



Company Presentation

May 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

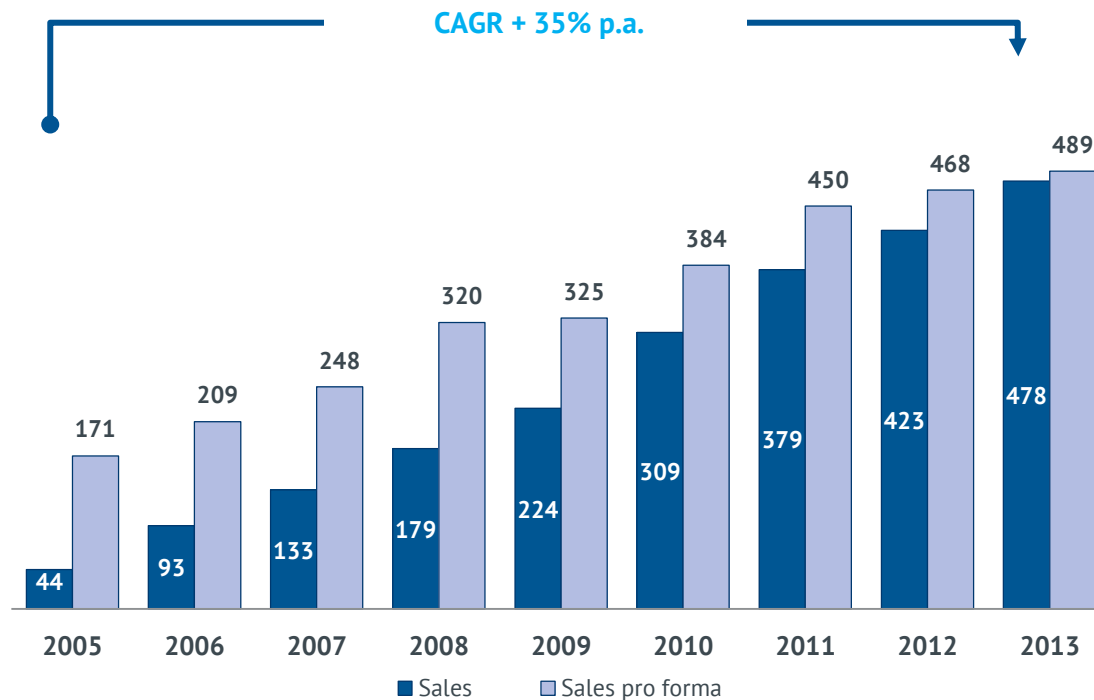


Allgeier's comprehensive portfolio comprises three Business Groups

| EXPERTS | SOFTWARE DEVELOPMENT | SOLUTIONS/BUSINESS SOFTWARE |
|------------------------------|--|---|
| Expert Staffing & Recruiting | High End-Software & Application Engineering <ul style="list-style-type: none">▪ Nearshore/Offshore Development▪ Implementation▪ Management▪ Testing Software Lifecycle Projects | Software Solutions <ul style="list-style-type: none">▪ Standard Software Solutions<ul style="list-style-type: none">- Microsoft, Infor, SAP, IBM, Oracle etc.▪ Proprietary Software Solutions<ul style="list-style-type: none">- ERP, IT Security, ECM/DMS, Medical IT |
| Placement Services | Application Management Services <ul style="list-style-type: none">▪ Outtasking▪ Nearshore/Offshore Delivery▪ IT Service Management | Business Solutions <ul style="list-style-type: none">▪ Cloud Solutions▪ Security & Compliance Solutions▪ Collaboration Solutions▪ Mobile Computing Solutions▪ Business Process Management |
| Third Party Management | Process & IT Consulting <ul style="list-style-type: none">▪ IT Architectures▪ E-Commerce & Portals▪ Mobile Enterprise▪ Business Intelligence/Big Data▪ Apps | Service Solutions <ul style="list-style-type: none">▪ Managed Infrastructure Services▪ Unified Communications |

