



Company Presentation

November 2015

## Allgeier at a glance

Full-service approach and  
comprehensive portfolio

Fast-growing technologies and  
future trends

Performance

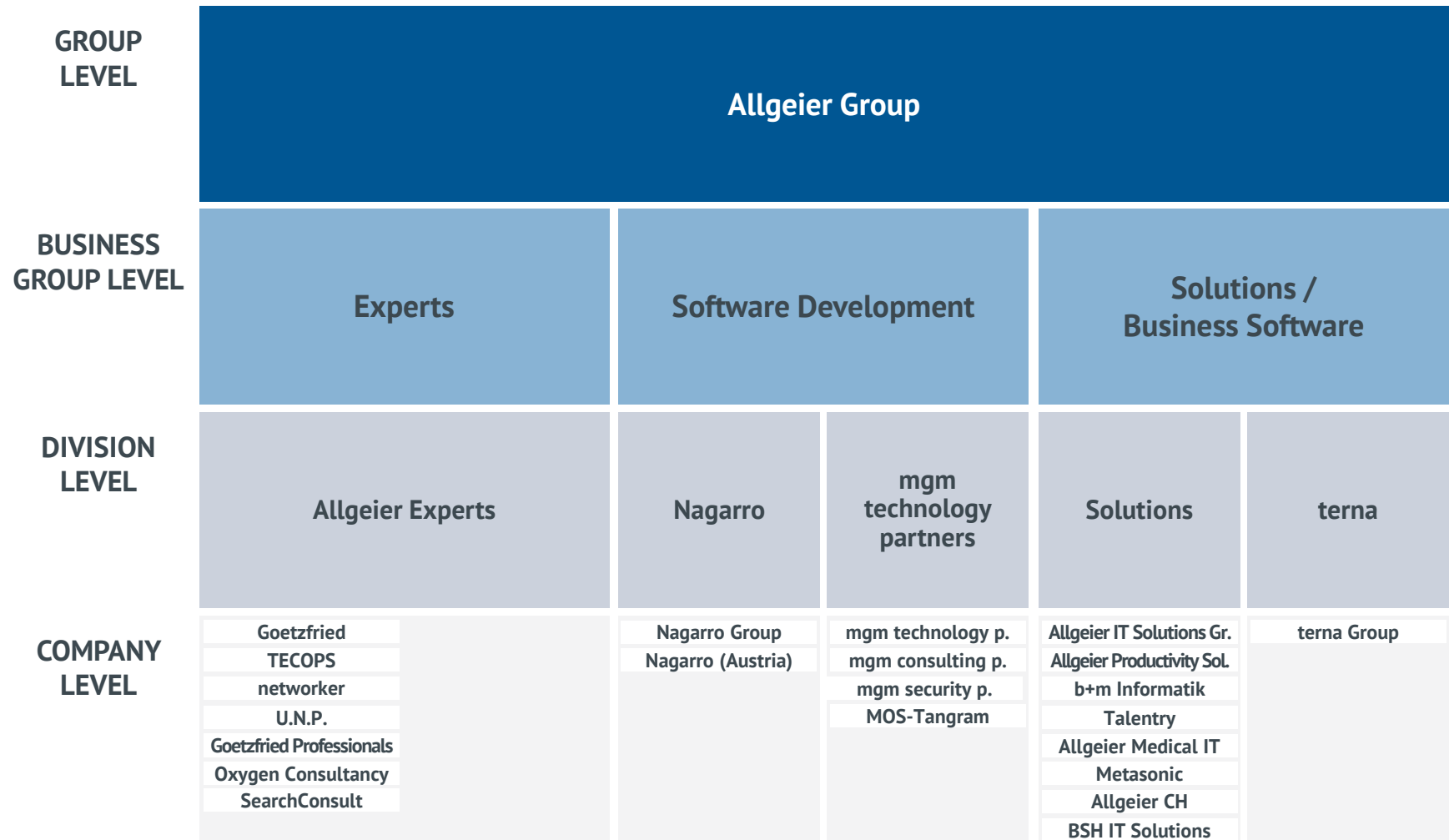


Allgeier SE is one of the leading IT companies for Business Performance: Allgeier combines the advantages of an international provider with the merits of medium-sized companies with a growth strategy oriented consistently to innovations and future trends, and an integrative business model.

