

Financial Statement Press Conference and Analysts' Conference June 15th, 2010

The crisis – an invitation to blaze new trails



Note:

Information about the key figures of the financial statement and other information relating to the business year 2009/2010 was compiled by the executive management and was taken from the year end closing and/or consolidated financial statements, which have been issued an unrestricted auditor's certificate by the auditor of annual accounts .

However, neither the year-end closing nor the consolidated financial statements have been approved by the supervisory board of the company yet. Therefore, the year-end closing and consolidated financial statements have not yet been disclosed in accordance with Article 325 Commercial Code ["Handelsgesetzbuch" (HGB)].

- Numbers and facts: the past financial year
- Strategy / outlook
- Financial section

P&I AG

Over 400 employees are the **DNA** of P&I: they have made P&I the leading supplier of integrated software solutions for human resources management by means of their knowledge, their high level of dedication and their passion.

The DNA of P&I

Being the best!

No matter what the market defines as the best: P&I will achieve it.

That is the standard we aspire to.

That moulds our corporate culture.

That is reflected in the P&I brand.



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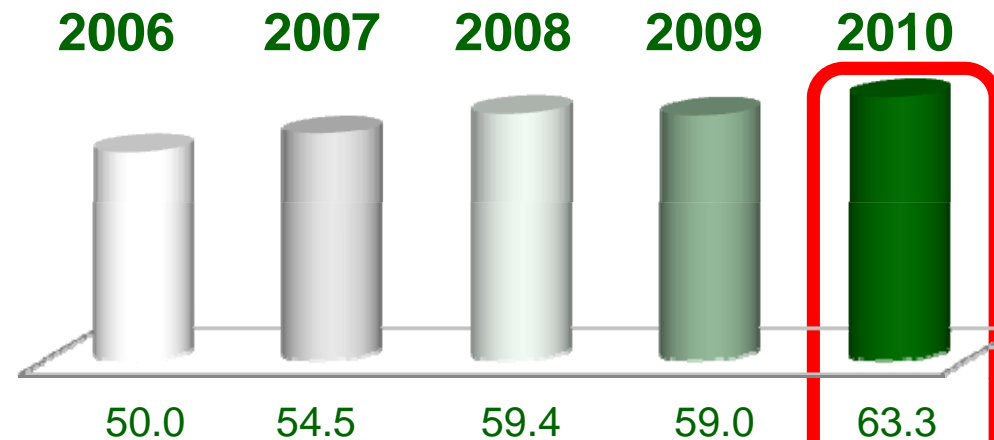
Numbers and facts: the past financial year



Growth

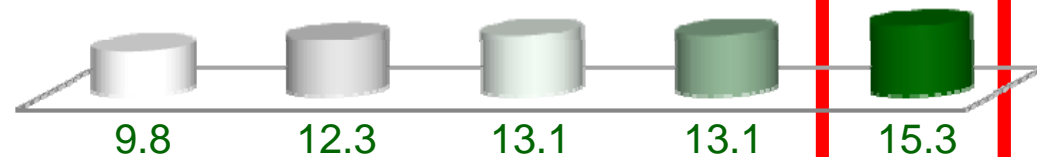
Total turnover

in million €



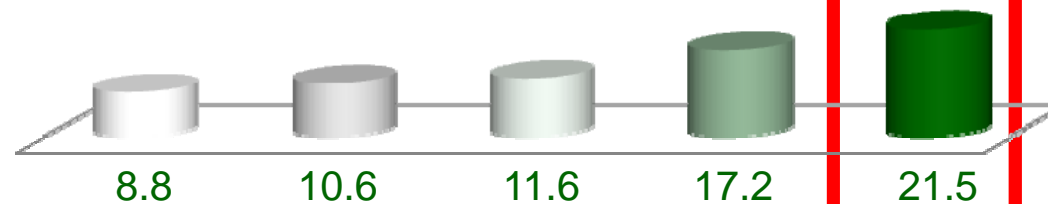
Operating result /
EBIT

in million €



Operational
cash flow

in million €



The result of our successful growth strategy

Events

- Acquisition of the time management specialist GRONEMEYER, May 2009
- Important change in shareholder structure: participation of 'The Carlyle Group', represented by Argon GmbH & Co. KG, June 2009
- Contract concluded with the 'Ministry of Finance of the State of Saxony-Anhalt', August 2009

- The decision to not only make the business better, but to do it completely differently
 - ✓ *On-demand software*
 - ✓ *Reduction of barriers between manufacturer and user*
 - ✓ *from “inside out” to “outside in”*
- The new role of the customers
 - ✓ *... who no longer want to serve as passive purchasers*
 - ✓ *Expansion of a flexible service / system offer, individually customised for each customer*
- We have implemented a new sales strategy

