MAGAZINE
ÉDITION 2026

GO FOR DIGITAL

MONTPELLIER
LET'S MAKE
A NEW WORLD!

Montpellier Méditerranée Métropole

Montpellier Méditerranée Métropole –
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foreword

Digital innovation has been a key part of our DNA for over 40 years. Montpellier made a long-term commitment to innovation and entrepreneurial boldness when it launched the Business & Innovation Centre (BIC). A dynamic ecosystem has taken shape over the years, fostering both the emergence of promising startups and the arrival of leading companies such as IBM, Dell Technologies, and Septeo. The French Tech certification awarded to Montpellier Métropole in 2014 propelled the ecosystem into the top nine French metropolitan areas recognized for their dynamism in technological and digital innovation.

The strength of local players lies in their ability to connect, challenge each other, and work together with the assistance of Montpellier Métropole and partner professional associations, which unite and support entrepreneurs at every stage of their development. Every link in the value chain is now in place, from individual project leaders to major corporations.

Behind this expertise and know-how are people who embrace common values and are committed throughout the year to a digital world that is safer, and simultaneously more responsible, sustainable, and inclusive.

With the rise of generative artificial intelligence, the hi-tech sector is now facing a new revolution that demands close attention to continue striking a sustainable balance between innovation, inclusion, and ethics. Although the Citizens' Convention on AI led by Montpellier Métropole has fostered dialog among residents, experts, and public officials, it is still essential to provide support, raise awareness, and promote cultural change. This culture of innovation is what makes the Montpellier area a hub for experimentation, creativity, and growth – a place where solutions to tomorrow's challenges are being developed.



MICHAËL DELAFOSSE,
Mayor of Montpellier
President, Montpellier Méditerranée Métropole

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Montpellier, a cradle for digital technology

As a bold visionary, Montpellier adopted a leading role early on. Long before the emergence of startups and the digital revolution that reshaped the global economic landscape, Montpellier had already built an ecosystem where companies, research, and innovation move forward in harmony.

The story began in the 1960s with the arrival of IBM, which chose Montpellier to expand its industrial and technological operations. This landmark decision helped to firmly establish digital technology in the area's economic identity. A few decades later, Dell also set up operations in Montpellier, followed by other leading companies such as Computacenter and SLB (formerly Schlumberger), which deploys scientific, engineering, and digital technologies in Montpellier to support decarbonization efforts.

Likewise, Montpellier – convinced of its potential for innovation – chose to invest in entrepreneurship by creating the Business & Innovation Centre (BIC) startup incubator. Backed by local authorities, this groundbreaking incubator in France assists pioneers in the digital sector and has helped launch hundreds of companies. This successful strategy has contributed to making the Montpellier BIC one of the world's most prominent incubators.

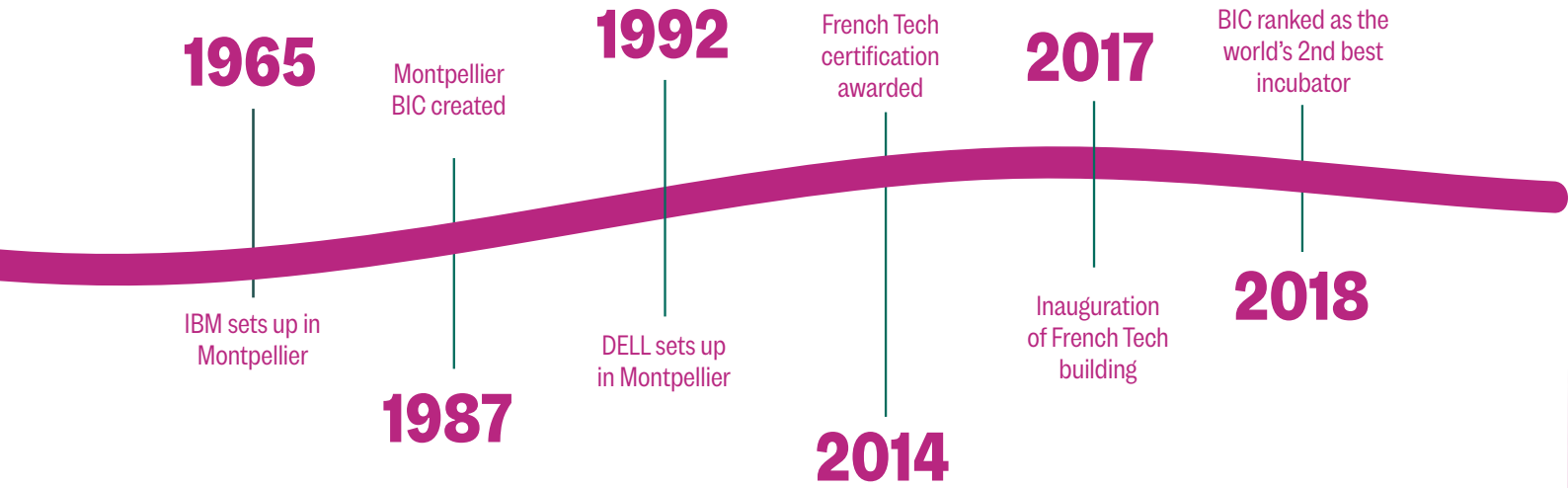
Montpellier, a cradle for digital technology

This global dynamic is also built on academic research of the highest quality. Montpellier is home to several leading laboratories and research centers, including the Montpellier Laboratory of Computer Science, Robotics, and Microelectronics (LIRMM) and the Inria center at the University of Montpellier, whose work in artificial intelligence, robotics, computer science, and digital sciences feeds into the entire ecosystem. These institutions work closely with the area's universities and engineering schools, helping to generate knowledge, foster breakthrough innovations, and facilitate technology transfer to businesses.

Leveraging these many strengths, Montpellier's reputation has taken on a new dimension following its French Tech certification. Montpellier was one of the first French metropolitan areas to be recognized as part of this national initiative. Originally spearheaded by Montpellier Métropole, the French Tech initiative succeeded in uniting all innovation stakeholders around a common goal. Since 2019, this mission has been carried out by French Tech Méditerranée, which continues to assist startups, scaleups, and innovative SMEs in the Gard and Hérault departments in southern France.

With an ecosystem that includes major corporations, academic research, and entrepreneurship, Montpellier is progressively establishing itself as one of the leading digital hubs in France.

Building on a long tradition of innovation, Montpellier continues to reinvent itself. Today, the area is writing the next chapter of its history by taking on a new challenge: developing a more sustainable and responsible digital sector that supports societal transitions.






le numérique
tient-il le choc ?

Montpellier's digital sector in numbers...



3,991

establishments
operating locally, **90%**
of them headquarters



14,545

salaried jobs
declared in
2025



25%

women
in
tech jobs
on average



23%

share represented by the digital sector
locally in terms of
establishment

60%

salaried jobs
in the sector declared
within the area are
concentrated in:

4

main activity sectors
IT systems and software
consulting, computer
programming,
software publishing,
telecommunications



~40

training organizations
referenced in the area
(including public and private)

4

associations that unite and assist
the innovation and
tech ecosystem



€4 billion

in sales revenue
estimated for 2025

Digital sector value chain and

TRAINING

PROVIDERS

DEVELOPERS

technologies of the future*

INTEGRATORS

SERVICE PROVIDERS



Source: Analyses based on the SIRENE 2024 and Economic Development databases

*This value chains aims at illustrating the various digital sectors locally represented. The illustration is not intented to be exhaustive.

Structuring & coordinating the sector

A sector shaped by committed stakeholders

COMMON VISION, SHARED AMBITION

For several decades, Montpellier Méditerranée Métropole has been consistently and ambitiously building one of France's most dynamic digital ecosystems, helping to bring forward the companies of tomorrow, uniting local stakeholders, and creating the conditions for innovation.

