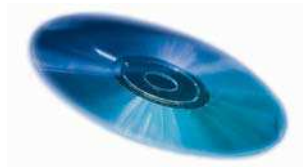




Vision

# This is ...

The Company



Core Competencies



Client Relations

Employee

Services

References

# HIS

Consultants

# HIS

Engineering

As a client of the HIS corporation, you can benefit in many ways: from our over 40 years of experience, from our practical organisation with its efficiency-oriented infrastructure and from the complete dedication of our entire staff.

## The advantages of a

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### Vision

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#### Our vision, our guiding principles

We specialise in consultancy on and the development and integration of solutions for financial service providers in Switzerland and abroad. We are the number 1 in our field.

The unique spirit of the HIS Group fosters the identification and ties within and between the independent HIS enterprises.

The HIS Group creates the perfect environment, climate and opportunities to help its employees achieve peak performance and further expand and develop themselves.

Integrity, fairness and quality are our core values, on which we build productive long-term relationships with our partners (clients, employees, alliances, suppliers).

Thanks to our vision and our calculated, patient growth we are able to establish new achievements and markets on a high level.

Our consistently high level of service and effective project management are legendary and serve as an example to others. Whatever we do, we do exceptionally well



## Who we are

The services of the HIS Group are characterised by the fact that we assume responsibility and entrepreneurial risk in the area of information technology and offer our customers reliable support on an on-going basis. Providing tailor-made consultancy and turnkey commercial applications are our core activities. Our professional expertise is primarily used in the financial services field of banks and insurance companies.

The HIS has a simple organisation with short decision-making routes and a flat hierarchy. Our easily comprehensible structure and flexibility create a perfect environment. In addition, the HIS increases its market flexibility by fostering strategic alliances. Tried and tested collaborations with friendly enterprises enable HIS to offer every kind of expertise. As the general contractor (GC), the HIS assumes all responsibility. HIS customers benefit from over 40 years of broad experience in the financial services sector as well as from a practical organisation with efficiency-oriented infrastructure and the complete dedication of our entire staff.

## Collaboration with the HIS Group

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### The Company

We place great value on innovation. Our top priority in that respect is to create economic and reliable solutions that are in line with the market.

### Client Relations

The HIS Group is a sound and solid company and a reliable partner for you in the long term.

### Employee Structure

Our employees and their extensive know-how are our capital. We treat this valuable commodity accordingly.

### Services

We are an autonomous consortium that offers professional individual software development.

### References

We work for renowned, globally active companies. The number of projects that we have completed successfully and on time is something to be proud of.



## The Company

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We primarily use our professional expertise in the financial services field of banks and insurance companies. We are a reliable company with a sound financial position and the corresponding minimal capital requirements.

### Legal form

HIS Consultants AG was founded in 1973 and is a public limited company under Swiss law with legal domicile in Zug. In 2010, HIS Engineering AG was established as an independent company. HIS Consultants AG and HIS Engineering AG are wholly-owned subsidiaries of HIS Holding AG, which was founded in 2006.

The shares of HIS Holding AG are held by actively employed HIS staff at all levels.

### Financial position

Our companies are exclusively financed with our own resources. The absence of any external financing is reflected by good cost-efficiency. Our net worth (capital resources and reserves) adds up to more than one million Swiss Francs.

### Head office

The operational head offices of the HIS enterprise are located in Zurich, where you can find HIS Consultants AG in the Technopark und HIS Engineering AG in Altstetten.

Thanks to development facilities with state-of-the-art equipment, we are able to carry out turnkey projects at fixed prices, without putting a strain on the often limited facilities of our clients, be it through leased lines to mainframes or our own development infrastructures.

We consider spacious work areas, designed according to ergonomic principles, and effective software engineering tools to be absolute requirements for a successful development.

# Client Relations

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## Relationships defined by partnership

Thanks to our independence and competence we are able to enter into a constructive partnership with our clients.

We strive for long-term collaborations, which allow us to forge personal relationships.

