

ALLGEIER

Driving Technology

ALLGEIER

Investor Update
January 2020



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Agenda

Allgeier at a glance
Business Overview
Financial Performance
Summary & Outlook



Allgeier at a glance

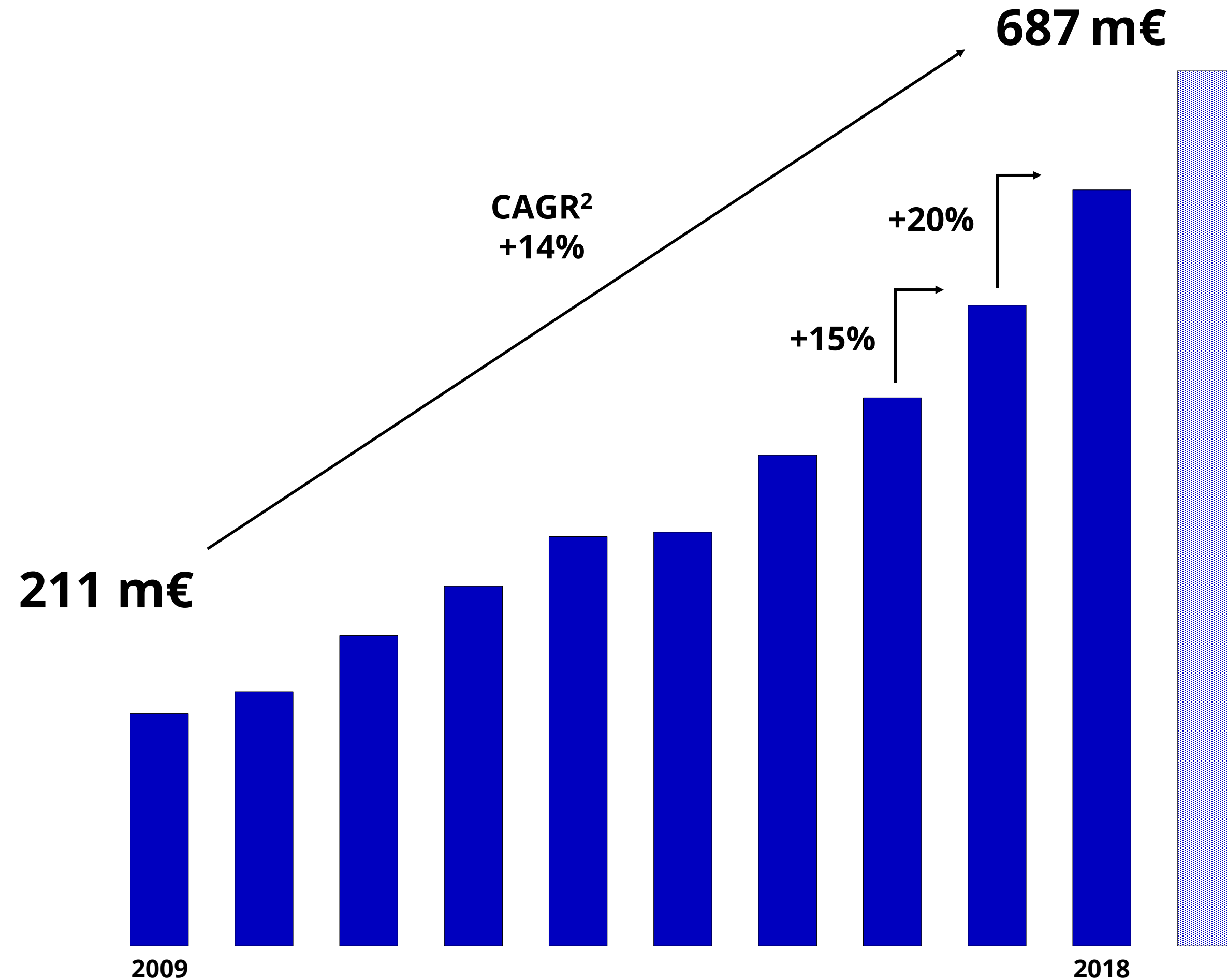
Digitalization is questioning many things that have proven their worth in organizations of all sizes over a long period of time. Instead of predictable innovation cycles, **disruptive changes** take place that can devalue or even obsolete successful business strategies within only a few years.

Allgeier is guiding its customer through the challenges of digital transformation to ensure their future success. We are thinking breakthroughs for new digital business models, taking strategic priorities and executing fast and without fuss groundbreaking projects to create agile and intelligent enterprise for the digital era.



**Allgeier is
expanding quickly
with continuous
double-digit growth
rates and
business spreading
across 28 countries
worldwide**

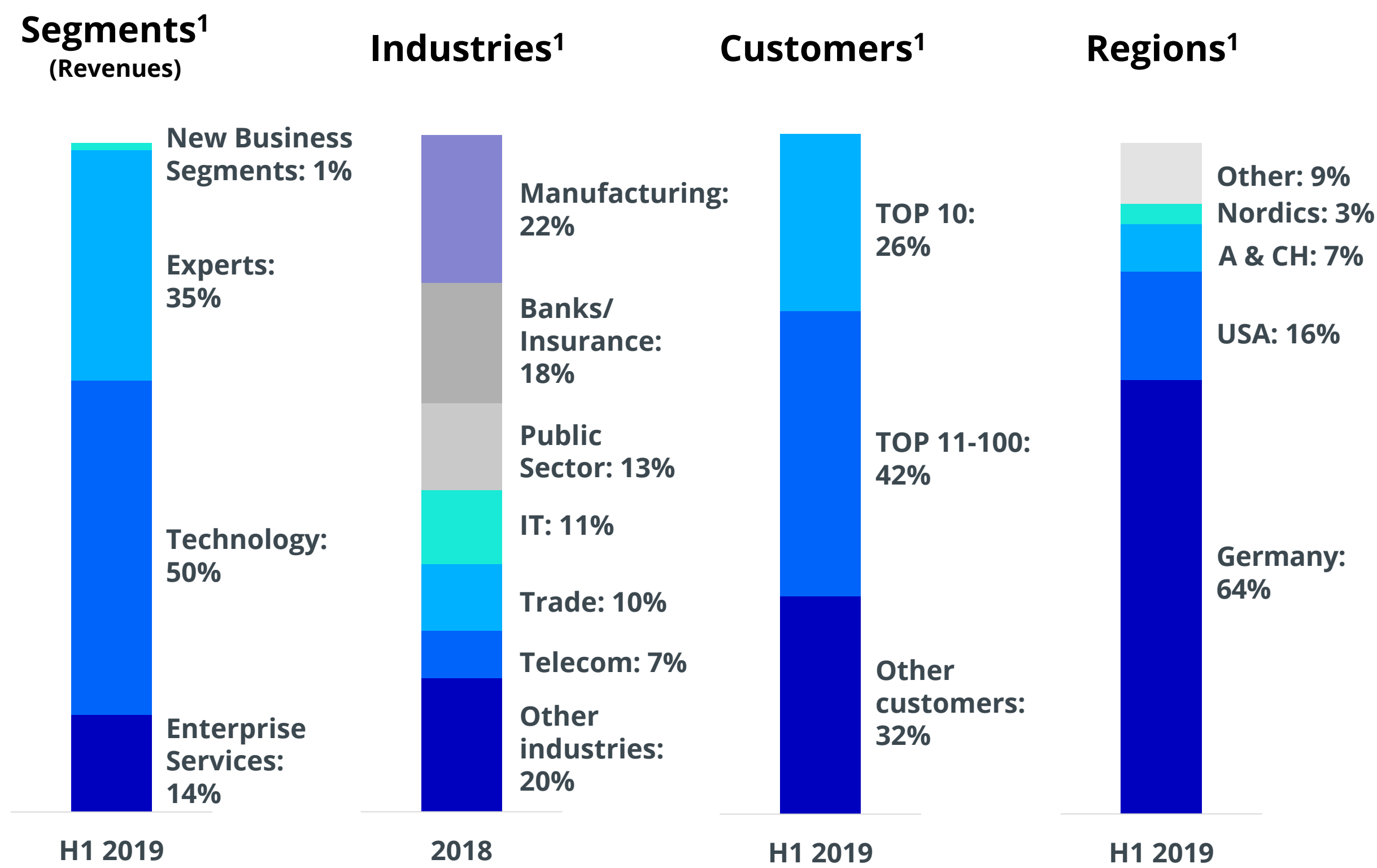
High growth in sales¹



1) Continuing operations according to IFRS, FY 2017: adjusted figures according to IFRS 15

