



Company Presentation  
September 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



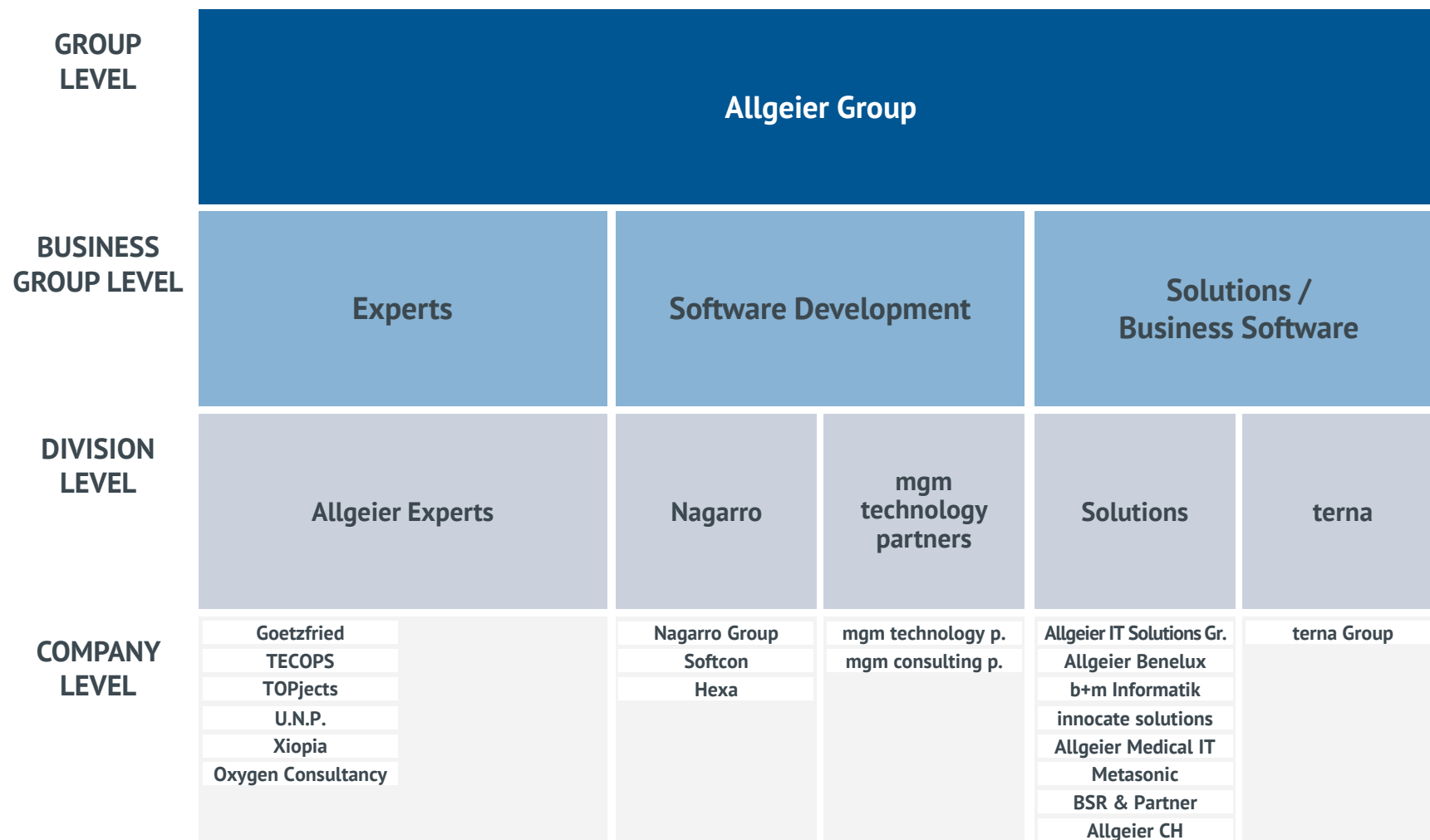
### ECM & Collaboration



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

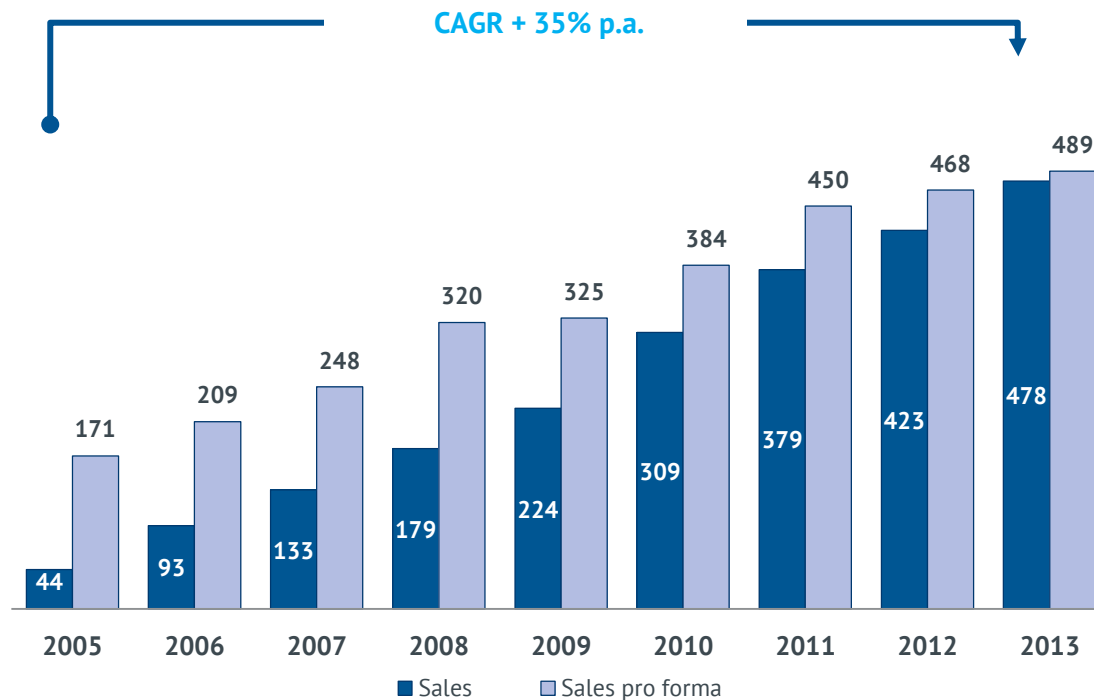
## Allgeier focuses its business model on high-growth areas offering above-average development potential<sup>1</sup>



1) Group structure without discontinued operations

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

