



Company Presentation  
April 2016

## **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.

## Allgeier's comprehensive portfolio comprises three Business Groups

EXPERTS	SOFTWARE DEVELOPMENT / TECHNOLOGY	SOLUTIONS / BUSINESS SOFTWARE
<p>Expert staffing &amp; Recruiting</p> <p>Contracting</p> <p>Temporary employment</p> <p>Placement services</p> <p>Third-party management</p> <p>Project staffing</p> <p>Outsourcing of projects and support functions</p>	<p>High End-Software &amp; Application Engineering</p> <ul style="list-style-type: none"> <li>▪ Nearshore / Offshore Development</li> <li>▪ Implementation</li> <li>▪ Management</li> <li>▪ Testing</li> </ul> <p>Software lifecycle projects</p> <p>Application Management Services</p> <ul style="list-style-type: none"> <li>▪ Outtasking</li> <li>▪ Nearshore / Offshore Delivery</li> <li>▪ IT Service Management</li> </ul> <p>Process &amp; IT Consulting</p> <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>	<p>Software Solutions</p> <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, BPM, Medical IT</li> </ul> </li> </ul> <p>Business Solutions</p> <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>

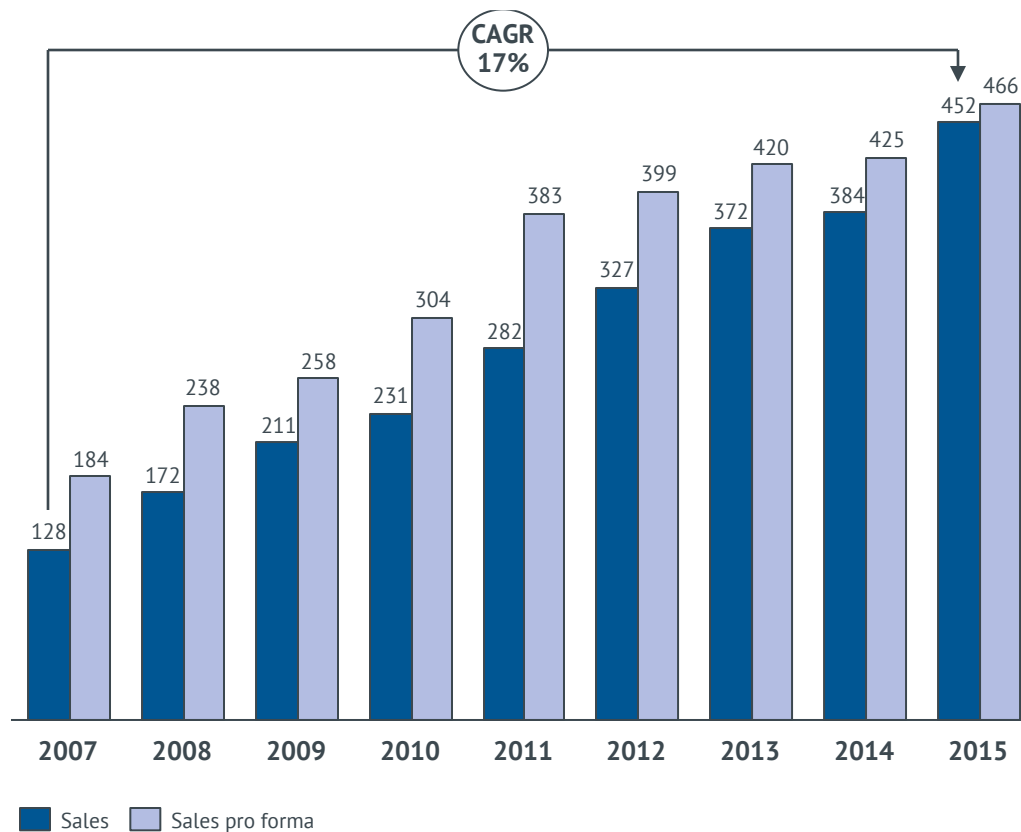
## Allgeier focuses its business model on high-growth areas offering above-average development potential<sup>1</sup>

GROUP LEVEL	Allgeier Group			
BUSINESS GROUP LEVEL	Experts	Software Development / Technology		Solutions / Business Software
DIVISION LEVEL	Allgeier Experts	Nagarro	mgm technology partners	Solutions
COMPANY LEVEL	Goetzfried TECOPS networker U.N.P. Goetzfried Professionals Oxygen Consultancy SearchConsult	Nagarro India Nagarro USA Nagarro Germany Nagarro Austria Nagarro Nordics Nagarro France Nagarro UK	mgm technology p. mgm consulting p. mgm security p. mgm technology p. Switzerland mgm technology partners Vietnam	Allgeier IT Solutions Group Allgeier Productivity Solutions Allgeier Medical IT Metasonic Allgeier CH BSH IT Solutions