2) Compound Annual Growth Rate

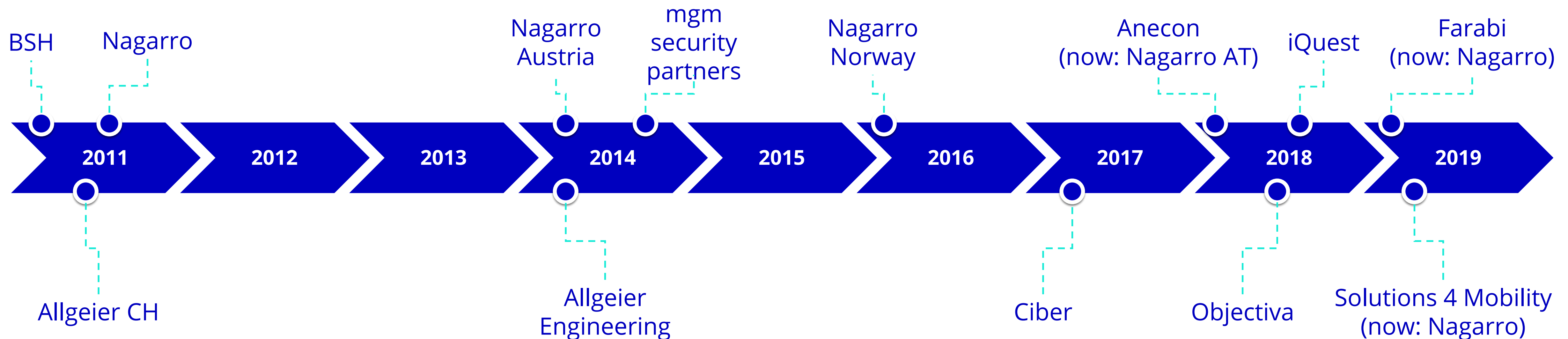
Allgeier is broadly positioned across regions, customers and industries



74 locations | 28 countries | 5 continents
Locations¹: Europe 43, APAC & Middle East 17, Africa 2, North America 12
Staff¹: Europe >5,500, India ≈4,500, APAC & Middle East ≈600, Americas >200

1) Continuing operations according to IFRS, segments, staff, customers, regions (H1 2019) as of June 30, 2019, industries (FY 2018) as of December 31, 2018

Impressive track record of more than **13 strategic acquisitions** over the recent 8 years to deepen the technology footprint



Value Proposition



Strategically focused on **IT megatrends** such as AI, Machine Learning, Big Data, IoT, Cloud Services & Next-Gen User Experience **in attractive industries**



Portfolio of **best-in-class technology companies** that unite to adapt quickly and easily to customers digital transformation needs



Global outreach across 28 countries to secure customer proximity, **agility** in delivery and **leverage cost efficiencies** with regional footprint



Driving technology to further deepen **cutting-edge skills** to maintain market leadership



Partnering with and trusted by a **solid base** DAX and Fortune 500 companies as well as mid-sized industry leaders.



Proven **successful M&A track record** and further accelerating growth by value-adding acquisitions in strategic Group segments



Business Overview

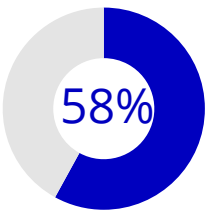
Business Segments

Highly specialized teams providing cutting-edge technology solutions and services creating competitive advantage for clients

TECHNOLOGY

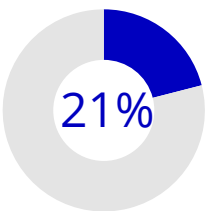
Tailor made software development and technology services for digital disruption to challengers and industry leaders. Combining design, digital solutions and data to outperform the competition.

% of gross profit¹



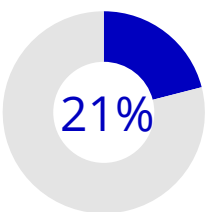
ENTERPRISE SERVICES

Strategy and process consulting to full implementation, as well as managed services in the context of application management, hosting and cloud services. Scalable, and adaptable software solutions for all industry requirements.



EXPERTS

Professional Workforce Solutions delivering personnel services and project solutions for digitalization. One-stop shop offering the ideal combination of flexible personnel and project services.



1) Split among the three core segments, state as of June 30, 2019 (H1 2019)

Technology

Tailor-made software development and technology services for digital disruption to challengers and industry leaders



Global specialist for digitalization of mission-critical business processes and disruptive technology services

Solution Portfolio

Application Development & Management
 Big Data Analytics/DevOps
 Blockchain
 Digital Commerce/Portals
 Digital Transformation, Improvement
 UX/Experience Design
 Software Engineering & Lifecycle
 Quality Engineering/Testing
 IoT/Wearables & Mobility
 Application Services
 Cloud
 Customer Communication Management
 Security & Compliance
 Innovation Toolkit



Revenue¹ ≈ EUR 300m

Adj. EBITDA¹ (margin) ≈ EUR 34m (11.5%)

61 % of revenues outside of Germany



More than 5,500 software developers & UX designers¹



57 locations in 27 countries¹



Flexible blended shoring at development sites in EU, India, China & Vietnam

1) In FY 2018, unconsolidated figures, continuing operations according to IFRS, offices/staff as of June 30, 2019

Enterprise Services

Strategy and process consulting
to full implementation, as well as
managed services in the context
of application management,
hosting and cloud services



Sophisticated SAP & Microsoft consulting and services

Consulting Services

ERP
BPM & ECM
Security & Compliance
Infrastructure, Cloud Migration
Team Efficiency, Communication
Extended Relationship Management

Managed Services

Application Services
Cloud
Infrastructure
Governance & Orchestration
Cruise IT

Data Warehouse

Product Solutions
Housekeeping Cockpit, ComplianceNow®,
Metasonic® Suite, TMaxSoft Suite, Julia MailOffice®,
iTrade®, Syntona logic®



Revenue¹ ≈ EUR 120m

Adj. EBITDA¹ (margin) ≈ EUR 11m (9.8%)

40% recurring revenues

SAP® Cloud Focus Partner

Global SAP Partner



Microsoft Gold Partner



≈ 1,000 consultants in EU¹

1) In FY 2018, unconsolidated figures, continuing operations according to IFRS, offices/staff as of June 30, 2019

Experts

Professional Workforce Solutions
delivering personnel services and
project solutions for digitalization

ING  DiBa

ERGO

COMMERZBANK 

Allianz 

IBM

dataport 

DAIMLER

Market leading one-stop-shop business for professional workforce solutions and personnel services for digitalization

Workforce Solutions

Contracting

Placement of freelance experts under a
service contract

Project Services

Managed services, fixed price projects
and consulting services

Temporary Placement

Placement of permanent experts in the
context of temporary employment

Permanent Placement

Professional search in the context of
recruitment



Revenue¹ ≈ EUR 280m

Adj. EBITDA¹ (*margin*) ≈ EUR 5m (1.7%)



**12 locations¹ for just in time
expert services**



**3,000+ IT & Engineering
experts¹**



**100,000+ professionals¹ in
IT experts pool**

1) In FY 2018, unconsolidated figures, continuing operations according to IFRS, offices/staff as of June 30, 2019