### Sales<sup>1</sup> / Sales pro forma<sup>2</sup>



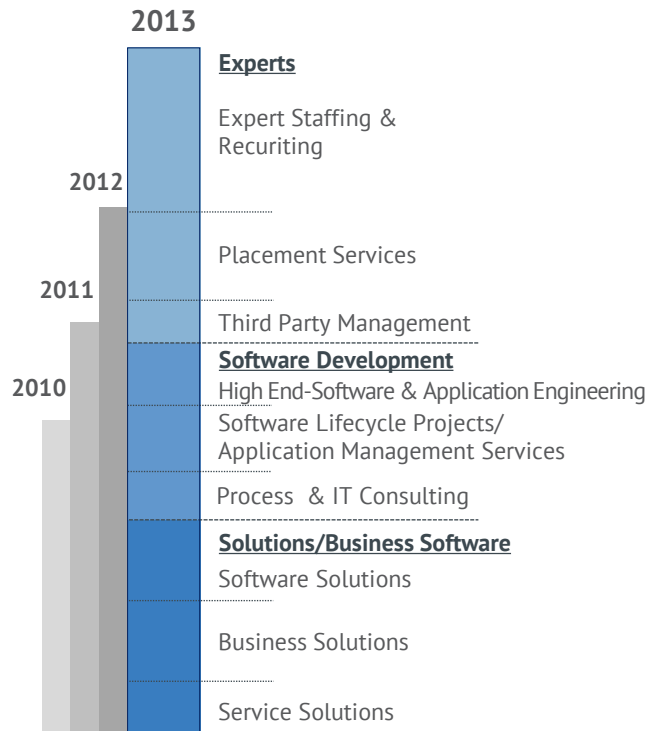
- Allgeier reports strong growth in recent years: Sales continued operations according to IFRS (excluding sold divisions): +35% CAGR (2005-2013)
- Sales pro forma (incl. historical values of companies acquired<sup>2</sup>): +14% CAGR (2005-2013)
- Allgeier accelerates growth and expands the solutions 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)

