



Company Presentation

March 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

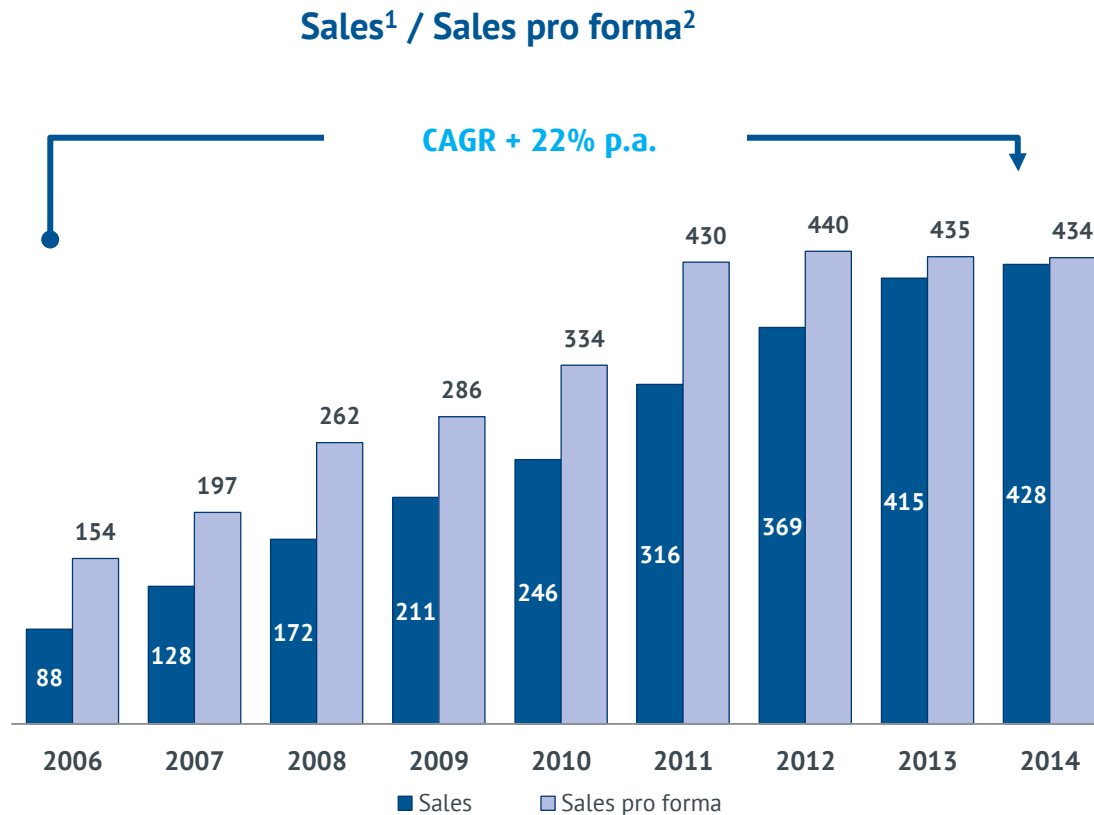
EXPERTS	SOFTWARE DEVELOPMENT / TECHNOLOGY	SOLUTIONS / BUSINESS SOFTWARE
<p>Expert staffing & Recruiting</p> <p>Contracting</p> <p>Temporary employment</p> <p>Placement services</p> <p>Third-party management</p> <p>Project staffing</p> <p>Outsourcing of projects and support functions</p>	<p>High End-Software & Application Engineering</p> <ul style="list-style-type: none"> ▪ Nearshore / Offshore Development ▪ Implementation ▪ Management ▪ Testing <p>Software lifecycle projects</p> <p>Application Management Services</p> <ul style="list-style-type: none"> ▪ Outtasking ▪ Nearshore / Offshore Delivery ▪ IT Service Management <p>Process & IT Consulting</p> <ul style="list-style-type: none"> ▪ IT Architectures ▪ E-Commerce & Portals ▪ Mobile Enterprise ▪ Big Data / Business Intelligence ▪ Apps 	<p>Software Solutions</p> <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, BPM, Medical IT <p>Business Solutions</p> <ul style="list-style-type: none"> ▪ Cloud Solutions ▪ Security & Compliance Solutions ▪ Collaboration Solutions ▪ Mobile Computing Solutions ▪ Business Process Management