This long-term strategy is based on a strong belief that innovation is, above all, a collective effort. Companies, startups, higher education institutions, research laboratories, professional associations, and support organizations combine their expertise to accelerate transformation.

Because digital technology now permeates all economic sectors, Montpellier Métropole actively coordinates a thriving industry ecosystem designed to foster collaboration and enhance the area's attractiveness. This momentum is driven by a dense network comprising several thousand companies and startups, all of which contribute to the Montpellier area's economic influence both in France and abroad.

SUPPORT FOR THE DIGITAL SECTOR BASED ON 4 STRATEGIC PRIORITIES

STRUCTURE	PROMOTE	ASSIST	WELCOME
Coordinate stakeholders driving the ecosystem and ensure initiatives are meaningful for the territory	Highlight local know-how and expertise and promote the sector's ecosystem	Strengthen assistance services for innovative projects	Facilitate the establishment of digital and innovative project leaders in the area

BIC: AN ACCELERATOR FOR SHINING STARS IN DIGITAL TECHNOLOGY

For nearly 40 years, the Montpellier Business & Innovation Centre (BIC) has established itself as one of the pillars of this ecosystem. Consistently ranked among the world's top incubators, Montpellier BIC continually assists high-potential entrepreneurs in creating and growing innovative projects.

Digital technology plays a central role in the area, with nearly 80% of the incubated companies operating in the digital sector. Fields such as artificial intelligence, software, cybersecurity, digital platforms, and deep tech all contribute to the emergence of Montpellier's future *success stories*.

An entire ecosystem of startups, innovative SMEs, investors, entrepreneurial networks, and professional associations revolves around the BIC. This dynamic environment fosters synergy among projects in a truly stimulating setting.

SPACES TAILORED TO INNOVATIVE COMPANIES

Montpellier Métropole provides several iconic sites to foster the growth of digital companies.



- **Cap Omega, the digital business center**

A true landmark in the digital sector, Cap Omega welcomes and assists innovative companies in their development phase. This business center offers an environment that encourages collaboration and synergies among entrepreneurs.

- **MIBI, a business center focused on international expansion and business transitions**

The Montpellier International Business Incubator (MIBI) is another essential part of the assistance services offered by Montpellier Métropole. MIBI fosters the establishment and growth of innovative startups in a stimulating and internationally oriented environment.



- **Cap Alpha, an incubator for life sciences**

Located in Clapiers, just north of Montpellier, Cap Alpha welcomes entrepreneurs by offering 1,300 m² of office and commercial space. Conveniently situated close to research centers and universities, Cap Alpha is the first incubator created by Montpellier Métropole. The facility is dedicated to innovative business projects involving life sciences (health, agronomy, and green tech) and engineering (electronics, robotics, etc.).



- **Halle de l'Innovation, beating heart of the BIC**

With over 8,000 m² dedicated to entrepreneurship and innovation, Halle de l'Innovation is the new flagship facility for the Montpellier BIC community. Already an iconic landmark, it brings together incubated startups, support teams, and associations in the digital sector – such as Digital 113, French Tech Méditerranée, and La Mêlée – fostering numerous opportunities for networking and collaboration.

Located in the heart of Montpellier's Cambacérès innovation district, Halle de l'Innovation is part of a rapidly expanding urban hub. Sitting right next to the Sud de France train station and bordered by the 30-hectare Parc de la Mogère, this new district is designed to bring together innovative companies, service-sector businesses, higher education institutions, and residential neighborhoods to foster a European-level ecosystem of excellence.



AN ECOSYSTEM DRIVEN BY NETWORKS

Beyond the companies and the facilities that host them, the vitality of the Montpellier area's digital sector also relies on a particularly dense community of local associations. As the true driving force behind the ecosystem, these networks foster connections, provide assistance to companies as they grow, and help build relationships between startups, major corporations, higher education institutions, researchers, and local authorities.

As a long-standing partner of these organizations, Montpellier Méditerranée Métropole supports their initiatives and their commitment to fostering innovation, growth, and the area's attractiveness.

- **French Tech Méditerranée, the startup network for the Gard and Hérault departments**

As the local branch of the national French Tech movement, French Tech Méditerranée brings together startups, scaleups, investors, incubators, higher education institutions, local authorities, and major corporations to accelerate the sector's development and expand its presence. Led by an association of entrepreneurs since 2019, it supports startups in the Gard and Hérault departments at every stage of their growth, from inception to international expansion, while fostering synergies among innovation stakeholders.

- **Digital 113, Occitanie's digital cluster**

Formed from the merger of FrenchSouth.digital and DigitalPlace, Digital 113 is the region's digital cluster. With nearly 300 member companies representing more than 17,000 jobs across 13 different departments, it brings together a structured network dedicated to enhancing business competitiveness and fostering responsible digital development. Its activities are centered around four key missions: facilitating connections, encouraging collaboration, promoting regional expertise, and supporting companies through their transitions and growth.

- **La Mêlée, connecting talent and accelerating transformation**

Founded in 2000 in Toulouse, La Mêlée set up in Montpellier in late 2015. It comprises nearly 600 members throughout the region, all focused on challenges relating to innovation and digital transformation. Through its topic-specific committees, events, and outreach initiatives, the association fosters dialog among local stakeholders, supports responsible innovation, and works to promote greater digital inclusion on a regional level.

- **IA Montpellier Méditerranée, promoting ethical and sovereign artificial intelligence**

In response to the growing challenges associated with artificial intelligence, the AI Montpellier Méditerranée association works to develop responsible, sovereign AI that respects individual freedoms. Open to entrepreneurs, researchers, students, and professionals, it fosters the emergence of innovative projects within an ethical framework. By bringing together industry players, the association helps establish Montpellier as a leading location for addressing issues surrounding artificial intelligence.

COMPETITIVENESS CLUSTERS AND PROGRAMS THAT SUPPORT INNOVATION AND UNITE FORCES

- **CAP'TRONIC**, the program led by the JESSICA France association, has been operating for about thirty years. Created by the CEA (French Alternative Energies and Atomic Energy Commission) and Bpifrance, it supports French companies in their digital transformation through connected electronic systems.

- **Aerospace Valley** brings together the Nouvelle-Aquitaine and Occitanie/Pyrénées-Méditerranée regions, making it Europe's leading job market in the fields of aeronautics, space, drones, and embedded systems. It promotes its members' development, growth, and competitiveness through innovation by encouraging collaborative research and development projects.

- **Aktantis** is dedicated to deep tech. Founded in 2005 in the Sud – Provence – Alpes – Côte d'Azur region, the association brings together an ecosystem of more than 300 industry players, major groups, small and medium-sized businesses, and startups, along with research laboratories and universities, all working together to foster innovative projects.

A BUSY SCHEDULE THROUGHOUT THE YEAR

In Montpellier, digital technology is more than just an economic sector. It is a vibrant, well-structured, and visible ecosystem that comes to life year-round through a rich program of professional, scientific, and community events.

- **Major events designed to foster the exchange of ideas and accelerate collaboration**

Hello la Tech is the flagship event of French Tech Méditerranée, designed to showcase the local ecosystem. The event facilitates connections and exchanges among entrepreneurs, investors, and economic stakeholders, while presenting an annual program focused on topics directly linked to current trends such as AI, cybersecurity, Tech x CCIs, and more.

Similarly, **Sunny Tech** is an eagerly awaited gathering for professionals in the digital sector. This annual event brings together the tech community to discuss major digital trends and emerging technologies. Topics covered at this key gathering include tools, design methodologies, software development, product management, and user experience.