**Allgeier has a broad customer base:
68% of sales in FY 2018 months with 100 clients¹**

Percentage of sales 2018

Biggest single client **3.7%**

Three biggest clients **10.4%**

25 biggest clients **40.5%**

100 biggest clients **68.5%**

1) Continuing operations according to IFRS as of December 31, 2018

Allgeier Group Management Board Members



Carl Georg Duerschmidt
CEO, Management Board

Munich, Germany

With Allgeier since 2001
Board Member since 2003



Dr. Marcus Goedsche
Management Board

Munich, Germany

With Allgeier since 2007
Board Member since 2008



Manas Fuloria, PhD
Management Board

Delhi, India

With Allgeier since 2011
Board Member since 2014



Hubert Rohrer
Management Board

Bremen, Germany

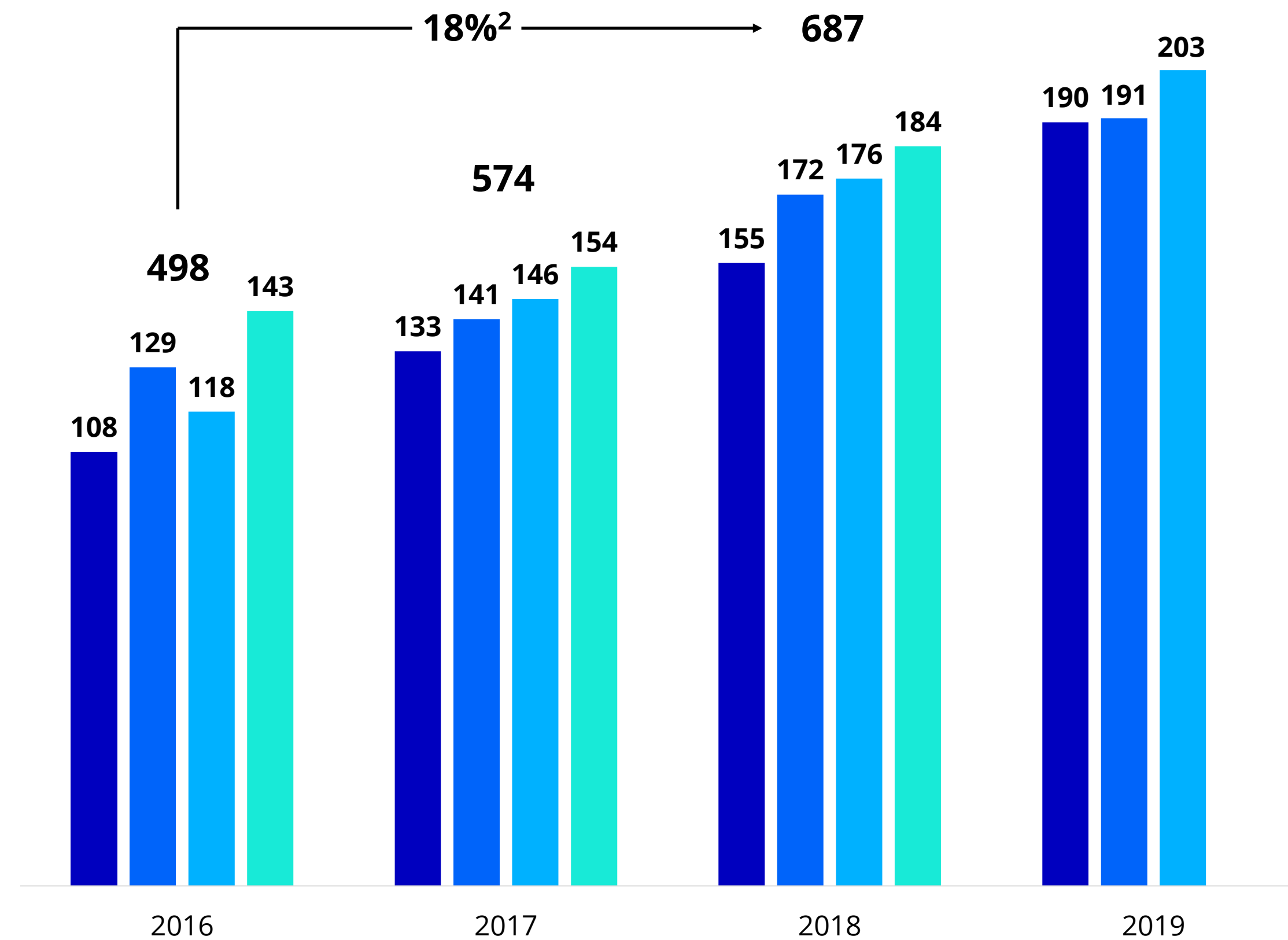
With Allgeier since 1986
Board Member since 2013



Financial Performance

Allgeier is growing at double-digit rates

Sales¹ (on quarterly basis) in EUR m



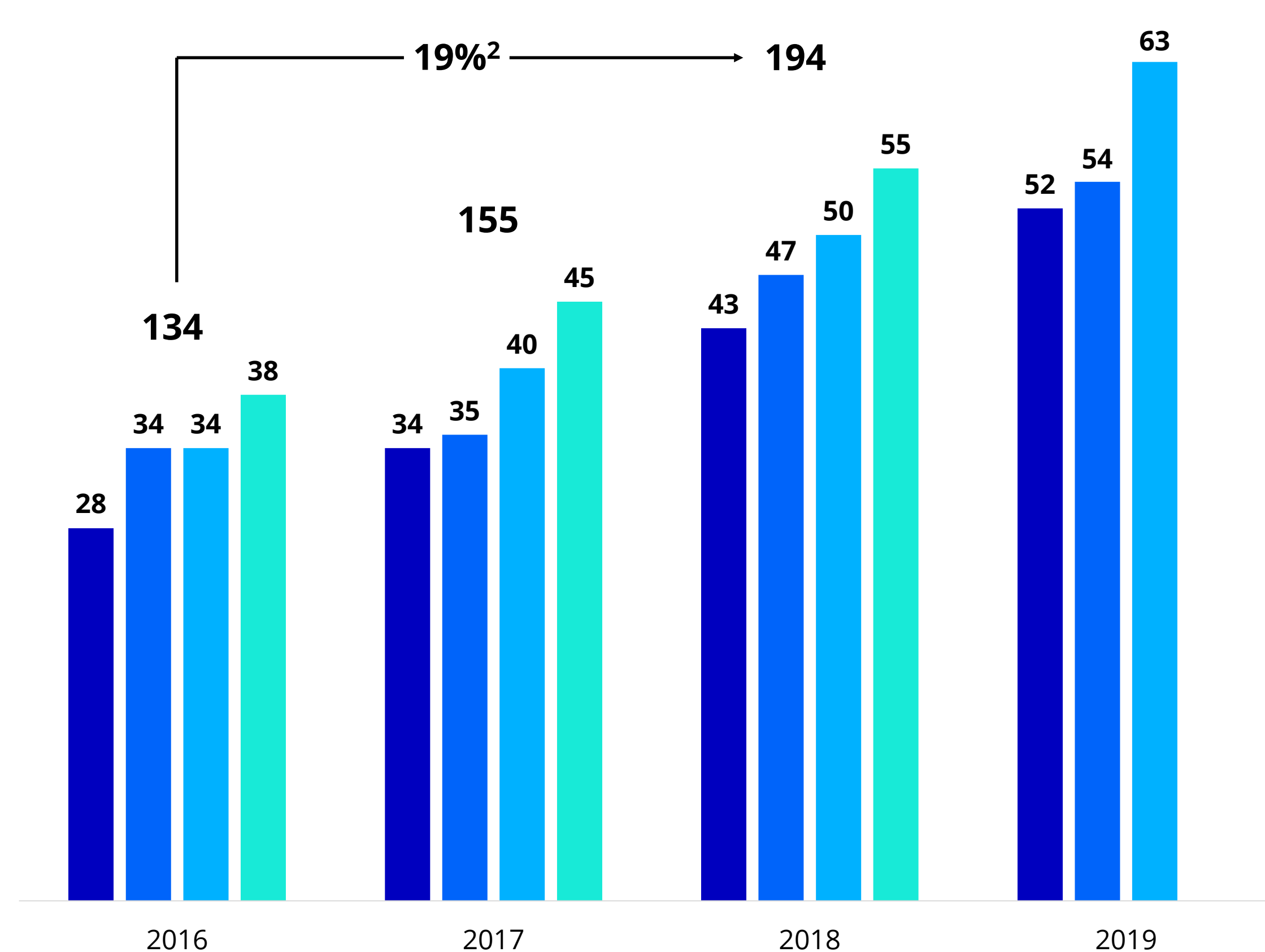
1) Continuing operations according to IFRS, FY 2017: adjusted figures according to IFRS 15