Allgeier focuses its business model on high-growth areas offering above-average development potential¹

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 Group Nagarro (Austria)	mgm technology p. mgm consulting p. mgm security p. MOS-Tangram	Allgeier IT Solutions Group Allgeier Productivity Solutions Talentry Allgeier Medical IT Metasonic Allgeier CH BSH IT Solutions

¹ Group structure without discontinued operations

Allgeier's top line has been powered by both organic growth and acquisitions: 22% CAGR



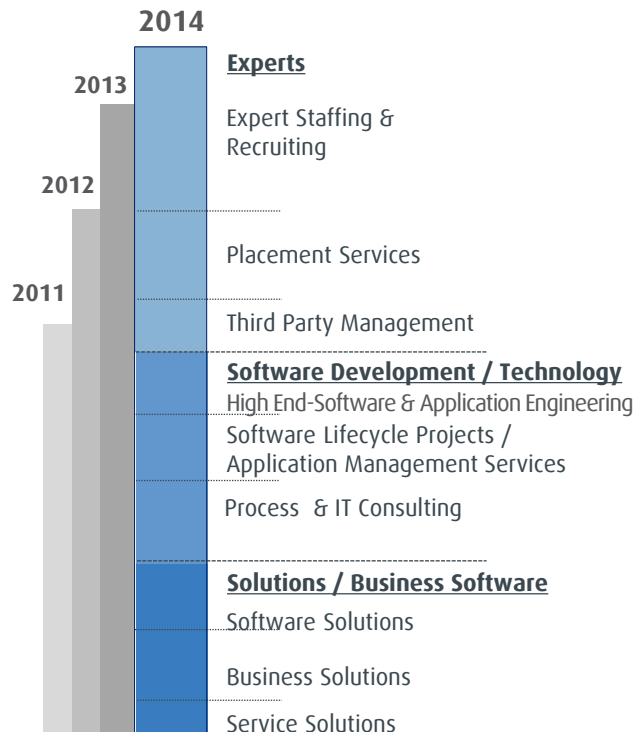
- Allgeier reports strong growth in recent years: Sales continued operations according to IFRS (excluding sold divisions): +22% CAGR (2006 – 2014)
- Sales pro forma (incl. historical values of companies acquired²): +14% CAGR (2006 – 2014)
- Allgeier accelerates growth and expands the solutions and services portfolio through highly selective acquisitions 6

¹ in EUR millions; continued operations according to IFRS (excluding sold basic technology and temping divisions, excl. DIDAS and Benelux+Cyprus+Turkey Group)

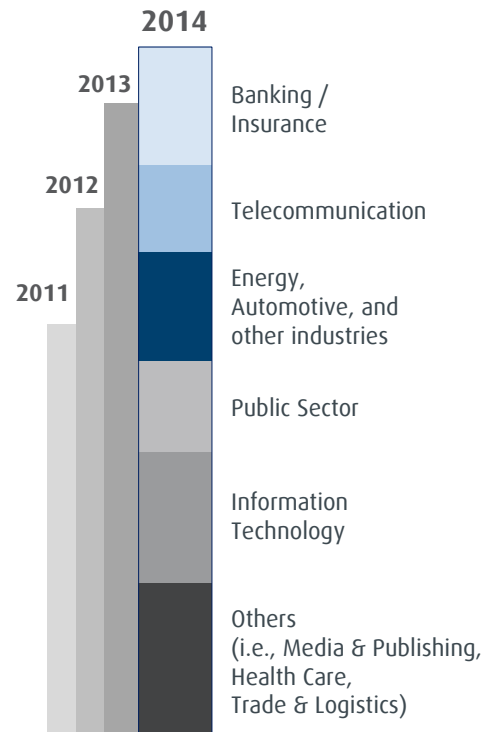
² in EUR millions; acquisitions from insolvency and asset deals excluding historical values, excl. DIDAS and Benelux+Cyprus+Turkey Group