- **More responsible and inclusive digital technology**

For over ten years, **Green IT Day**, organized by Digital 113, has fostered dialog on the topics of responsible digital technology, eco-design, and digital sobriety. This has become a must-attend event for a sector committed to its transition.

The **Regional Conference on Increasing Women's Representation in Digital Sectors and Professions**, organized by La Mêlée, highlights a central issue: the importance of gender diversity in the workplace and, more specifically, the role of women in the digital sector. The conference brings together economic and institutional stakeholders to assess progress on this issue and explore concrete solutions for greater gender diversity.

- **Exploring the technologies of tomorrow**

The Montpellier area is also establishing itself as a testing ground for emerging technologies, providing opportunities for meaningful collaboration and team cohesion. A good example of this is **ActInSpace®**, the international innovation competition launched by CNES and organized locally by Montpellier BIC in partnership with Aerospace Valley. This major challenge attracts new creators of original and innovative projects every year, using space data and technologies to envision the solutions of tomorrow. It represents a superb opportunity for the local ecosystem to stimulate innovation beyond traditional boundaries.

A COMPREHENSIVE AND SPECIALIZED EDUCATIONAL OFFERING

The dynamism of the metropolitan digital sector rests on a major – and often decisive – strength: the wide range of available educational opportunities.

From undergraduate programs to specialized schools, including continuing education and career transition programs, the area has structured itself to address a dual challenge: providing extensive training for digital professions and continuously adapting skills to the sector's evolving needs.

University of Montpellier, notably through Polytech Montpellier, trains engineers and experts in computer science, data, and artificial intelligence. Paul Valéry Montpellier 3 University complements this dynamic by integrating digital applications, communication, and the humanities. Some thirty higher education institutions surrounding these hubs reinforce a particularly dense academic ecosystem.

Specialized local schools include EPSI, Epitech, IPSSI, Digital Campus, MyDigitalSchool, CESI EXIA, Ynov Campus, and EPF, to name just a few. They offer programs directly aligned with real-world business needs: development, cybersecurity, design, data, and project management.

In addition to these establishments, around ten organizations specializing in digital communication, marketing, and innovation management round out an educational offering that closely matches market needs.

The Montpellier area also stands out for its network of some thirty programs dedicated to artificial intelligence, highlighting the local focus on the skills of the future.

Lastly, organizations such as the Regional Digital School (École Régionale du Numérique), Simplon.co, BeWeb, and Diginamic Formation promote career transitions and inclusion to expand the talent pool.

Each year, more than 3,000 people receive training in digital professions in Montpellier. This represents a major strategic lever and a driving force behind economic and technological transformation within the ecosystem.



SHAPING
the
digital world

Major industries never emerge by chance. They are forged over time, driven by those who are willing to think outside the box.

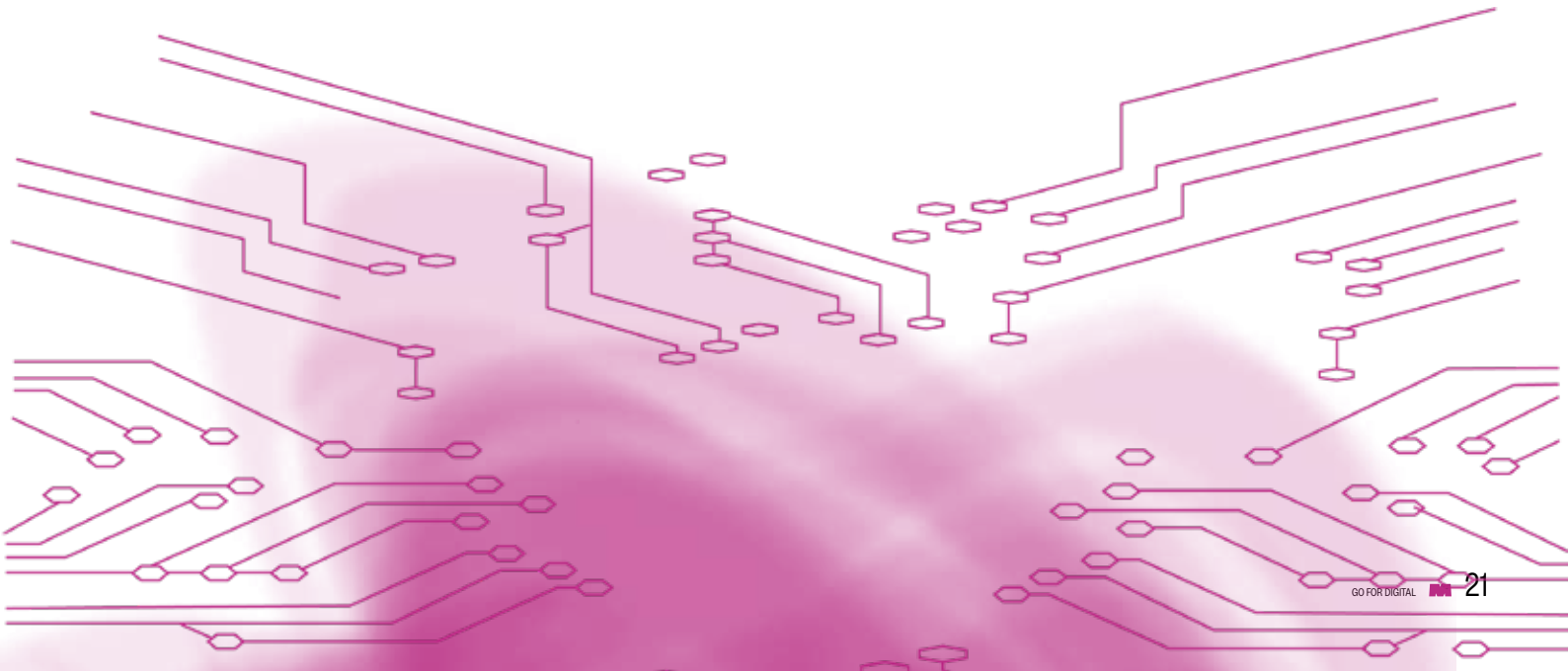
For more than fifty years, Montpellier has carved out a unique place for itself in France's digital sector.

The arrival of major industry players served as a catalyst and laid the foundation for growth that rapidly took shape and became closely linked to higher education and research.

In the wake of these early pioneers, others joined the movement, drawn by a robust ecosystem already organized around a high-value-added vision that combines expertise, infrastructure, and innovative capacity.

Today, the area functions as an integrated system where universities, international groups, and local companies continuously interact and challenge one another. The local concentration of industry players fuels a long-term dynamic in which emerging projects build upon an already solid legacy.

This trajectory continues today, driven by those who are now developing the digital applications of tomorrow.



DELL TECHNOLOGIES

Although Dell was founded in the United States in 1984, its Montpellier site has gradually established itself as a strategic hub within the company's European organization. As the headquarters of Dell Technologies France, it serves as a center of excellence, bringing together sales, technical, and marketing expertise to support customers in the French, Spanish, and Italian markets. Reflecting Dell Technologies' global culture, the site is home to professionals from 27 different countries, fostering a diverse and and internationally minded workplace.

Originally associated with computer hardware, Dell has become a global player in digital transformation, capable of addressing the entire value chain, from workstations and servers to infrastructure, data storage, strategic consulting, and assistance. The company's integrated approach enables organizations to modernize their information systems while preparing for the needs of tomorrow.

The rise of artificial intelligence marks a paradigm shift in the digital landscape. Much like the advent of electricity in its day, this technological revolution led Dell to invest early on in dedicated AI infrastructure. The group is now among the world leaders in servers designed for new uses.