## Allgeier's comprehensive portfolio comprises three Business Groups

EXPERTS	SOFTWARE DEVELOPMENT	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>

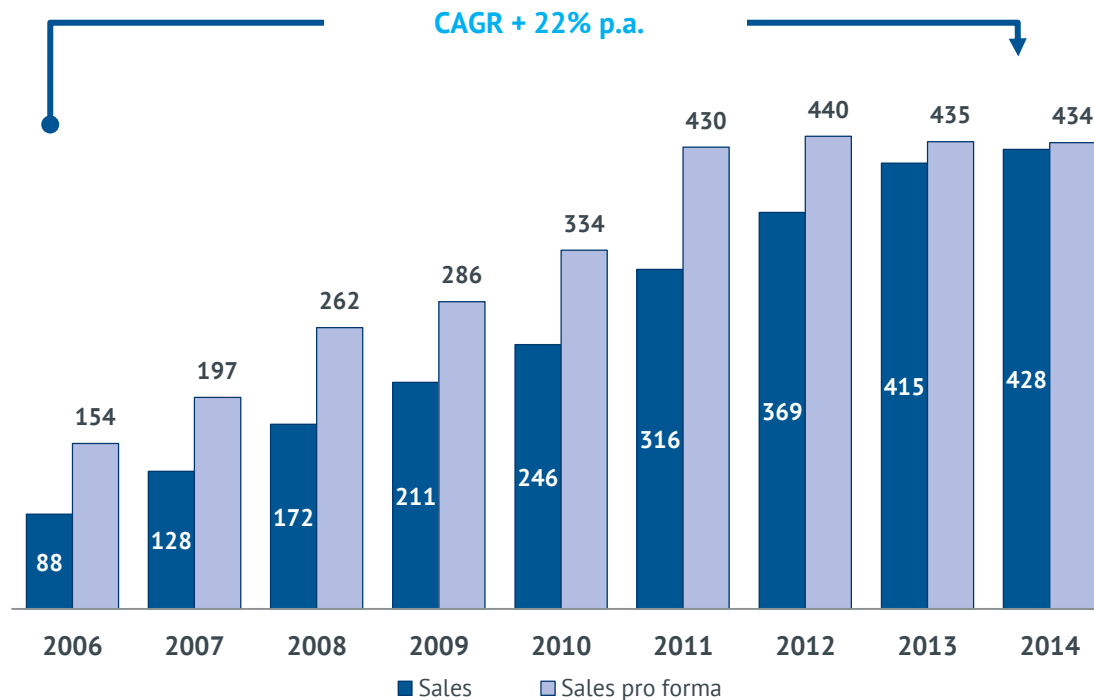
## Allgeier focuses its business model on high-growth areas offering above-average development potential<sup>1</sup>



1) Group structure without discontinued operations

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

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



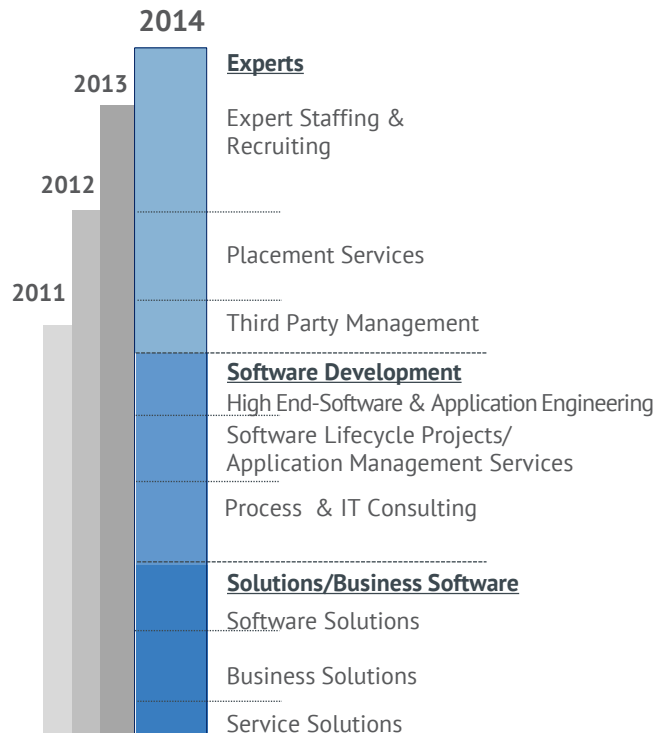
- Allgeier reports strong growth in recent years: Sales continued operations according to IFRS (excluding sold divisions): +22% CAGR (2006-2014)
- Sales pro forma (incl. historical values of companies acquired<sup>2</sup>): +14% CAGR (2006-2014)
- Allgeier accelerates growth and expands the solutions and services portfolio through highly selective acquisitions

