecurity, Cisco, Microsoft, Agile approach, etc.) set up with partner organisations,
- ✓ Training courses set up throughout the year according to the needs transmitted and validated,
- ✓ An internal training platform accessible to all our employees,
- ✓ A forecast based on employee requests made during the annual or professional interview and on strategic issues.



# OUR QUALITY POLICY



Ensuring the satisfaction of our employees: being present throughout their career.

Ensure the development of our employees' skills.

Ensure the development and growth of the company.

Ensure the responsibility (ethical, social and environmental) of the company's activities.



Ensuring customer satisfaction: understanding and responding effectively to their needs.

Improve our internal functioning: harmonise and structure the organisation of all our branches.

Ensure the financial sustainability of the company.

Continuously improve the effectiveness of our QMS.

# OUR PROJECT MONITORING

## Kick-off meeting

- Final drafting of objectives,
- Clarification of areas of concern,
- Update of the project context,
- Planning of milestones and progress points,
- Checking that logistical and administrative matters are running smoothly,
- Drawing up the prevention plan.

## Performance Assessment Form (PAF)

We send this form to the client at the end of the service. Its purpose is to assess the quality of the service and to identify areas for improvement, whether from an organisational, technical or commercial point of view.

Start of the project

During the project

End of the project

## Monthly Project Review (MPR)

*A document filled in monthly by the consultant*

- Highlights of the past month,
- Objectives for the following month,
- The consultant's satisfaction with the project,
- Quality of the relationship with Adentis.

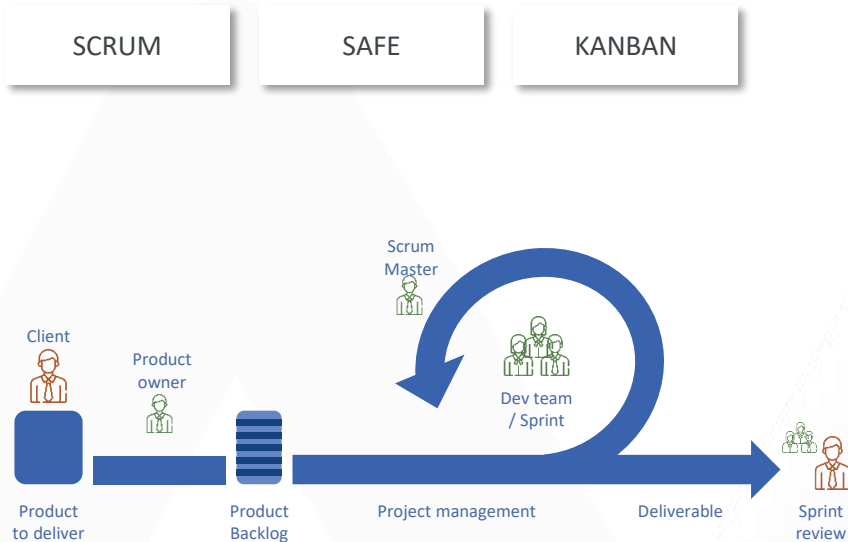
## Project Progress Review (PPR)

*A quarterly meeting between the business engineer and the client*

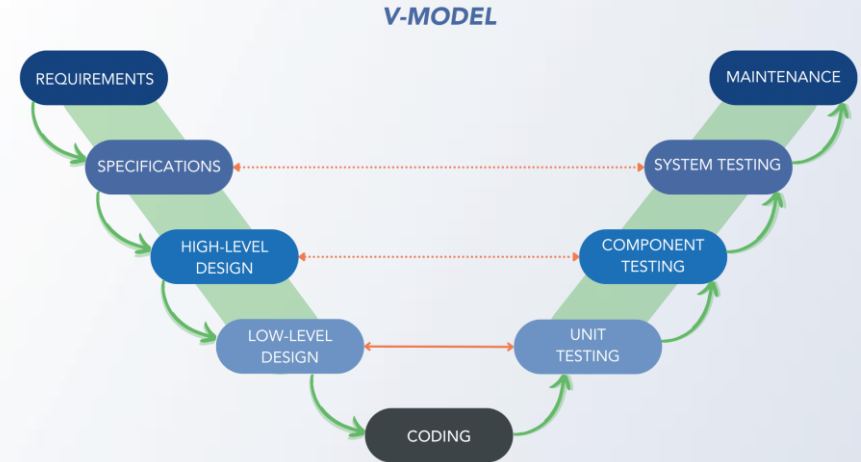
- Assessment of the performance over the last month,
- The objectives for the next month,
- The quality of the serviceAreas for improvement,
- Feedback on the follow-up of the service.
- The date of the next appointment.