At the same time, organizations are increasingly concerned about data sovereignty and protection. In Montpellier, this focus is notably reflected in the group's involvement in the AI Health Alliance alongside the Montpellier University Hospital (CHU) and many other local partners. The goal is to build secure infrastructure that enables the development of AI applications while maintaining control over sensitive data. Dell Technologies is also working with a number of other regional companies, such as Septeo, to implement this approach.

In addition to its own business activities, the company is deeply committed to the local community. This involvement includes mentoring startups, partnerships with Montpellier BIC, Medef Hérault, FACE Hérault, and French Tech Méditerranée, as well as initiatives promoting inclusion and increasing the representation of women in digital professions.

Employees are encouraged to devote time to projects of public interest. Examples include their support for the Montpellier Cancer Institute and their involvement with local organizations.

> *When Dell set up operations in Montpellier in 1992, the area's potential was already obvious. More than thirty years later, we're so deeply rooted here that we truly consider ourselves a Montpellier-based company. With artificial intelligence, we are entering a new transformational phase, and we are making our expertise available to local stakeholders so that together we can build innovative, sovereign, and sustainable solutions,"* says Jérôme Fourre, site Director.


LA VIE EN ROSE


L'ICM,


LA VIE EN ROSE

KYNDRYL

As the world's leading provider of critical digital infrastructure services, Kyndryl ensures the continuous operation of essential IT systems for major corporations and organizations.

The teams in Montpellier build on a technological legacy that has evolved over several decades, making the site a pillar of the group's French operations. Located in the Montpellier metropolitan area, Kyndryl's two main French data centers support the operation of critical infrastructure for clients in the banking, industrial, energy, retail, insurance, and public sectors.

> *Digital infrastructure has become as essential as water and electricity networks. From our Montpellier office, our teams ensure the continuity of critical services for major French clients every day, while preparing for the applications of tomorrow,* says David Traviesas, Vice President of Managed Services Delivery for France.



Beyond the day-to-day management of production environments, the teams assist clients with their digital transformation. Whether dealing with hybrid cloud, cybersecurity, storage, networks, the digital workplace, or operations automation, they draw on a wide range of expertise while maintaining a constant commitment to reliability and performance, supported by Kyndryl's global capabilities.

Kyndryl Consult, the company's fast-growing consulting activity, reflects a shift toward providing organizations with more comprehensive support. The site also contributes to addressing new challenges related to AI and digital resilience. Deeply rooted in the local territory, Kyndryl partners with schools and universities and participates in community initiatives, notably alongside La Mêlée, to foster the sharing of skills and emergence of talent.

OVEA



Specializing in IT infrastructure, managed services, hosting, and cloud solutions, OVEA embodies a community-focused approach to digital technology, combining technical expertise, infrastructure management, and data sovereignty.

The company was founded in Montpellier in 2002 with a strong commitment to placing people at the heart of its approach. In contrast to other major international platforms, OVEA prioritizes tailored support and a hands-on presence that appeals to businesses of all sizes. Nearly 25 years later, the company serves more than 600 active clients and generates revenue of €3.8 million. As a recognized player in the industry, OVEA now offers a local alternative to U.S. providers such as Google, Microsoft, and Amazon.

Committed to a structured environmental strategy for the past decade, the company also champions a vision of digital technology grounded in data sovereignty. Clients' data is hosted on its own infrastructure in Montpellier, while its internet service provider operations are based on local networks. This approach focuses on data control and freedom of choice, while contributing to the development of a more responsible ecosystem.

> *Montpellier is a welcoming area that has enabled us to grow. Today more than ever, we are convinced that the digital sector benefits from prioritizing short supply chains: hosting data locally, working with local partners, and giving companies the freedom to choose their own solutions. That is what digital sovereignty is all about: avoiding the risks of dependency,"* highlights Ronnie Garcia Millet, founder and CEO of OVEA.

ORANGE

Present in Montpellier since the early days of telecommunications, Orange has been at the forefront of every major transformation in the sector, from copper networks to fiber optics, mobile technology and, today, artificial intelligence.

With more than 1,300 employees, the group has made the Montpellier metropolitan area one of its main centers for expertise in networks, cybersecurity, and data. Orange's history in Montpellier took a major turn in the 1990s following the establishment of National Support Organizations (ONS), centers of expertise dedicated to network technologies. The metropolitan area then became a living laboratory for innovation, particularly with the development of the Integrated Services Digital Network (ISDN), which enabled videoconferencing even before the internet boom. This legacy continues today at the Patio, which brings together the company's sales, technical, and engineering teams.

The site plays a national role in the design and deployment of FTTH (fiber-to-the-home) networks, while developing cutting-edge expertise in cybersecurity, artificial intelligence, and data analytics. Orange has invested nearly €175 million in fiber deployment across the metropolitan area and continues to expand its mobile infrastructure while reinforcing its ambitions in digital health, IoT, and smart cities.

Beyond its business operations, Orange is also committed to promoting more responsible digital practices in the area. In 2026, the Montpellier and Toulouse school districts were the first in France to sign an agreement with Orange Digital Center to raise awareness among young people about good digital practices, cyberbullying prevention, and screen time management. The group also supports local initiatives, such as the Bulle Bleue ESAT, a medical-social facility that promotes the inclusion of people with autism.

> *Montpellier has been a cornerstone for our technological evolution. Even today, the richness of its scientific ecosystem, startups, and local talent pool makes this area a veritable innovation hub that aligns perfectly with our strategy for the future,"* says Pierre Sanavio, Director of Local Government Relations for the Hérault department.






Hello

CINES

Founded in Montpellier in 1980 as CNUSC and renamed CINES in 1999, the National Computing Center for Higher Education is now a major player in French scientific computing.

For more than 45 years, CINES has helped scientific communities meet their needs for high-performance computing, massive data storage, and secure hosting. CINES is a sovereign data center operating under the Ministry of Higher Education, Research, and Space and employs approximately 60 staff members dedicated to its various national missions.

Notably, the center hosts ADASTRA, a supercomputer acquired by GENCI and operated by CINES. With a processing power of 90 petaflops – meaning 90 quadrillion operations per second – the infrastructure provides support for scientific projects in a variety of fields, including biology, health, the environment, astrophysics, materials science, and artificial intelligence.

CINES has evolved its services to meet new data processing and analysis needs, while developing sovereign solutions tailored to research and the management of sensitive data. Its goal is to obtain certification as a Health Data Host by 2026. The center makes digital sustainability central to its activities by optimizing its infrastructure and working to recover and reuse the heat it generates. With the ADASTRA computer, CINES ranks third on the GREEN500, a ranking of the most energy-efficient machines.



> *In a context of accelerating AI, our role is to provide sovereign, secure, and energy-efficient infrastructure capable of meeting research needs while contributing to the emergence of a trusted French and European ecosystem,"* says Michel Labadie, Director of CINES.

ISDM-MESO



ISDM-MESO provides a high-performance computing (HPC) infrastructure capable of supplying public and private sector organizations with the computing power they need to process complex data.

Created in 2009 at the University of Montpellier and now part of the Montpellier Institute of Data Science (ISDM), ISDM-MESO is one of France's leading mesocenters. It is funded by the European Union, the French government, the Occitanie Region, and Montpellier Métropole. Based at the CINES facility, ISDM-MESO pools computing, storage, and cloud resources to serve the needs of organizations in the eastern Occitanie territory.

Positioned at an intermediate level between large national centers and individual systems, it prioritizes localized support tailored to real-world needs in order to make high-performance computing more widely accessible.

> *Our mission is to make high-performance computing accessible to as many users as possible. We work closely with researchers, businesses, and local authorities to meet their needs, while providing them with access to the most advanced technologies. Sovereignty also means giving stakeholders the freedom to choose their dependencies and develop alternatives,"* explains Anne Laurent, Director of ISDM and President of the AI Montpellier Méditerranée association.

