



Company Presentation

March 2014

Allgeier at a glance

Full-service approach and
comprehensive portfolio

Fast-growing technologies and
future trends

Performance



Allgeier SE is one of the leading IT companies for Business Performance: Allgeier combines the advantages of an international provider with the merits of medium-sized companies with a growth strategy oriented consistently to innovations and future trends, and an integrative business model.

As one-stop shop Allgeier offers its customers a broad portfolio of solutions and services

Flexible Personnel Services



Software Lifecycle Services



Process & IT Consulting



Industry Solutions & Cloud Services



Managed Services & AMS



Nearshore/Offshore Delivery



IT Security



IT Infrastructure Solutions



ERP Solutions



Mobile Enterprise/Apps



Big Data/Business Intelligence



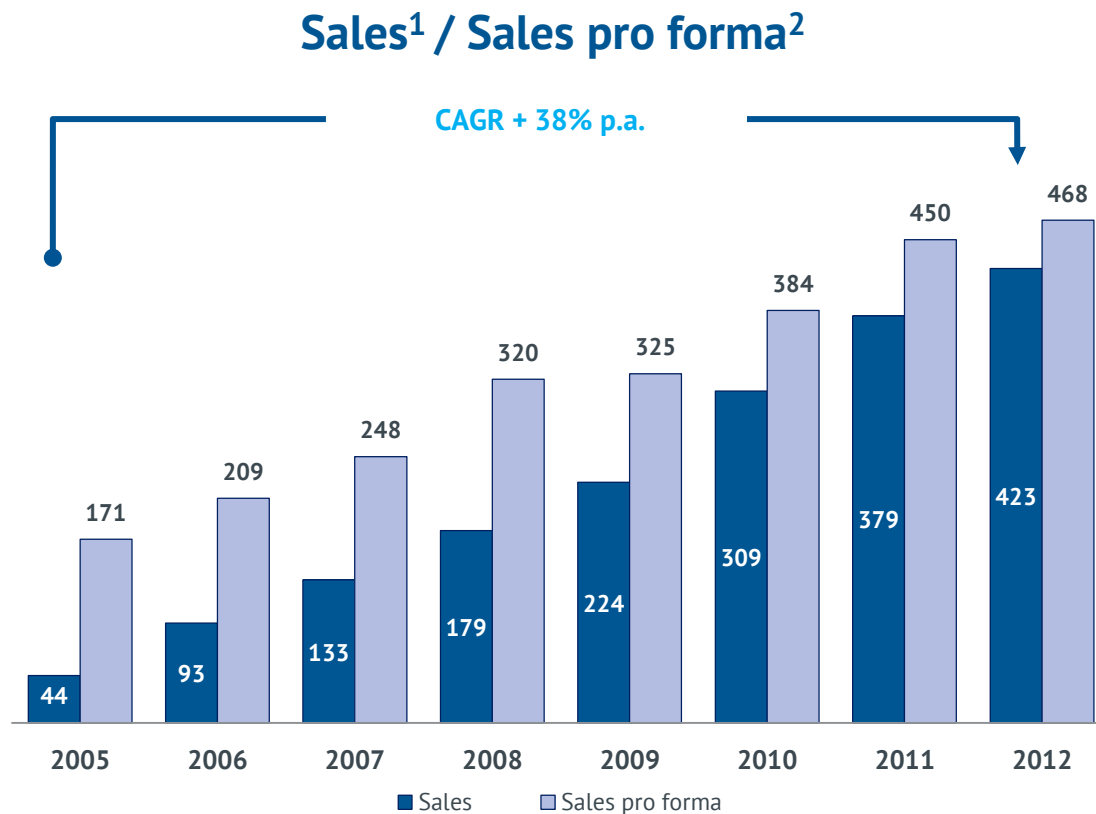
ECM & Collaboration



Allgeier focuses its business model on high-growth areas offering above-average development potential

Allgeier					
Experts	Software Development		Solutions/Business Software		
Allgeier Experts	Nagarro	mgm technology partners	Solutions	Services	terna
Goetzfried	Nagarro Group	mgm technology partners	Allgeier IT Solutions	BSR & Partner	terna Group
TECOPS	Softcon	mgm consulting partners	Xiopia WK EDV		
TOPjects	Allgeier (Schweiz)		b+m Informatik		
U.N.P.	Hexa		innocate solutions		
Oxygen Consultancy			GEMED		
			Allgeier Benelux		

Allgeier's top line has been powered by both organic growth and acquisitions: 38% CAGR