## Corporate goals

One of our corporate goals is to achieve and maintain ideal conditions with regards to the market, individual customers, staff and the company itself.

### Market-oriented objectives

- We aim to be the market leader in terms of the services we provide in our market.
- We want to offer prices in keeping with the market.

### Customer-oriented objectives

- The customer trusts us and turns to us when problems arise.
- Our customers should know that we always provide them with best quality results.

### Staff-oriented objectives

- High level of identification with the company–performance- and market-based compensation.
- Low level of staff turnover.

### Shareholder-oriented objectives

Economic stability with stable growth.

## Company size

We have a simple organisation with short decision-making routes and a flat hierarchy. Our easily comprehensible structure and flexibility thus create a perfect environment for decisive people who act quickly.

With a maximum of 50 to 60 employees per organisation our company has an ideal size, which ensures good communication and personal relationships.

Our existence is based on long-term planning, allowing us to grow in a controlled and quality-conscious manner.

In addition, we foster strategic alliances, thereby increasing our flexibility in the market. Through tried and tested collaborations with friendly enterprises, we are able to offer you every kind of expertise. As the general contractor we assume all responsibility in such cases.

# Employee Structure



The HIS employees represent the most important success of our company

## Employee development

We consider further training and development to be part and parcel of our executive function. This not only promotes professional expertise but also, and especially, team skills, initiative and the personality of our employees.

As one of our clients, you can rest assured that our employees are optimally prepared to deal with your requirements.

## Employee support

Whether during a placement at the client's site or a development under our management: our employees are provided with on-going support from our responsible line managers in order to fully integrate themselves in the client's project. This is carried out in close collaboration with the client's line managers.

When assembling teams, we attach particular importance to personal interaction and individual expertise. This, combined with other motivational factors, allows us to provide you with committed professionals at all times.

### HIS employees according to function

The composition of our employee potential is extremely important to us. We favour a mix of young, dynamic and innovative

employees on the one hand, counterbalanced by experienced, level-headed professionals on the other.

### HIS employees according to industry experience

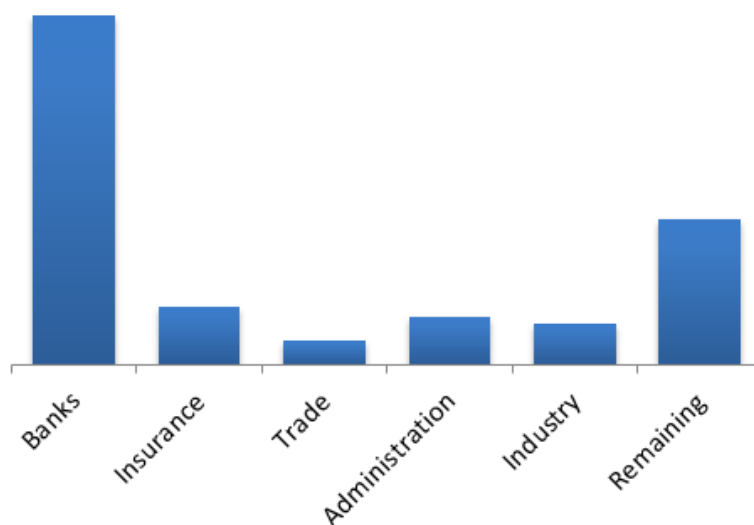
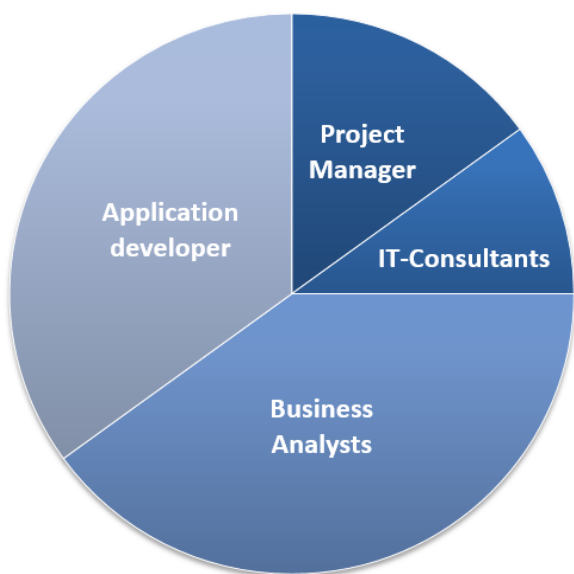
A good employee possesses the necessary skills to provide successful solutions for industry-related problems: these are an in-depth, general basic training in business economy, targeted analytic skills and an above average ability to combine facts.