<sup>1</sup> Group structure without discontinued operations

## Allgeier's top line has been powered by both organic growth and acquisitions: 17% CAGR

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



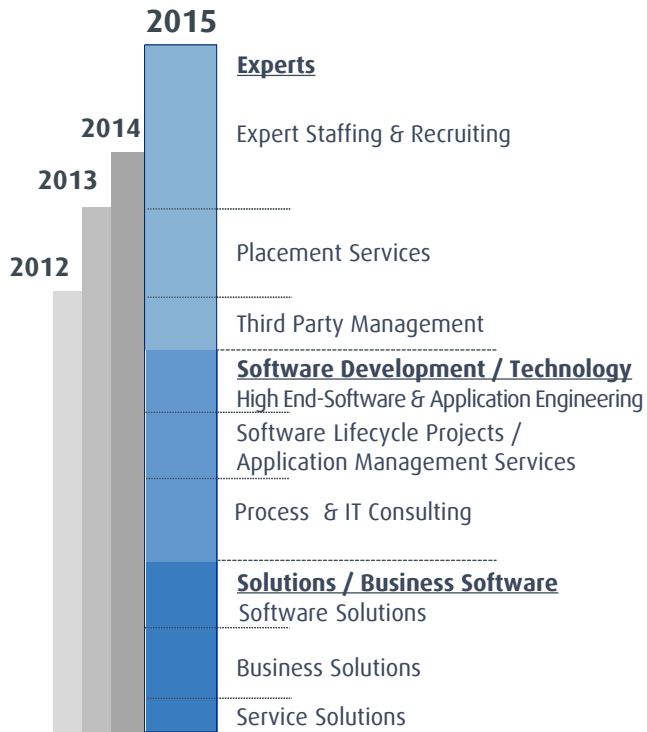
- Allgeier reports strong growth in recent years: Sales continued operations according to IFRS (excluding sold divisions): +17% CAGR (2007 – 2015)
- Sales pro forma (incl. historical values of companies acquired<sup>2</sup>): +12% CAGR (2007 – 2015)
- Allgeier accelerates growth and expands the solutions and services portfolio through highly selective acquisitions

<sup>1</sup> in EUR millions; continued operations according to IFRS (excluding sold basic technology and temping divisions, as well as DIDAS, Allgeier Benelux Group, terna and b+m Informatik AG)

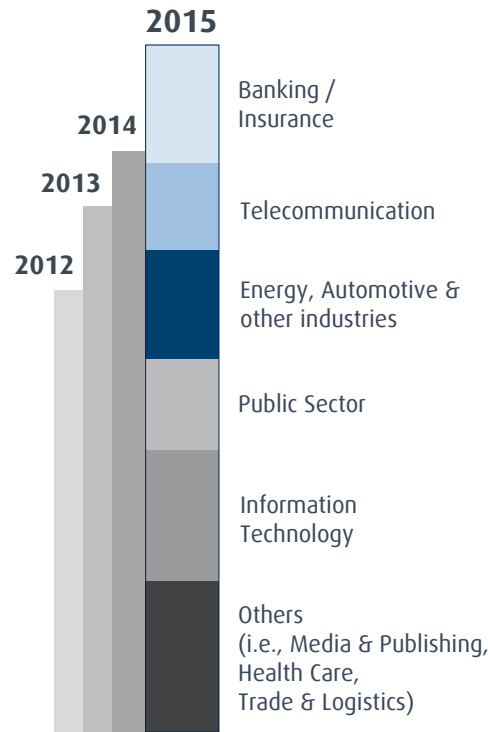
<sup>2</sup> in EUR millions; acquisitions from insolvency and asset deals excluding historical values, excl. discontinued operations