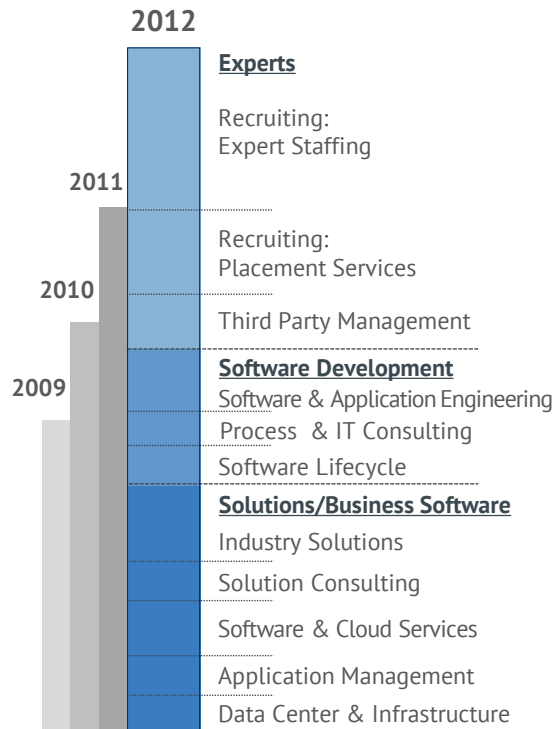
- Allgeier reports strong growth in recent years: Sales continued operations according to IFRS (excluding sold divisions): +38% CAGR (2005-2012)
- Sales pro forma (incl. historical values of companies acquired²): +16% CAGR (2005-2012)
- Allgeier accelerates growth and expands the solutions and services portfolio through highly selective acquisitions

1) in EUR millions; continued operations according to IFRS (excluding sold basic technology and temping divisions)

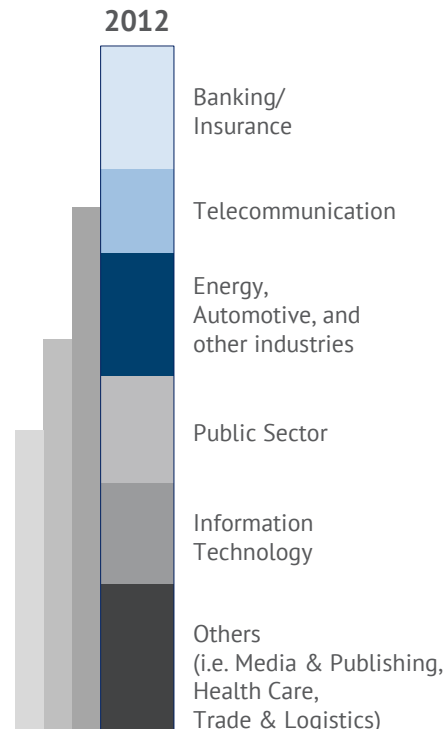
2) in EUR millions; acquisitions from insolvency and asset deals excluding historical values

As an integrated company Allgeier's portfolio of IT offerings spans across various sectors, industries and customers

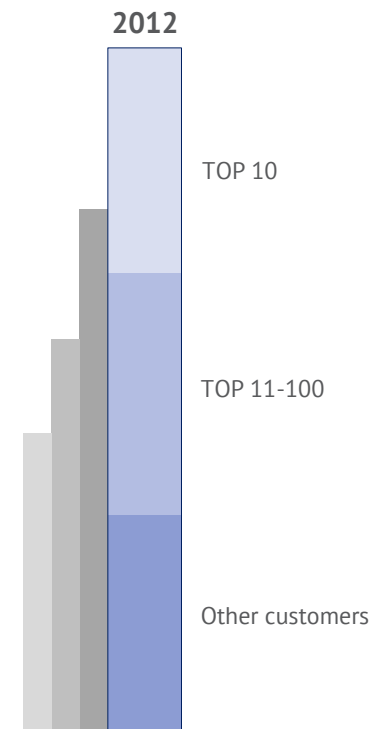
Activity sectors



Industries

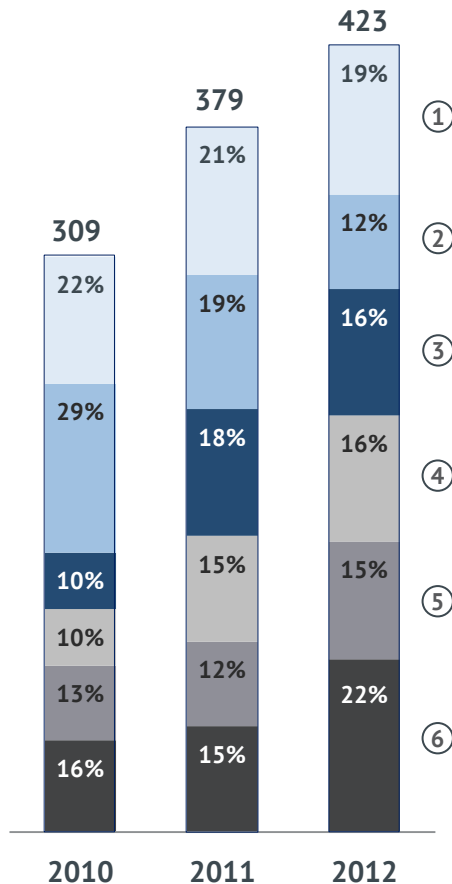


Customers



Allgeier works for leading companies across a range of different industries – from global groups to medium-sized businesses