However, in-depth industry knowledge is the most invaluable tool. Our main focus lies, of course, in the financial services industry.

### HIS employees according to basic experience

The name HIS (originally derived from Hardware Independent

Systems) already indicates that we are not bound to any platform or manufacturer and therefore offer our clients independent advice.





# Services

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Our services are characterised by the fact that we assume responsibility and entrepreneurial risk in the area of information technology and offer our clients reliable support on an on-going basis. Our core activities comprise of providing tailor-made consultancy and turnkey commercial applications as well as the specialist supervision of outsourcing projects. We offer a comprehensive range of strategic and architectural consultancy services from business analysis through to implementation.

## IT strategy, architectural consultancy and business analysis

A successful and targeted implementation of information technology requires a well thought-out corporate strategy as well as an effective IT strategy and a viable application architecture. We get involved

wherever these prerequisites have not yet been defined or need to be updated. Thanks to our specialised expertise, we are able to recognise and describe industry-specific requirements and formulate them in terms of IT specifications. Our support runs seamlessly through the following stages:

## Project leadership/ management

Once applications, components and projects have been defined, we take over the project management and/or the project leadership.

Where available, we implement the process model of the client. Otherwise the HIS model will be applied.

## Software development

We offer support throughout all stages of the software development process, including maintenance, to which we are contractually obligated.

## Supporting activities

We assume the following activities in the area of software development:

- Quality management
- Organisational consulting
- Development of test concepts, training materials, user manuals, etc.

In addition, we use our expertise for the following special tasks:

- Evaluation of standard software
- Comprehensive security studies



## Scope and delimitation

Our services are billed at cost during the early stages, and as part of our turnkey software programming in later stages. The scope of a turnkey solution varies according to the needs of the customers: upon request, we also create concepts and design papers at fixed prices. If required, we are also happy to offer a managed service, which consists of an extended service package. Depending on the job configuration, HIS provides professional resources for e.g., business analysis or project management.

We can either use your premises or our own offices for the implementation. Of course we will update you on the progress of the project at any time. We actively support the knowledge transfer between our project team and your employees.

Are you looking for someone to share the large responsibility you carry in your organisation? Someone who shares the burden by creating consultancy-based turnkey solutions? Then we are the right partner for you, just like we have been for all other companies that have already put their trust in us.

## Prices

It is a well-known fact that professional services come at a price. Nevertheless, one of our key objectives is to offer a competitive benefit-cost ratio at all times.

If the project parameters are clearly defined, we are always willing to carry out work for a fixed price.

We would be happy to explain our transparent rates in a personal meeting.



# Core Competencies...

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## Services

HIS consultants and their strategic partners offer a broad range of services in the area of consultancy. This includes conventional application and process design as well as its implementation, development and support services. We help our clients define business-relevant applications and processes in an efficient and cost-effective manner as well as design, implement and eventually maintain them.

### Business Consulting

It is our declared objective in terms of business consulting to maximise our customers' success using our long-standing experience, skills and resources. Our services include the following areas:

#### Solution Strategy

We come to grips with the client's business ideology in order to create a tailor-made solution, which perfectly corresponds to the client's business strategy.

#### Projekt Management

We put our expert knowledge and project management at the client's disposal and provide the necessary support to enable them to achieve their project goals on time and within budget.