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

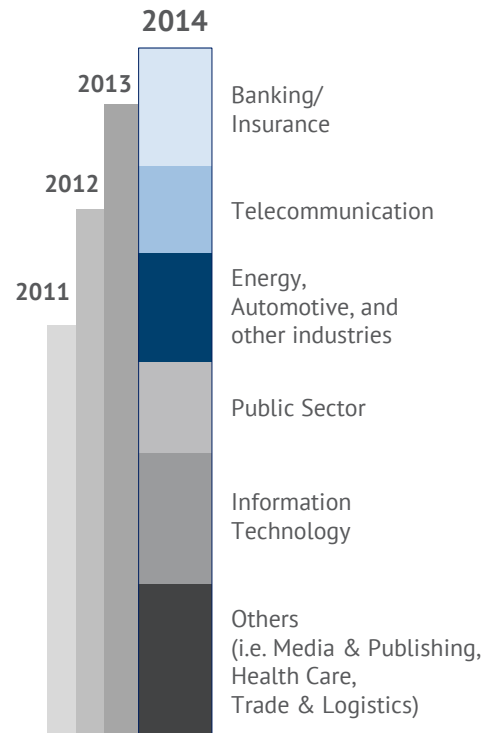
2) in EUR millions; acquisitions from insolvency and asset deals excluding historical values, excl. DIDAS and Benelux+Cyprus+Turkey Group

