

### 1. Who is Lumesse?

Lumesse is a global software company specialising in 'talent management solutions'. That includes software for 'talent acquisition' (also known as e-recruitment) and 'talent management' which includes areas like performance management and compensation management.

### 2. Why did you change your name?

Lumesse was previously known as 'StepStone Solutions.' We were originally part of a larger group known as StepStone ASA, which began life as an operator of job-boards across Europe and expanded into software. Stepstone still operates as a very successful job-boards business as part of Axel Springer AG, but the 'StepStone Solutions' division was the subject of a management buyout in 2010. We changed our name to Lumesse to avoid confusion with the old StepStone brand and to reflect our rapid development as an independent global software business.

### 3. Who are your customers?

We work with about 1,700 customers in over 70 countries, including major brands such as Alibaba, Bank of China International, Banque de France, Deloitte, Deutsche Telekom, EADS, Grupo Azucarero Mexico, Heineken, Huawei, Lufthansa, Merck, Group PSA Peugeot Citroën, PUMA, and Virgin Atlantic. We have in excess of 1.1 million active end-users hosted from our global datacentres and over 40 million candidate records

### 4. Who owns Lumesse?

Lumesse is an independent company owned by its management team and HgCapital, one of Europe's largest technology investors.

### 5. How big are you?

2010 revenues were close to \$100m, with good profitability, and we grew around 30% over 2010. We have around 550 employees based in 23 offices across 17 countries.

### 6. Where are you based?

Our European and corporate headquarters are in the UK, our Americas HQ in Austin, Texas, and our Asia Pacific HQ in Hong Kong. We also have offices in Germany, France, the Netherlands, Poland, Sweden, Denmark, Norway, Italy, Austria, Switzerland, Singapore and China, as well as business partners in 23 other countries.

### 7. What makes Lumesse different?

Although we are a technology-based company with a very sophisticated Software-as-a-Service (SaaS) product range, we think of ourselves as a people and talent business first. Our aim is to create 'fantastic outcomes and inspiring careers.' That means working with our customers to help them find, hire, develop and retain the talented people that they need to be successful. We are also 'the only global company making talent management work locally.' That means that we apply global technology to solving our customers' problems at a local level, by putting our own people on the ground near our customers.