Sales by industry



Figures in EUR millions

- ① **Banks/Insurance**
- IT Consulting
 - Expert Leasing
 - Infrastructure projects
 - Service jobs

- ② **Telecommunications**
- Complex mobile phone project management
 - Development, testing and integration of mobile applications
 - Development of multi-level service organisations for application operations and products

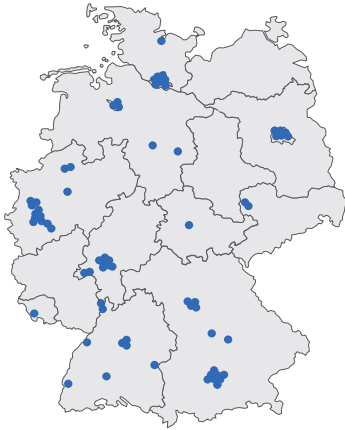
- ③ **Energy, Automotive and other industries**
(i.e. chemical, consumer goods, aviation, metal working, construction)
- Business Process Consulting
 - Adapting and implementing ERP systems
 - Development and implementation of individual solutions along the entire supply chain

- ④ **Public Sector**
- Software development
 - Software implementation
 - E-Business solutions
 - E-Government solutions
 - Expert Leasing
 - IT Consulting

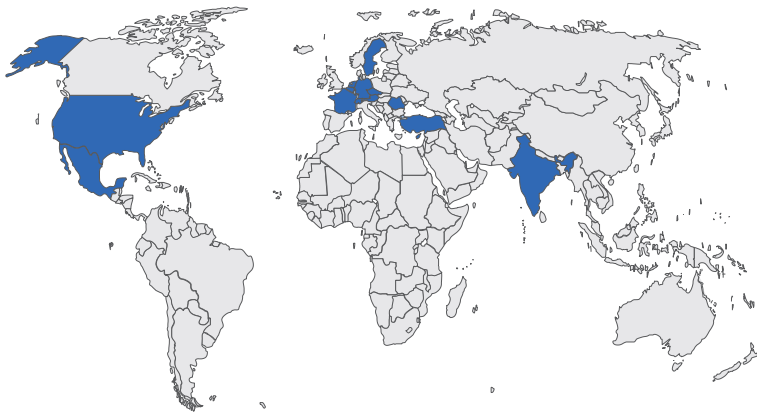
- ⑤ **Information Technology**
- IT Consulting
 - Project management, IT Architecture, IT Design, Migration, Installation, Configuration
 - Client Systems, Data Centers, Backoffice Infrastructure & Systems
 - Application Management

- ⑥ **Other industries**
- Services
 - Health Care
 - Media and Entertainment
 - Publishing
 - Trade
 - Logistics etc.

Local and international presence gives Allgeier flexibility for allocation of resources