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

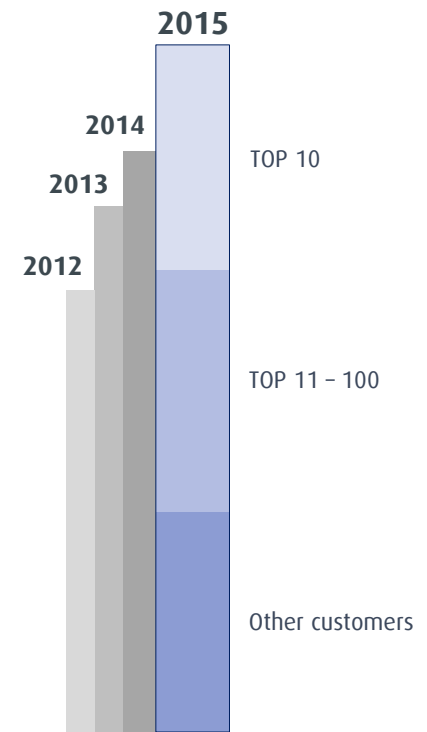
### Activity sectors



### Industries

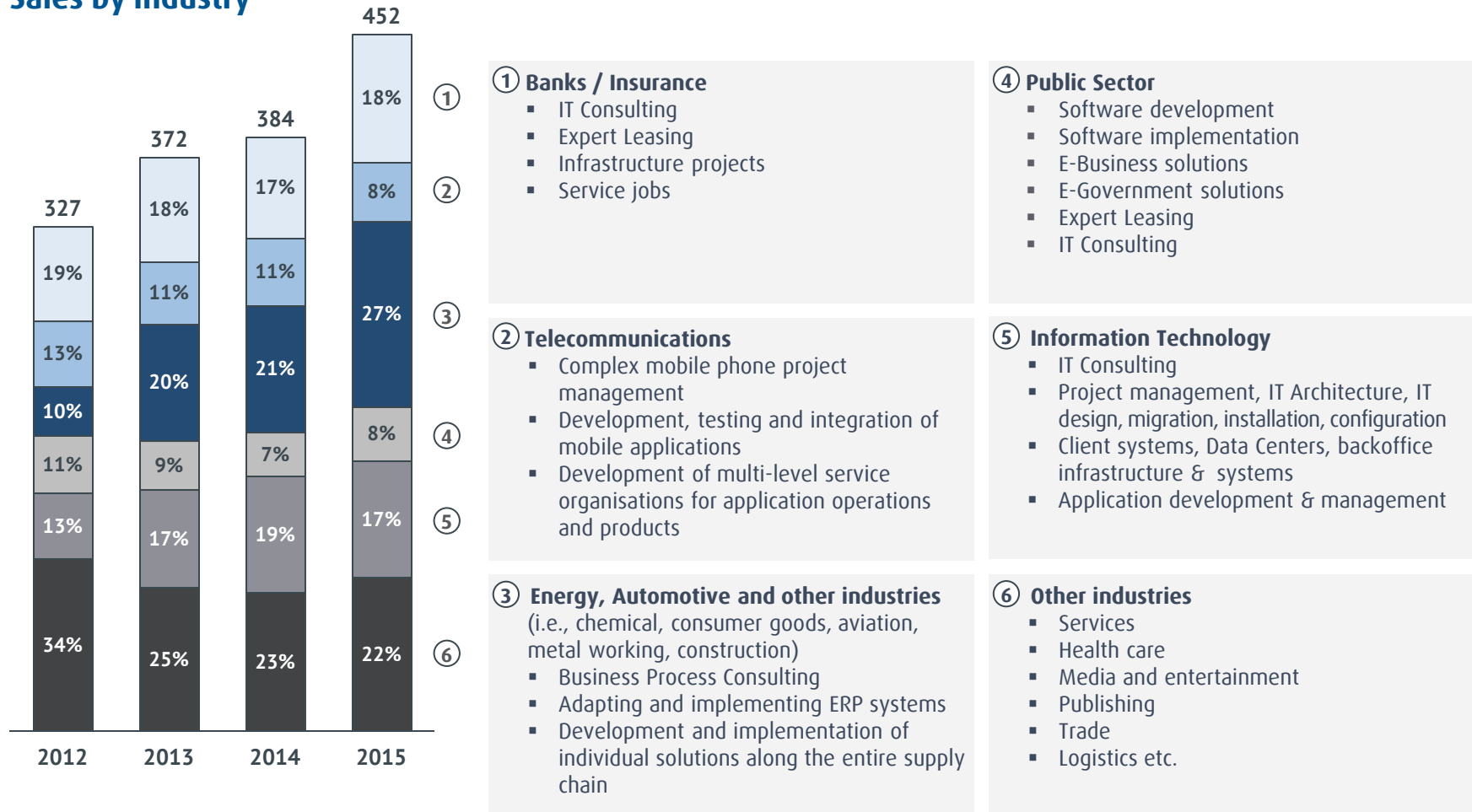


### Customers



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

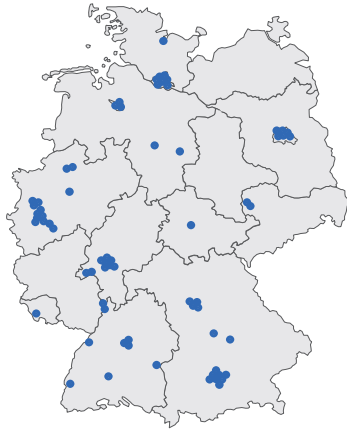
### Sales by industry



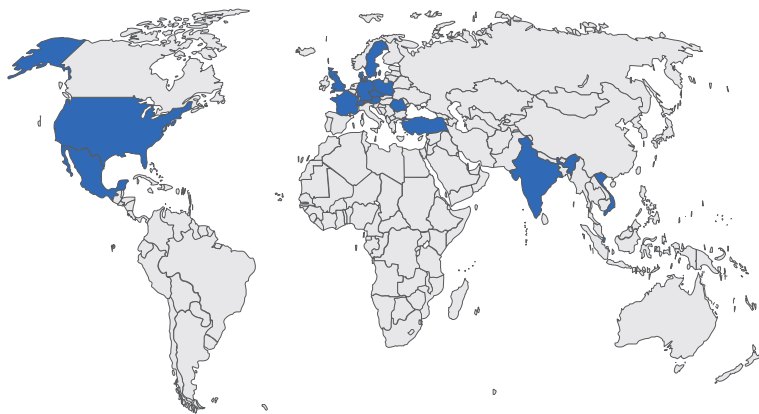
Figures in EUR millions



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



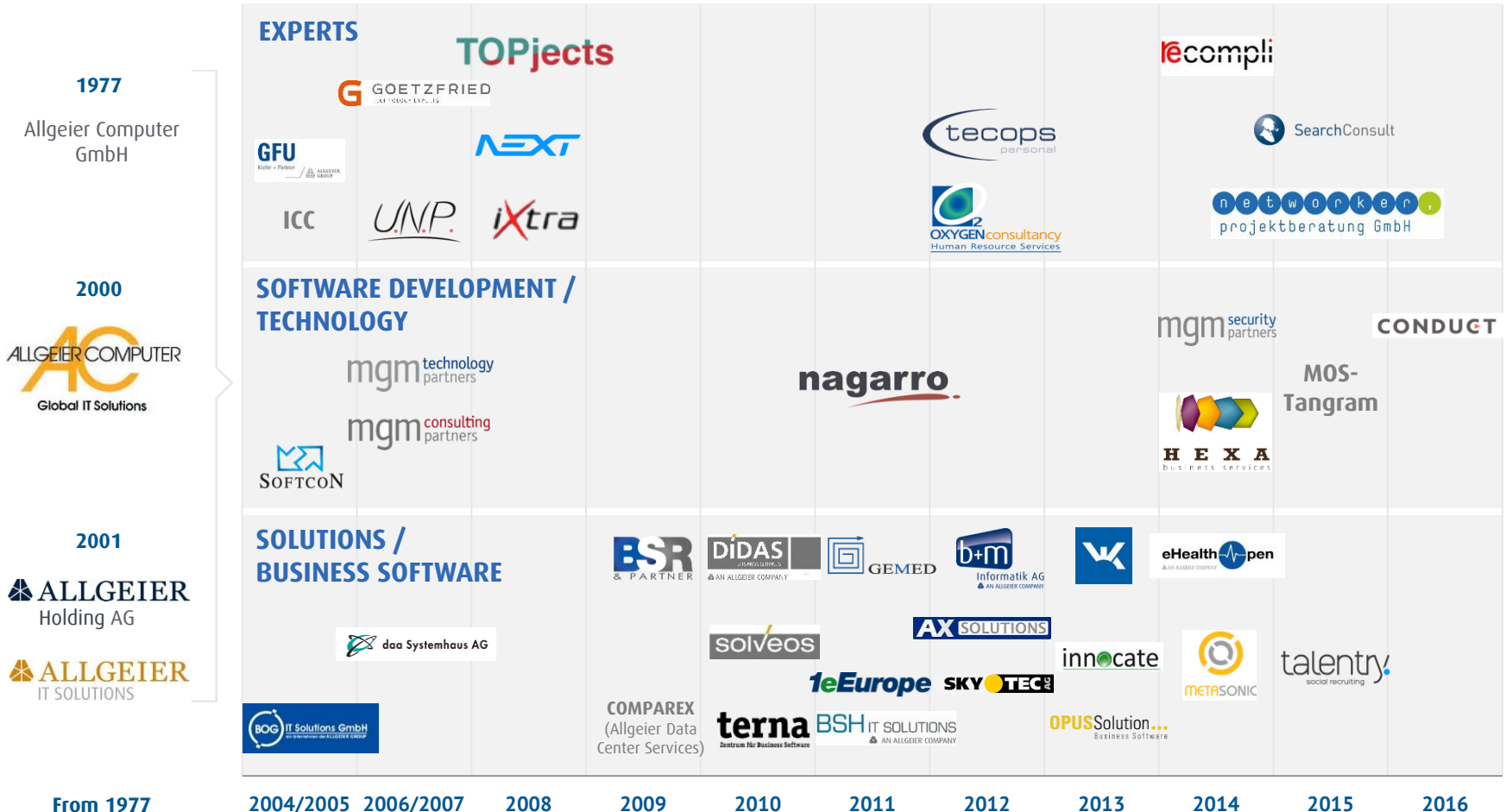
- 64 sites in Germany
- 9 sites in Austria and Switzerland
- 12 sites in rest of Europe and Turkey
- 10 sites in the USA, Mexico, Singapore, Vietnam and India



**“Blended shoring” approach** with onsite presence and flexible nearshore / offshore capacities

- Prague (Czech Republic) and Timisoara (Romania) are **nearshore sites**
- Additional **offshore development** unit built up in Vietnam
- India with more than 3,000 highly qualified developers 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 focuses on performance, flexibility and innovation

### Performance

- High growth: Sales CAGR 17% (2007 – 2015)<sup>1</sup>, EBITDA<sup>1</sup> CAGR 12% (2007 – 2015)
- Growth permanent employees: CAGR 30% (2007 – 2015)<sup>2</sup>

### Flexibility

- Business Groups with high autonomy in specialized fields form an integrated Group
- Blended shoring approach – nearshoring and offshoring with  
> 3,000 highly qualified IT experts at sites in Romania, Czech Republic, Vietnam 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

<sup>1</sup> Continued operations in accordance with IFRS

<sup>2</sup> 5,802 permanent employees and 1,337 temporary assignments (continued operations as of 31 December 2015)

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 / TECHNOLOGY

### SOLUTIONS / BUSINESS SOFTWARE

#### Facts and Figures

- > 1,800 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“ services meeting exactly the customers' needs: 34 sites in 3 countries, thereof 30 in Germany, 1 in Switzerland and 3 in Turkey
- Among top 3 personnel service-providers in Germany according to the Lünendonk® 2015 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 / TECHNOLOGY

