ALLGEIER

Company Presentation
May 2015

ALLGEIER

Allgeier at a glance

Full-service approach and comprehensive portfolio

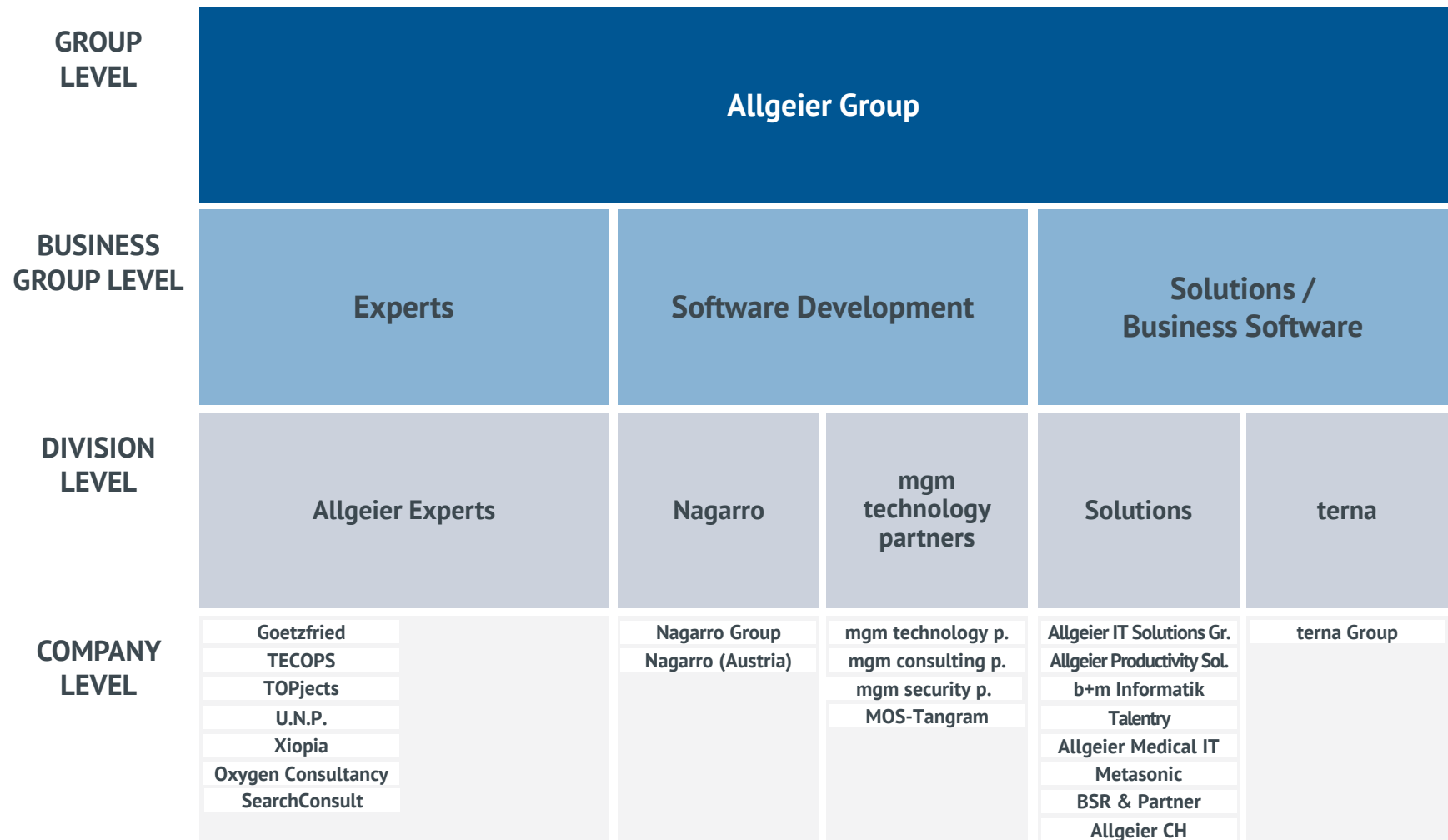Fast-growing technologies and future trends