A pioneer in its field, ISDM-MESO was one of the first French mesocenters to offer sovereign AI and cloud solutions for research. The mesocenter will soon introduce a particularly energy-efficient tape storage system designed to preserve scientific data over the long term. This approach addresses the growing importance of artificial intelligence while balancing sovereignty, security, and digital sustainability.

LIBRICIEL

Founded in Montpellier in 2006, Libriciel has emerged as a prominent player in the French GovTech sector. Its mission is to modernize public services through open-source software and a cooperative model.

As a provider of open-source digitalization solutions, the company is active in the social and solidarity economy sector, supporting more than 1,200 local governments and public agencies and generating €8.5 million in revenue. Its origins date back to 2002, with the creation in Montpellier of ADULLACT, an association dedicated to promoting the development of open-source software designed to meet the needs of public-sector organizations. Four years later, that initiative evolved into Adullact Projet.

Initially founded as a Community Interest Cooperative (SCIC), the company benefited from three years of assistance from the Montpellier Business & Innovation Centre (BIC). After it secured a second round of funding and established a sales team, SCIC Adullact Projet became Libriciel in 2015 and changed its legal form to SCOP (worker-owned cooperative). This evolution reinforces the company's unique governance model, based on employee participation, with ownership of the capital held by its team of approximately 100 employees.

> *The cooperative model is what brings us together – people with diverse backgrounds and experience – to address significant client challenges while maintaining a strong operational focus in our everyday work. This is all driven by a commitment to the public interest, serving public-sector entities,"* explains Matthieu Piaumier, CEO of Libriciel SCOP.

Driven by continued growth, Libriciel is now launching new initiatives focused on integrating artificial intelligence both in-house and across its product offerings, while also strengthening cybersecurity. These major growth areas will be backed by a substantial staff recruitment plan over the coming years.









DRIVING artificial intelligence

AI is no longer just a promise for the future. It is changing the world today and, in Montpellier, this new reality is already well underway.

From applications and industries to organizations, AI is reshaping entire value chains on a massive scale and at an accelerating pace. This revolution opens tremendous opportunities, guided by a fully engaged sense of responsibility in which citizens play a central role in the decision-making process.

The approach is clear, focusing on developing artificial intelligence that serves humanity, capable of creating useful technologies designed for real-world applications and delivering positive impact. This path demands a strong commitment to responsibility, ethics, and control over the systems being developed.

Locally, this momentum builds on a structured foundation that combines deeply dedicated public-sector research, a dense network of about a hundred industry players, and a solidly established culture of innovation. This approach has led to the emergence of practical AI, already deployed in key sectors such as healthcare, the environment, data management, and digital services.

Montpellier is progressively establishing itself as one of Europe's top emerging regions in the field of artificial intelligence.

ALLIANCE SANTÉ IA

Alliance Santé IA (AI Health Alliance) is making Montpellier one of the pioneering regions in France for artificial intelligence in hospitals. Led by the Montpellier University Hospital (CHU), this consortium brings together six public and private partners with complementary expertise: Inria, ADLIN, CINES, ANA Healthcare, Numalis, and Scaleway to develop sovereign AI that is evaluated and integrated directly into healthcare facility operations.

The goal is to build a comprehensive model that combines secure computing infrastructure, a health data warehouse, scientific evaluation, regulatory compliance, and support for healthcare professionals. With funding of €18 million, including €14.9 million as part of the France 2030 initiative, the program plans to deploy about ten initial use cases in the areas of patient care, research, hospital management, and training, all with a consistent goal: to free up time for healthcare providers while ensuring human oversight, data security, and digital sovereignty.

Created at the heart of the MedVallée ecosystem, Alliance Santé IA intends to make the Montpellier University Hospital a national showcase that can be replicated in other institutions.

> *We have chosen to use a trusted French hospital AI system: sovereign, evaluated, useful, and focused on people. Our objective is not only to transform the Montpellier University Hospital but also to build a transferable model for all French hospitals.*



Pr David Morquin - Chief Medical AI Officer at CHU de Montpellier
Anne FERRER -Executive Director of CHU de Montpellier
Pr Jean-Luc Pasquie - President of the “Commission Médicale d’Établissement” at CHU de Montpellier

NUMALIS



Numalis specializes in trusted AI, helping organizations evaluate, oversee, and ensure the reliability of their AI systems. This expertise has led the company to actively participate in defining future international standards.

Founded ten years ago, Numalis originated from its founder's research. Supported by Montpellier's entrepreneurial ecosystem, the company, with a staff of about twenty employees, focuses on three complementary areas: consulting on AI governance through standards and regulations; software for evaluating AI systems; and tools for measuring AI proficiency levels.

Numalis works with organizations in the defense, aerospace, space, nuclear, medical, and financial sectors. While most of the company's business remains in France, it is involved in several European defense programs and is currently developing partnerships in Asia.

As a member of European standards bodies, Numalis contributes to the development of guidelines that will ultimately enable the certification of AI systems supporting the implementation of the European Union's AI Act by 2030.

> *The high-quality assistance I received helped transform me from a researcher into an entrepreneur. Early on, our industrial partners encouraged us to take part in defining the rules by joining AFNOR's AI commission. Today, I contribute to drafting international standards on trusted AI. In international working groups, the voice of an SME from Montpellier carries as much weight as that of the world's most influential players. This is tremendous recognition of our expertise and a key factor in boosting our credibility,"* highlights Arnault Ioualalen, founder.

SEPTEO

Founded in Montpellier in 2013, Septeo has established itself over the past decade as a leading European provider of AI-native industry-specific software, particularly for regulated professions.

The group develops software solutions for professionals in the legal and real estate sectors, as well as for corporate legal and HR departments, and also for organizations in the hospitality, IT, and training industries. With 3,600 employees across 11 countries, including nearly 1,200 in Montpellier, Septeo now serves more than 300,000 clients throughout Europe. Its growth has accelerated in recent years thanks to a sustained acquisition strategy: more than 40 companies have been integrated into Septeo's scope over the past five years, strengthening its expertise and expanding its portfolio of offerings.

> *Beyond the founder's personal attachment, choosing Montpellier is based on the area's exceptional momentum in the tech sector. The metropolitan area offers an environment conducive to growth, while enabling the company to expand across Europe from the south of France. These regional roots are an integral part of Septeo's identity,"* points out Juliette Martin Chatenet, Chief People and Legal Officer.

This local commitment is reflected in particular through participation in the initiatives of local digital networks such as Digital 113, La Mêlée, and French Tech Méditerranée, as well as through strong involvement with the MHR rugby and MHB handball clubs. Septeo is also extremely proud to support the RCM rugby club as it moves up to the Federal 1 league. These various partnerships express shared values centered on teamwork, performance, and responsibility.

What's more, Septeo has invested €100 million in R&D, with artificial intelligence as a key driver of transformation. Through its "Core AI" program, the group is structuring a comprehensive approach built around five priorities: evolving its software, strengthening governance, leveraging data, developing in-house skills, and ensuring regulatory compliance. More than 3,200 employees have already received training, and over 15,000 hours of training have been provided since the beginning of the year.

> *We believe in a third path between AI startups and major tech players, one that combines software with business intelligence. Our goal is not to create spectacular AI, but trustworthy, reliable, and secure AI that can be adopted for the long term and transform businesses in tangible ways,"* explains Juliette Martin Chatenet.

This approach combines three strengths: the wealth of data generated by proven enterprise software, expertise in the specific practices of each profession, and vertical or specialized AI that is integrated into processes and secured. Developed features enable the automation of repetitive tasks, such as file preparation and document processing, thereby freeing up time for higher-value-added tasks. Tools are designed in close collaboration with business units to deliver real, practical value.