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

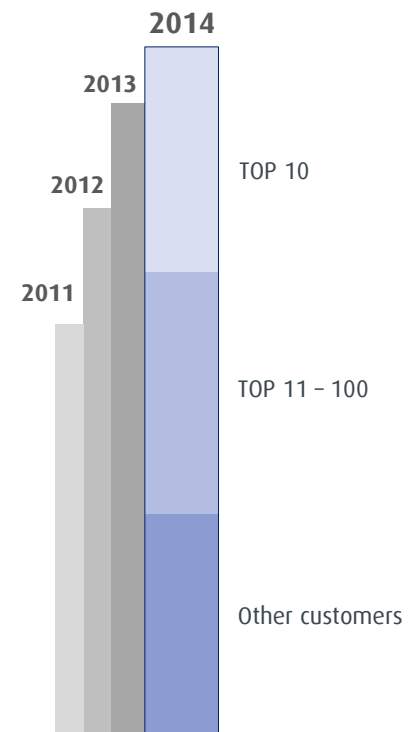
Activity sectors



Industries

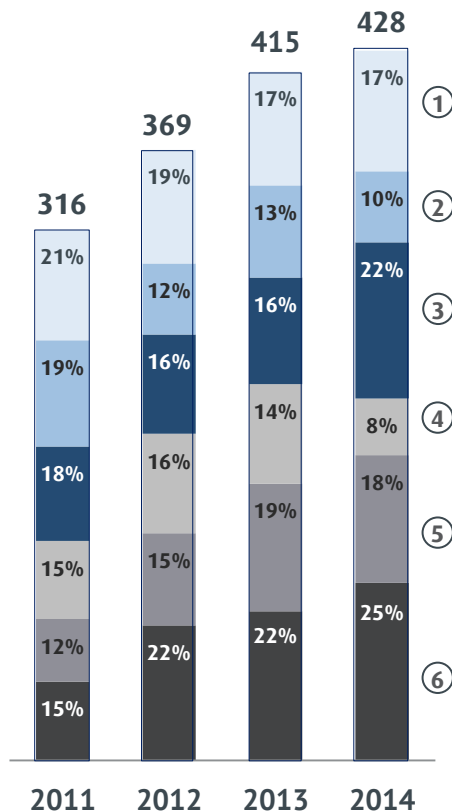


Customers



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

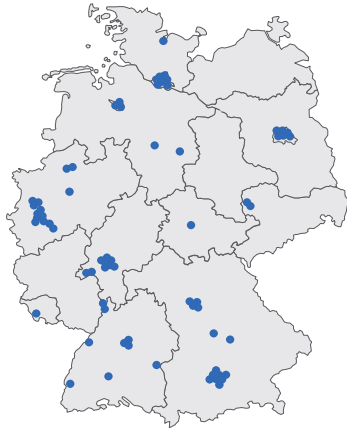
⑤ Information Technology

- IT Consulting
- Project management, IT Architecture, IT design, migration, installation, configuration
- Client systems, Data Centers, backoffice infrastructure & systems
- Application development & management

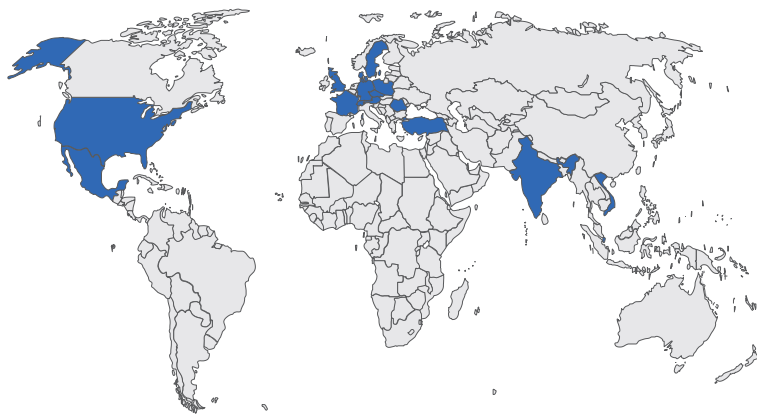
⑥ Other industries

- Services
- Health care
- Media and entertainment
- Publishing
- Trade
- Logistics etc.