### SOLUTIONS / BUSINESS SOFTWARE

#### Solutions and Services

- 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

#### References

- 11 out of 20 biggest\* German companies
- 15 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

#### Highly demanded Competences in Expert Pool (extract)

SAP BW   J2EE 5   SAP XI  
 XAML   Windows Communication Foundation (WCF)  
 Microsoft BizTalk Server   BEA Web logic  
 Visual Studio   SAP Mobile  
 C#, VB.Net   Facebook API   Business Objects  
 Workflow Engines   Business Intelligence  
 ASP.Net AJAX   Web 2.0 (RSS, ATOM)  
 Microsoft SQL Server   SilverLight  
 LINQ   Macromedia Flash + Flex   IBM WebSphere Portal Server  
 RAD Frameworks   iOS   Hibernate  
 Server-oriented Technologies

\* in terms of sales

\*\* in terms of total assets

## Business Group SOFTWARE DEVELOPMENT / TECHNOLOGY: Specialist for High-End Application Development and Software Lifecycle Management

EXPERTS

SOFTWARE DEVELOPMENT / TECHNOLOGY

SOLUTIONS / BUSINESS SOFTWARE

### Facts and Figures

- > 3,200 permanent employees and around 150 freelance IT experts
- > 3,000 highly qualified IT developers in near- and offshore centres in India, Vietnam, Romania and Czech Republic
- International setup and flexible provision:  
36 sites in 14 countries, thereof 16 in Germany,  
10 in Europa (Austria, France, Romania, Czech Republic, Sweden,  
Norway, Denmark and United Kingdom), 4 in U.S.A., 1 in Mexico,  
1 in Singapore, 1 in Vietnam and 3 in India
- CMMI certification level 5
- ISO 27001 certification



Operating units

**nagarro**

**mgm** technology  
partners

**mgm** consulting  
partners

**mgm** security  
partners

## Business Group SOFTWARE DEVELOPMENT / TECHNOLOGY: Specialist for High-End Application Development and Software Lifecycle Management

### EXPERTS

### SOFTWARE DEVELOPMENT / TECHNOLOGY

### 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

- 7 out of 20 biggest\* German companies
- 6 out of 30 DAX listed companies
- > 300 national and international customers from almost all sectors, i.e.,
  - BMW
  - E.ON
  - Pfizer
  - Hewlett Packard
  - Lufthansa
  - Nestlé
  - Deutsche Telekom
  - GE

#### Partnerships



#### Technologies



\* in terms of sales



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

EXPERTS

SOFTWARE DEVELOPMENT / TECHNOLOGY

SOLUTIONS / BUSINESS SOFTWARE

### Facts and Figures

- > 300 permanent employees and  
~ 20 freelance IT experts
- High scalability and local presence:  
25 sites in 8 countries, thereof 18 in Germany and  
7 in rest of Europe (Switzerland, Austria and Poland)
- #1 in COMPUTERWOCHE and ChannelPartner's customer survey  
evaluating the best German IT services companies 2013 (#2 in 2014  
and 2012)
- ISO 9001 certification
- Allgeier IT Solutions: Cloud Leader 2015 in "SaaS – ERP for SMEs"  
according to Experton Cloud Vendor Benchmark 2015
- Metasonic: Awarded by Gartner as "Cool Vendor" for business process  
management software in 2014
- Allgeier CH: Microsoft "Cloud Innovation" Partner of the year 2013



Operating units



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

### EXPERTS

### SOFTWARE DEVELOPMENT / TECHNOLOGY

### 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

- 12 out of 20 biggest\* German companies
- 15 out of 30 DAX listed companies
- 6 out of 10 biggest\*\* German insurance companies
- 7 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