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

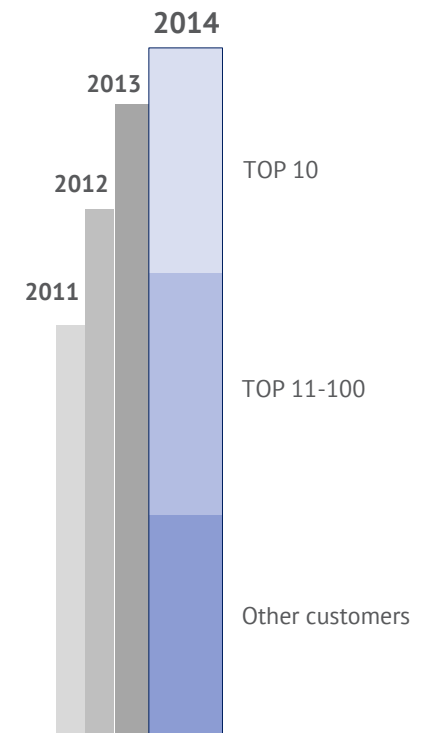
### Activity sectors



### Industries

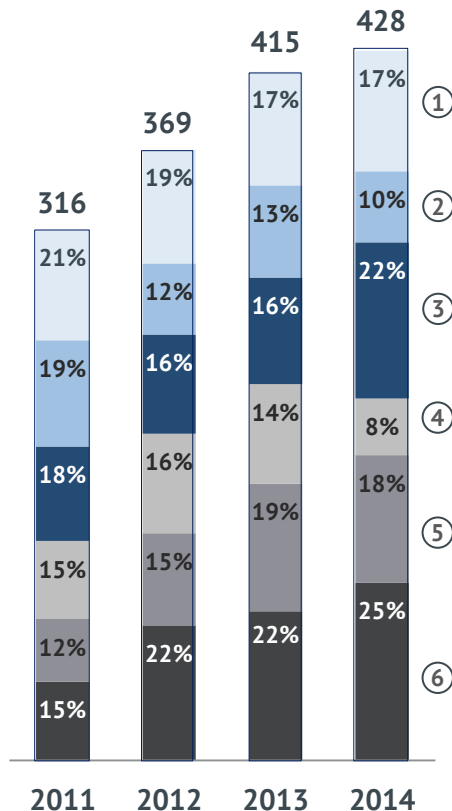


### Customers



## 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

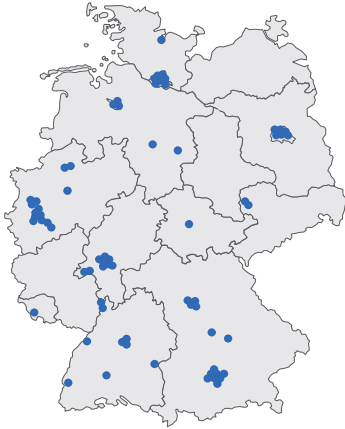
- ④ **Public Sector**
- Software development
  - Software implementation
  - E-Business solutions
  - E-Government solutions
  - Expert Leasing
  - IT Consulting

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

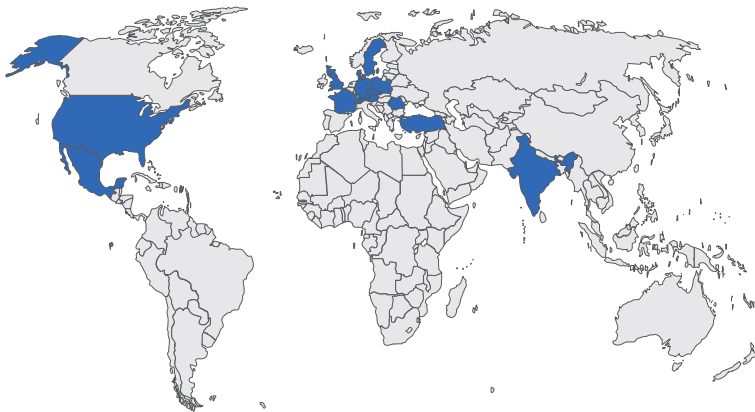
- ⑥ **Other industries**
- Services
  - Health Care
  - Media and Entertainment
  - Publishing
  - Trade
  - Logistics etc.