# OUR WORKING METHODOLOGIES

We can work according to the principles of **Agile methods**.



We are able to manage all **technical or functional** areas (technical lead or project management) of the **V model**.



# MASTERED TECHNICAL ENVIRONMENT



## NORMS

## ENVIRONMENTS

DO160, DO178, DO254 DAL until DAL A

Aeronautics

SIL 1 to 4

Railways

EN 50126, EN 50128, EN 50129

MISRA - AUTOSAR

Automotive

ISO 26262

MIL STD

Defense

EN 62304

Healthcare

# OUR ACTIVITIES



SOFTWARE



MICROELECTRONIC /  
ELECTRONIC



SYSTEM  
ENGINEERING



IT



ROBOTIC



CYBERSECURITY

# OUR ACTIVITIES



## SOFTWARE

LOW LEVEL  
MIDDLE WARE  
APPLICATION SOFTWARE  
IMAGE PROCESSING  
ARTIFICIAL INTELLIGENCE  
REAL-TIME TRANSPORT  
PROTOCOL (RTP)



## MICROELECTRONIC / ELECTRONIC

ANALOG  
DIGITAL  
ASIC / FPGA  
POWER  
CEM  
SIGNAL PROCESSING



## SYSTEM ENGINEERING

IVV  
REQUIREMENTS TRACEABILITY  
DRAFTING OF SPECIFICATIONS  
AMDEC FMEA  
SLI  
RF



## IT

WEB DEVELOPMENT  
MOBILE DEVELOPMENT  
SYSTEMS AND NETWORKS  
DEVOPS  
BI DATA SCIENCE  
BDD  
CLOUD



## ROBOTIC

AUTOMATED SYSTEM  