#### Partner Solutions



#### Allgeier Solutions and Frameworks



\* in terms of sales

\*\* in terms of revenues

\*\*\* in terms of total assets

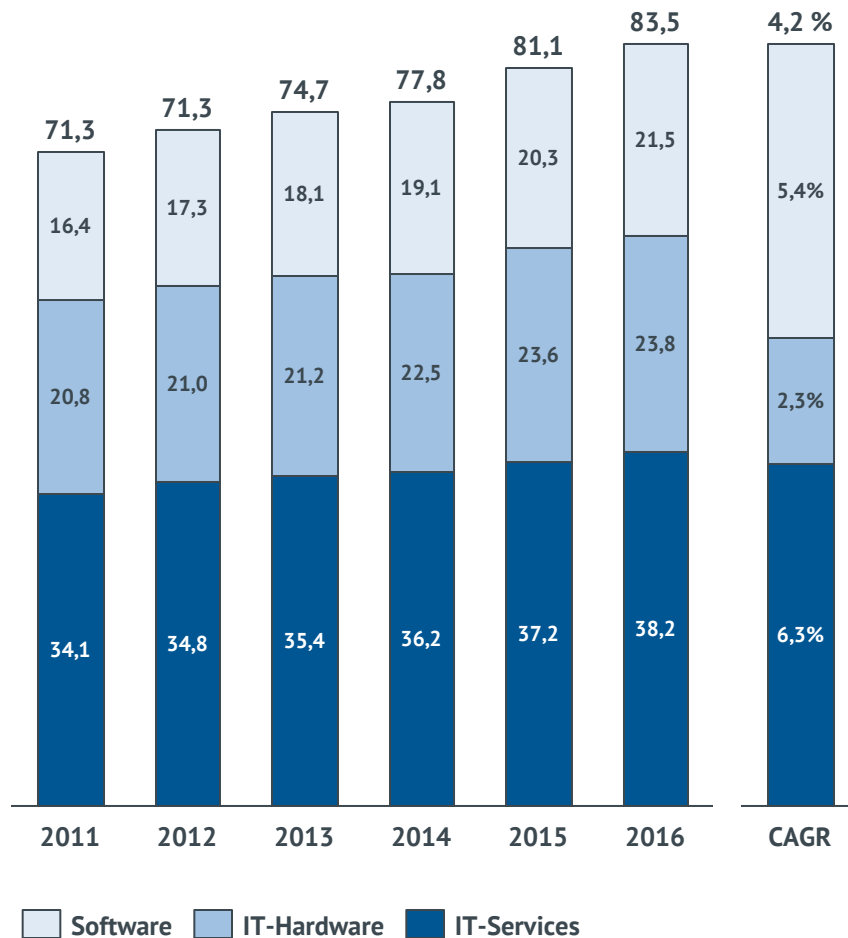
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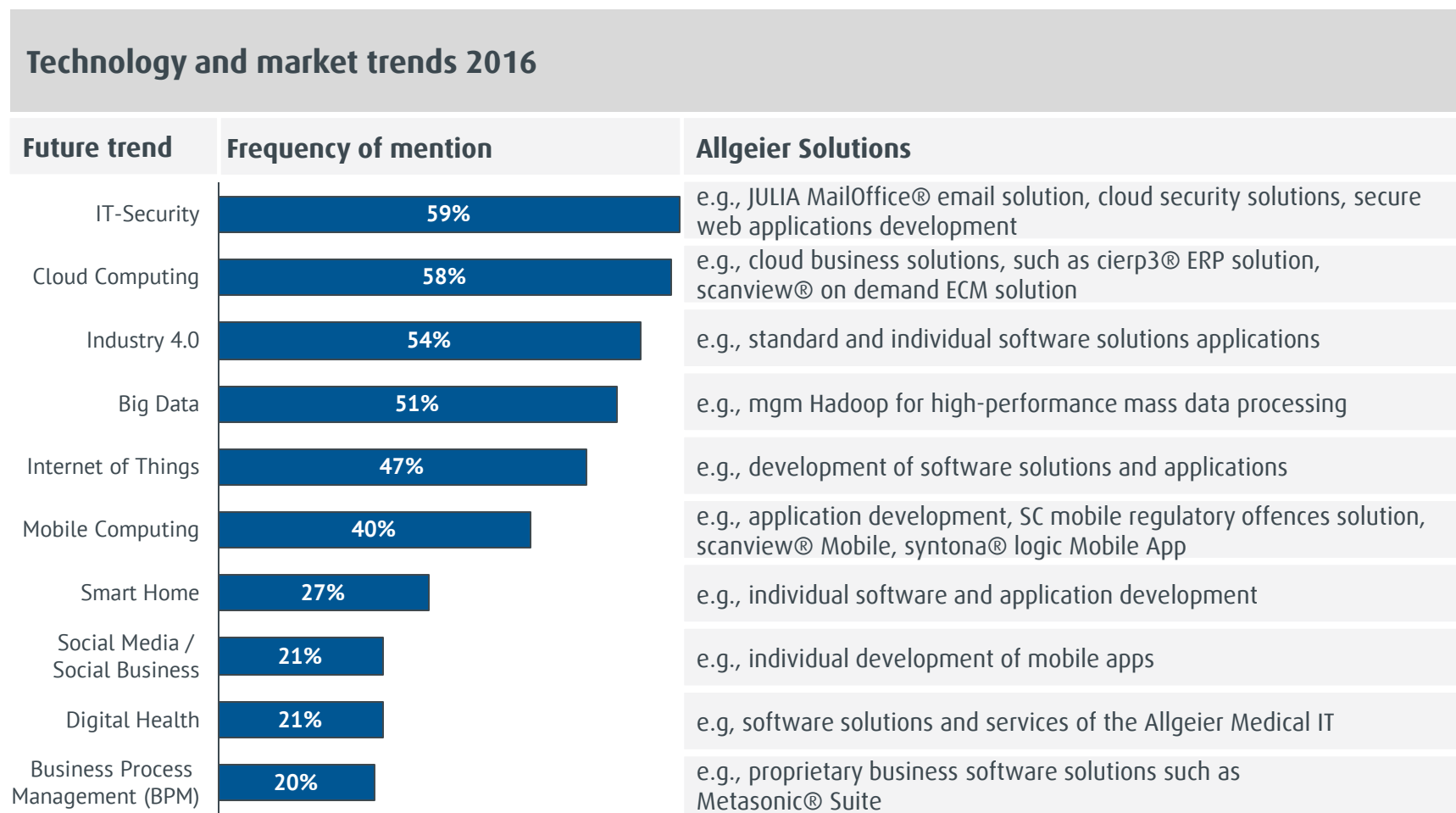
## The German IT solutions and services market has shown stable growth for many years