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

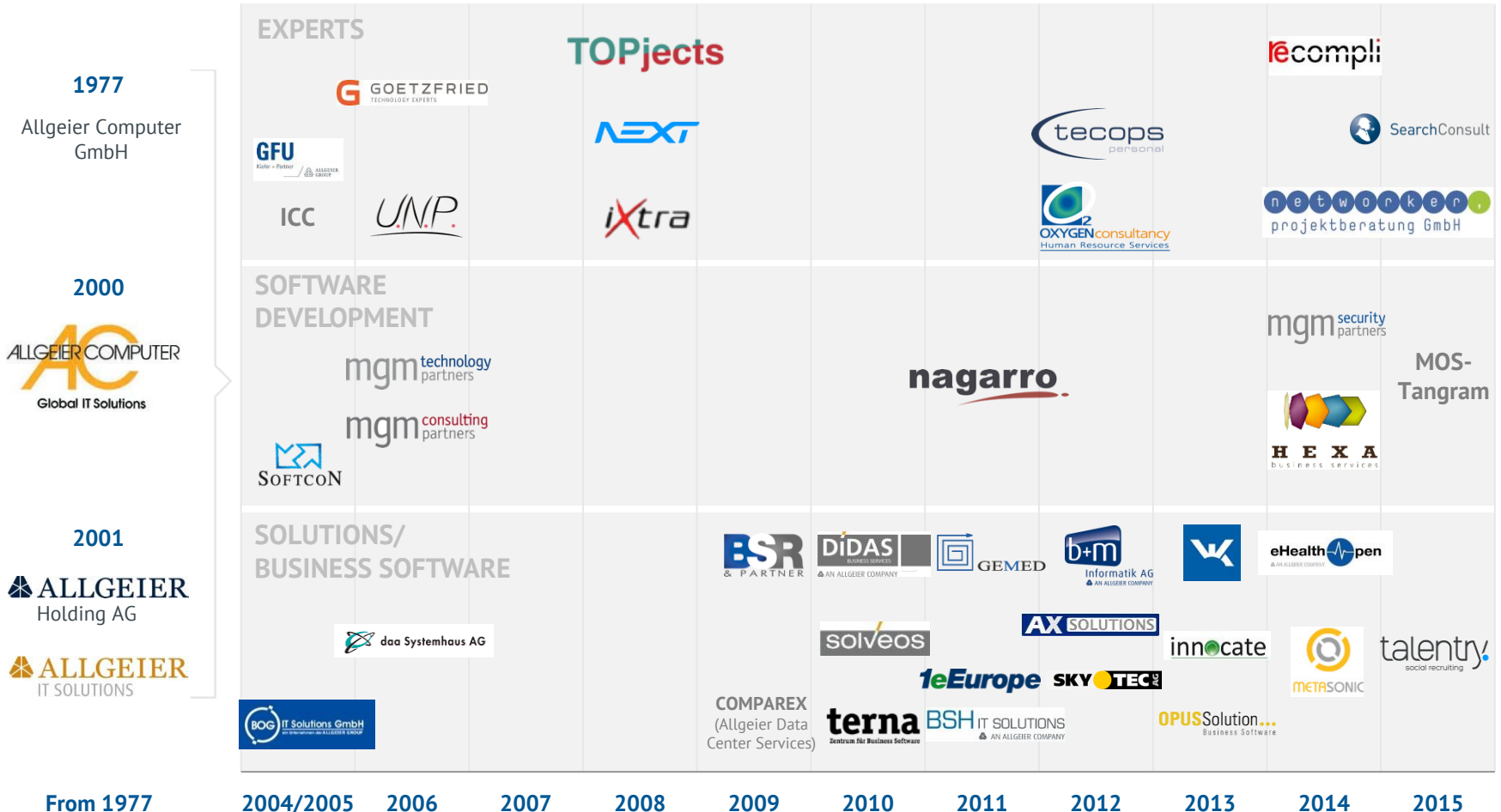


- 67 sites in Germany
- 15 sites in Austria and Switzerland
- 10 sites in rest of Europe and Turkey
- 7 sites in the USA, Mexico, Singapore and India



- **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 22% (2006-2014), EBITDA CAGR 19% (2006-2014)
- Growth permanent employees: CAGR 27% (2009-2014)<sup>1</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 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)

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Full-service approach and  
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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

- > 1,800 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: 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>11 out of 20 biggest* German companies</li> <li>16 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

- > 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:  
29 sites in 12 countries, thereof 15 in Germany, 7 in Europa (Austria, France, Romania, Czech Republic, Sweden, Denmark and United Kingdom), 3 in U.S.A., 1 in Mexico, 1 Singapore 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: 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

- 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

\* in terms of sales

#### Partnerships



#### Technologies





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

EXPERTS

SOFTWARE DEVELOPMENT

SOLUTIONS/BUSINESS SOFTWARE

### Facts and Figures

- > 600 permanent employees and ~ 20 freelance IT experts
- High scalability and local presence: 37 sites in 8 countries, thereof 25 in Germany and 12 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

## 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
- \* in terms of sales  
\*\* in terms of revenues  
\*\*\* in terms of total assets

### Partner Solutions



### Allgeier Solutions und Frameworks



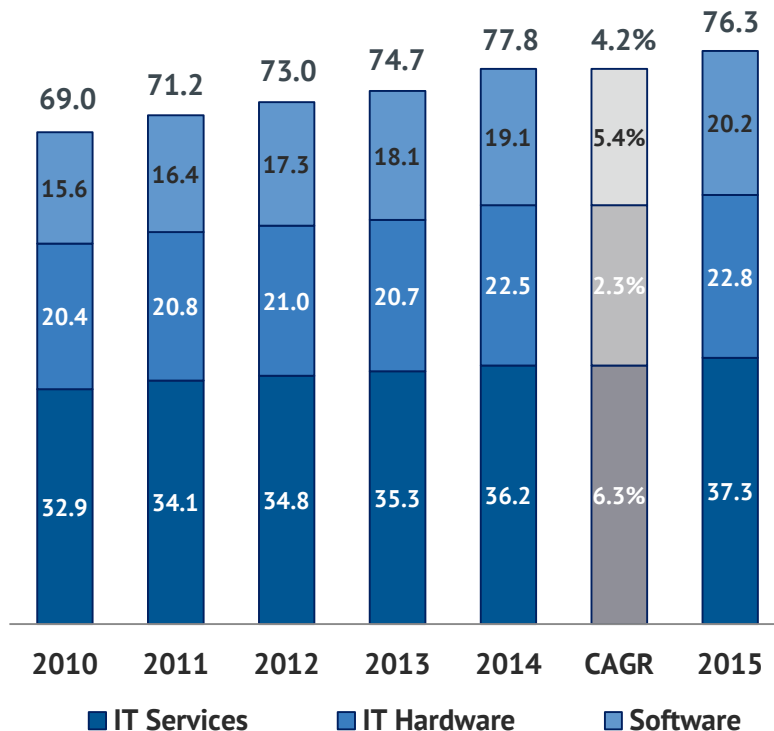
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## The German IT solutions and services market has shown stable growth for many years