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

Allgeier's comprehensive portfolio comprises three Business Groups

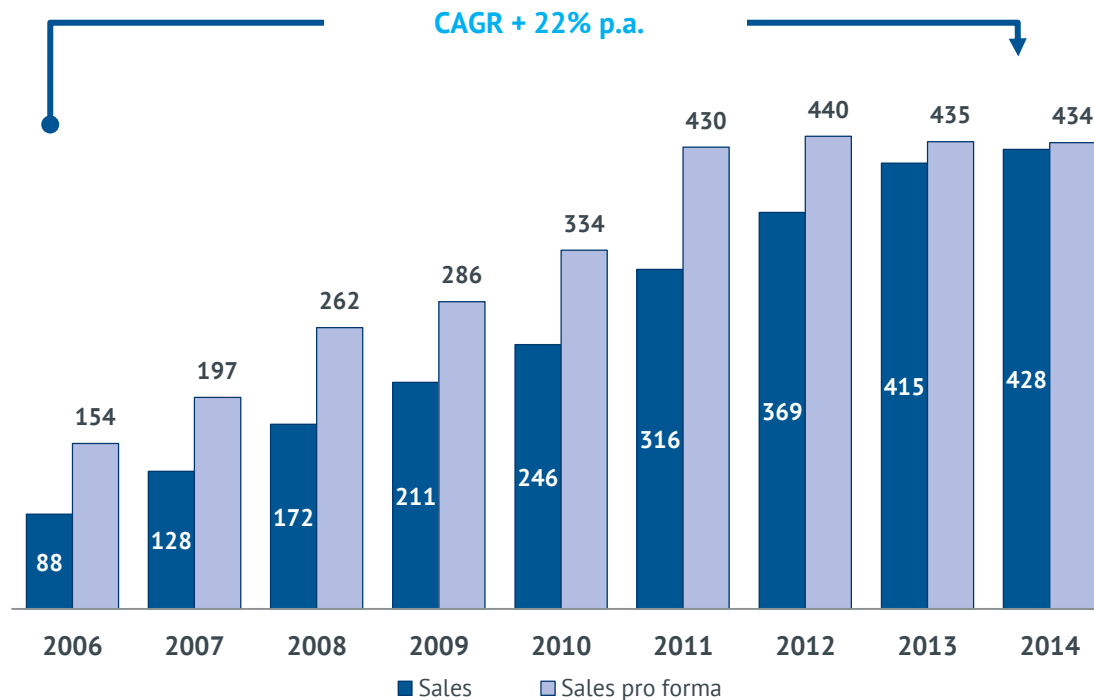| EXPERTS	SOFTWARE DEVELOPMENT	SOLUTIONS/BUSINESS SOFTWARE

Expert Staffing & Recruiting
 	
Contracting
 	
Temporary Employment
 	
Placement Services
 	
Third Party Management
 	
Project Staffing
 	
Outsourcing of Projects and Support Functions
	High End-Software & Application Engineering
	▪ Nearshore/Offshore Development
	▪ Implementation
	▪ Management
	▪ Testing
	
	Software Lifecycle Projects
	
	Application Management Services
	▪ Outtasking
	▪ Nearshore/Offshore Delivery
	▪ IT Service Management
	
	Process & IT Consulting
	▪ IT Architectures
	▪ E-Commerce & Portals
	▪ Mobile Enterprise
	▪ Big Data/Business Intelligence
	▪ Apps
		Software Solutions
		▪ Standard Software Solutions
		  - Microsoft, Infor, SAP, IBM, Oracle etc.
		▪ Proprietary Software Solutions
		  - ERP, IT-Security, ECM/DMS, BPM, Medical IT
		
		Business Solutions
		▪ 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 potential[1]

GROUP LEVEL	**Allgeier Group**				
BUSINESS GROUP LEVEL	**Experts**	**Software Development**		**Solutions / Business Software**	
DIVISION LEVEL	**Allgeier Experts**	**Nagarro**	**mgm technology partners**	**Solutions**	**terna**
COMPANY LEVEL	Goetzfried TECOPS TOPjects U.N.P. Xiopia Oxygen Consultancy SearchConsult	Nagarro Group Nagarro (Austria)	mgm technology p. mgm consulting p. mgm security p. MOS-Tangram	Allgeier IT Solutions Gr. Allgeier Productivity Sol. b+m Informatik Talentry Allgeier Medical IT Metasonic BSR & Partner Allgeier CH	terna Group

1) Group structure without discontinued operations

ALLGEIER

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

Sales[1] / Sales pro forma[2]

CAGR + 22% p.a.