MECATRONIC  
OPTRONIC



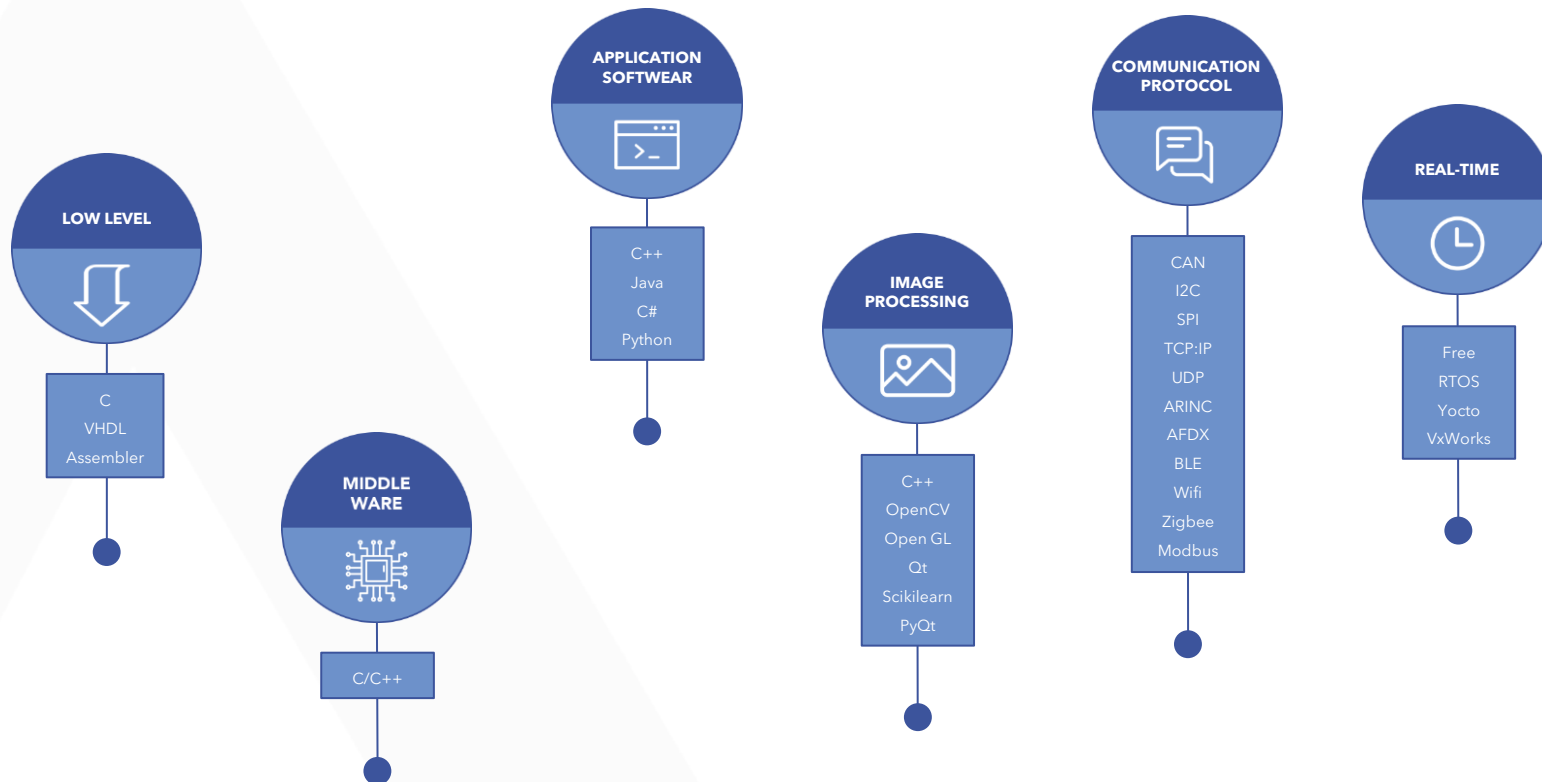
## CYBERSECURITY

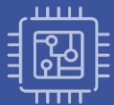
IS GOVERNANCE  
RISKS ANALYSIS  
HARDENING / PENTEST



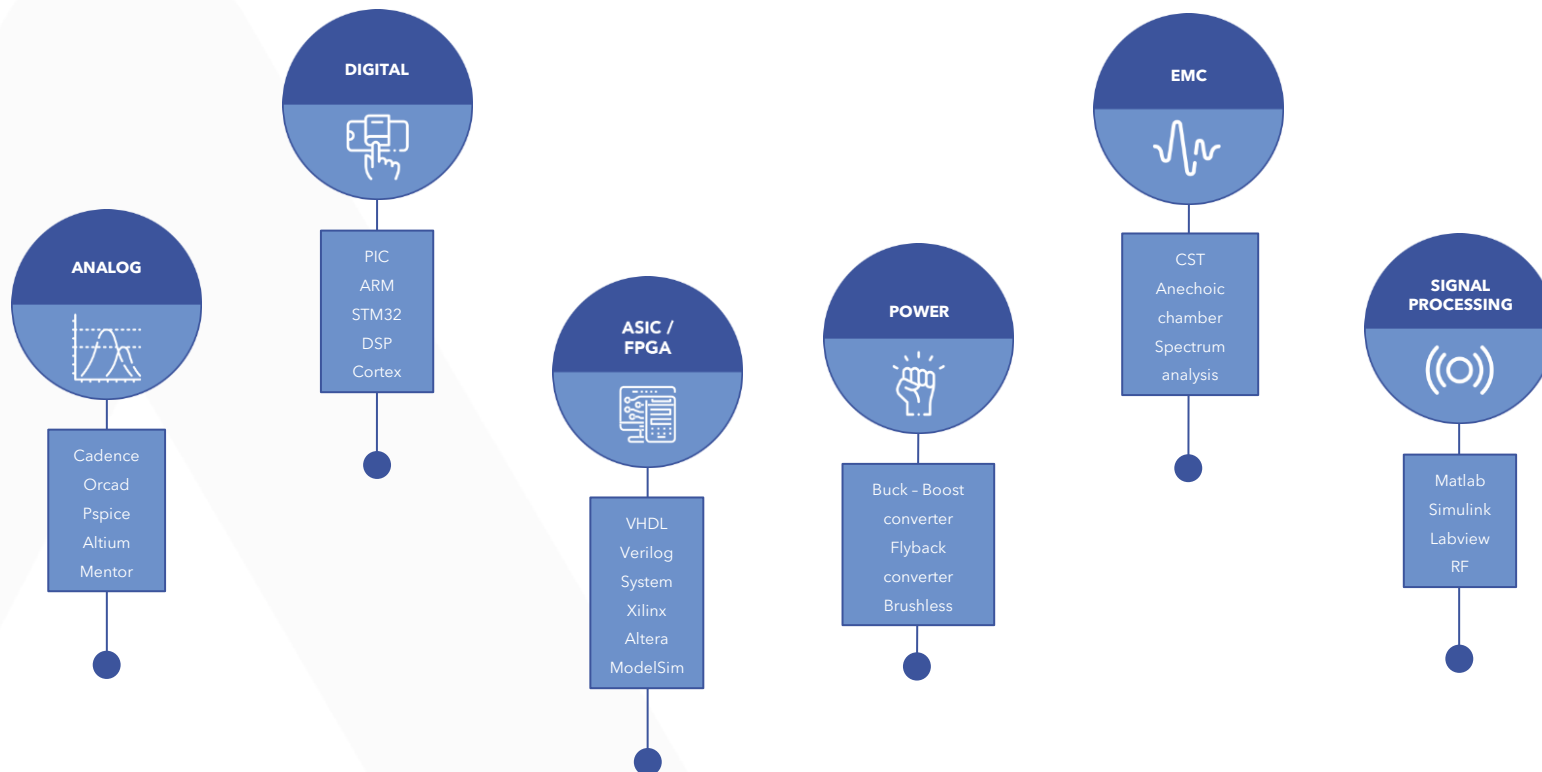


# SOFTWARE



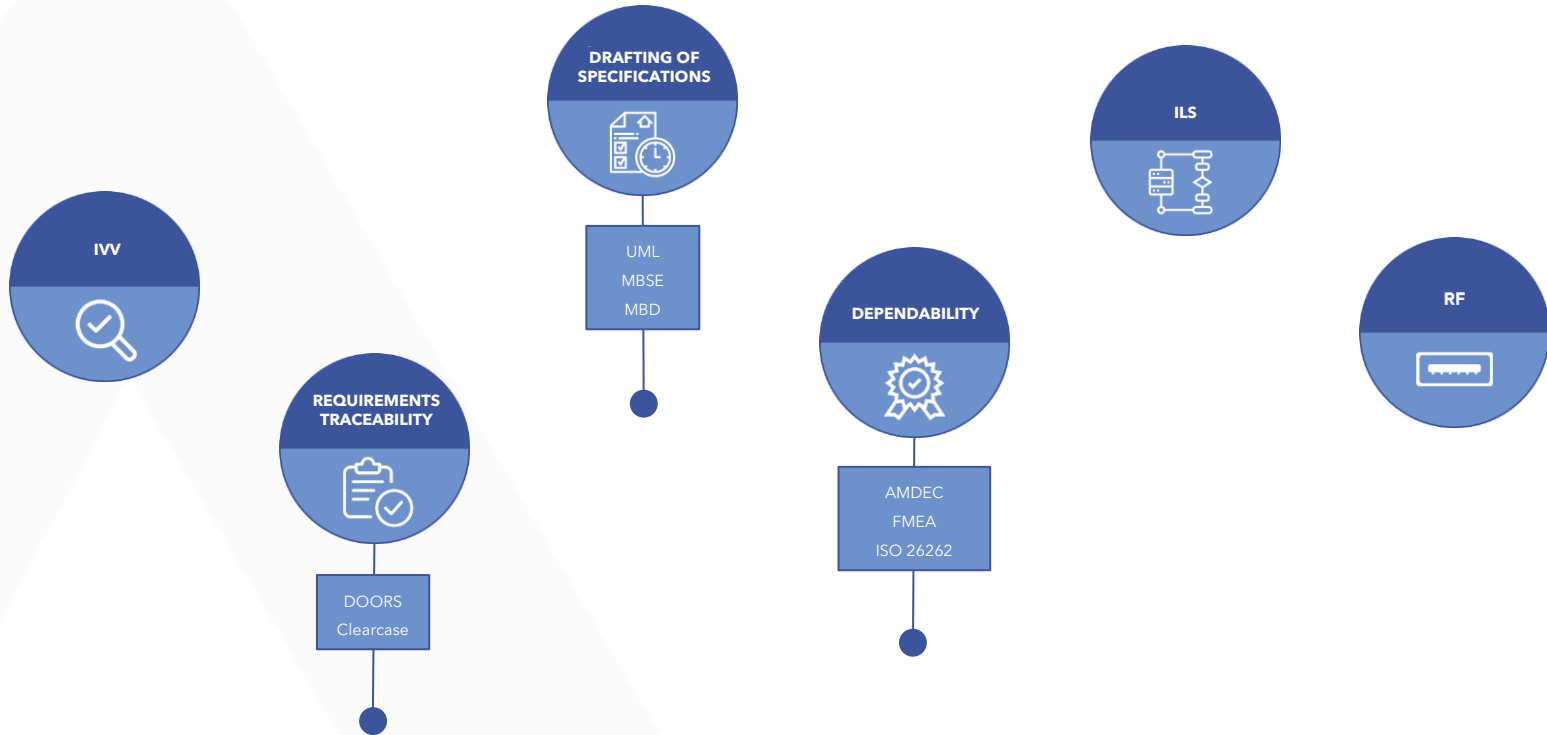


# MICROELECTRONIC / ELECTRONIC

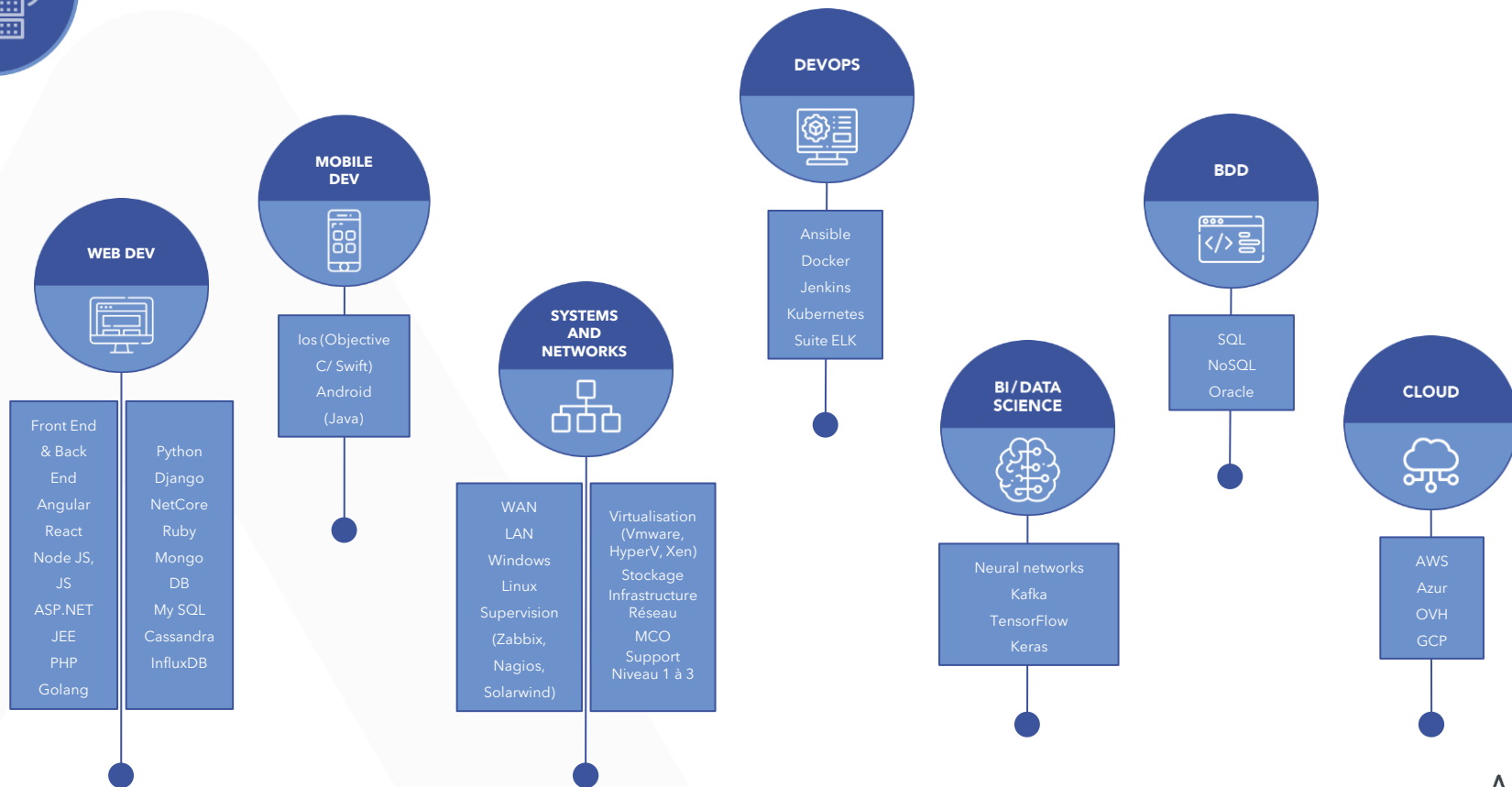