Source: BITKOM, EITO (March 2015), 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 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

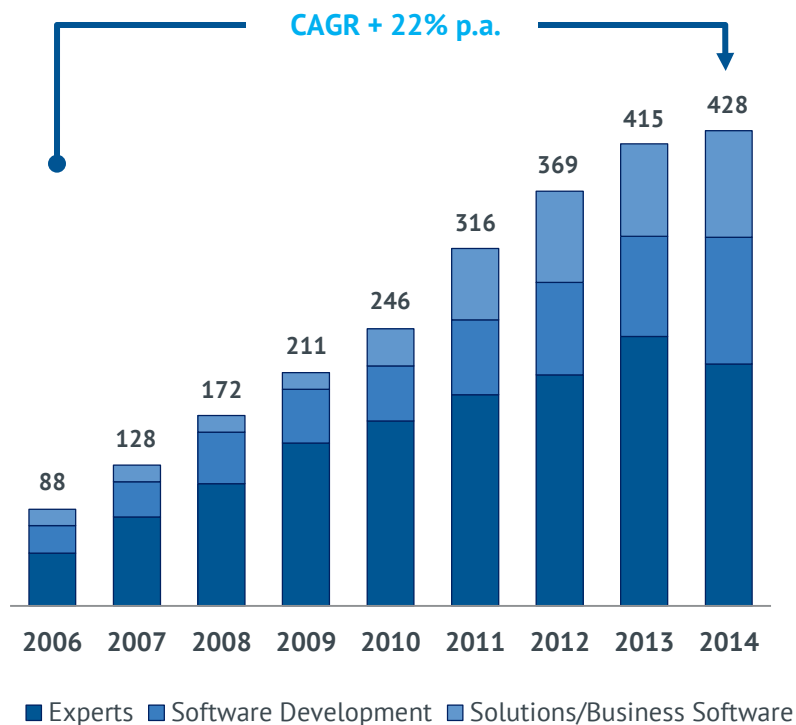
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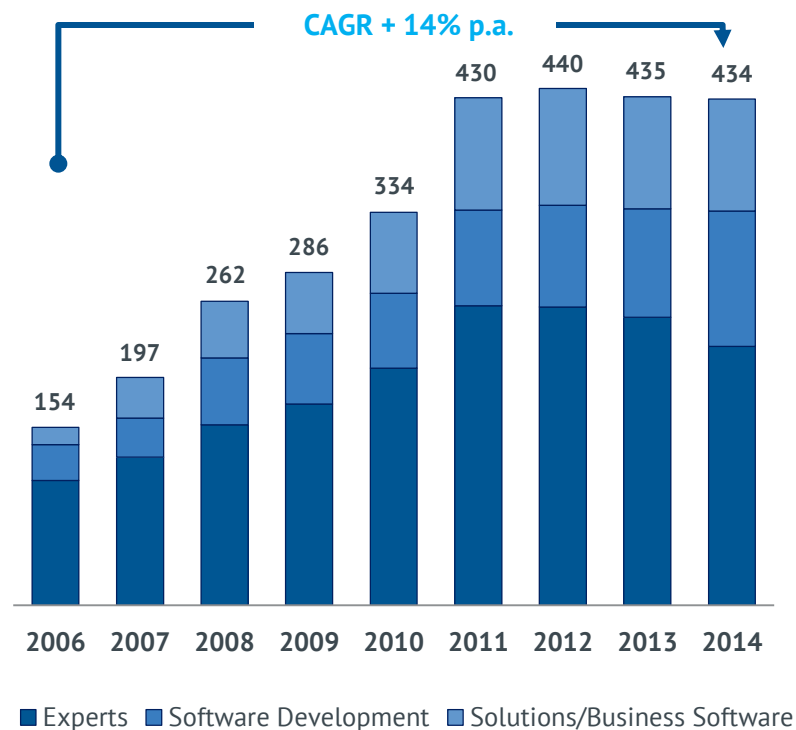
## Strong sales growth CAGR 22%