Local and international presence gives Allgeier flexibility for allocation of resources



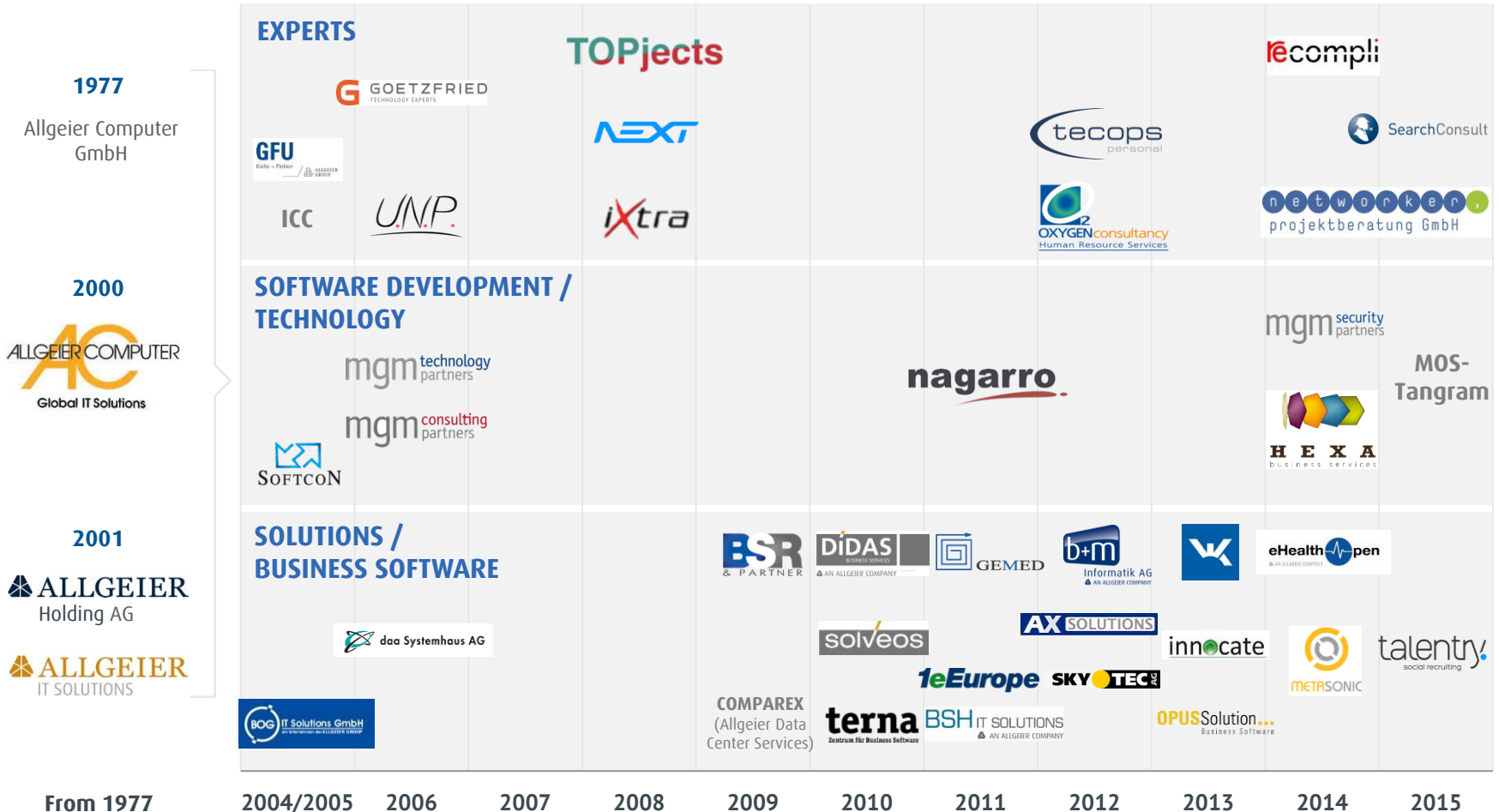
- 61 sites in Germany
- 8 sites in Austria and Switzerland
- 10 sites in rest of Europe and Turkey
- 11 sites in the USA, Mexico, Singapore, Vietnam and India