#### Business Solution Design

We support the client with our in-depth expertise in the areas of business process design, IT architecture, the optimisation of business portals and role definition and with traditional software elements, technology, service and content.

#### Organisational Change Management

Upon request, we create organisational, technical or business processes for our clients in order to guarantee the success of their projects.

#### Quality and Risk Management

We promote project quality with our long-standing experience and minimise project risk by continuously monitoring the project, project goals and development progress.

#### Continuous Business Optimisation

We help the client to optimally integrate the solutions created by HIS created solutions into the existing processes and to maximise their potential.

### Implementation Service

To HIS, professional implementation service means using our experienced workforce to help our clients succeed and advance in a short space of time. We support our clients from business case creation and implementation risk reduction to the actual project implementation using the following services:

**Implementation, appreciation and expansion** using HIS solutions, which reduce costs by simplifying updates and migration processes.

**Seamless integration into the existing environment** using interfaces that fulfil our clients' specific requirements – whether it is an HIS solution, an in-house development or standard software.

**Project management tailored to the needs of the client.** The client decides the level of support they require from HIS, the project approach and the project methodology.

**Coaching and audit services,** which we provide to our clients for in-house developments and developments by other providers.



## ... of the HIS Enterprise

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### The Challenge

In the current business environment, we are challenged on a daily basis by the complex demands of increasingly well-informed customers, constant cost pressure, increasingly high regulatory requirements and changing market conditions. There is a high demand for solid and flexible solutions that reduce process costs.

### The Mission

HIS supports integrated, effective and high-quality solutions aimed at fully meeting the

client's demand. We take on full responsibility for maintenance and further development and provide high-quality support for the entire service process from start to finish.

Thanks to our high-quality consultancy and software, we are able to optimise client processes. As a result, we eliminate process errors on the client side and thereby significantly reduce reputational risk. The high quality of our processes supports the most important aim of our clients: customer loyalty. This guarantees our clients a clear competitive advantage towards their competitors.

HIS has the technical and economic expertise needed to come up with risk-free solutions and innovative IT concepts that are sustainable and to react quickly and flexibly to commercial demands. Thanks to an in-depth knowledge of the business sectors, we are able to achieve higher efficiency through automated business processes on an on-going basis.

For further development we therefore rely on IT strategies (J2EE, Rules Engine) that have established themselves on the market and comply with the principles of our clients. Our solutions are thus more cost-effective and sound – on the one hand because they benefit from our experience in the IT sector and on the other hand because they can take full advantage of service-oriented environments within (and outside) the company.

# References

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## Clients and projects - in alphabetical order

### Avaloq

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- > Support in business analysis and parametrisation in the credit area

### Credit Suisse (Clariden Bank)

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- > Datawarehouse; The project guaranteed the safe one-off data migration of a centralised application (HOST) to a decentralised system, taking into account banking-specific rules

### Credit Suisse

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- > Global Investment Reporting; operational tasks such as support, team-building, workstream management > Consultancy on strategic application development (Office of ITPB Strategy)

### Migrosbank

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- > User training sessions across the whole of Switzerland on how to use the Finnova platform

### Raiffeisen Switzerland (previously Raiffeisen or SVRB)

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- > Introduction of EURO
- > Extend security numbers
- > Y2K problem
- > Expansion of the Boss Securities System
- > Improvement in processing time for coupons and capital transactions
- > Natural release / system split
- > VDF converter (interface)
- > Data quality of safekeeping account accounting / update database
- > ZV RAIGate - replacement S/88 / software/technical interface
- > WA483 – new message types SWIFT / replacement of payment transactions message type
- > Optimise capital transactions
- > Migration of X.25 to Finance IPNet – change of transport infrastructure for payment transactions
- > Renew market risk system
- > Release payment transactions interfaces – change to newest release of standard software as interface for payment transactions to Telekurs and ongoing replacement / optimisation of various hardware components
- > Compatibility tool – hardware replacement of the Corona compatibility tool with prior release change
- > Payment transactions Swift/abroad – replace middleware with MQSeries for transport of foreign payments from the branches to central headquarters
- > Replace FTP server – hardware exchange of central Windows server that transports data between various applications
- > Automatic securities mergers – automatic merging of securities for the centralised processing of two or more Raiffeisen banks