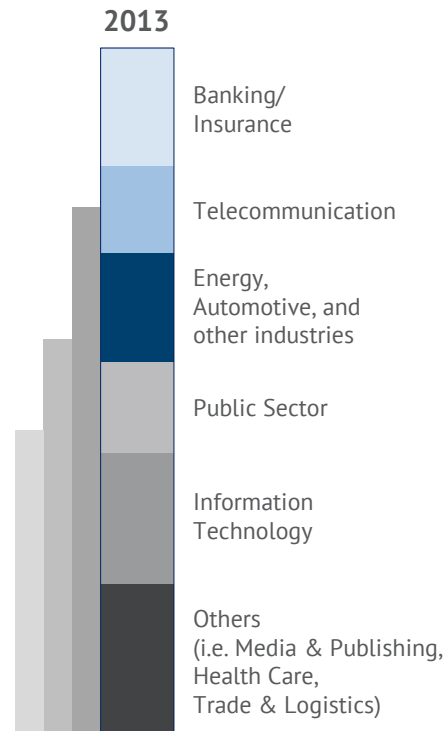
2) in EUR millions; acquisitions from insolvency and asset deals excluding historical values, incl. DIDAS

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

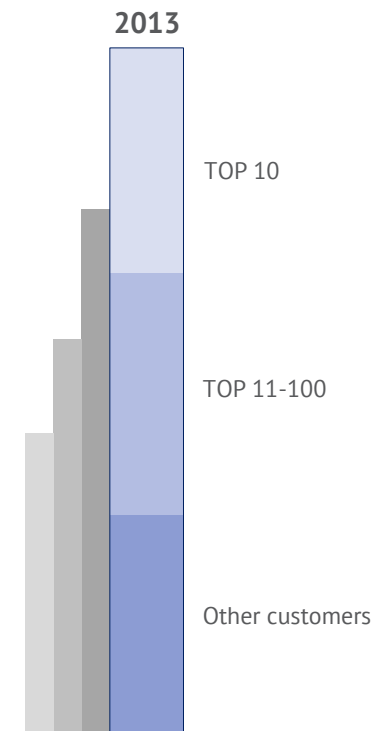
### Activity sectors



### Industries



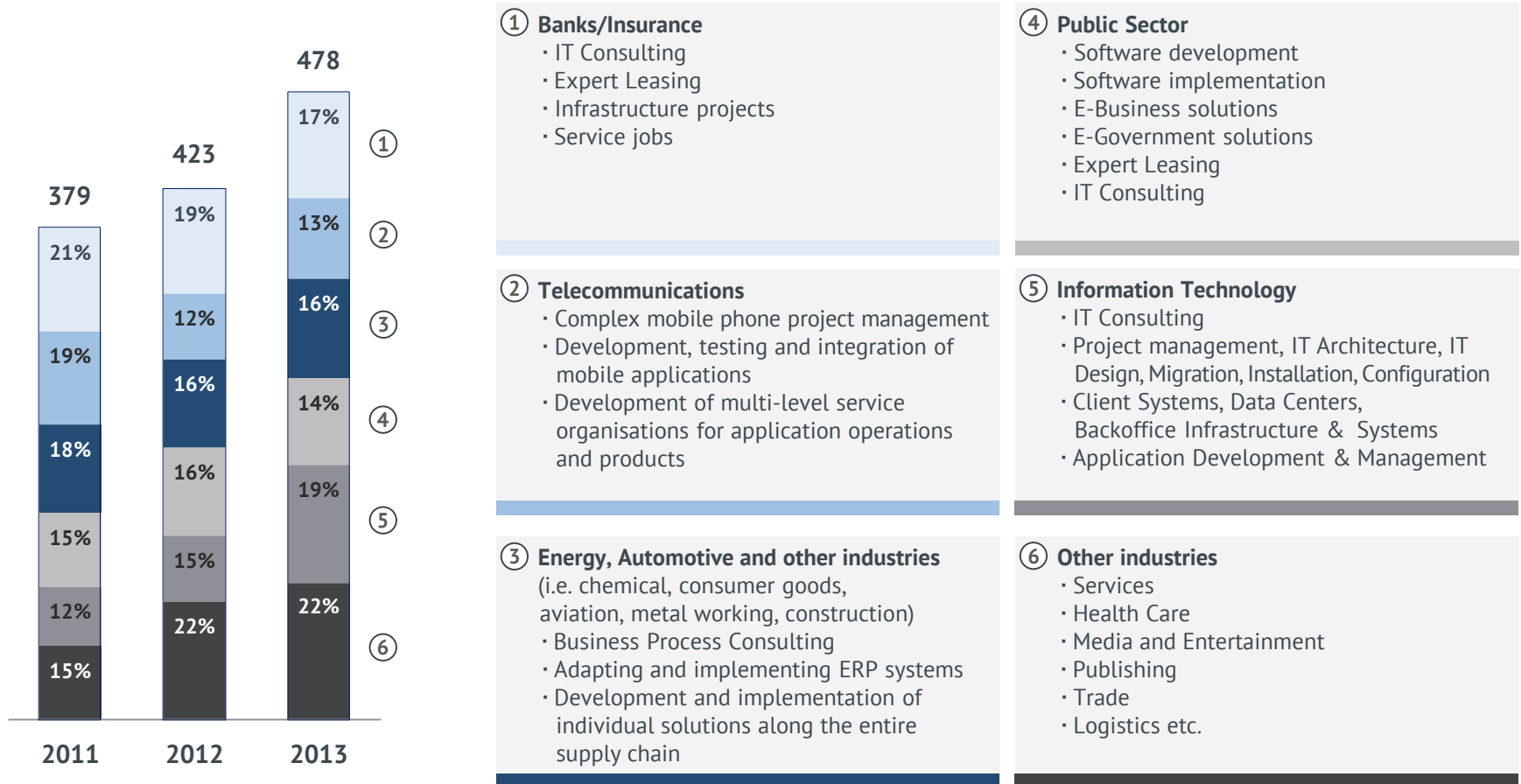
### Customers





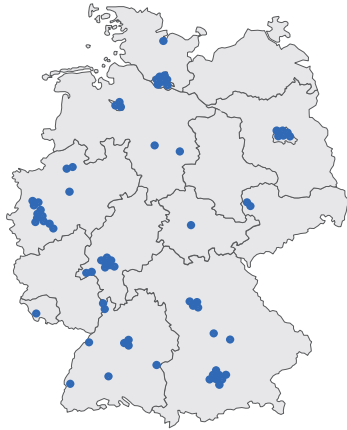
## Allgeier works for leading companies across a range of different industries – from global groups to medium-sized businesses