ATOS

Based in Montpellier since the late 1990s, Atos has steadily evolved its regional office into a center of expertise dedicated to innovation.

Atos is the Atos Group brand dedicated to secure, end-to-end digital services powered by AI. Atos works with organizations to modernize their IT systems, accelerate cloud and data transformation, strengthen cybersecurity, and deploy secure digital work environments for the benefit of its clients, their employees, and society.

With 200 employees, the Montpellier site plays a strategic role in the group's innovation efforts. Since 2019, Atos has pioneered work on climate resilience from this location, with a strong focus on water management. The Montpellier Inno'Lab also develops projects in the healthcare sector, in line with the area's strengths and the presence of a recognized scientific and medical ecosystem. These initiatives draw on close collaborations with research laboratories, the University of Montpellier, the Montpellier University Hospital (CHU), and innovative startups.

Artificial intelligence plays a prominent role in these projects, featured in nearly 80% of the innovation initiatives carried out. Atos systematically integrates these developments with open-source technologies and controlled hosting environments.



> *Montpellier is an area that is conducive to innovation, with a rich scientific and entrepreneurial ecosystem. AI has become indispensable. It is no longer just a subject of experimentation but a true driver of transformation. Agent-based AI, sovereignty, and cybersecurity are the three pillars of our strategy,"* says Antoine Olgiati, Head of Innovation Operations at Atos France.

GROUPE ISIA



For thirty years, Groupe Isia has been helping organizations evolve their information systems.

With approximately 100 employees and annual revenue of €9 million, the company provides services throughout France to government agencies and businesses of all sizes. Its expertise leverages a comprehensive approach that combines an understanding of business processes, technological expertise, and support for organizational change across the entire value chain.

A pioneer in its field, Groupe Isia was the first to receive France's "Responsible Digital" certification in 2020. Since it became a mission-driven company in 2025, Groupe Isia no longer views digital transformation as just a technology project, but as a catalyst for sustainable organizational transformation. This approach permeates all of its activities and leads its teams to systematically consider the environmental, social, and economic impacts of the solutions they develop.

Participating in the "AI, Let's Accelerate" program, led by the Cité de l'Économie et des Métiers de Demain (CEMD), Groupe Isia created a dedicated laboratory to test and implement useful, controlled AI applications compatible with digital sovereignty requirements. As a co-founder of a partnership chair with Polytech and University of Montpellier, Groupe Isia brings together researchers, educators, and industry professionals to develop a reasoned approach to AI and guide organizations toward more responsible uses.

> *As alumni of Polytech Montpellier, we have deep historical roots in this area. There is fertile ground here for ambitious projects to flourish. We are convinced that major transformations are built first and foremost in places where the various stakeholders can work together, says* Fabienne Amadori, Co-President.

DATASULTING

Founded in Montpellier in 2013, Datasulting helps small and medium-sized businesses and mid-market companies leverage and utilize their data and artificial intelligence. Its goal is to improve clients' performance and help accelerate their digital transformation.



From strategy to the operational implementation of data and AI applications within companies, Datasulting helps executives better manage their operations, optimize processes, and identify new opportunities for value creation. Training programs are offered to build team skills for its staff of about thirty employees. The company's clients include TaM, Urbasolar, Mutuelle des Motards, Dyneff, Europ Assistance, Appart'City, the Inovie Group, and Royal Canin. While its expansion now extends beyond the Occitanie region with the recent opening of an office in Auvergne-Rhône-Alpes, nearly 80% of its clients remain based in the Montpellier metropolitan area.

In 2020, Datasulting created the Corporate Data & AI Maturity Observatory, which has become a benchmark for helping companies conduct self-assessments of their practices. The company also organizes the annual "Cultive ta Data [et ton IA]" (Cultivate Your Data [and Your AI]) event, which brings together more than 300 executives, experts, and partners.

> *I originally came to Montpellier as a student, and I've always found an ecosystem here that fosters entrepreneurship. This ecosystem is particularly active in digital and ethical issues, with a genuine culture of sharing and cooperation centered on responsible AI. We share these values and are committed to supporting them over the long term,"* says Gaël Philippe, CEO and partner.




Réalisez un
diagnostic
de votre potentiel data



PROVIDING Cybersecurity in a digital world

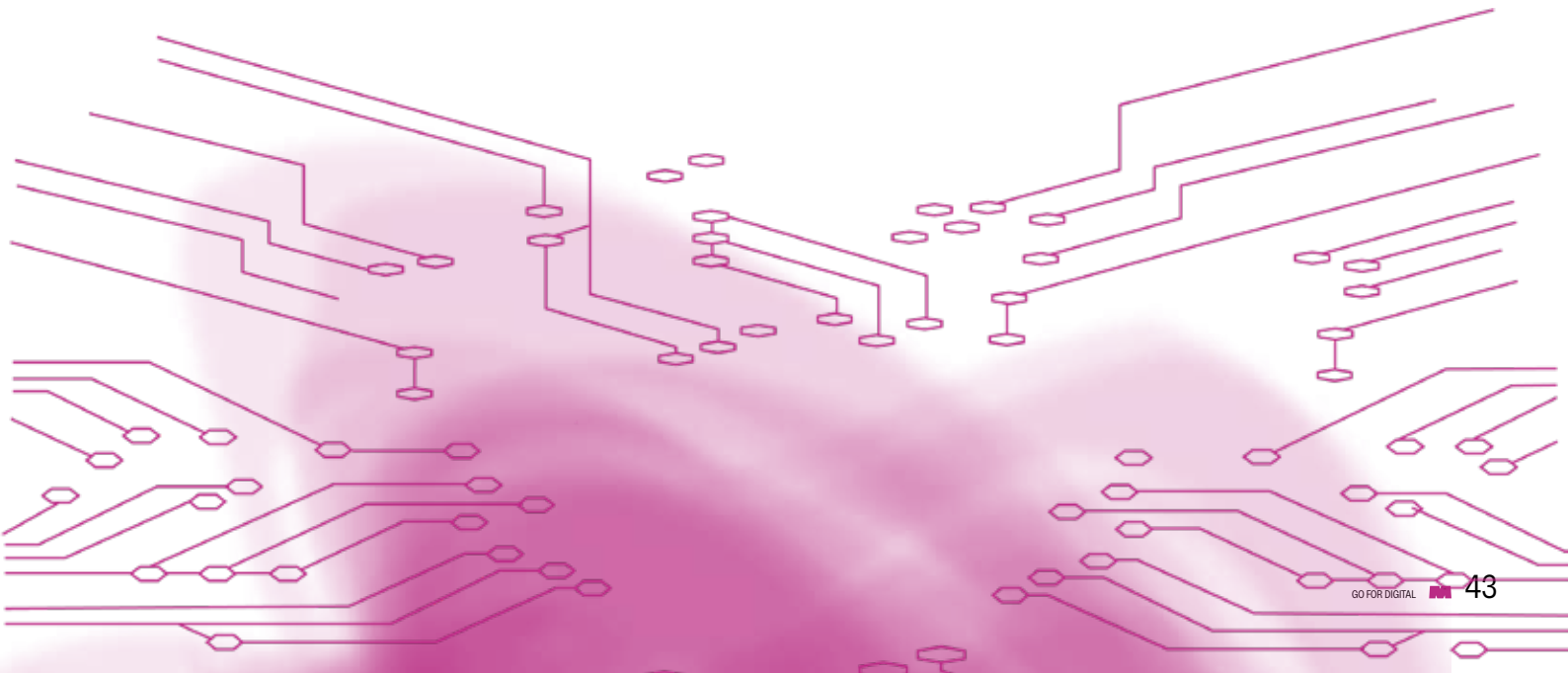
As digital technology advances, trust is becoming a strategic asset that is every bit as essential as technological performance.