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



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

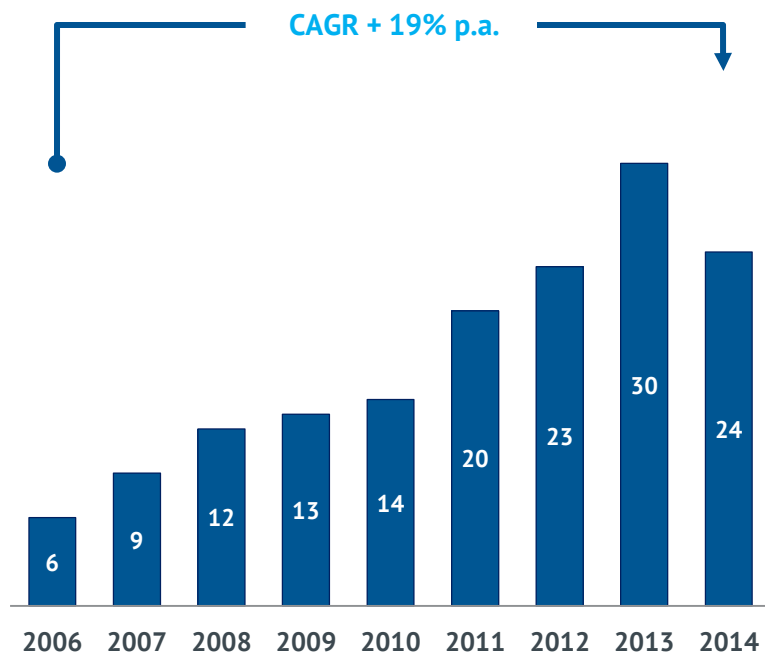
### Sales pro forma<sup>2</sup>



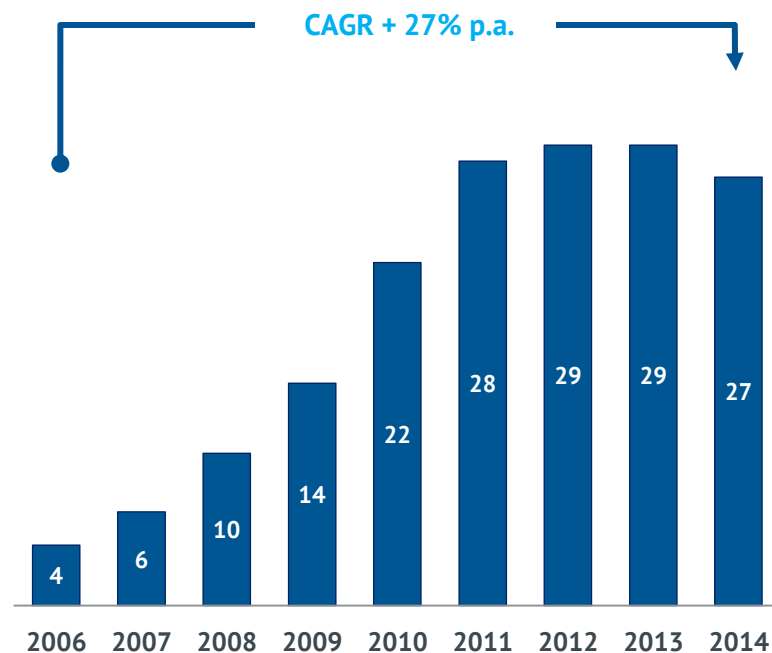
2) in EUR millions;  
acquisitions from insolvency and asset deals excluding historical values,  
excl. DIDAS and Benelux Group