“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 focuses on performance, flexibility and innovation

Performance

- High growth: Sales CAGR 22% (2006 – 2014), EBITDA CAGR 19% (2006 – 2014)
- Growth permanent employees: CAGR 27% (2009 – 2014)¹

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 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 6,037 permanent employees and 1,398 freelance experts (as of September 30, 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“ 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
- 16 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
 RAD Frameworks iOS IBM WebSphere Portal Server
 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, Romania and Czech Republic
- International setup and flexible provision:
35 sites in 13 countries, thereof 17 in Germany,
9 in Europa (Austria, France, Romania, Czech Republic, Sweden,
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
- 5 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:
24 sites in 8 countries, thereof 17 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
- Allgeier CH: Microsoft "Cloud Innovation" Partner of the year 2013
- Metasonic: Awarded by Gartner as "Cool Vendor" for business process
management software in 2014



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
- 13 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

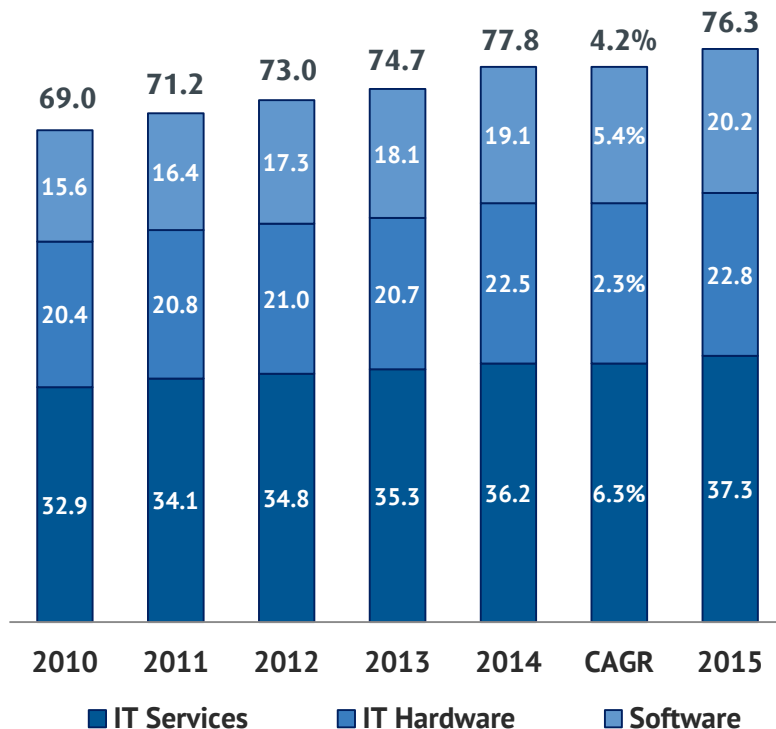
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Full-service approach and
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**Fast-growing technologies and
future trends**

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

Source: BITKOM, EITO (March 2015), own estimate; all figures in EUR billions

Allgeier focuses on fast-growing technologies and on future trends

Technology and market trends 2015		
Trend	Frequency of mention	Allgeier Solutions
Cloud Computing	64%	e.g., cloud business solutions, such as cierp3® ERP solution, scanview® on demand ECM solution
IT Security	61%	e.g., JULIA MailOffice® email solution
Big Data / Datability	48%	e.g., mgm Hadoop for high-performance mass data processing
Industry 4.0	42%	e.g., standard and individual software solutions applications
Mobile Apps / Mobile Computing	40%	e.g., application development, SC mobile regulatory offences solution, scanview® Mobile, syntona® logic Mobile App
Enterprise Content Management	28%	e.g., comprehensive Microsoft SharePoint business services
Collaboration / Enterprise 2.0	28%	e.g., game-changing unified communications solutions
IT Outsourcing	26%	e.g., global application management services
Business Process Management	21%	e.g., proprietary software solutions, business solutions such as Metasonic® Suite

