



Press release

Tobania continues growth and is again hiring more than 150 employees!

2016 lays the foundation for growth in 2017

Brussels, February 22, 2017 – Tobania, a leading ICT player in the Belgian market, looks back on a successful year in 2016, with growth of almost 10%, equalling that of 2015. The year was marked by the deployment of a strong strategic business model. Tobania also completed its offer with the introduction of two new business units: Effective Business Services and Testing Services. "We grew in 2016 by 150 employees, and will add over 150 new Tobians in the course of 2017 to meet the requirements of our customers," says Lode Peeters, CEO of Tobania. "The strategy to position Tobania as a partner who not only supports but actively shapes the digital transformation of its customers clearly hits home in our market."

In 2014, Tobania was created by the merger of TOBIUS and SAGA Consulting. With its approach as a one-stop-shop and system integrator for digital business processes, Tobania differentiates itself from other players in the market. Tobania embeds its professional services (outsourcing) in its selling solutions, providing the right expertise for each of its projects, on premises or in a subcontracting model.

Five-year plan

The past year offered the opportunity to align Tobania's business units (ie. competence centers), build a solid strategic business model and develop a five-year business plan. It rests on four pillars:

- 1. Business Connectivity.** The more successfully a company is connected, between employees or with suppliers or customers, the more efficiently it works. An integrated customer relationship management (CRM) solution, for example, can contribute significantly to achieving this.
- 2. Business Collaboration.** Besides standard collaboration solutions such as SharePoint, Tobania also offers very specific tailor-made solutions. An example is eGo, a Tobania-made platform that enhances interaction between civil servants and citizens, used by one in five cities and municipalities in Belgium.
- 3. Business Customer-Centricity.** The third pillar focuses on making the relationship with the customer as intimate and consistent as possible. Usability and user adoption play a central role. The integrated Kentico content management system (CMS) is a good example of this strength.
- 4. Business Continuity.** Continuity focuses on the sustainability of the solution. In addition to a quick implementation and security, a solution should be scalable, maintainable and future-proof.

New competence centers



The Infrastructure & Security business unit underwent a thorough transformation in 2016, with new management and a new proposition which is closer to Tobania's business philosophy. Tobania's security professionals focus first on understanding the security environment of the customer, and then apply their knowledge and skills to secure data. The Security Operations Center (SOC) provides customized cyber security solutions and helps customers to prepare for the European General Data Protection Regulation (GDPR).

The one-stop-shop concept grew from the fact that Tobania combines strengths in open source software and Microsoft solutions. To complete this concept from a customer viewpoint, Tobania introduced two new business units: Effective Testing Services and Business Services. The focus for the Testing Services unit is on test automation, which provides substantial added value compared to traditional testing services. Effective Business Services uses an agile approach and strong communication skills to help clients analyze, develop and adapt their business processes in appropriate stages and in an interactive way.

The two new units, bringing the number of business units to nine, provide a significant boost to the cross-selling opportunities. The new business units generated 5 to 7% of turnover in 2016, and CEO Lode Peeters expects them to represent 20% of sales by the end of 2017. "The figures prove that we are taking the right course," says Lode Peeters. "We have prepared a solid foundation, both internally and with customers and partners. Customers feel that they can come to us for a much wider solutions range and strengthen their contracts. We have deepened our partnerships with Microsoft, IBM and other companies over the past year." The new business units also supported Tobania's growth to 370 Tobians (+150 in 2016).

"In 2017 we want to continue our growth," concludes Lode Peeters. "We want to boost our new business units and tap into new opportunities that fit within the Tobania philosophy. Refining our presence in the labor market is also on the program. We hope once again to welcome an additional 150 new Tobians so we can further extend our approach to customers and partnerships this year. "



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About Tobania

Tobania is a full IT system integrator specializing in the digitization of companies and organizations. As a total provider of front-end enterprise solutions, Tobania's services include the construction and implementation of platform solutions, the development of customized solutions, and the integration of complex IT applications. In addition to analysis, development and testing, Tobania supplies specific software solutions for web development and staff planning, among others. As a one-stop-shop IT partner, it also provides supplementary hybrid infrastructure, security and management solutions, as well as all necessary support. Tobania is able to deliver all of these services and solutions by collaborating with more than

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600 IT specialists and consultants. It achieved an annual turnover of 65 million euro in 2016.

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