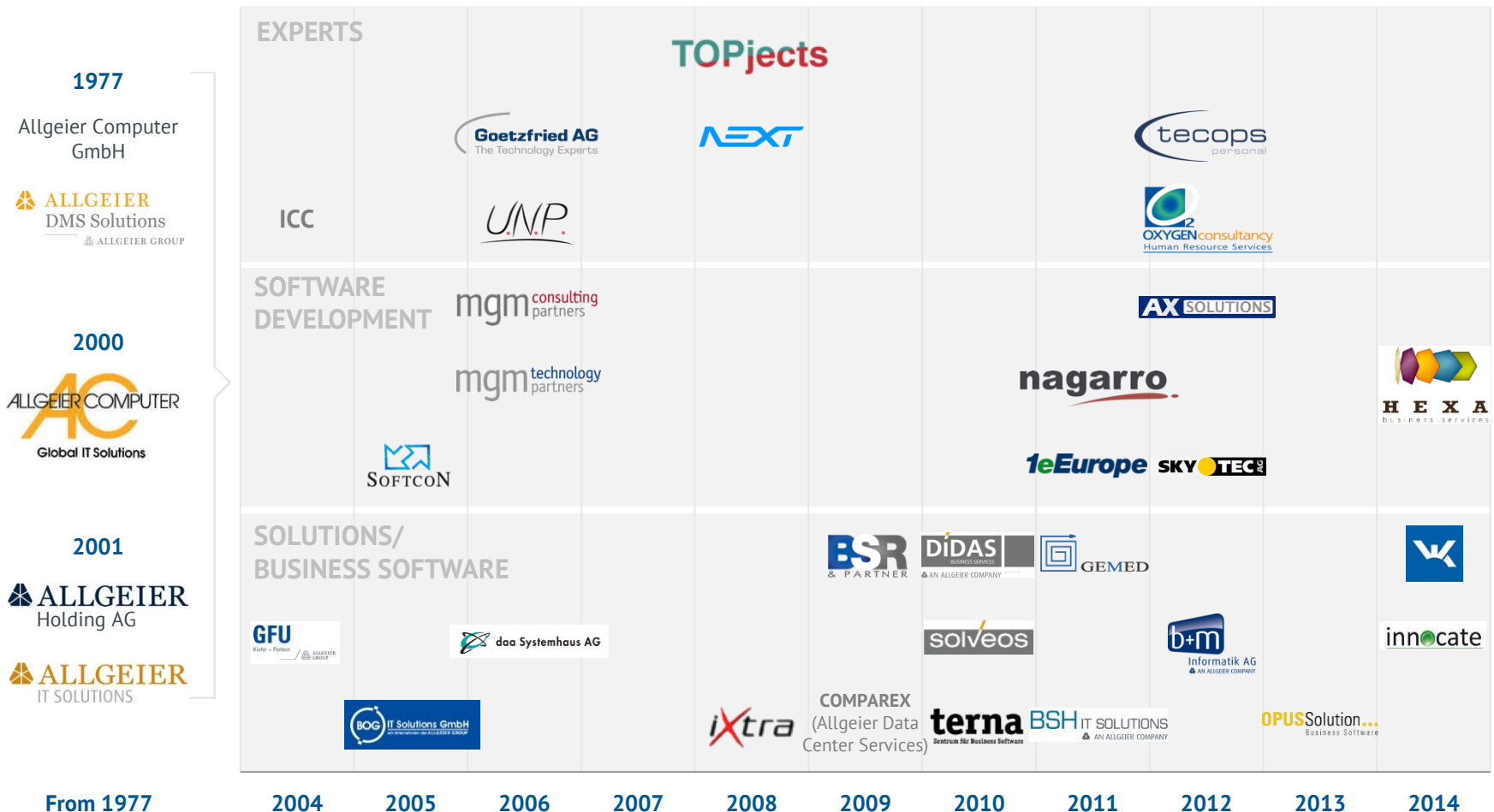


- 71 sites in Germany
- 13 sites in Austria and Switzerland
- 10 sites in rest of Europe and Turkey
- 8 sites in the USA, Mexico and India



- **Blended shoring approach**
with onsite presence and
and nearshore/offshore capacities
 - Prague (Czech Republic) and Timisoara (Romania)
are **nearshore sites**
 - India is the **offshore centre** for High-End
Software & Application Development & Management

Through highly selective acquisitions Allgeier has formed one of the leading IT Groups in the German-speaking world



Allgeier focusses on performance, flexibility and innovation

Performance

- High growth: Sales CAGR 38% (2005-2012), EBITDA CAGR 24% (2005-2012)
- Growth permanent employees: CAGR 50% (2008-2012)¹

Flexibility

- Divisions with high autonomy in specialized fields form an integrated Group
- Blended shoring approach – nearshoring and offshoring with > 1,500 highly qualified IT experts at sites in Romania, Czech Republic and India

Innovation

- Concentrate on highly innovative business fields such as IT Security, Cloud Computing, Mobile Applications, Big Data/Dataability, Outsourcing, Enterprise Content Management, Collaboration/Enterprise 2.0 und Recruiting/Expert Staffing

1) 4,438 permanent employees and 1,362 freelance experts (September 30, 2013)

Allgeier at a glance

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Performance

Business Group EXPERTS: Leading provider of flexible personnel services

EXPERTS

SOFTWARE DEVELOPMENT

SOLUTIONS/BUSINESS SOFTWARE

Competences

- Recruitment of IT freelancers, IT and commercial experts, specialists or managers for projects, as part of temporary employment or within the framework of service or factory contracts
- Realization of personnel services projects (service desk, onsite, rollout): staffing and personnel resources management with service level agreement-responsibility
- Recruitment services/Direct placement
- Contracting/Agency services (Umbrella)
- Analysis of personnel requirements and profile analysis
- Multi-stage pre-selection process and candidate shortlist for targeted job interviews



Operating units



Business Group EXPERTS: Leading provider of flexible personnel services

EXPERTS

SOFTWARE DEVELOPMENT

SOLUTIONS/BUSINESS SOFTWARE

Solutions and Services

- IT freelancer recruiting
- Arbeitnehmerüberlassung (temporary employment) recruiting
- Staffing
- Third Party Management
- > 1,500 salaried commercial and IT experts
- Around 1,500 freelance engineers and IT specialists
- Expert pool of >100,000 IT experts, IT-related engineers and commercial experts for temporary assignments
- >10,000 candidates wanting permanent employment
- 29 sites in 3 countries – Germany, Switzerland, Turkey