### Sales by industry

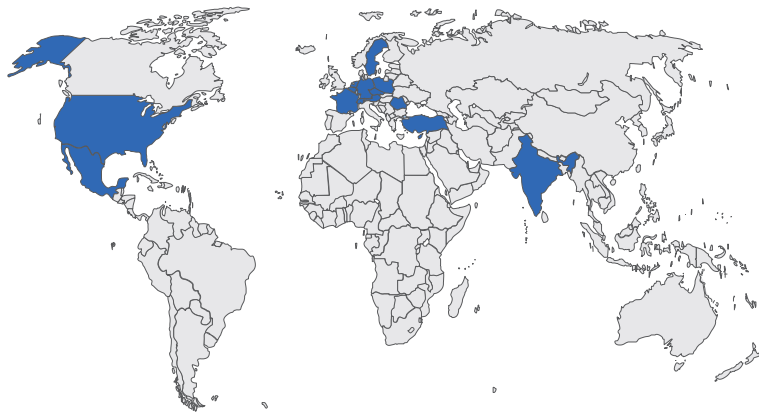


Figures in EUR millions

## Local and international presence gives Allgeier flexibility for allocation of resources

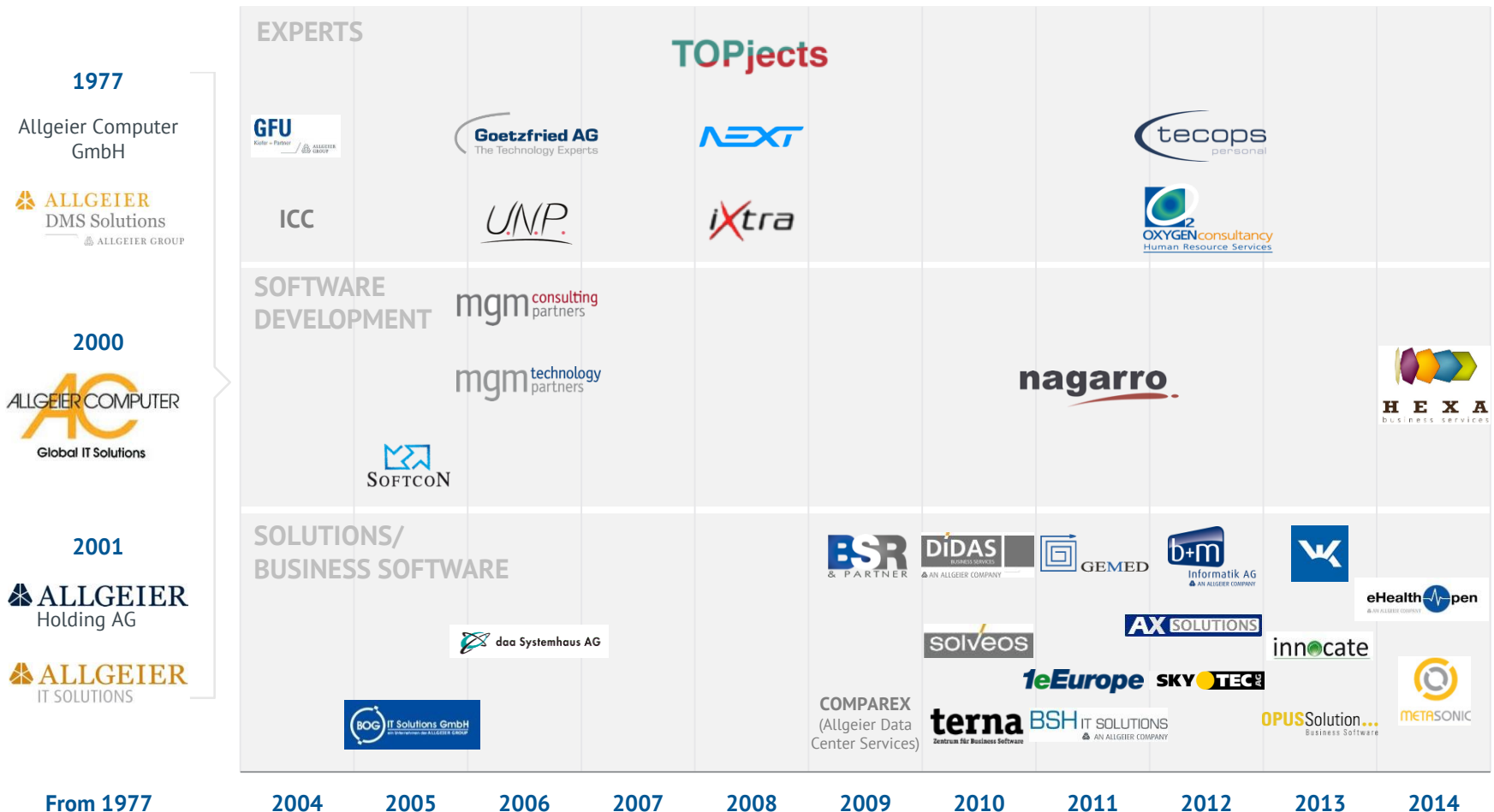


- 62 sites in Germany
- 13 sites in Austria and Switzerland
- 11 sites in rest of Europe and Turkey
- 8 sites in the USA, Mexico and India



- **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)<sup>1</sup>

### 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/Datability, 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)

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Full-service approach and  
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Performance

## Business Group EXPERTS: Leading provider of flexible personnel services

### EXPERTS

### SOFTWARE DEVELOPMENT

### SOLUTIONS/BUSINESS SOFTWARE

#### Facts and Figures

- > 1,700 salaried IT experts and commercial specialists
- > 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: 30 sites in 3 countries, thereof 26 in Germany, 1 in Switzerland and 3 in Turkey
- Among top 3 personnel service-providers in Germany according to the Lünendonk® 2014 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"> <li>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</li> <li>Realization of personnel services projects (service desk, onsite, rollout): staffing and personnel resources management with service level agreement-responsibility</li> <li>Recruitment