

The mission of X-PM Transition Partners (X-PM) is to provide additional management to its clients - whether large industrial and financial investors or fast growing medium-size companies - as they face one of the following situations :

1. **Redeployment & Start-up:** business turnaround, outsourcing or disposal; integration of an acquisition, merger; international relocation, start-up of a new business,
2. **Performance and Project Management Needs:** program management; performance improvement specifically in finance, information systems, human resources, procurement and logistics; rightsizing, time to market.
3. **Interim Management Needs** for general managers, program managers, chief financial officers, chief information officers, chief operations officers, as well as for key marketing, human resource and legal staff.

X-PM provides outstanding operations management through both:

- . Hands-on managers capable of stimulating and driving step change,
- . Practice management and project review techniques securing prompt delivery of results.

X-PM's infrastructure is based on a permanent team of 16 industry and business leaders with thorough management experience who act as partners of the firm. This team also manages a talent pool of over 300 qualified managers out of Paris, Singapore, Shanghai and Delhi.

Since its launch in 2001, X-PM has performed 280 Management engagements in Europe, Asia, North and South America, as well as Africa and the Middle East.

What's different with X-PM?

First of all, its people: Because X-PM's partners are highly ranked business leaders - in the manufacturing high tech, financial and non financial services arenas - clients immediately feel comfortable delegating them such tasks as issue identification, solution design, resource evaluation and selection, coaching of critical resources, project and performance review. Managers from X-PM's talent pool are also known to be high calibre, loyal and good team players. X-PM's policy is to establish long term relationships between partners and managers on and in between engagements.

Its organization by practice both industry and functional (finance, information technology, human resources, procurement and logistics, program management: This organization enables X-PM to keep track of know-how and offer its clients higher value solutions in almost every business situation.

International coverage: X-PM was initially designed as a bridge between Europe and Asia to supplement operations management -on both sides - so as to help investors and companies turn their plans into reality and get the best return from their investments. Already present in China and South East Asia, X-PM now joins forces with NewBridge-Partners under the XiBridge Alliance banner which consolidates the international activities of both firms.

Facts

- **Turnover:** 10 million euros – 80 engagements+ (2008)
- **Activity:** Redeployment 50% - Projects Management Needs 30% - Interim Management Needs 20%

Clients: Blue chip companies 50%, Private Equity 35%, Other 15%

Algeco - Alstom - Aol - Apax Partners - Arcelor Mittal - Areva – Arjowiggins - Atria Capital
Partenaires - Axa PE - Banque de Vizille - Barclays PE - Bel - Biomérieux - Bombardier - Bull – Butler
- CDC - Cegelec - Chequers - CNP - DES Capital - EADS - Eramet - Etam – Europcar - Eurotunnel -
Fives-Lille - Fortis PE – Fonds Partenaires -France Telecom - L Capital - Industrie et Finance -
Lagardère - La Mondiale - La Poste - LVMH - Manutan - Materis - Mondial Assistance – Natixis –
NG Investments - Nexans - Noos - Nordon - Péchel Industries Partenaires - Perfectis - Prosegur -
SNCM – Société Générale - Sodexo - Suez - Tecumseh - Thales - Thomson - Tockheim - Valeo -
Vallourec - Veolia – Virgin - Wendel Investissements – Wheelabrator... **have confidence in
X-PM's services and resources**

Recent engagements

- . Merger of three companies in travel assistance business
- . Management and disposal of non strategic entity within manufacturing group
- . China investment, streamlining of client support and aftersales activities
- . Management of transition to IFRS norms of international accounting organization
- . Turnaround of IT organization of internet access provider
- . Cross company project management to reduce procurement costs
- . Factory management and reorganization

Resources

- . **16 business associates**, partner firms in Europe and offices in Asia: XiBridge Alliance
- . over **300 executives** in four talent pools managed from Paris, Singapore, Shanghai and Delhi

Manufacturing & Services: **Jean-Pierre Brichant, Gérard Fournier**

Aerospace and defence: **Jean-Robert Martin, Denis Azria**

Engineering & Program management: **Jean-Marc Finet**

Distribution: **Jean-Marie Bru**

Financial services: **Gérard Pfauwadel**

Private equity: **Michel Lanneau**

Human resource organizations: **Christian Brière de La Hossieraye**

Finance-Controlling: **Guy Dufour**

IT systems and organizations: **Joël Templier, Thomas Starkloff**

Procurement: **Gérard Breining**

Singapore: **Gerard Pennefather, Dennis Heath, Jay Krishnan**

China: **Jean-Michel Piveteau, Aldo Salvador, Isabelle Zhuang, Jason B. Clark**

India: **Jean-Christophe Goarin, Shiv Agrawal**

Business development Manager: **Frédéric Gailliot**

General management: **Patrick Laredo**