2) Compound Annual Growth Rate

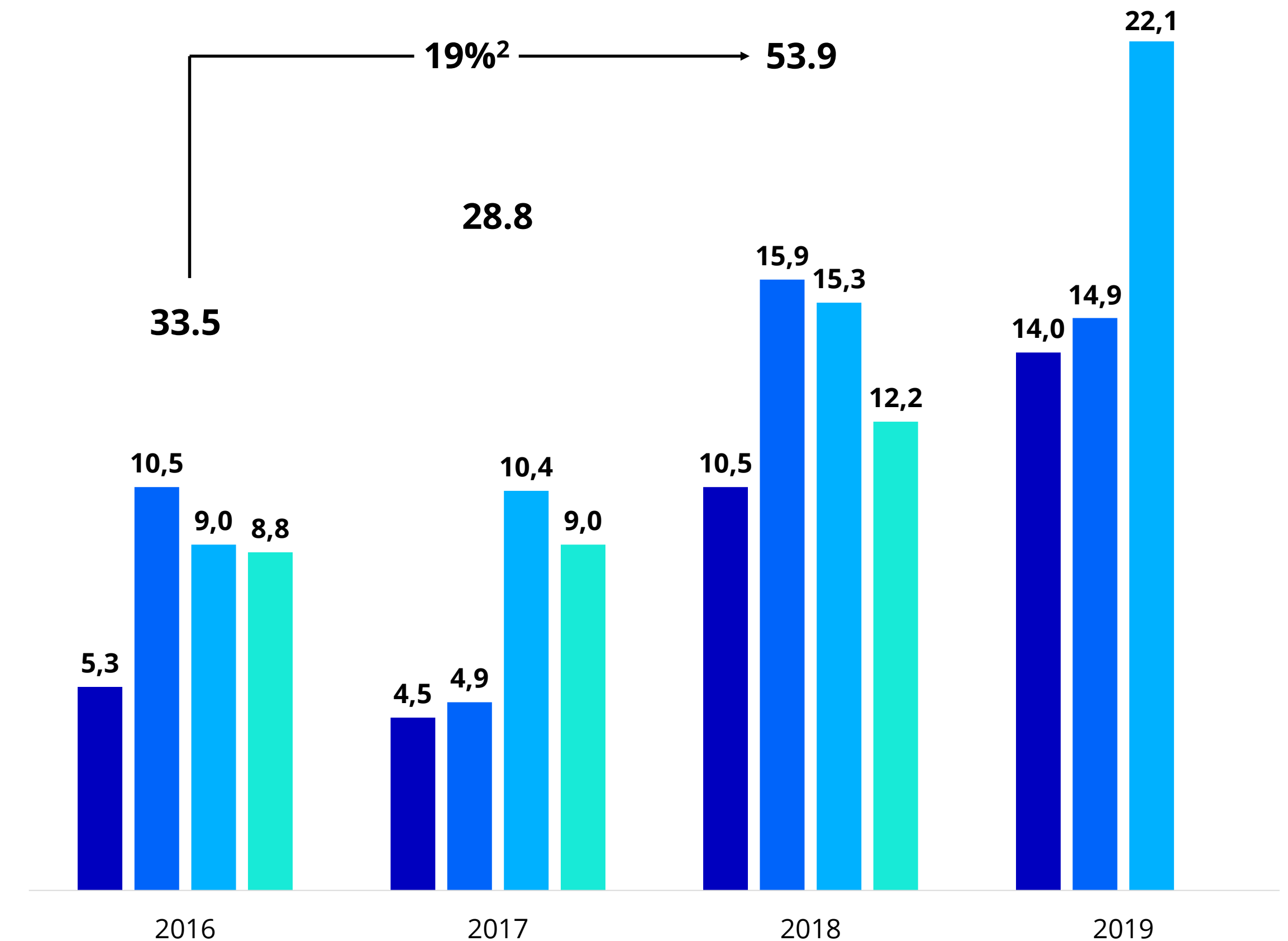
- **Ongoing sales growth** in FY 2018 and FY 2019
- **CAGR² 2015 – 2018:** 16%
- Planning for FY 2019:
 - **Sales growth** 15 – 20 %
 - **EBITDA margin** 6.5 – 7 %

Allgeier continuously improves added value and shows continuous growth in earnings

Gross Profit¹ (on quarterly basis) in EUR m



Adjusted EBITDA¹ (on quarterly basis) in EUR m

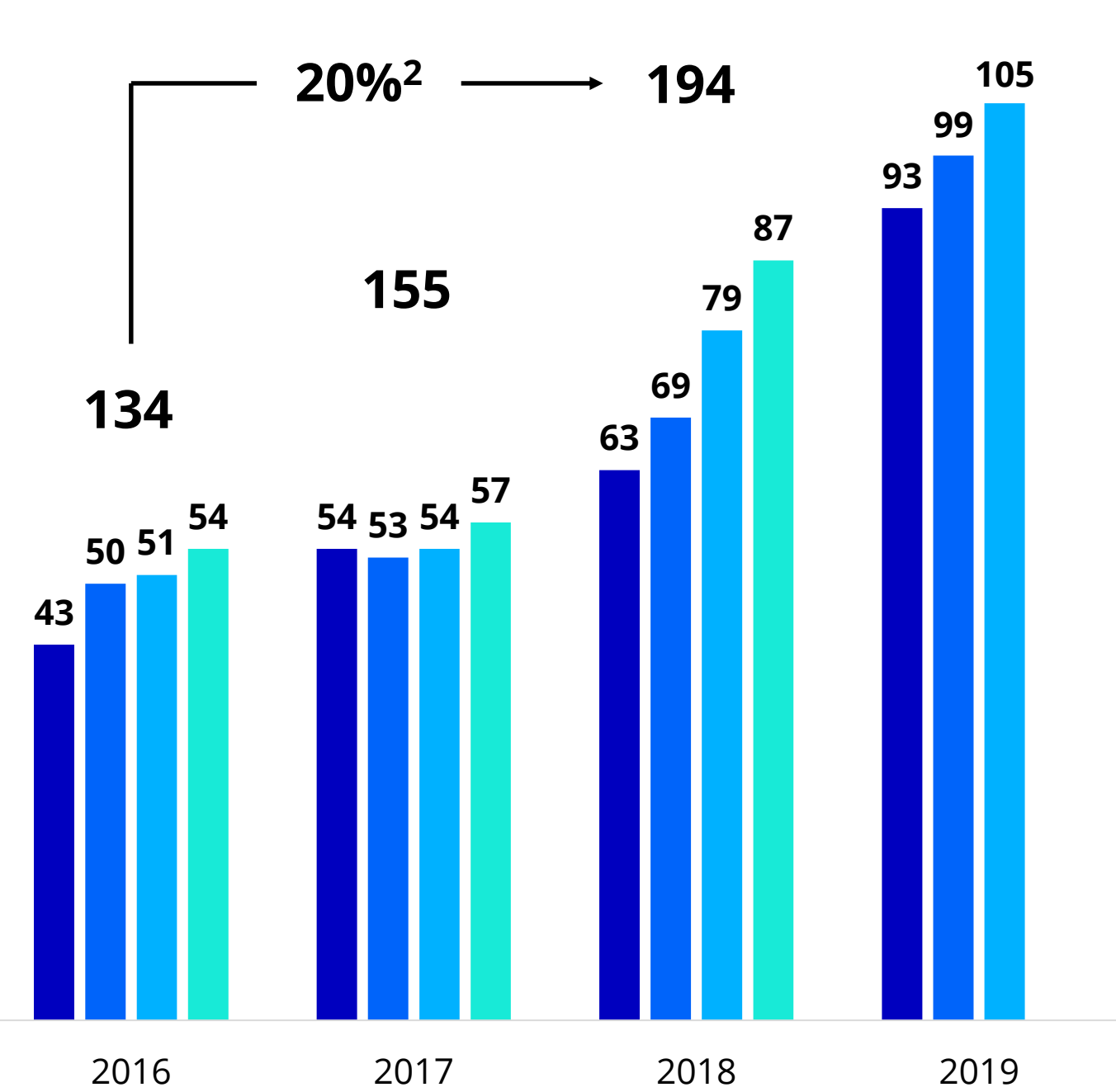


1) EBITDA before effects that are classified as extraordinary or relating to other periods in accounting terms, continuing operations according to IFRS, FY 2017: adjusted figures according to IFRS 15; FY 2018/2019: according to IFRS 16