services/Direct placement</li> <li>Contracting/Agency services (Umbrella)</li> <li>Analysis of personnel requirements and profile analysis</li> </ul>	<ul style="list-style-type: none"> <li>9 out of 20 biggest* German companies</li> <li>14 out of 30 DAX listed companies</li> <li>11 out of 20 biggest** German banks</li> <li>&gt; 300 national and international customers from almost all sectors, i.e. <ul style="list-style-type: none"> <li>IBM</li> <li>Daimler</li> <li>Lufthansa</li> <li>ERGO</li> <li>UniCredit</li> <li>Commerzbank</li> <li>Deutsche Telekom</li> <li>Siemens</li> <li>Allianz</li> </ul> </li> </ul> <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

- > 2,300 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:  
26 sites in 10 countries, thereof 13 in Germany, 7 in Europa (Austria, France, Romania, Czech Republic, Sweden, Denmark and United Kingdom), 3 in U.S.A., 1 in Mexico and 2 in India
- CMMI certification level 5
- ISO 27001 certification



Operating units

**nagarro**

  
**SOFTCON**  
ALLGEIER GROUP

  
**HEXA**  
BUSINESS SERVICES

**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

- > 800 permanent employees and  
> 100 freelance IT experts
- High scalability and local presence:  
40 sites in 9 countries, thereof 23 in Germany and  
17 in rest of Europe (Switzerland, Austria, Poland,  
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
- Allgeier CH: Microsoft "Cloud Innovation" Partner of  
the year 2013