Never before has it been more important to protect data, secure infrastructure, and anticipate new threats. These key issues for competitiveness will only continue to grow in relevance.

Many up-and-coming companies have already developed high-quality solutions, pushing the boundaries and overcoming the weaknesses of existing technologies. In this race against time, Montpellier has established itself as a leading hub by bringing together expert companies, research centers, training organizations, and dedicated institutional partners.

This concentration of expertise continually fosters innovation, encourages collaboration, and meets the growing needs of both public and private organizations.

Cybersecurity is more than just a sector of excellence. Today, it is one of the cornerstones of the area's digital development.



INHERENT CYBER*

A Montpellier-based provider of offensive and defensive cybersecurity solutions, Inherent Cyber protects information systems against increasingly sophisticated threats.

Founded in 2012, this pure player employs around 100 people in Montpellier to assist growing companies, mid-sized enterprises, large corporations, and public-sector organizations in preventing cyberattacks, managing incidents, and ensuring digital infrastructure compliance. Inherent Cyber covers the entire cybersecurity spectrum, including offensive (penetration testing, Red Team, pentest), defensive (24/7 SOC), and operational (CERT, VOC) services, complemented by training programs. This global approach is delivered exclusively from France.

The company's analysis and detection tools integrate artificial intelligence, with the development of automated data processing, while helping its clients secure their digital operations. Inherent Cyber serves a diverse European market ranging from government ministries and defense organizations to major French banks, industrial firms, local governments, media outlets, and press groups, as well as organizations in French-speaking Africa.

> *We chose this area for its central location in the Mediterranean basin, its easy access to Paris, and its dynamic tech and IT ecosystem. There are a number of software companies based here and an active network of clusters that brings together industry players and fosters peer-to-peer exchanges,"* explains Léo Gonzales, co-founder and CEO.

This dynamism is also reflected by the CYCOM event, created by Inherent Cyber in 2019 and now a national benchmark, bringing together more than 1,000 professionals each spring for technical conferences and hackathon competitions.



*** Ex. Devensys Cybersecurity**

PRADEO



Founded in Montpellier in 2010, Pradeo has risen to become one of the world's leading providers of mobile and application security.

The company was incubated at Montpellier BIC and, since its inception, has drawn on a world-class scientific environment and collaborated continuously with local universities and research laboratories.

> *Beyond our founder's ties to Montpellier, choosing Montpellier was a natural decision. Montpellier is France's Silicon Valley. Fifteen years later, this ecosystem remains a powerful driver of innovation and development. We are proud to offer a French alternative at a time when digital sovereignty is more critical than ever,"* highlights Caroline Borriello, COO of Pradeo.

As a software developer, Pradeo creates technologies capable of detecting, analyzing, and preventing cyberthreats that target smartphones, tablets, and mobile apps and devices that have become strategic entry points into information systems. The company's solutions guarantee data protection, while limiting data collection and incorporating the GDPR principles.

These solutions are integrated into platforms offered by Microsoft and Samsung, among others. For the past several years, Pradeo has been recognized by Gartner, IDC, Forrester, and Frost & Sullivan as a leading global player in mobile cybersecurity.

To address the growing challenges of digital sovereignty, data protection, and regulatory compliance, the company is continuing its expansion in Europe, the Middle East, and Asia, leveraging its technological expertise and a sovereign solution that sets it apart from its U.S. competitors.

LAZAR SOFT

Lazar Soft was founded in 2021 in Saint-Brès, just outside Montpellier. The company rapidly became a leading player in IT infrastructure and cybersecurity.



As a pure player in the ManageEngine ecosystem – a global provider of IT management solutions and a subsidiary of Zoho Corporation – Lazar Soft is ManageEngine's most certified partner in Europe.

The company offers a comprehensive portfolio ranging from IT asset management, network and server monitoring, cybersecurity, and identity management to automation, all designed to address the digital challenges faced by organizations. Lazar Soft deploys its solutions to 450 clients throughout France, ranging from small and medium-sized businesses to large multi-site corporations, as well as local governments, airports, hospitals, and even organizations handling classified defense information. A significant portion of its business is conducted indirectly. Lazar Soft works with a network of Managed Service Provider (MSP) partners, for whom ManageEngine technologies have been adapted to support a multi-tenant model, offering a single console to monitor and manage the environments of multiple end-clients. Driven by a fast-growing market, the company has achieved an average revenue growth of 150% over the past three years.

> *My goal in creating Lazar Soft was to become the leading ManageEngine provider in France. We are now preparing to expand internationally,"* explains Pierre Tarradas, founder and President.

In response to the rapid evolution of cyberthreats, accelerating with the rise of artificial intelligence, Lazar Soft is establishing France's first 100% ManageEngine Security Operations Center from its offices in the Montpellier metropolitan area.

ACELYS



An independent company based in Montpellier, Acelys leverages its strong local presence to support organizations' digital transformation.

Founded in 1997 after France Télécom – one of its first clients – established its global competence center in Montpellier, Acelys initially focused on electronic document management before expanding its expertise to include web and mobile development, data, artificial intelligence, infrastructure, and cybersecurity. The digital services company now has 180 employees, including about 40 who work on-site at client locations.

Acelys is ISO 27001-certified and recently received the "Responsible Digital" label. Its clients include major corporations such as CDC Habitat, Crédit Agricole, and Orange, as well as about 60 regional small and medium-sized enterprises (SMEs) and mid-market companies.

> *Montpellier offers a rare balance between the quality of local talent and a favorable quality of life. The area is very active and attractive, with a dynamic economic landscape. It is no coincidence that major digital services companies have established a presence here. While remaining rooted here, we continue to grow year after year,"* notes Étienne Rietzler, CEO and partner.

Deeply involved in the local community through philanthropic initiatives and sponsorships (notably MHB, the Montpellier Handball Club), Acelys continues to expand nationwide while maintaining its production center in Montpellier. This strategic choice enables the company to capitalize on a high-performing, resilient, and certified facility. Acelys is also embarking on a new chapter with the signing of its first contracts in Morocco.