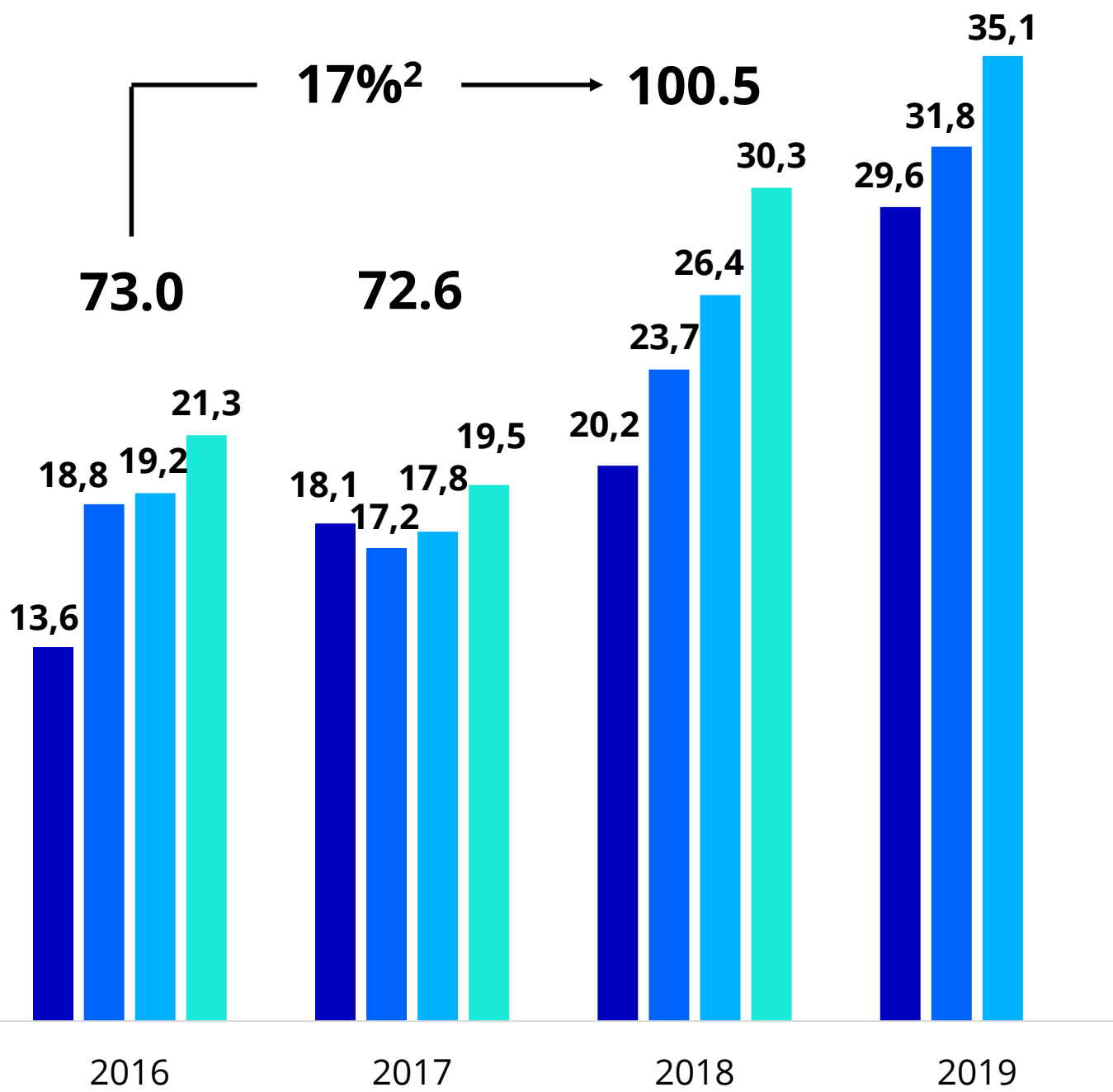
2) Compound Annual Growth Rate

Segment Technology sustains significant growth in sales and earnings

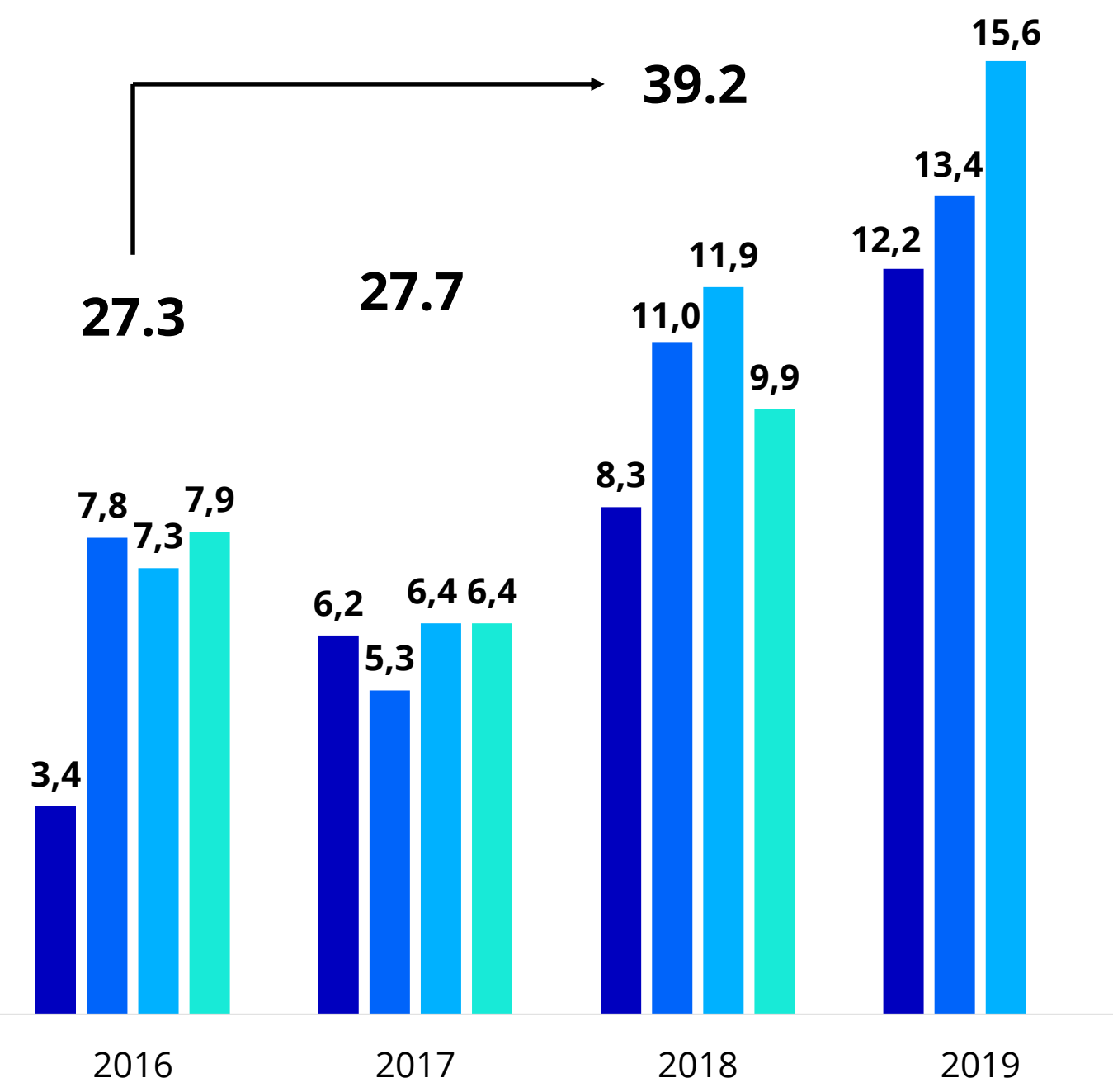
Sales¹ (on quarterly basis) in EUR m



Gross Profit¹ (on quarterly basis) in EUR m