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

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



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

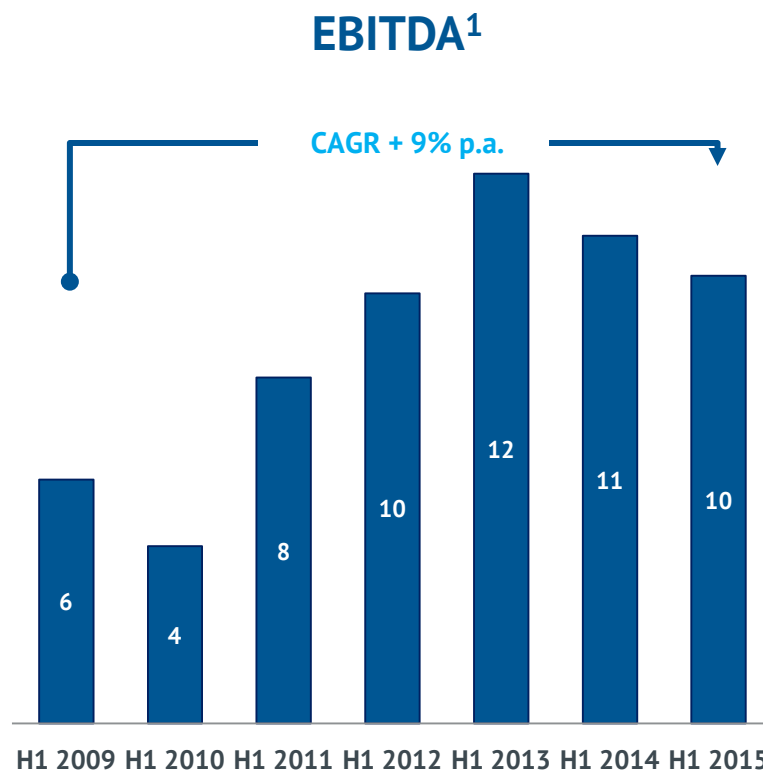
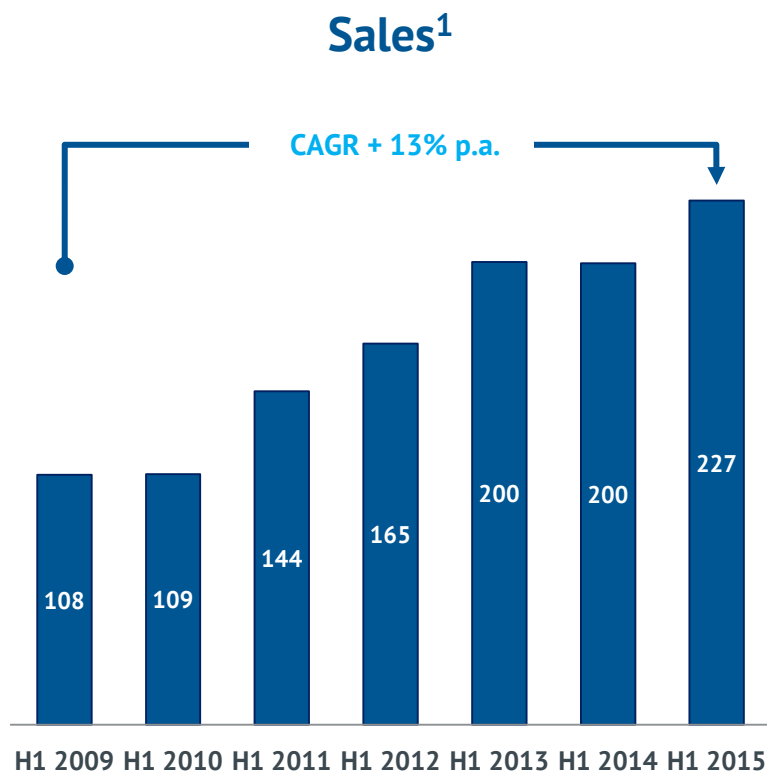


1) in EUR millions;  
continued operations according to IFRS (excluding sold divisions)

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

Allgeier SE  
Wehrlestrasse 12  
81679 Munich  
Germany

Tel: +49 (0) 89 99 84 21-0

Fax: +49 (0) 89 99 84 21-11

Email: [ir@allgeier.com](mailto:ir@allgeier.com)

Web: [www.allgeier.com](http://www.allgeier.com)