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

Sales¹ / Sales pro forma²



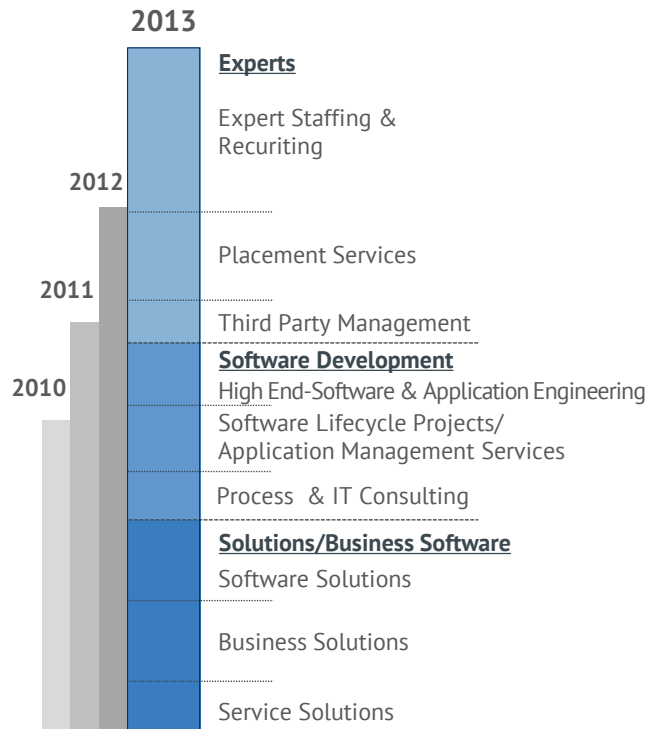
- Allgeier reports strong growth in recent years: Sales continued operations according to IFRS (excluding sold divisions): +35% CAGR (2005-2013)
- Sales pro forma (incl. historical values of companies acquired²): +14% CAGR (2005-2013)
- Allgeier accelerates growth and expands the solutions and services portfolio through highly selective acquisitions

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

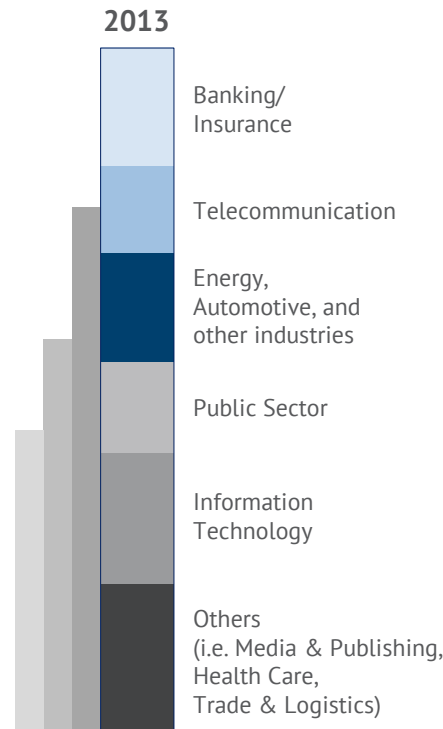
2) in EUR millions; acquisitions from insolvency and asset deals excluding historical values, incl. DIDAS