Our new sales strategy

... includes two aspects:

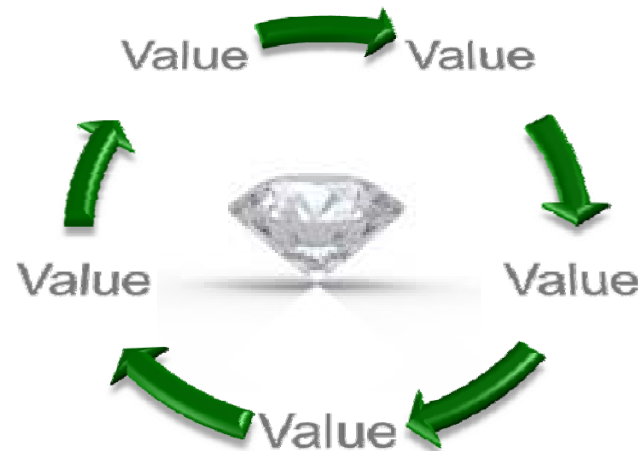


Value selling



System offers

In Sales our motto is:



The new sales strategy

How can the salesman succeed in conveying a greater value?

- He **himself** has to be **better**.
... Value selling is considerably more challenging than price selling as far as personal qualifications are concerned.
- He has to be **better informed**
... about the product, but also about the customer.
- The salesman actually has to be **forced**
... into value selling (e.g.: There are no more discounts. The consequence...?)
- The focus of the **sales talk** has to be **shifted**
... away from the price and to the product.
- The **image** of the salesman has to be **changed**.
Talent, inclination and personality instead of the “pushy door-to-door salesman” approach.

The new value strategy of system and service offers

What have we changed / what do we have to change?

- develop an even **stronger service mentality**
- open up **new markets**
- be adept and professional when **achieving process security** and **service quality**
- **combine customer orientation** and **friendliness** with **competence** and **reliability**

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**There are enough opportunities:
“The crisis invitation to blaze new trails”**

- Markets and the market economy are in a state of flux.
- On a daily basis Apple demonstrates to the world – and particularly to its competitors – what being innovative really means.
- We are observing fundamental changes in the software industry.

For all companies this is the toughest stress test since the thirties.

There are enough opportunities:
 “The crisis invitation to blaze new trails”

<ul style="list-style-type: none"> • (1) „Value selling“ SAP market 	<div style="border: 2px solid red; border-radius: 10px; padding: 5px; text-align: center;">6 deals</div>
<ul style="list-style-type: none"> • (2) ADP co-operation <ul style="list-style-type: none"> • Licence upgrade 	
<ul style="list-style-type: none"> • (3) On demand products <ul style="list-style-type: none"> • Navigator • Analysis • Scout Pro <p style="margin-left: 150px;">} expected turnover =></p>	<div style="border: 2px solid red; border-radius: 10px; padding: 5px; text-align: center;">€3 million</div>
<ul style="list-style-type: none"> • (4) System offers <ul style="list-style-type: none"> • Invitation to tender bids 	

The crisis – an invitation to blaze new trails

There are enough opportunities:
“The crisis invitation to blaze new trails”



Invitation to tender bids



dataport



Provision of a standardised HR solution...