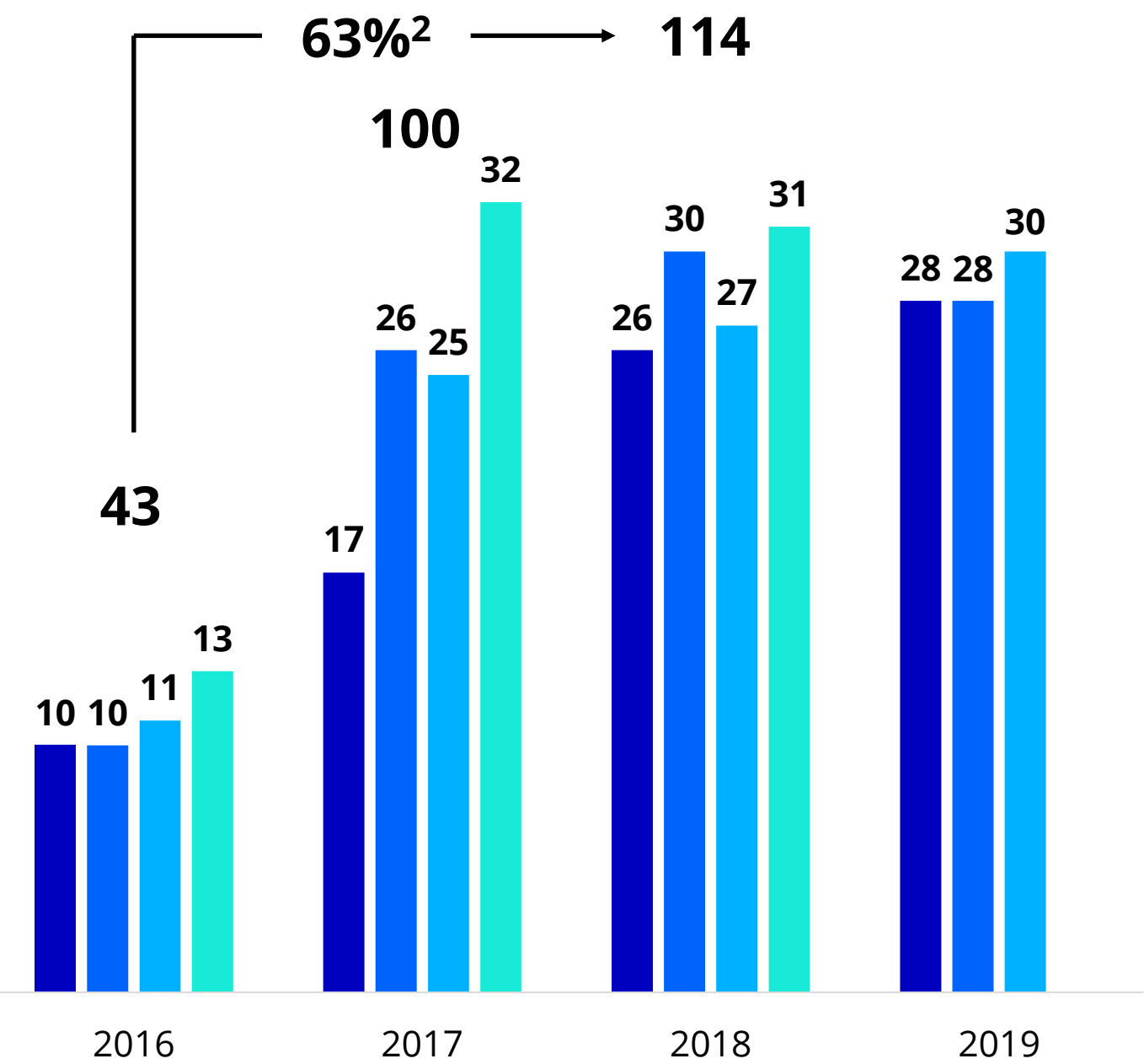
Adj. EBITDA¹ (on quarterly basis) in EUR m



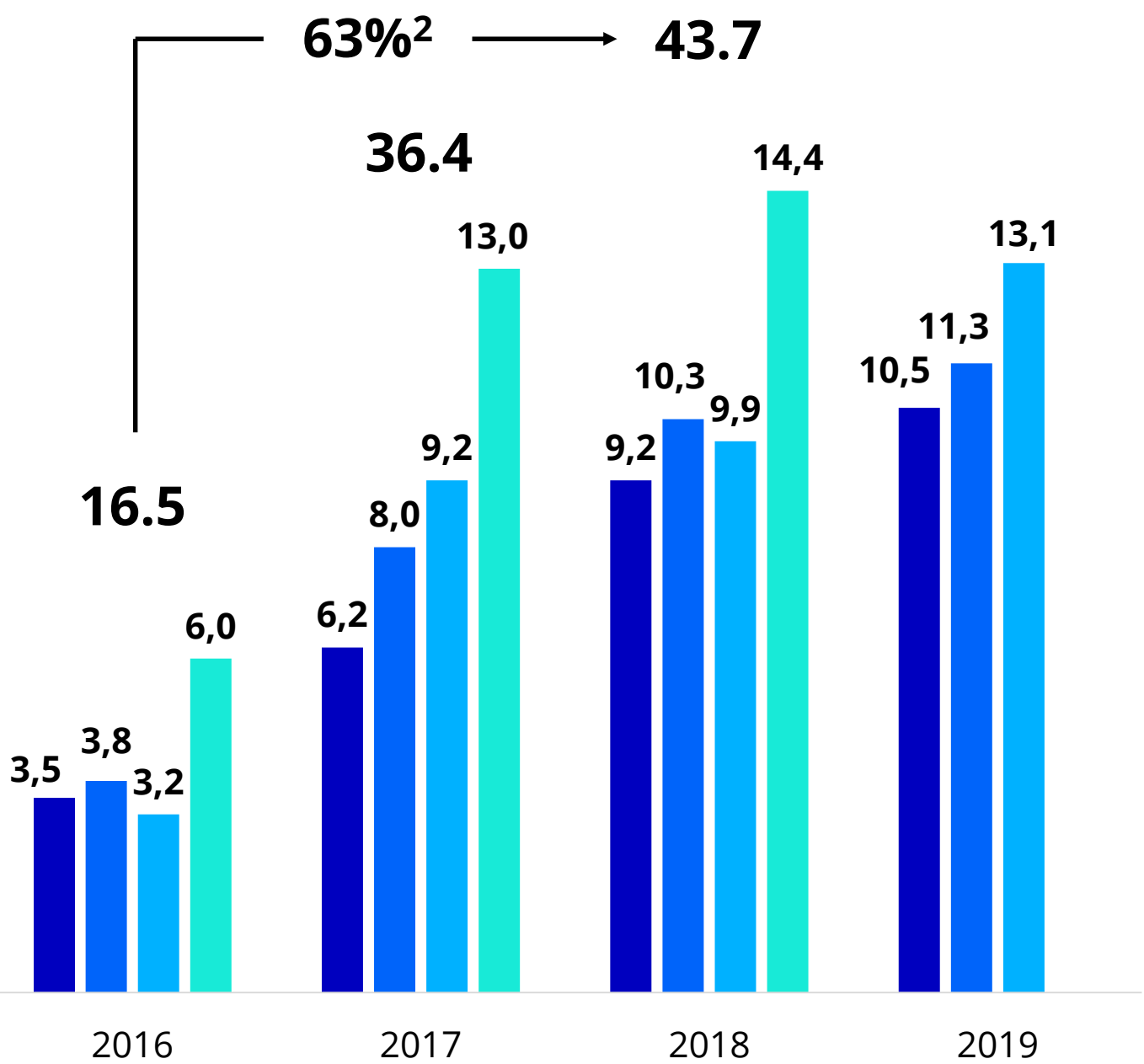
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Segment Enterprise Services shows strong revenue and earnings growth driven by SAP business