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

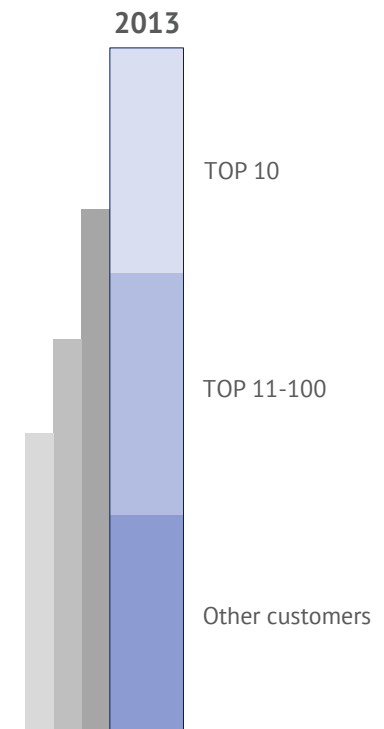
Activity sectors



Industries

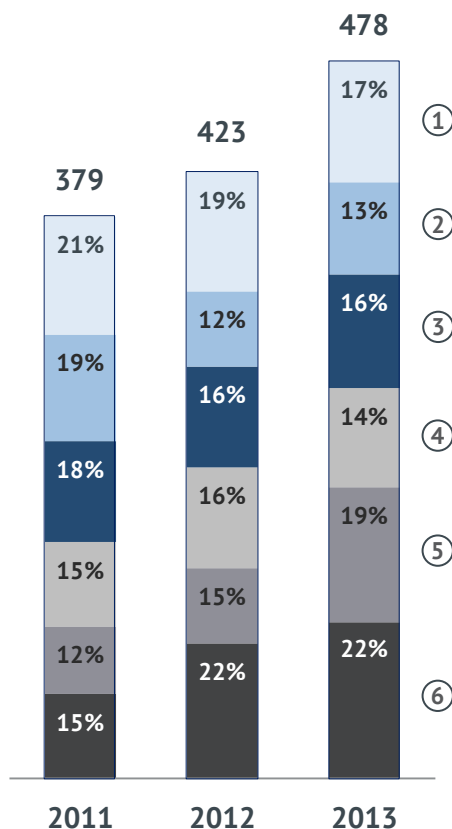


Customers



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

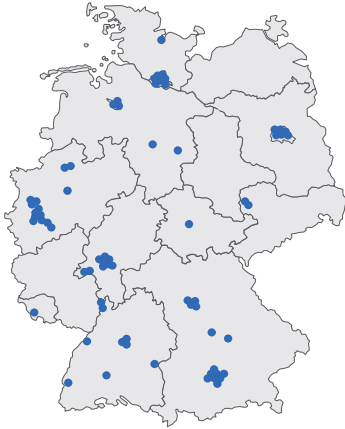
- ③ **Energy, Automotive and other industries**
(i.e. chemical, consumer goods, aviation, metal working, construction)
- Business Process Consulting
 - Adapting and implementing ERP systems
 - Development and implementation of individual solutions along the entire supply chain

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

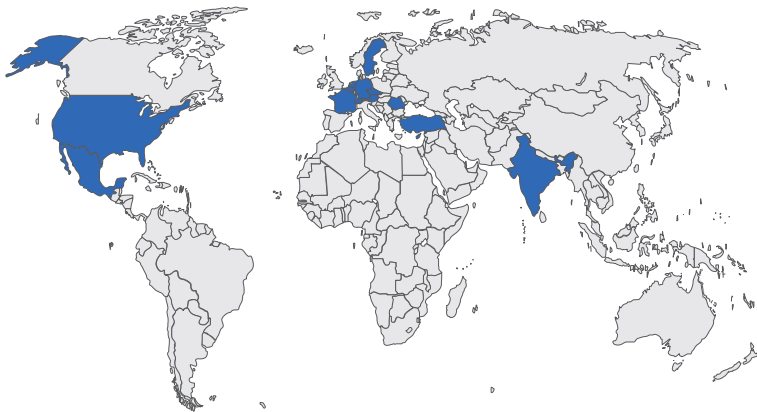
- ⑤ **Information Technology**
- IT Consulting
 - Project management, IT Architecture, IT Design, Migration, Installation, Configuration
 - Client Systems, Data Centers, Backoffice Infrastructure & Systems
 - Application Development & Management

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

Local and international presence gives Allgeier flexibility for allocation of resources