References

- 9 out of 20 biggest* German companies
- 14 out of 30 DAX listed companies
- 11 out of 20 biggest** German banks
- >300 national and international customers from almost all sectors, i.e.
 - IBM
 - Daimler
 - Lufthansa
 - ERGO
 - UniCredit
 - Commerzbank
 - Deutsche Telekom
 - Siemens
 - Allianz

* in terms of sales

** in terms of total assets

Highly demanded Competences in Expert Pool (extract)



Business Group SOFTWARE DEVELOPMENT: Specialist for high-end application development and software lifecycle management

EXPERTS

SOFTWARE DEVELOPMENT

SOLUTIONS/BUSINESS SOFTWARE

Competences

- The project requirements of our clients are diverse.
- We advise and assist our clients in all phases of the project – from the initial business requirement through the consultation on the right IT architecture during the implementation phase, through the functional testing, up to the implementation itself and the consulting services during the software lifecycle.
- The extensive industry experience of our consultants and developers ensures short enough phases of development.
- If relevant for the particular client project, tasks are taken over by nearshore and offshore teams. Nevertheless, the overall management of the project remains in the hands of local consultants in Germany.



Operating units

nagarro


SOFTCON
ALLGEIER GROUP


HEXA
BUSINESS SERVICES

 **ALLGEIER**
SWITZERLAND

mgm technology
partners

mgm consulting
partners

Business Group SOFTWARE DEVELOPMENT: Specialist for high-end application development and software lifecycle management

EXPERTS

SOFTWARE DEVELOPMENT

SOLUTIONS/BUSINESS SOFTWARE

Solutions and Services

- Business Process Analysis
- IT Consulting
- High-End Software & Application Engineering, Development, Implementation, Management & Testing
- Nearshore/Offshore Development
- Software Lifecycle Projects
- IT Architectures

References

- 6 out of 10 biggest* German companies
- 9 out of 30 DAX listed companies
- 6 out of 15 biggest** German insurance companies
- > 300 national and international customers from almost all sectors, i.e.
 - BMW
 - E.ON
 - Pfizer
 - Hewlett Packard
 - Lufthansa
 - Nestlé
 - Deutsche Telekom
 - GE

* in terms of sales

** in terms of revenues

Market Trends and Industry Demands

ERP Consulting

Apps

Document-oriented Processes

Workplace & Application Consolidation

Social Media

Cloud Solutions & Services

Multi-Channel Marketing

E-Commerce & Portals

Mobile Business

Mobile Solutions

Digital Enterprise / Electronic Processes

Business Intelligence / Big Data

Business Group SOLUTIONS/BUSINESS SOFTWARE: Provider of high-performance solutions and services

EXPERTS

SOFTWARE DEVELOPMENT

SOLUTIONS/BUSINESS SOFTWARE

Competences

- The departments of medium-sized and large enterprises are demanding more flexible business processes so as to be able to quickly respond to market changes.
- In order to offer our clients the best possible solution, we are in a technological partnership with leading manufacturers such as Microsoft, IBM, SAP or Infor. In addition, we also provide excellent business software solutions within our Group.
- Whether cloud services, document-oriented processes, sector-specific applications or mobile enterprise, we always provide our clients with the right solution, as well as a first class service.



Operating units

 **ALLGEIER**
IT SOLUTIONS

terna
Zentrum für Business Software

 **b+m**
Informatik AG
AN ALLGEIER COMPANY

 **GEMED**

innocate
solutions gmbh
AN ALLGEIER COMPANY

 **ALLGEIER**
DMS Solutions
AN ALLGEIER GROUP

 **xio pia**
ALLGEIER



BSR
& PARTNER

DIDAS
BUSINESS SERVICES
AN ALLGEIER COMPANY

Business Group SOLUTIONS/BUSINESS SOFTWARE: Provider of high-performance solutions and services

EXPERTS

SOFTWARE DEVELOPMENT

SOLUTIONS/BUSINESS SOFTWARE

Solutions and Services

- Enterprise Resource Planning (ERP) (i.e. Microsoft Dynamics, Lawson M3 and Allgeier solution cierp3®)
- Enterprise Content Management (ECM)
- Cloud Solutions
- Security Solutions
- Mobile Computing
- Virtualisation
- Business Process Management
- Unified Communications
- Application Management Services
- Outtasking
- Managed Services
- Infrastructure Services

References

- 13 out of 20 biggest* German companies
 - 14 out of 30 DAX listed companies
 - 10 out of 20 biggest** German insurance companies
 - 8 out of 20 biggest** German banks
 - > 2,000 national and international customers from almost all sectors, i.e.
 - Siemens
 - Vodafone
 - BMW
 - Audi
 - Intel
 - ALSTOM
 - SAP
 - Oracle
 - EADS
 - Gothaer
- * in terms of sales
** in terms of revenues
*** in terms of total assets