- 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 / Technology, Solutions / Business Software Business Groups are a reflection of the dynamic nature of the markets and corresponding customer demands

Source: BITKOM, EITO (March 2016), own estimate; all figures in EUR billions

## Allgeier focuses on fast-growing technologies and on future trends



Source: BITKOM sector barometer first six months of 2016, "The most important technology and market trends from the point of view of the ICT sector"

Allgeier at a glance

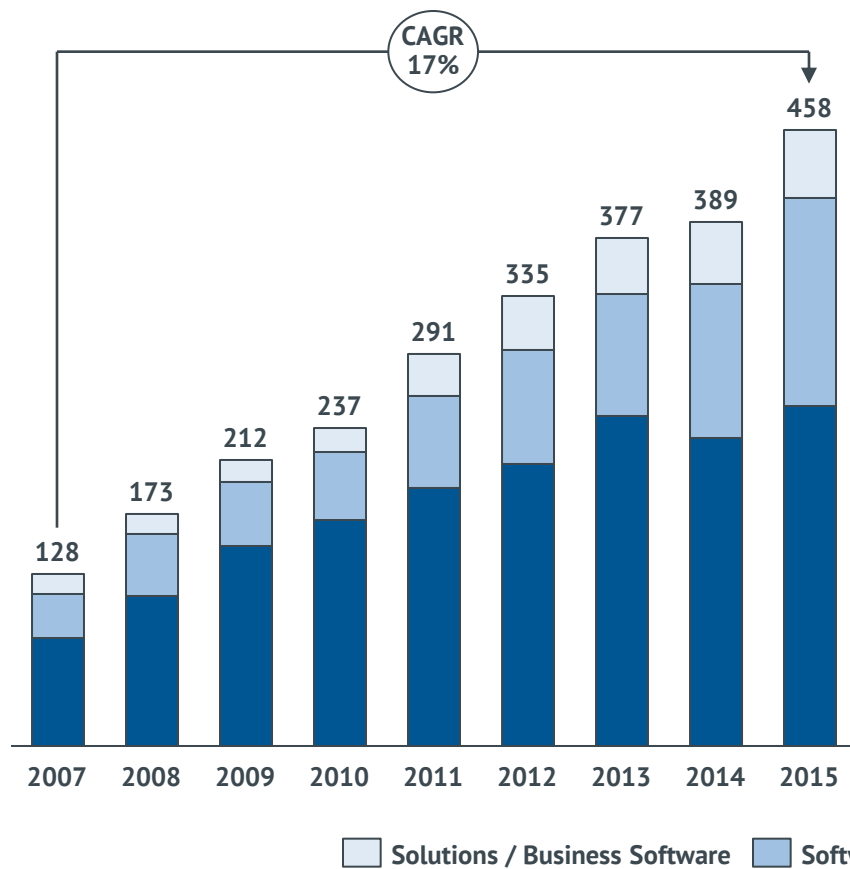
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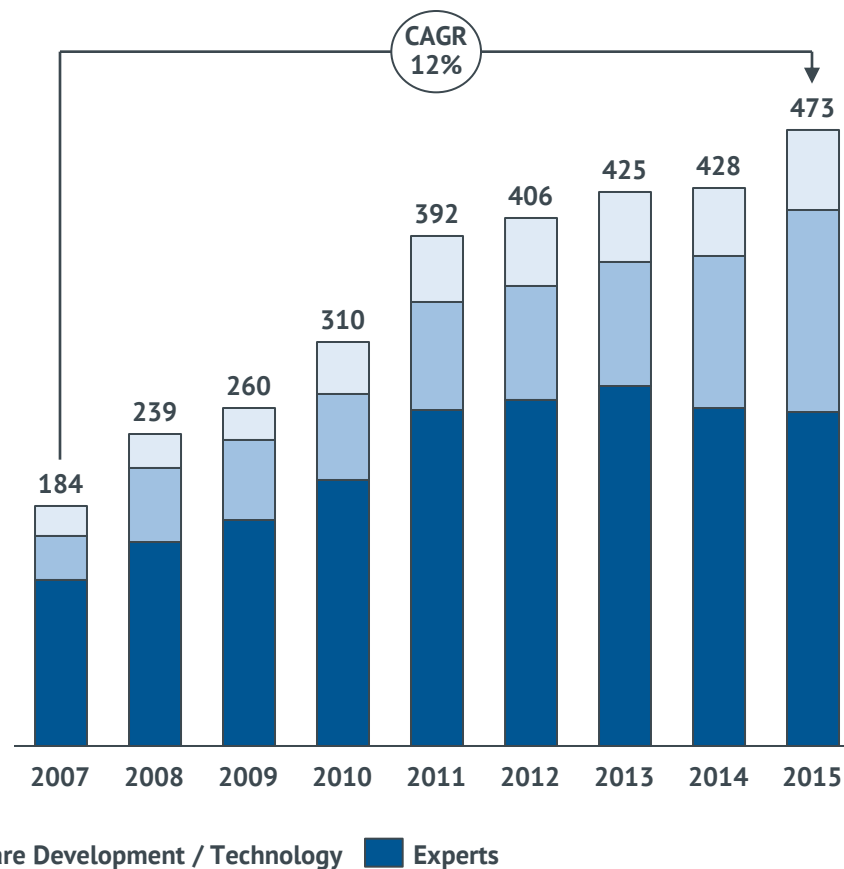
**Performance**