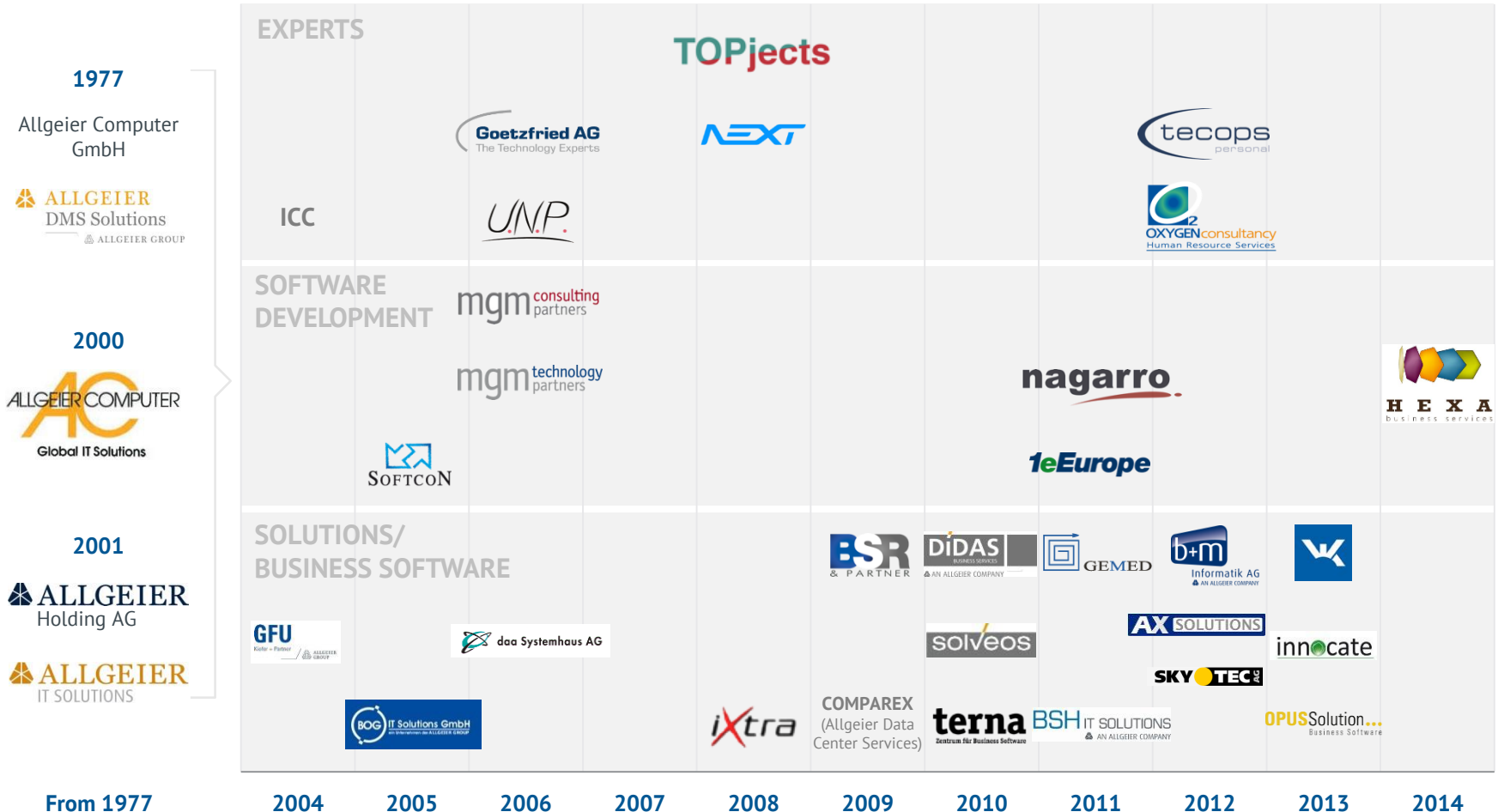


- 60 sites in Germany
- 13 sites in Austria and Switzerland
- 10 sites in rest of Europe and Turkey
- 8 sites in the USA, Mexico and India



- **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 35% (2005-2013), EBITDA CAGR 24% (2005-2013)
- Growth permanent employees: CAGR 39% (2009-2013)¹

Flexibility

- Business Groups 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) 4,669 permanent employees and 1,354 freelance experts (December 31, 2013)