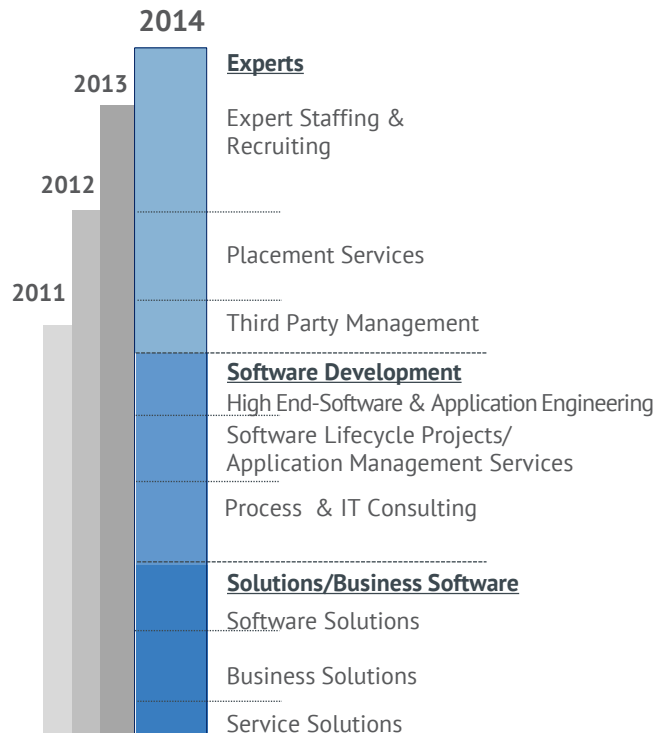| Year	Sales	Sales pro forma
2006	88	154
2007	128	197
2008	172	262
2009	211	286
2010	246	334
2011	316	430
2012	369	440
2013	415	435
2014	428	434

■ Sales   ■ Sales pro forma

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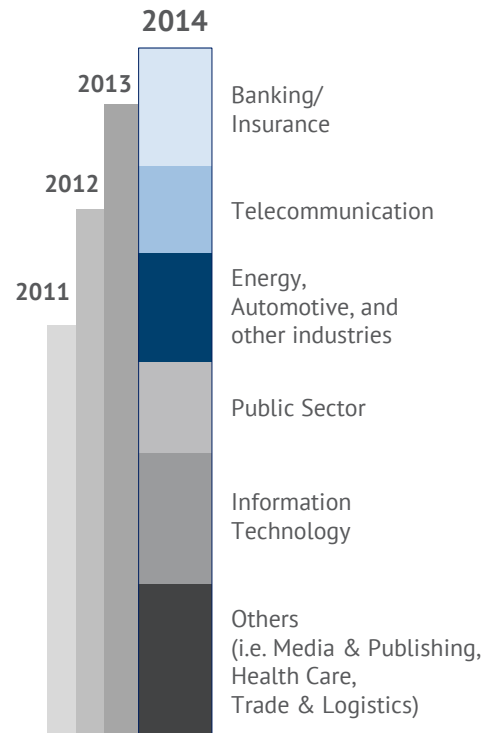
2) in EUR millions; acquisitions from insolvency and asset deals excluding historical values, excl. DIDAS and Benelux+Cyprus+Turkey Group

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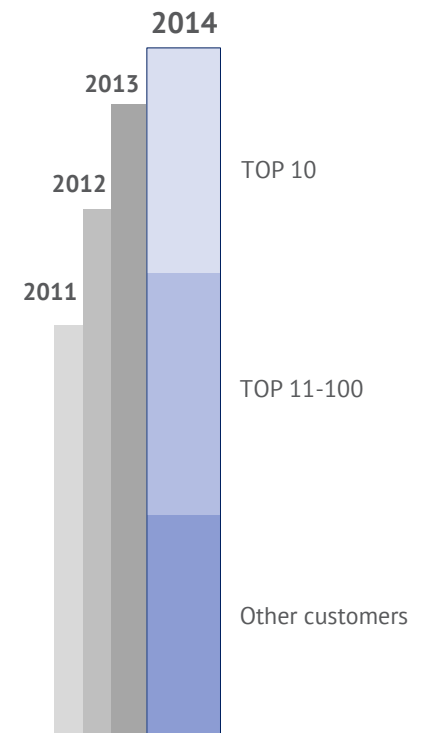
Activity sectors