Source: BITKOM (industry trend survey, January 2015, „Highlights 2015“)

Allgeier at a glance

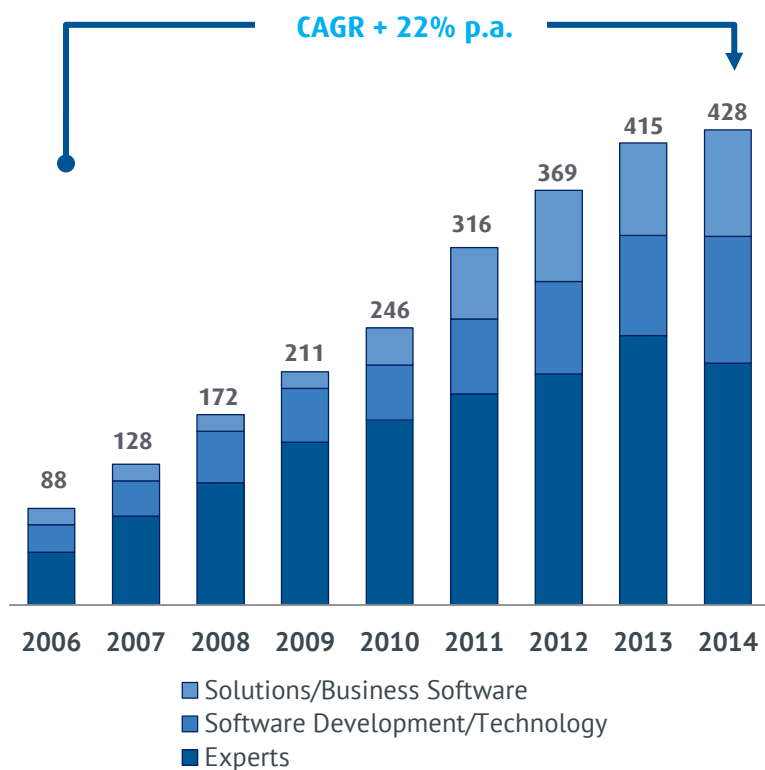
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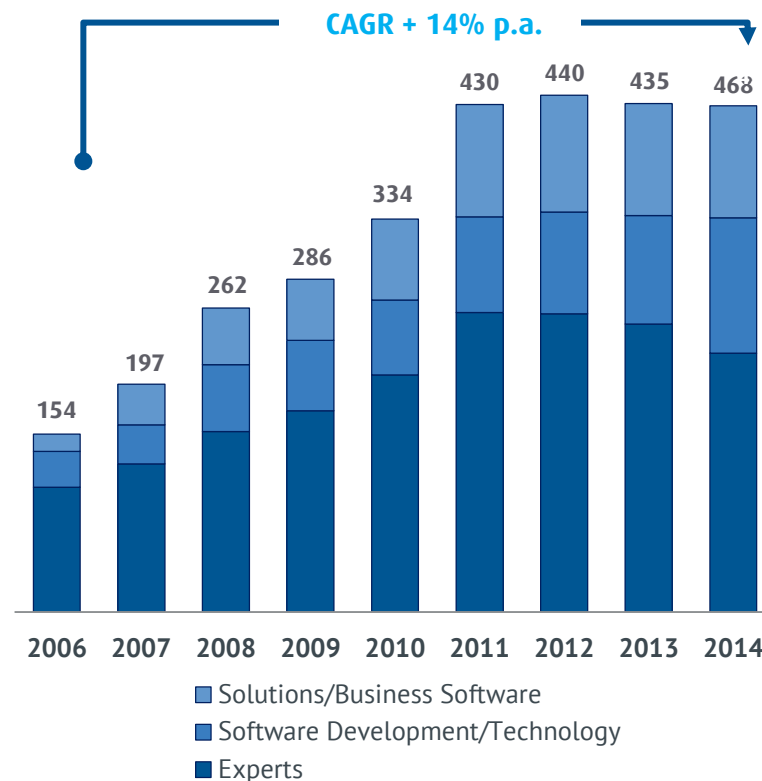
Performance