Allgeier at a glance

Full-service approach and
comprehensive portfolio

Fast-growing technologies and
future trends

Performance

Business Group EXPERTS: Leading provider of flexible personnel services

EXPERTS

SOFTWARE DEVELOPMENT

SOLUTIONS/BUSINESS SOFTWARE

Facts and Figures

- > 1,600 salaried IT experts and commercial specialists und kaufmännische Spezialisten
- > 1,000 freelance IT experts, commercial specialists and engineers on project assignments
- > 100,000 expert pool of IT experts, IT-related engineers and commercial experts for temporary assignments
- > 10,000 candidates wanting permanent employment
- „Just in time“ meeting exactly the customers' needs: 28 sites in 3 countries, thereof 25 in Germany, 1 in Switzerland and 2 in Turkey
- Among top 3 personnel service-providers in Germany according to the Lünendonk® 2013 market segment study “The market for recruiting, mediating and managing IT freelancers in Germany”



Operating units



Business Group EXPERTS: Leading provider of flexible personnel services

EXPERTS

SOFTWARE DEVELOPMENT

SOLUTIONS/BUSINESS SOFTWARE

| Solutions and Services | References |
|--|--|
| <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> 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. <ul style="list-style-type: none"> IBM Daimler Lufthansa ERGO UniCredit Commerzbank Deutsche Telekom Siemens Allianz <p>* in terms of sales ** in terms of total assets</p> |

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

Facts and Figures

- > 1,800 permanent employees and around 150 freelance IT experts
- > 1.500 highly qualified IT developers in near- and offshore centres in India, Romania and Czech Republic
- International setup and flexible provision:
27 sites in 10 countries, thereof 13 in Germany, 7 in Europa (Austria, Switzerland, France, Romania, Czech Republic and Sweden), 2 in U.S.A., 2 in India and 1 in Mexico
- CMMI certification level 5
- ISO 27001 certification
- Allgeier CH: Microsoft “Cloud Innovation” Partner of the year 2013



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

- High End Software & Application Engineering
 - Nearshore/Offshore Development
 - Implementation
 - Management
 - Testing
- Software Lifecycle Projects
- Application Management Services
- Business Process Consulting & Analysis
- IT Consulting
- IT Architectures
- E-Commerce & Portals
- Mobile Enterprise
- Business Intelligence/Big Data
- Apps

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

Partnerships



Technologies



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

EXPERTS

SOFTWARE DEVELOPMENT

SOLUTIONS/BUSINESS SOFTWARE

Facts and Figures

- > 1,200 permanent employees and
> 100 freelance IT experts
- High scalability and local presence:
37 sites in 8 countries, thereof 23 in Germany and
14 in rest of Europe (Switzerland, Austria, Belgium,
the Netherlands, Luxembourg, Cyprus and Turkey)
- # 1 in COMPUTERWOCHE and ChannelPartner's
customer survey evaluating the best German
IT services companies 2013
- ISO 9001 certification



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

 **xiopia**
ALLGEIER



BSR
& PARTNER

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 & Compliance Solutions
- Mobile Computing Solutions
- 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



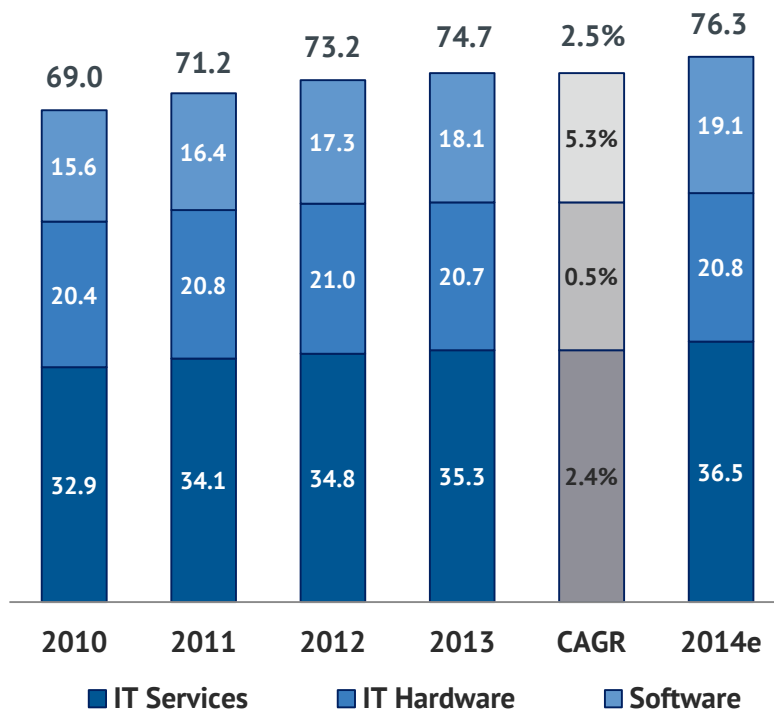
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Performance