### Operating units

 **ALLGEIER**  
IT SOLUTIONS

 **ALLGEIER**  
SWITZERLAND

**terna**  
Zentrum für Business Software



  
Informatik AG  
AN ALLGEIER COMPANY

**BSR**  
& PARTNER

 **ALLGEIER**  
Medical IT

  
METASONIC

**innocate**  
solutions gmbh  
AN ALLGEIER COMPANY

 **ALLGEIER**  
DMS Solutions  
AN ALLGEIER GROUP

## 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



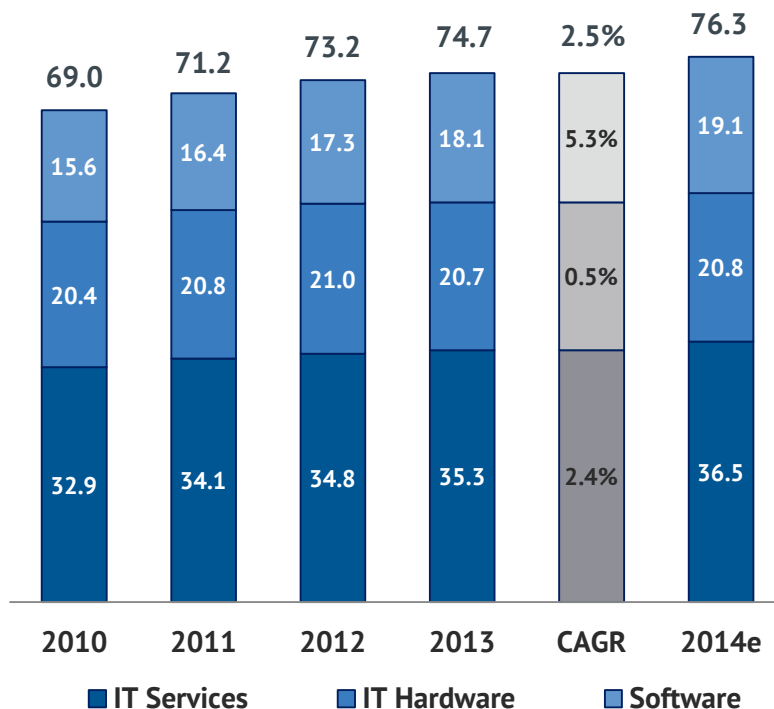
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## The German IT solutions and services market has shown stable growth for many years



Source: BITKOM, EITO (March 2014), own estimate; all figures in EUR billions

- 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.

## 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

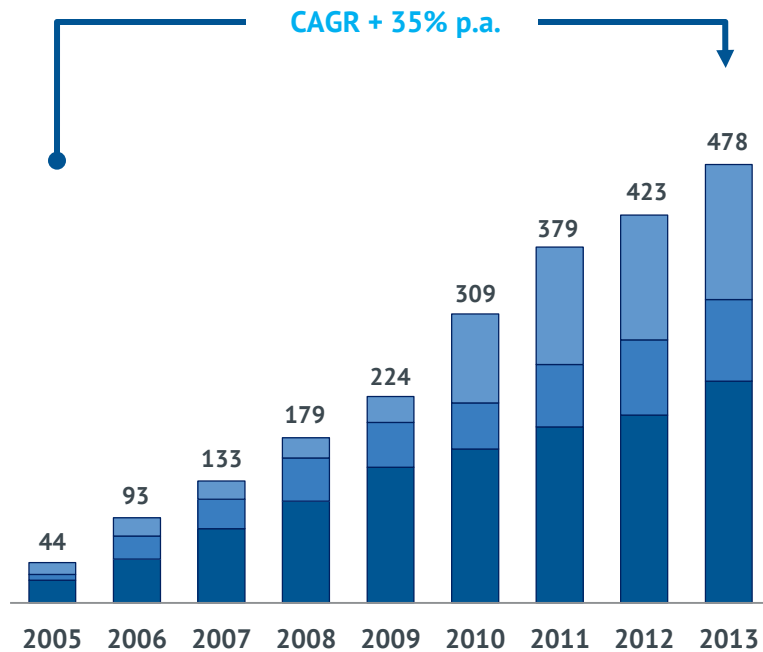
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## Strong sales growth CAGR 35%