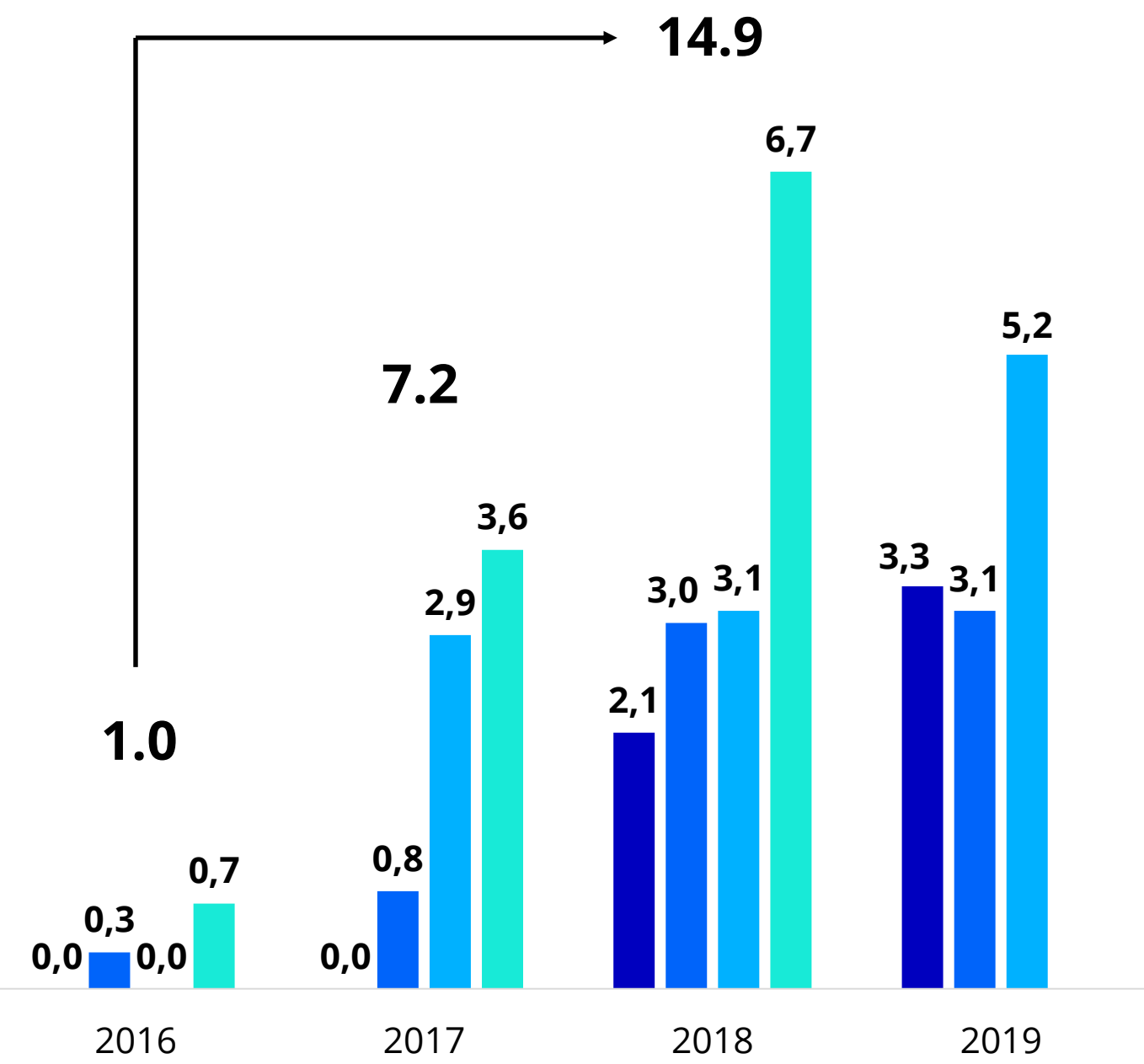
Sales¹ (on quarterly basis) in EUR m



Gross Profit¹ (on quarterly basis) in EUR m



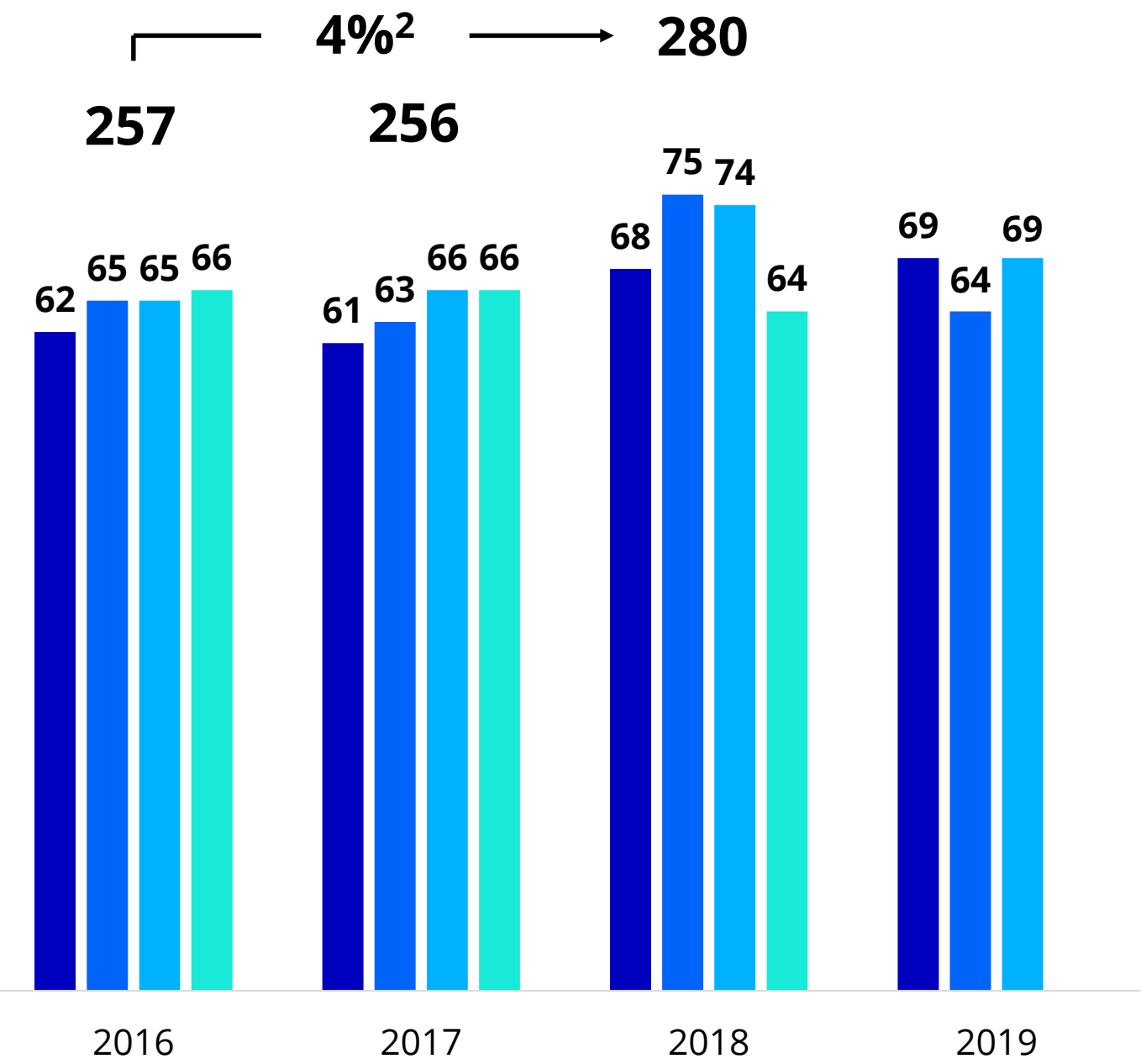
Adj. EBITDA¹ (on quarterly basis) in EUR m