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 (March 2014), 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

Allgeier at a glance

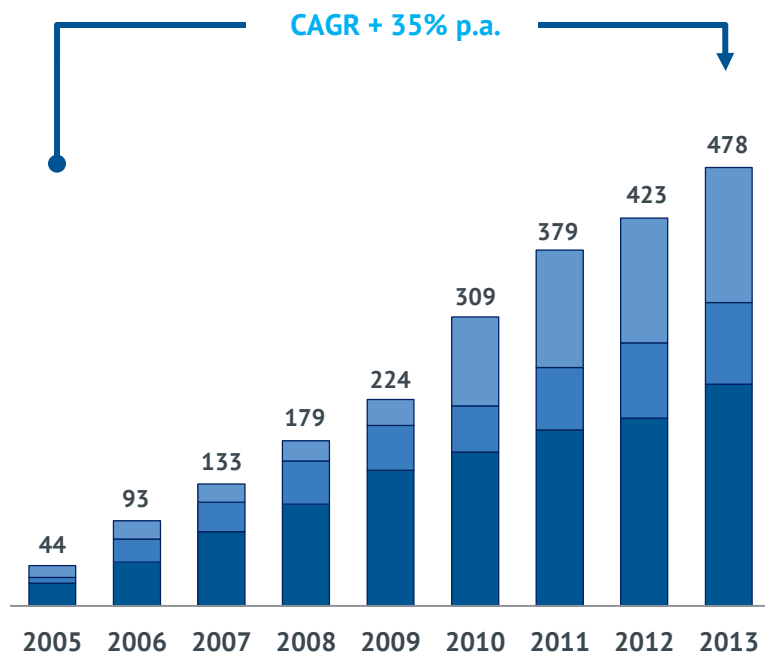
Full-service approach and
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Fast-growing technologies and
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Performance

Strong sales growth CAGR 35%

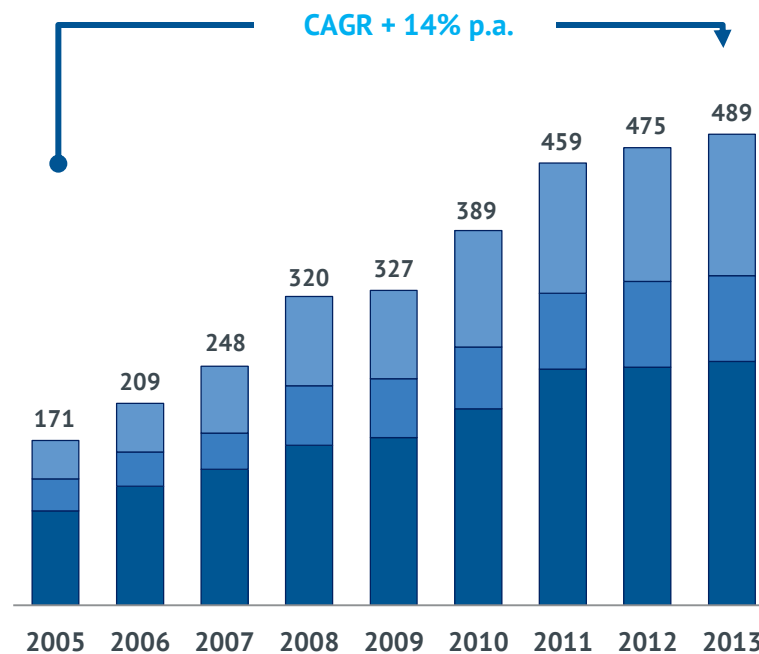
Sales¹



■ Experts ■ Projects ■ Solutions

1) in EUR millions; continued operations according to IFRS (excluding sold basic technology and temping divisions, incl. DIDAS)
www.allgeier.com