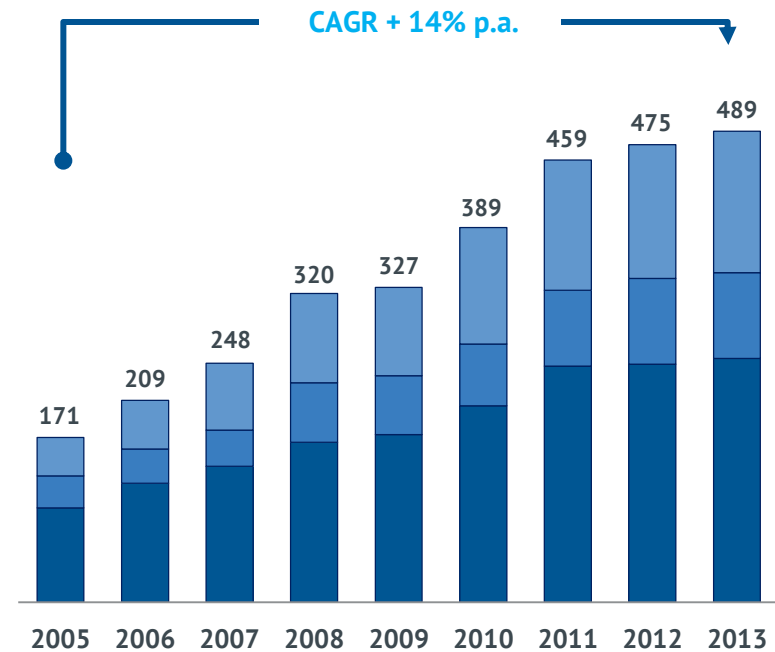
### Sales<sup>1</sup>



■ Experts ■ Projects ■ Solutions

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

### Sales pro forma<sup>2</sup>



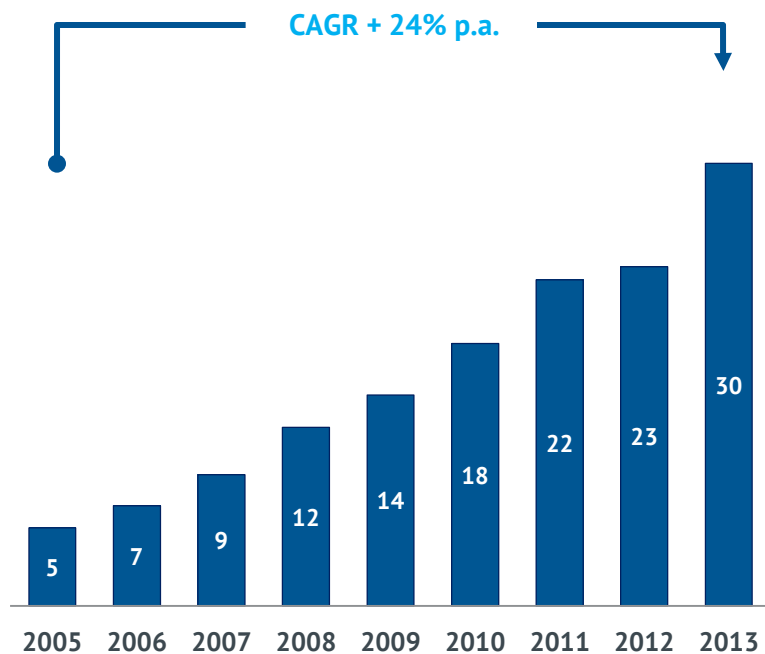
■ Experts ■ Projects ■ Solutions

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



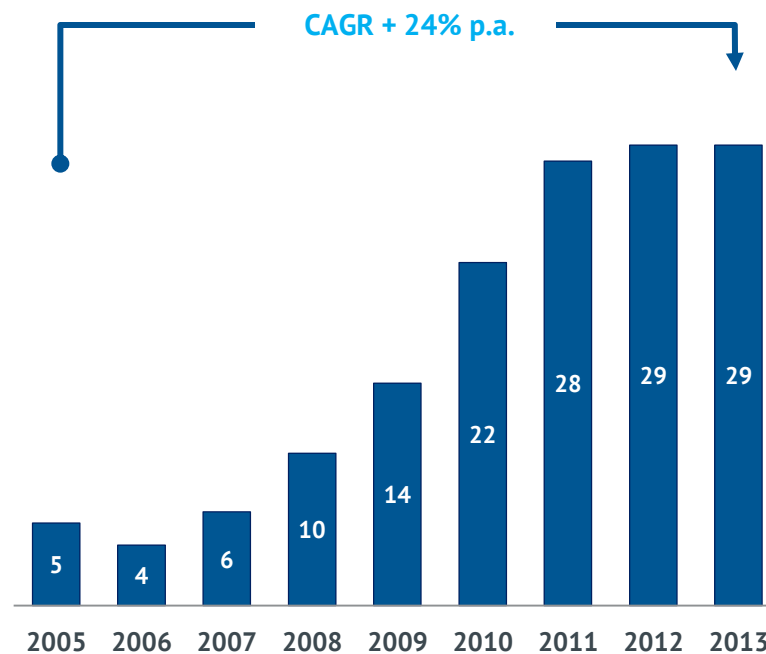
## Strong earnings growth CAGR 24% – Strong operating cash flow growth CAGR 24%