## Strong sales growth CAGR 17%

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



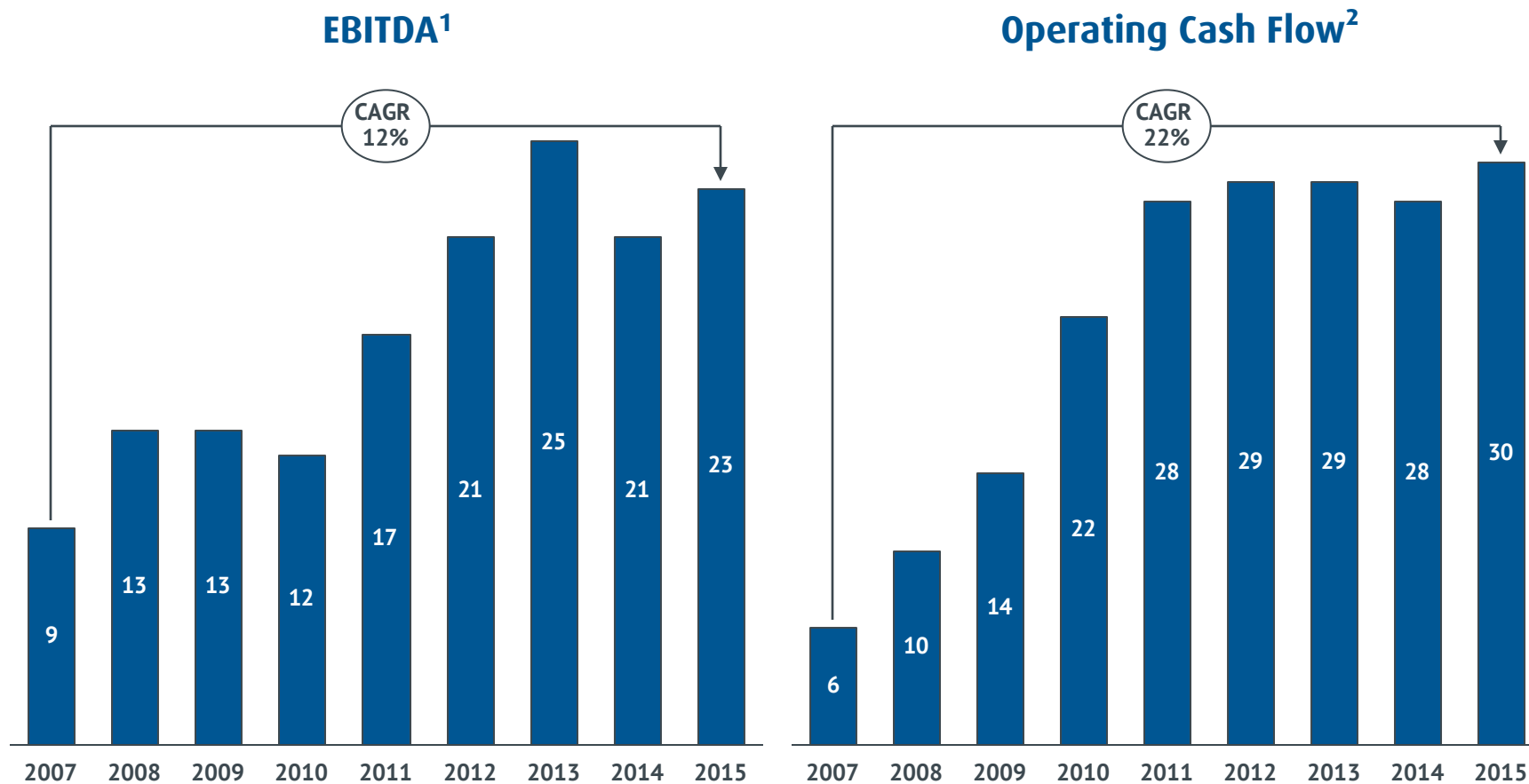
### Sales pro forma<sup>2</sup>



<sup>1</sup> in EUR millions; continued operations according to IFRS (excluding sold basic technology and temping divisions, as well as DIDAS, Allgeier Benelux Group, terna and b+m Informatik AG)

<sup>2</sup> in EUR millions; acquisitions from insolvency and asset deals excluding historical values, excl. DIDAS, Allgeier Benelux Group, terna and b+m Informatik AG)

## Strong earnings growth CAGR 12% – Strong operating cash flow growth CAGR 22%



1 in EUR millions; continued operations according to IFRS (excluding sold divisions)

2 in EUR millions; before change to working capital



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