Partner Solutions



Allgeier Solutions and Frameworks



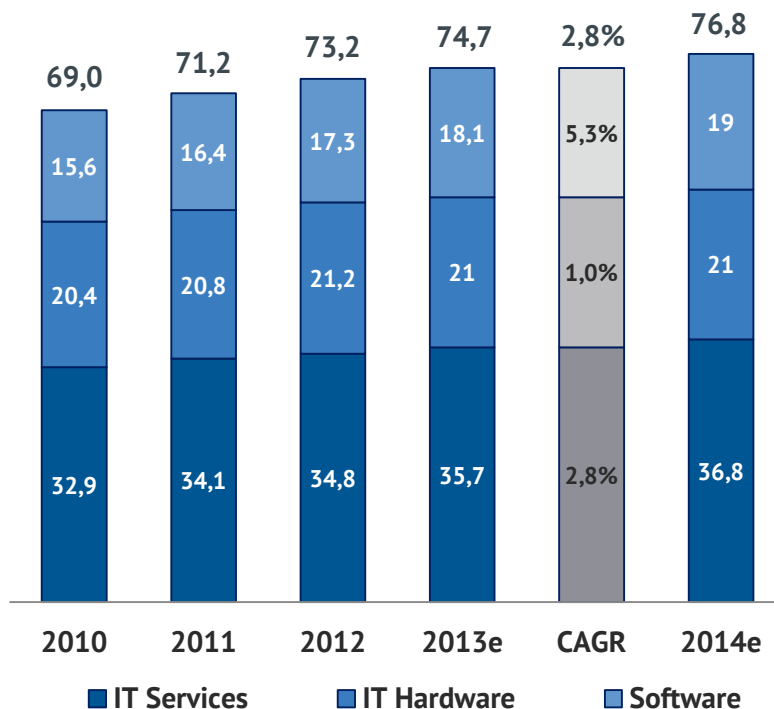
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Performance

The German IT solutions and services market has shown stable growth for many years



- In the last few years, Information Technology has changed the working methods of nearly every industry and public administration to a decisive degree.
- IT is now the most important driver for innovation in nearly every industry.
- As an innovative full-service supplier, Allgeier benefits from such development.
- Products and services offered in Experts, Software Development, Solutions/Business Software Business Groups are a reflection of the dynamic nature of the markets and corresponding customer demands.

Source: BITKOM, EITO (October 2013), own estimate; all figures in EUR billions

Allgeier focuses on fast-growing technologies and on future trends

Technology and market trends 2014

Trend	Frequency of mention	Allgeier Solutions
IT Security	57%	e.g. JULIA MailOffice email solution
Cloud Computing	49%	e.g. cierp3® ERP solution, scanview® on demand ECM solution
Mobile Apps/Mobile Computing	47%	e.g. SC mobile regulatory offences solution, scanview® Mobile, syntona® logic Mobile App
Big Data/Datability	44%	e.g. mgm Hadoop for high-performance mass data processing
IT Outsourcing	29%	e.g. global application management services
Social Media/Social Business	28%	e.g. web applications, business portals and shop solutions
Collaboration/Enterprise 2.0	25%	e.g. game-changing unified communications solutions
BYOD (Bring your own device)	23%	e.g. comprehensive IT security business solutions
Enterprise Content Management	22%	e.g. comprehensive Microsoft SharePoint business services

Source: BITKOM (industry trend survey, February 2014, „Technology and market trends from a business perspective“)
selected trends; multiple entries possible

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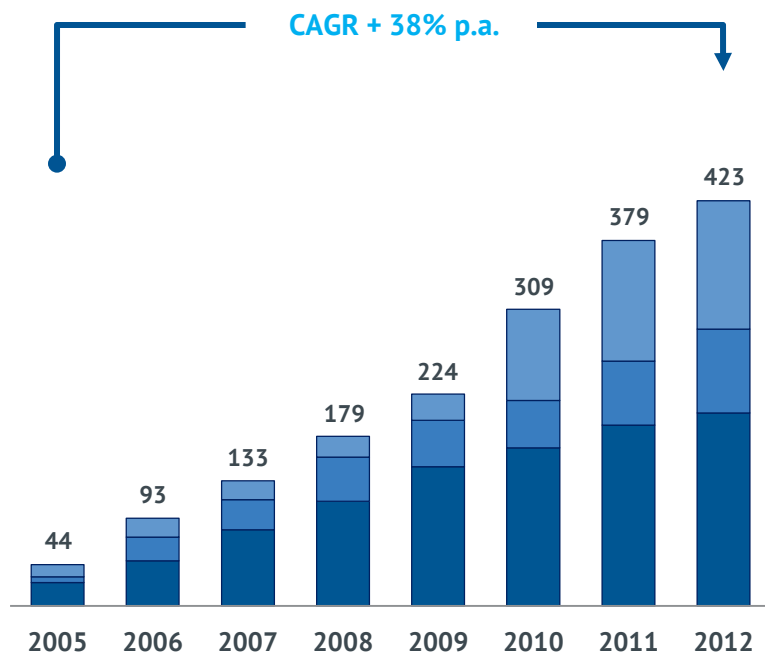
Full-service approach and
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Fast-growing technologies and
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Performance