Strong sales growth CAGR 22%

Sales¹



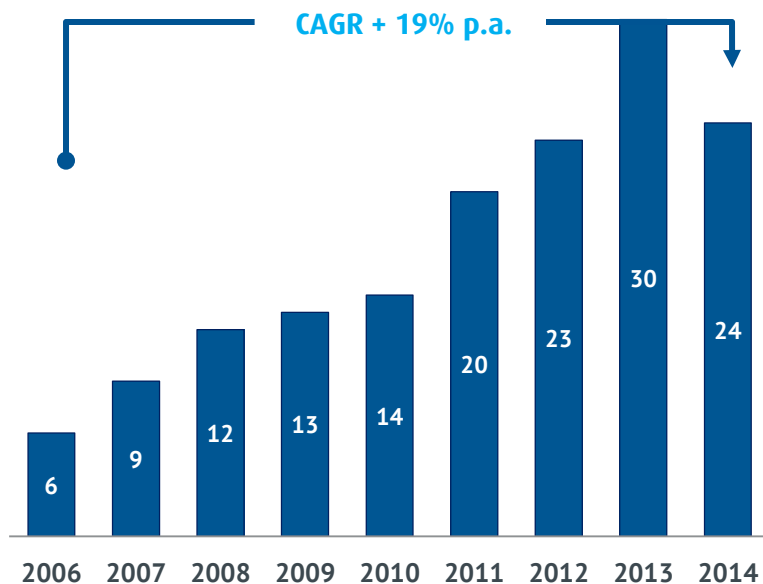
Sales pro forma²



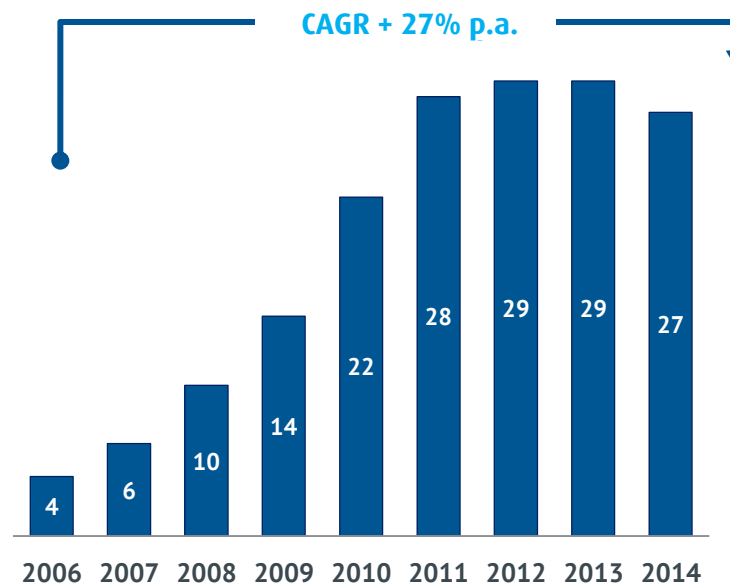
¹ in EUR millions; continued operations according to IFRS (excluding sold basic technology and temping divisions, excl. DIDAS and Benelux Group) ² in EUR millions; acquisitions from insolvency and asset deals excluding historical values, excl. DIDAS and Benelux Group