# SYSTEM ENGINEERING

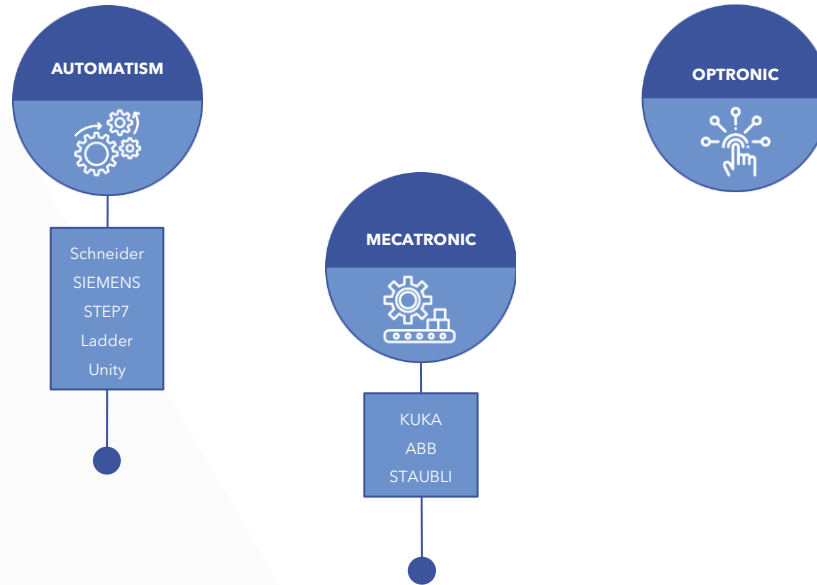


# IT





# ROBOTIC

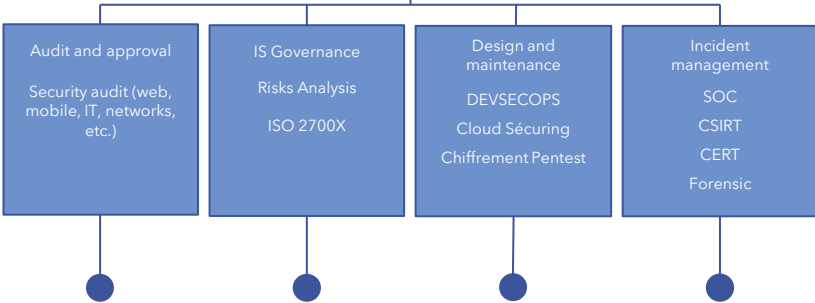




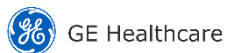
# CYBERSECURITY



- Operating System hardening
- Patch management
- Industry 4.0 securing



# OUR PARTNERS



# THANK YOU



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Adentis Occitanie