Strong sales growth CAGR 38%

Sales¹

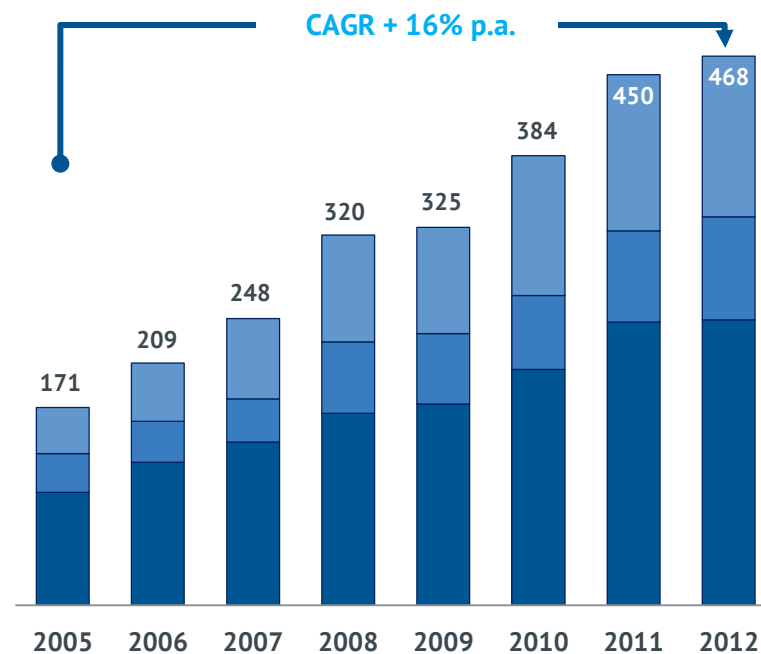


■ Experts ■ Projects ■ Solutions and Services

1) in EUR millions; continued operations according to IFRS
(excluding sold basic technology and temping divisions)

www.allgeier.com

Sales pro forma²

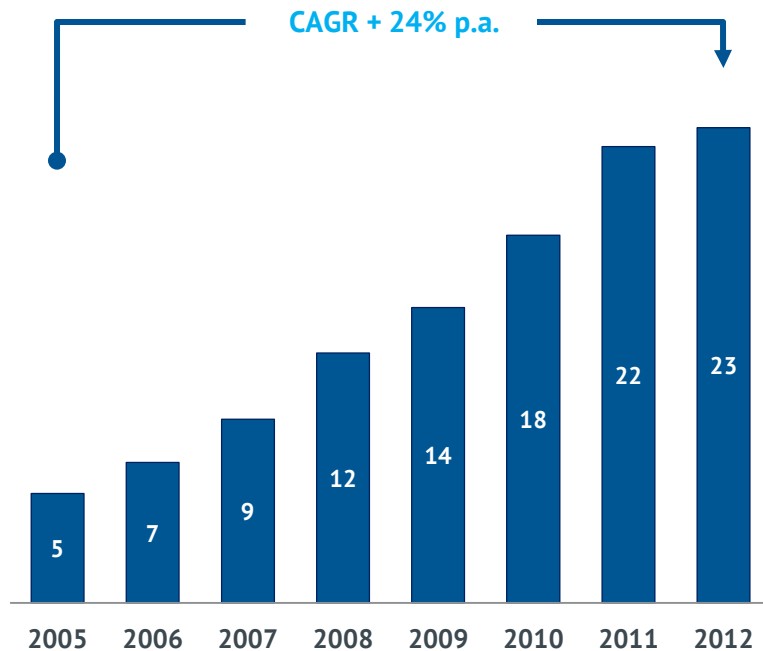


■ Experts ■ Projects ■ Solutions and Services

2) in EUR millions;
acquisitions from insolvency and asset deals excluding historical values