### EBITDA<sup>1</sup>



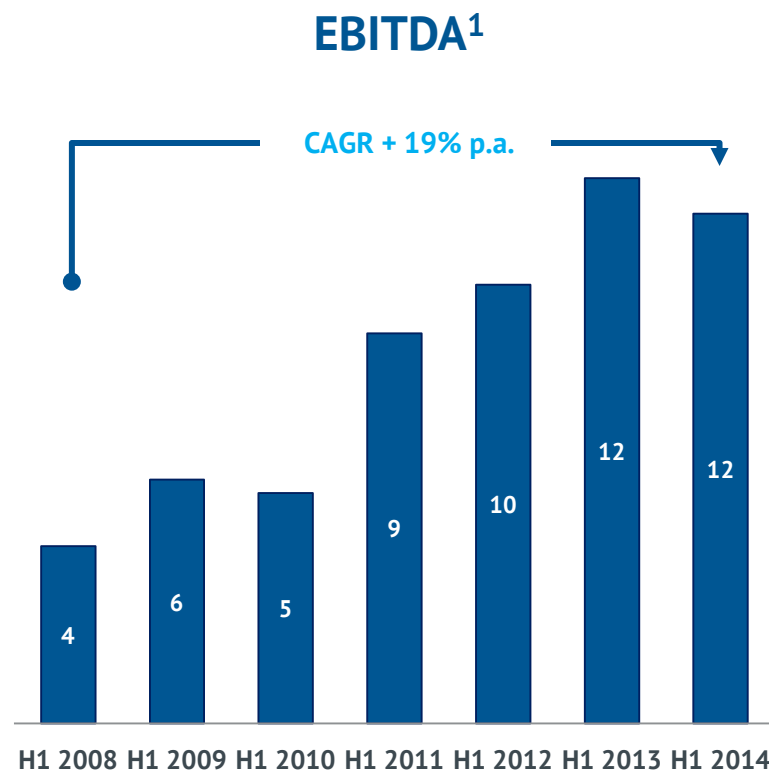
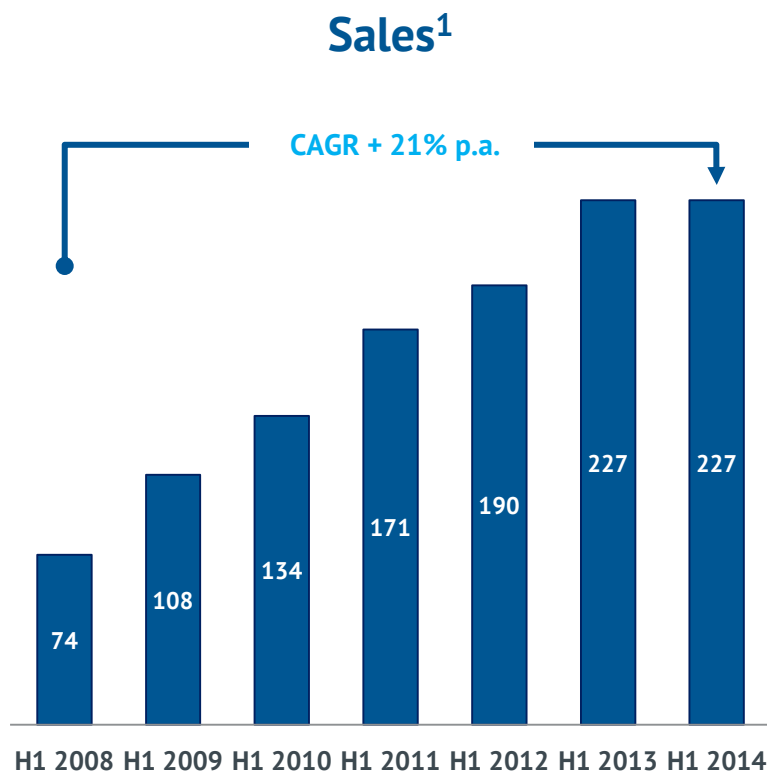
1) in EUR millions

### Operating Cash Flow<sup>2</sup>



2) in EUR millions; before change to working capital

## Half-year 2014 Sales CAGR 21% – EBITDA CAGR 19%



1) in EUR millions

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