Sales pro forma²

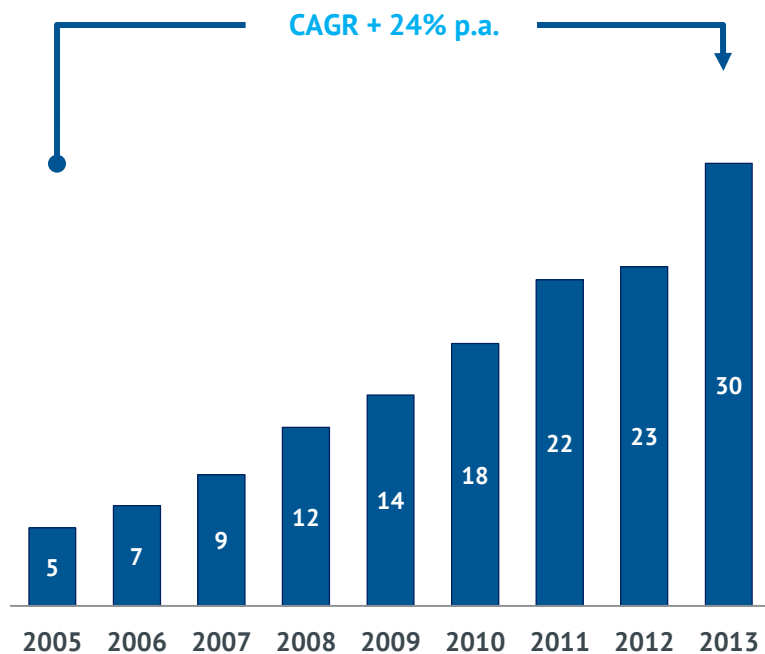


■ Experts ■ Projects ■ Solutions

2) in EUR millions; acquisitions from insolvency and asset deals excluding historical values, incl. DIDAS

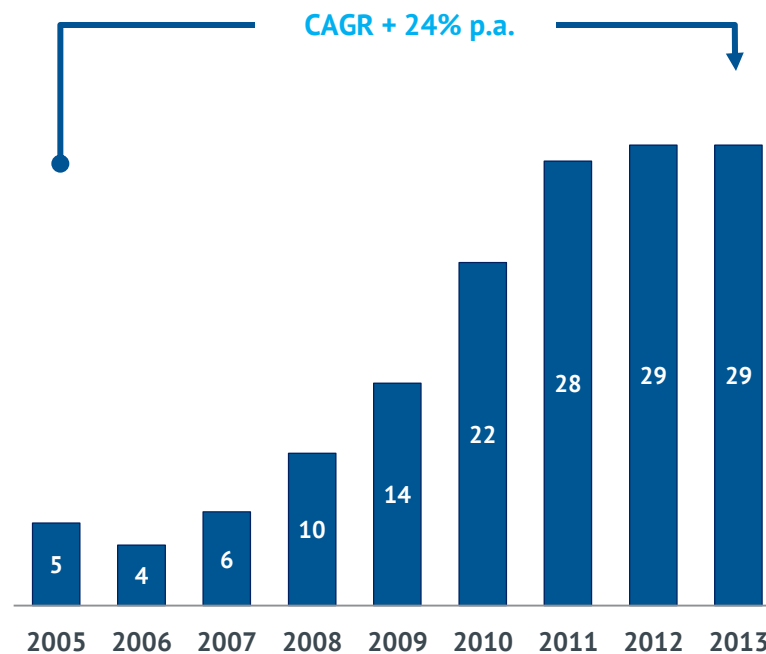
Strong earnings growth CAGR 24% – Strong operating cash flow growth CAGR 24%

EBITDA¹



1) in EUR millions

Operating Cash Flow²



2) in EUR millions; before change to working capital

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