2014

2013

2012

2011

Experts

Expert Staffing & Recruiting

Placement Services

Third Party Management

Software Development
High End-Software & Application Engineering
Software Lifecycle Projects/
Application Management Services

Process & IT Consulting

Solutions/Business Software

Software Solutions

Business Solutions

Service Solutions

Industries

2014

2013

2012

2011

Banking/
Insurance

Telecommunication

Energy,
Automotive, and
other industries

Public Sector

Information
Technology

Others
(i.e. Media & Publishing,
Health Care,
Trade & Logistics)

Customers

2014

2013

2012

2011

TOP 10

TOP 11-100

Other customers

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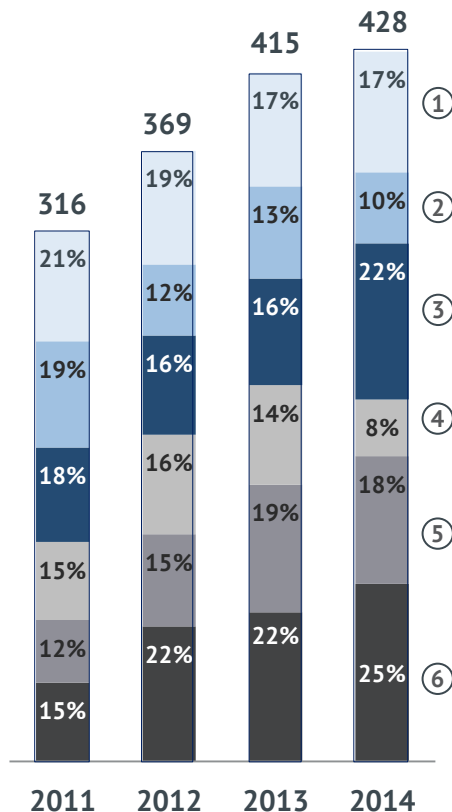
Allgeier works for leading companies across a range of different industries – from global groups to medium-sized businesses

Sales by industry

316 (2011)
- 21%
- 19%
- 18%
- 15%
- 12%
- 15%

369 (2012)
- 19%
- 12%
- 16%
- 16%
- 15%
- 22%

415 (2013)
- 17%
- 13%
- 16%
- 14%
- 19%
- 22%

428 (2014)
- 17% ①
- 10% ②
- 22% ③
- 8% ④
- 18% ⑤
- 25% ⑥

2011 2012 2013 2014

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
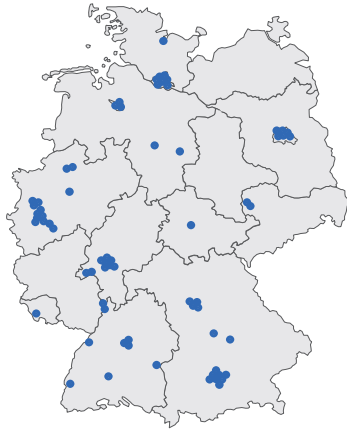
③ Energy, Automotive and other industries (i.e. chemical, consumer goods, aviation, metal working, construction)
- Business Process Consulting
- Adapting and implementing ERP systems
- Development and implementation of individual solutions along the entire supply chain

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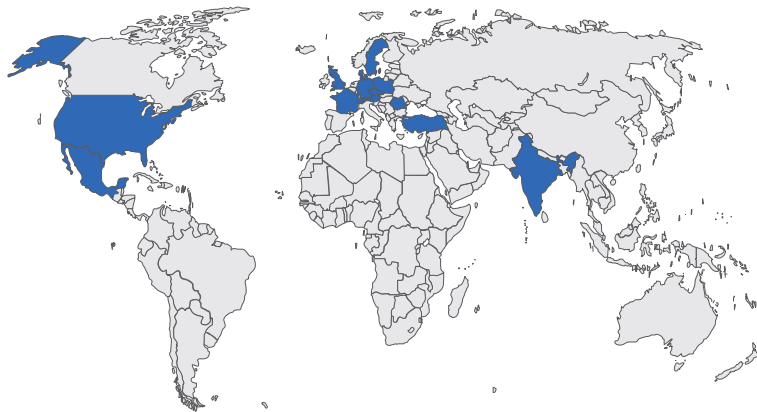- E-Government solutions
- Expert Leasing
- IT Consulting