- through replacement and integration of existing specialist methods

...on the basis of

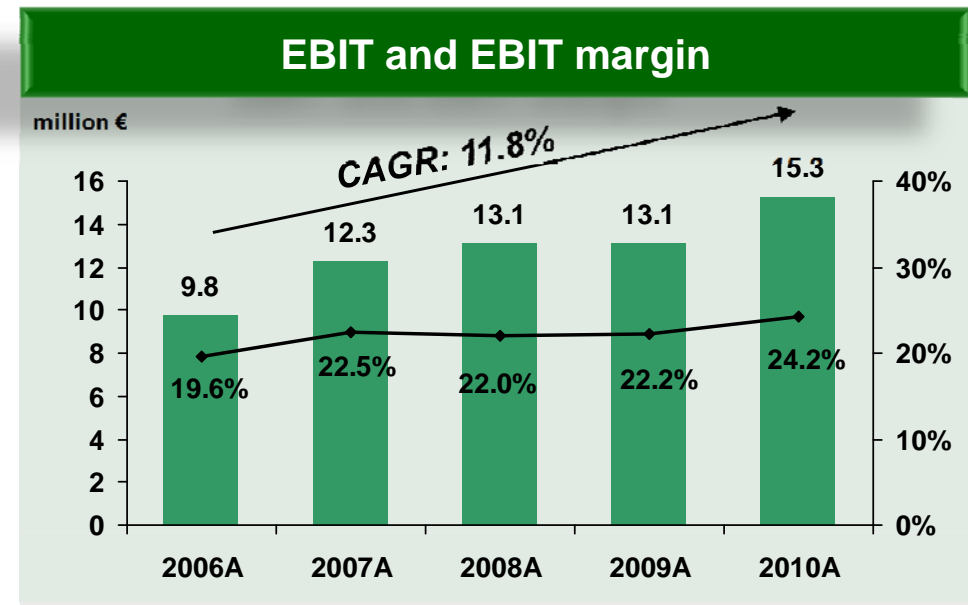
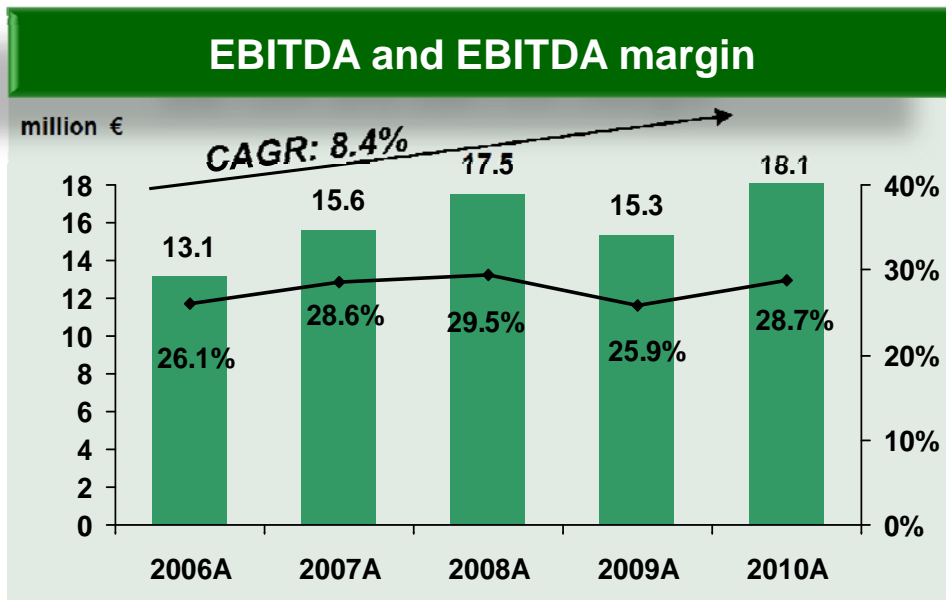
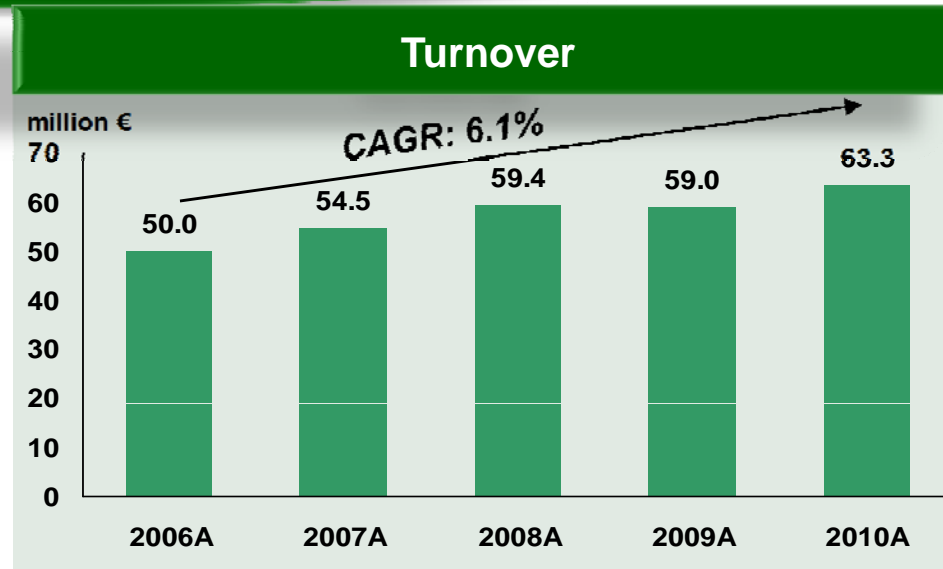
- standardised utilisation of a basic e-government infrastructure
- standardised and homogenised system operation
- the use of standard software