Strong earnings growth CAGR 19% – Strong operating cash flow growth CAGR 27%

EBITDA¹

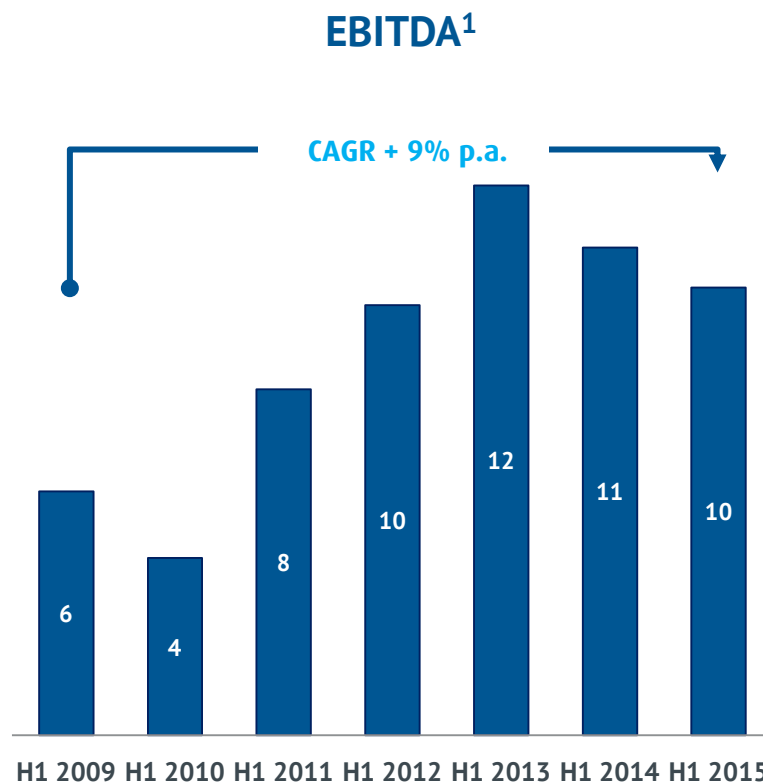
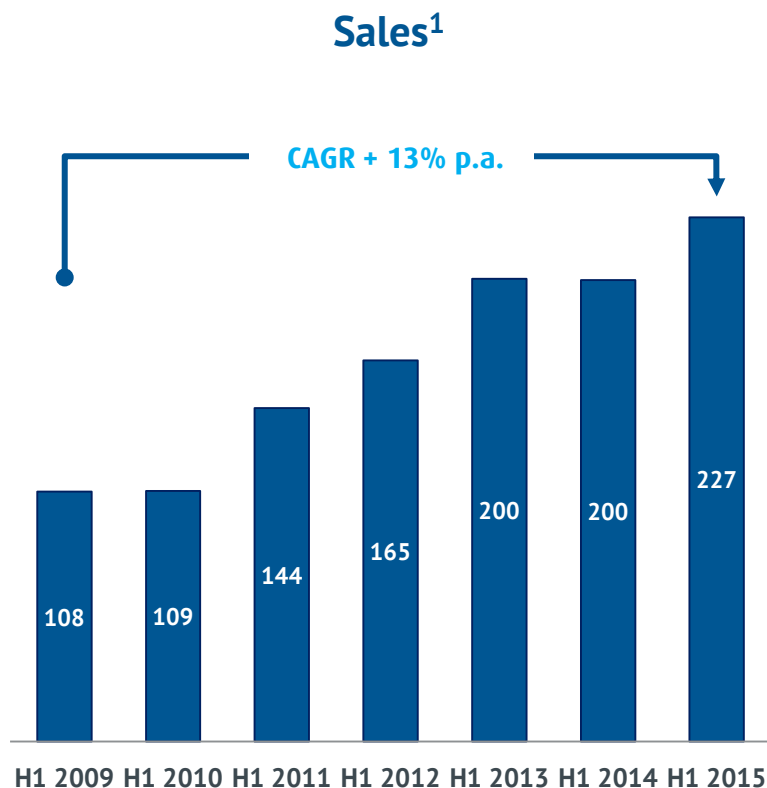


Operating Cash Flow²



¹ in EUR millions; continued operations according to IFRS (excluding sold divisions) ² in EUR millions; before change to working capital

HY1 2015: Sales CAGR 13% – EBITDA CAGR 9%



¹ in EUR millions; continued operations according to IFRS

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