## Raiffeisen Switzerland (previously Raiffeisen or SVRB)

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- > Securities pricing – implementation of new pricing model in the areas of stock exchanges, corporate actions, safekeeping account fees and foreign exchange/money market
- > Order Management System (OMS) – realise interface for central banking system to OTMS of IBM (ex-PWC)
- > Reference predator – implementation of audit pending items in the area of securities trading
- > SILVIA: Kooperation Bank Vontobel

## Swisscom

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- > Expand client overview (full guarantee view)
- > Expand management of client master data
- > PERMIS; Collaboration in the area of migration programs and special entry screens
- > BINFOS; Collaboration in the introduction of the AGI booking system
- > Collaboration and workstream management in interbanking projects
- > Collaboration in the area of payment transactions
- > ARENA; Collaboration in the development of the service portal
- > WING; Collaboration in the integration of GEOS (Global Entity Online System / comprehensive system for securities), creation of the CEM (Customer Exposure Management) application

- > CETUS; Conceptional and technical implementation of the Data Migration from the German backend systems into SSP
- > Withholding Tax; Business analysis, specification and implementation of the Swiss Withholding Tax solution for Great Britain, Austria and Germany
- > Tax Reporting Offshore; Analysis and implementation of an adaptor software for a new Tax Reporting Offshore standard application in order to work with complex bank core system
- > Booking/Settlement; Maintenance and further development in the area of individual accounting with the components booking movements, account closure with calculation of interest, fees and expenses
- > Various Consulting Mandate; Application architecture, business analysis, interface definitions, quality assurance, project support, software development, data modelling, object modelling, evaluations, CITA information portal
- > PMS (Portfolio Management System); Maintenance and further development of GUI part
- > PMS Light (non managed accounts); Maintenance and further development
- > PMS Training; Training concept and execution
- > REBEA; and further development of interim booking entries
- > Managing interest bonus; Realisation and maintenance/further development (Key Club)
- > TRIAD (client scoring); Realisation of the ABACUS part and maintenance/further development
- > Addressing client documents; Realisation and maintenance/further development
- > Various activities in UBS/SBV merger; data transfer of client body, support with reconciliation of data transfer (clients, movements, balances) through realisation of a comparison system
- > Collaboration on various applications; Credits, CIF (Customer Information File – client -base data), reference data, SWING (central interface for all ABACUS applications that deliver information on operational accounting), introduction of EURO, realisation of Y2K conformity, introduction of upper/lower case in client addresses
- > FINCOACH; Realisation and maintenance/further development of financial support software for investment and financial advisors (investment clients and private banking) covering aspects of asset development, tax relief, economic indices, etc.
- > FINCOACH LIGHT; Realisation of individualised software for key calculations in the field of financial consultancy that can be used by all UBS employees via the intranet
- > INTMWST; Management of VAT calculations between UBS subsidiaries and reporting to the federal government
- > AMIS (Asset Management Information System); Preparing specifications, business analyses, workstream management and realisation of reports based on the interfaces to the standard software
- > SIDIC; Realisation of a web application to manage business services (architecture area)
- > SSP: Client Pricing Infrastructure; Realisation and development of Pricing Cash Accounting workstream
- > SSP: OMOP - Suspense Account Handling; Realisation and development in the area of cash accounting.
- > Various prototyping activities

## VRSG

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- > Business analysis, testcase analysis and testing as well as analysis in general and software development for project "Züri Primo" (Tax Solution for cantonal administration and local administrations in the canton of Zurich)
- > Testmanagement and Testdesign in project FIS FinanzSuite

# HIS

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# HIS

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