

Devoteam Consulting's vendor independence charter

Devoteam Consulting does not publicly endorse vendors/service providers or their products/services

Devoteam Consulting's research on vendors/service providers and their products/services is intended for direct use by our clients.

However, Devoteam Consulting is happy to write or speak about general industry issues, including white papers and multi-client studies on behalf of users organisations or vendors/service providers.

Devoteam Consulting will only speak at public vendor/service provider events (eg for their customers), provided we do not refer (except in passing) to the vendor/service provider or its product/service.

Our analysis and recommendations are completely independent.

Devoteam Consulting never charges vendors/service providers for inclusion in its analysis.

Devoteam Consulting's analysis and recommendations are not influenced by whether a vendor/service provider is a Devoteam Consulting customer or not, or whether a vendor has other relations with the Devoteam Group.

Devoteam Consulting's analysis and recommendations are not influenced by our use of products/services for our internal systems.

Devoteam Consulting does not accept sponsorship of any kind.

Devoteam Consulting will only provide objective advice, which may differ from the client's own view.

Devoteam Consulting will not itself directly promote a client's products or services to third parties.

Devoteam Consulting does not take equity stakes in its clients.

Devoteam Consulting takes appropriate measures to avoid conflicts of interest between clients.

Devoteam Consulting does not sell any vendors' hardware or software.

Devoteam Consulting is completely independent

Devoteam Consulting is publicly owned through the listing of Devoteam S.A. on the Nouveau Marché of the Paris stock exchange. No vendor holds an amount of shares that must be registered with the stock exchange. Current directors own about 25% of issued shares. 3.2 Devoteam Consulting is not dependent on any single client. Our largest client accounted for about 10% of sales in 2004.

Devoteam Consulting has no strategic relationships with customers, companies that we analyse, or investment companies.