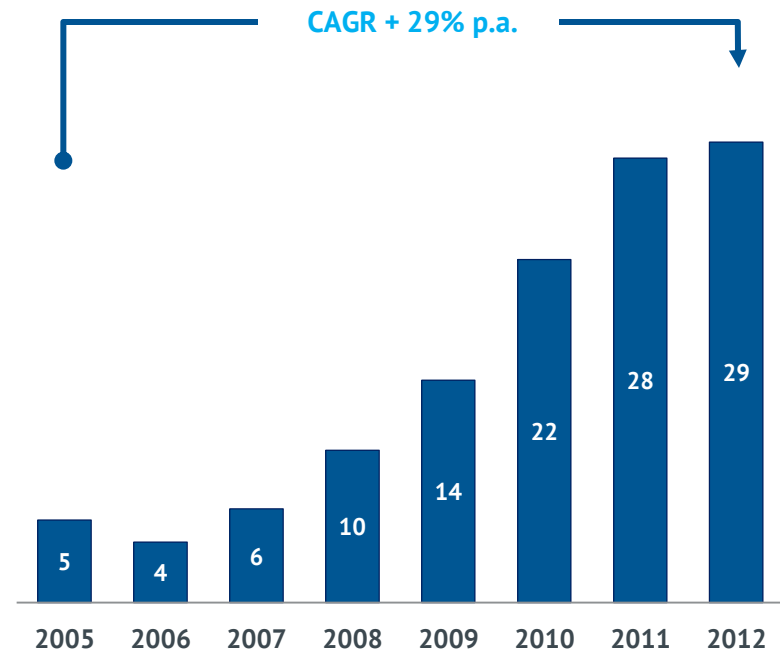
Strong earnings growth CAGR 24% – Strong operating cash flow growth CAGR 29%

EBITDA¹



1) in EUR millions

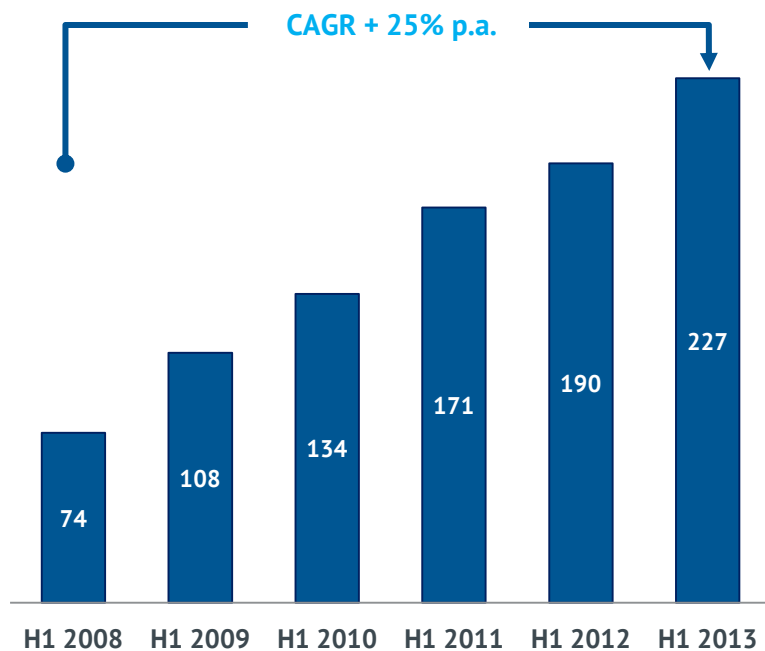
Operating Cash Flow²



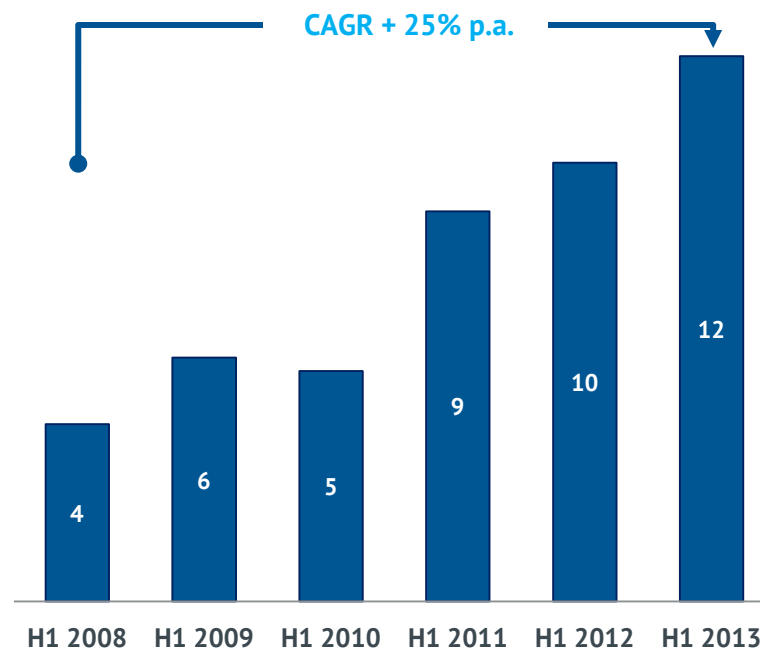
2) in EUR millions; before change to working capital

Half-year 2013 Sales CAGR 25%, EBITDA CAGR 25%

Sales¹



EBITDA¹



1) in EUR millions

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