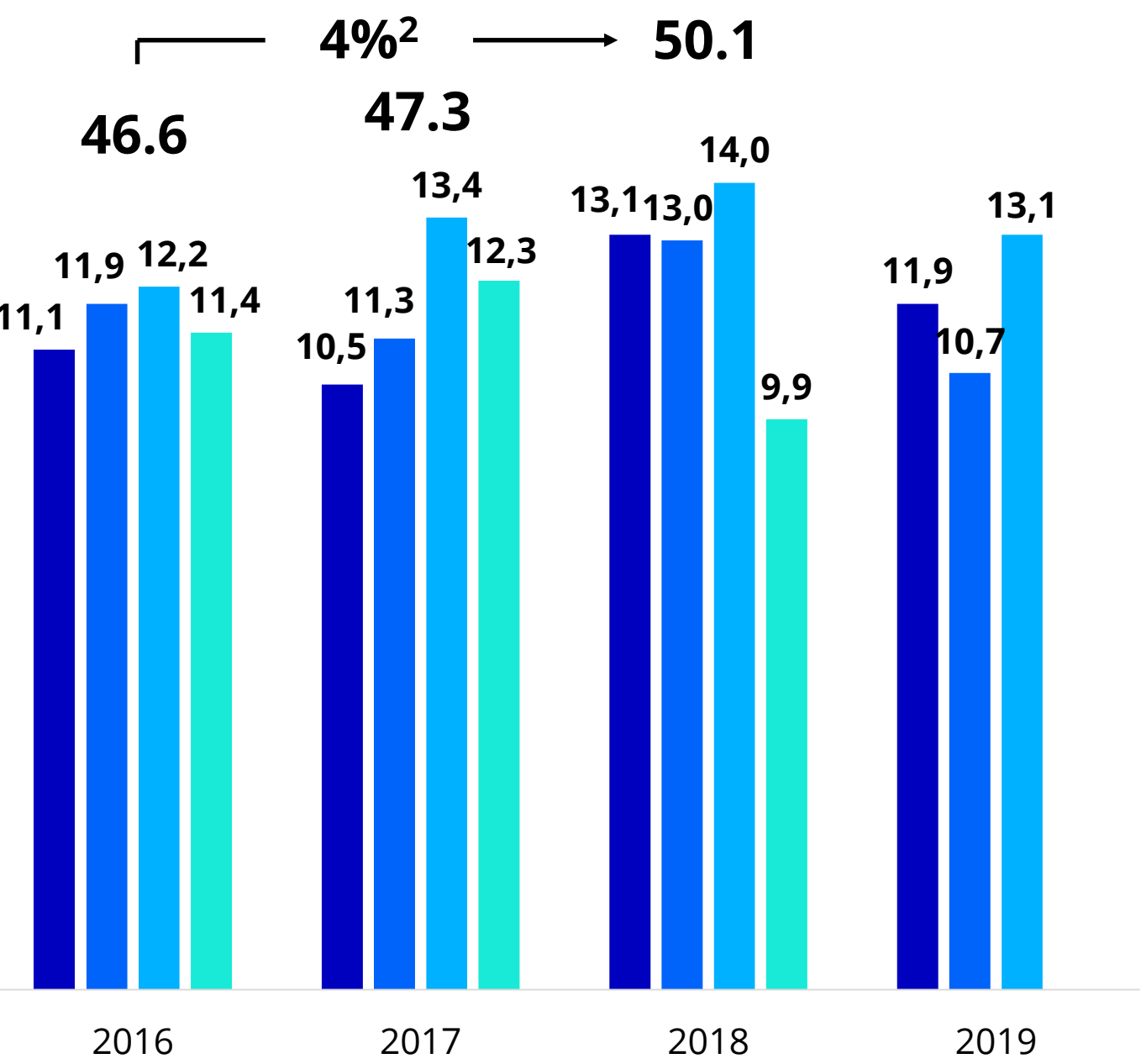
1) EBITDA before effects that are classified as extraordinary or relating to other periods in accounting terms, continuing operations according to IFRS, FY 2017: adjusted figures according to IFRS 15; FY 2018/2019: according to IFRS 16
2) Compound Annual Growth Rate

Segment Experts has achieved a positive turnaround and is back on track for further growth

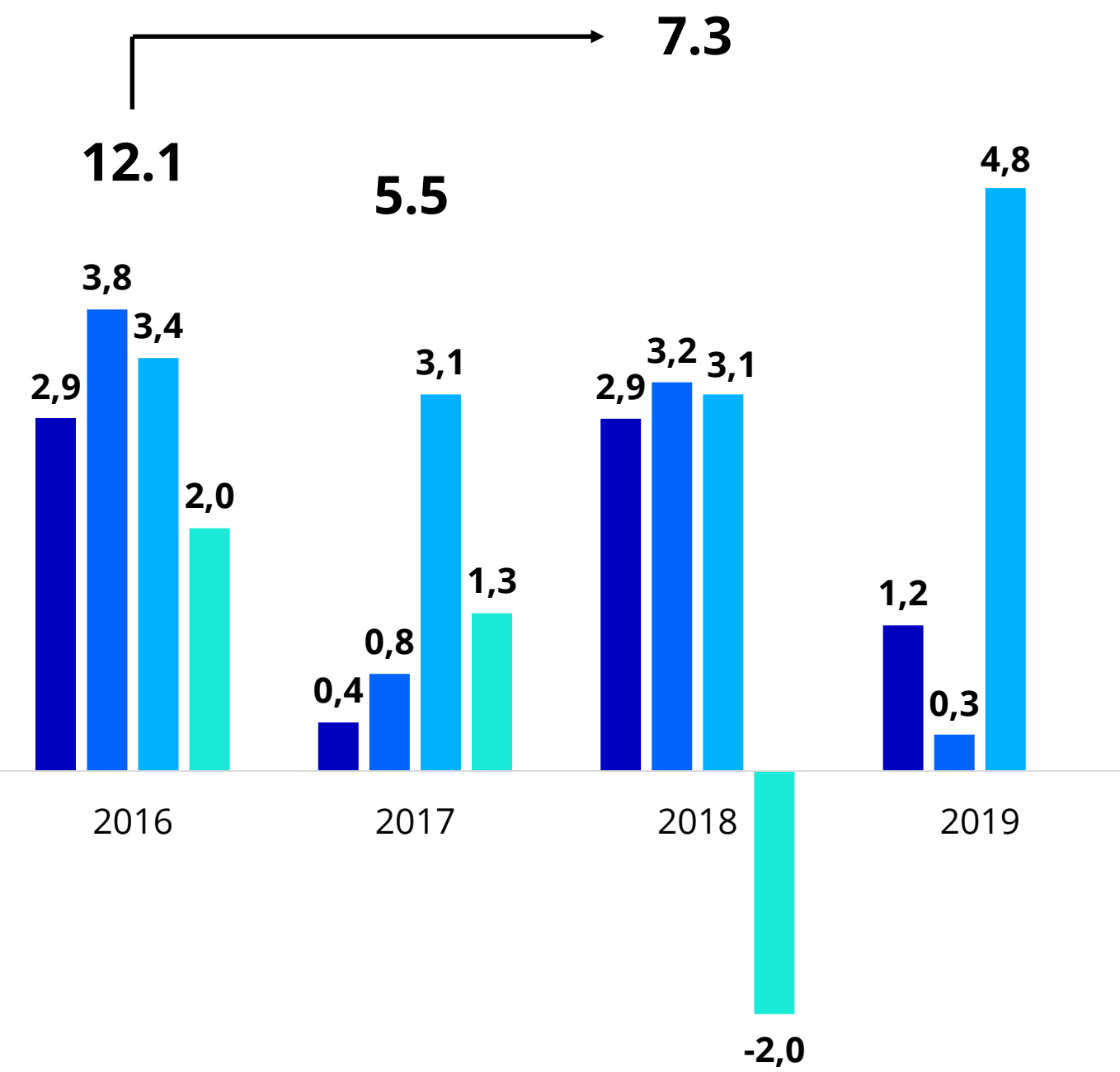
Sales¹ (on quarterly basis) in EUR m



Gross Profit¹ (on quarterly basis) in EUR m



Adj. EBITDA¹ (on quarterly basis) in EUR m



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2) Compound Annual Growth Rate



Summary & Outlook

Outlook: Allgeier is on track for further growth

- ▲ Allgeier Group is overall performing well, core segments show continuous growth and sustained good performance**
- ▲ Restructuring and efficiency enhancement of Experts segment will be completed successfully, positive turnaround in Q3/2019 achieved, further positive contributions in 2020**
- ▲ New value-adding acquisition opportunities to bolster growth are constantly under review**
- ▲ Announced strategic split into two corporate units can unleash additional shareholder value**

Spin-off and independent listing of global technology and software development business

- ▲ Allgeier's management intends to reorganize its company portfolio with a subsequent spin-off and listing of the software engineering and consulting business (Nagarro, iQuest, Objectiva, SAP)
- ▲ Such step allows more focus and specialization of each unit with a consistent and attractive story
- ▲ It helps to focus on well-defined, consistent corporate cultures and to create a higher attractiveness in employer branding
- ▲ Listed shares can be used as currency for equity-based incentives and to achieve a clear alignment of incentive systems to exploit synergies
- ▲ Increased management focus for both parts of Allgeier after split
- ▲ Financial performance will appear more clearly without dilution by Allgeier's current portfolio mix
- ▲ Investor base can develop over time due to different business models and equity stories
- ▲ Management believes that spin-off will unlock significant shareholder value in the future as the new unit will have a clearly defined global peer group
- ▲ Adequate share price of the technology unit will be supportive for further acquisitions

Let's talk.

Postal address

Einsteinstrasse 172 – Blue Tower | D-81677 Munich
Phone: +49 89 998421-0

Contact

Dr. Marcus Goedsche
mgoedsche@allgeier.com

Web

www.allgeier.com/en/investor-relations

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