TRANS-FORMING organizations

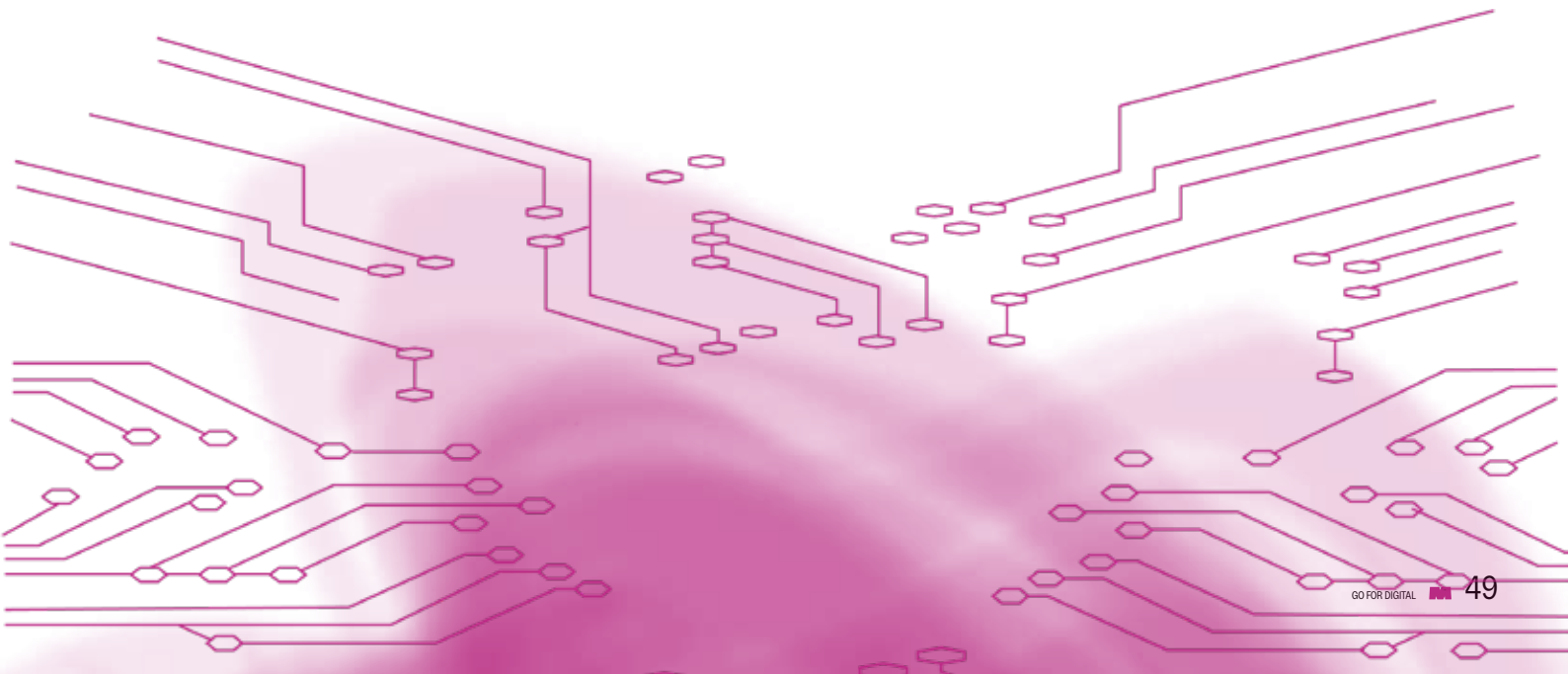
Transforming an organization requires more than just technology. Knowing how to support that transformation is key to fully maximizing its value.

Adopting new tools depends first and foremost on strategic decisions, organizational changes, and change management. Action often requires consulting support and comprehensive expertise.

The ecosystem is particularly active in Montpellier and serves as a key link in the sector's momentum.

The area is home to a wide range of consulting firms, digital services companies, and specialized providers capable of addressing the entire value chain, from digital strategy and information systems modernization to cloud computing, cybersecurity, artificial intelligence, and data management.

Through their expertise and close ties to economic players, they provide long-term support to organizations as they undergo transformation and contribute to the growth of an area where digital technology has become a powerful driver for performance.



FRANCE TRAVAIL IT DEPT

As a pivotal player in the public employment service, France Travail relies on a state-of-the-art digital infrastructure to ensure the performance and security of its services for several million users.



Its Information Systems Department in Montpellier comprises nearly 250 employees, making the site one of the organization's technological pillars. The Montpellier teams help develop the infrastructure supporting France Travail's information system and oversee all integration and security activities. They are involved in modernizing data centers and facilitating their environmental transition.

This technological expertise is complemented by a strong local commitment to promoting access to careers in the digital sector. Together with its partners, including industry stakeholders, training organizations, and companies, France Travail Hérault is rolling out numerous initiatives, with efforts exemplified by the Regional Conference on Increasing Women's Representation in Digital Careers and the Numéric'emploi program, which offers interview coaching sessions led by a team of employers and France Travail advisors for job seekers undergoing career transitions. Regionally, more than 350 interview sessions have been conducted, 40% of which were with women. After six months, more than half of the participants had found new jobs. Digitalents, hackathons, mentoring programs, and the Techbooster Tour also contribute by connecting talent with companies.

> *We are fortunate in Montpellier to benefit from a highly structured digital ecosystem that is particularly proactive and supportive. Trust among stakeholders makes it much easier to implement concrete actions in the field,"* notes Céline Chauvet, Deputy Departmental Director of France Travail Hérault.

CGI



Present in more than 40 countries with nearly 94,000 employees, CGI is one of the world's largest IT and business consulting services firms.

Founded in Canada in 1976, the group expanded into France in stages, notably through the acquisition of Logica, whose Montpellier office joined CGI in 2012. From around 30 employees in 2001, when the site was still part of Unilog, the Montpellier office has grown to nearly 500 professionals today.

Initially focused on serving a few major regional clients, the Montpellier entity has evolved into a high-tech innovation and expertise center supporting clients across France. Teams in Montpellier design and deploy customized solutions to optimize, adapt, and bring various applications into compliance for major national and international corporations such as Airbus, SNCF, Société Générale, Carrefour, and Michelin. CGI's positioning addresses the evolving needs of these companies, which seek partners that can support them across all their markets.

Nevertheless, strong local presence remains central to CGI's approach. In Montpellier, the company benefits from an ecosystem renowned for the quality of its education, training and talent, while offering its employees the opportunity to work on projects with a global reach.

> *Our clients are international organizations, and they expect a partner with the same global reach. From Montpellier, our teams contribute to projects deployed around the world. It is this combination of local proximity and international scale that makes the site so strong*

SOGETI-CAPGEMINI

Sogeti, the Capgemini Group's local technology partner, supports organizations in their digital transformation by combining cutting-edge local expertise with the ability to operate nationally and internationally.

Established in Montpellier since the early 2000s, the Capgemini Group's flagship brand Sogeti now employs nearly 600 people across several areas of expertise: consulting, cybersecurity, cloud, engineering, software quality, and digital transformation. The Montpellier site supports companies in the banking sector in particular, as well as major players in healthcare, manufacturing, energy, agri-food, and customer services. This cross-sector diversity enables Sogeti to address a wide range of business and technological challenges.

Artificial intelligence is now one of the main areas for development. Sogeti supports companies at every stage of their transformation in this era of AI: from fostering a culture of AI adoption among teams, to identifying use cases and deploying AI agent platforms tailored to their specific business needs. The company employs highly qualified and certified teams. Their expertise is reinforced by the research and innovation capabilities of SogetiLabs, which drives reliable, sovereign solutions tailored to organizations' needs.



> *Sogeti's strength comes from being a local partner while providing access to the full range of expertise within the Capgemini Group. Montpellier benefits from a particularly active ecosystem, where companies are ready to experiment and innovate. This is an area where we can develop very concrete solutions in response to the new challenges of artificial intelligence,"* says Élise Mayet, Regional Director of Sogeti's Southern France division.

SOPRA STERIA



A major player in the European digital sector, Sopra Steria leverages Montpellier's ecosystem to strengthen its position with private- and public-sector clients.

Present in nearly 30 countries, Sopra Steria generates annual revenue of €5.6 billion, 44% of which comes from France. Established in Montpellier since the late 1990s, the group operates an office employing around 250 people dedicated to supporting local governments and large corporations in their digital transformations.

From information systems modernization to cybersecurity, infrastructure, and data, the group's offerings span numerous strategic areas with a focus on consulting and integration. The Montpellier office manages projects with regional stakeholders – such as the Occitanie Region, Montpellier Méditerranée Métropole, Hérault Department, and CDC Habitat – as well as major national clients including La Poste, Orange, and Crédit Agricole.

> *In Montpellier, we are privileged to have excellent engineering schools, a truly comprehensive digital ecosystem, and the presence of major national clients. This location enables us to work closely with our clients and their teams. It is a true strategic asset,"* emphasizes Alain Abboud, Director of the Montpellier site.

As France's leading digital services provider in the public sector, Sopra Steria intends to play a prominent role in addressing challenges related to digital sovereignty. Faced with the rise of generative AI, the group advocates an approach based on trust, ethics, and compliance to help local governments move toward more sovereign infrastructure and usage models.