... with the goal of

- exploiting synergy effects
- reducing interfaces and media discontinuities
- reducing total costs

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Historic key figures



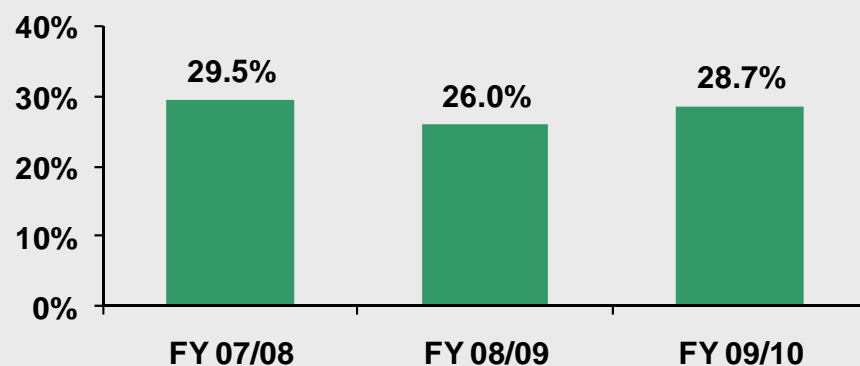
Result for the year 2009/2010 (March 31st, 2010)

in million €	Annual figures as of Mar. 31		
	07/08	08/09	09/10
Turnover	59.4	59.0	63.3
EBITDA	17.5	15.4	18.1
EBIT	13.1	13.1	15.3

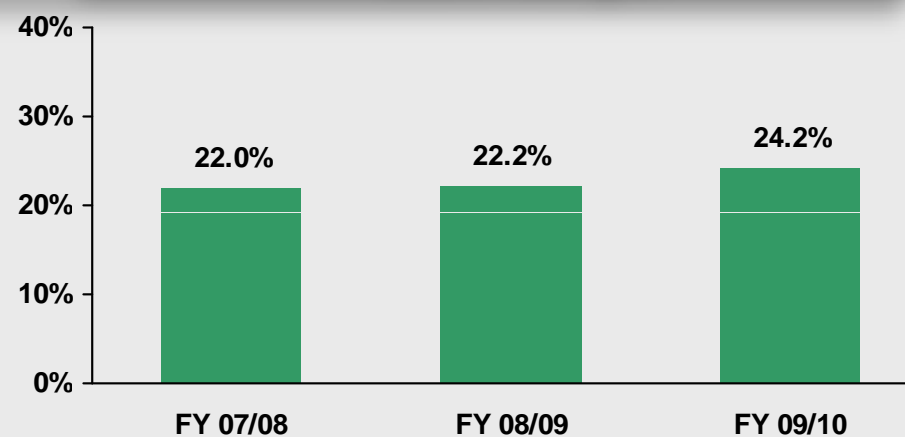
Special items

- Turnover: sale of LOGA/400 business as of Jan. 1st, 2008, turnover 07/08: €3.1 million
- Costs: one-off IR expenditures 09/10

EBITDA margin



EBIT margin



Result for the year 2009/2010 (March 31st, 2010)



	31/03/2009 TEUR	31/03/2010 TEUR	Change	
			TEUR	%
Turnover	59,024	63,297	4,273	7.2 %
Licences	17,243	15,483	-1,760	-10.2 %
Consulting	19,101	21,350	2,249	11.8 %
Maintenance	21,161	24,332	3,171	15.0 %
Other	1,519	2,132	613	40.3 %
EBIT	13,098	15,337	2,239	17.1 %

Key Figures and Facts for Business Year 2009/2010



Key figures as per IAS	31/03/2009 TEUR	31/03/2010 TEUR	Change TEUR	Change percentage
Consolidated turnover	59,024	63,297	4,273	7.2 %
Operat. result before depreciation (EBITDA)	15,369	18,148	2,779	18.1 %
Earnings before interest and taxes (EBIT)	13,098	15,337	2,239	17.1 %
Consolidated result (as per DVFA/SG)	8,966	10,878	1,912	21.3 %
Number of employees (average)	306	334	28	9.2 %
Result per share (DVFA/SG)	1.17 €	1.45 €	0.28	21.3 %

- **Turnover**

- Licensing area between €16 million and €17 million
- Consulting at previous year's level
- Maintenance services with a growth potential of up to 5% in comparison with previous year

- **EBIT margin stable at high level that has been achieved**

- **Dividend**

Distribution ratio at least 50% of annual profit of stock corporation

- **Increase of EBIT margin to 25%**

- **Turnover goal of €80 million by 2013/2014**



Thank you
for your time.