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

- 69 sites in Germany

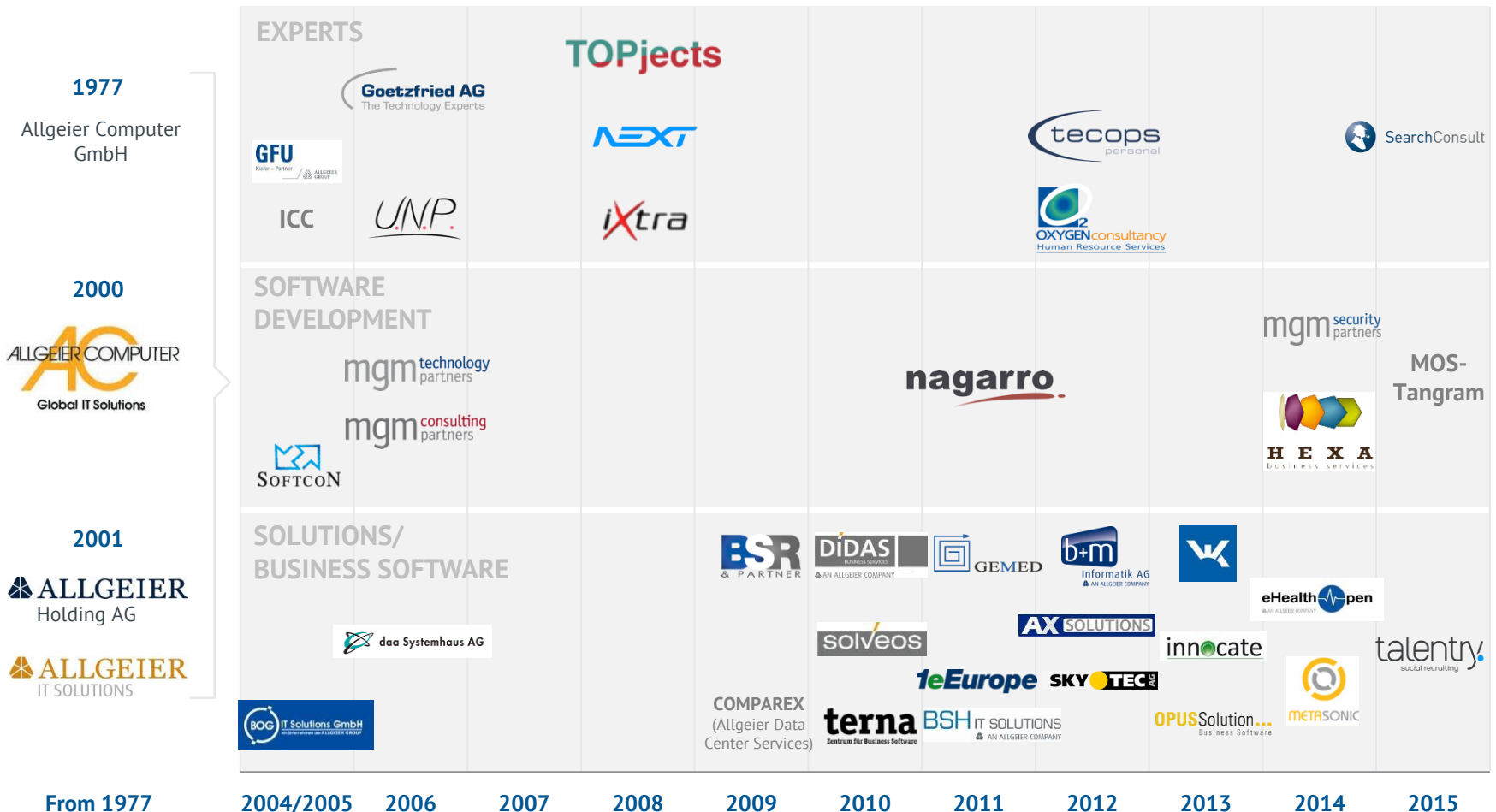- 14 sites in Austria and Switzerland

- 10 sites in rest of Europe and Turkey

- 7 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

EXPERTS

1977

Allgeier Computer GmbH

2000

ALLGEIER COMPUTER
AC
Global IT Solutions

SOFTWARE DEVELOPMENT

MOS-Tangram

2001

⛰ ALLGEIER
Holding AG

⛰ ALLGEIER
IT SOLUTIONS

SOLUTIONS/ BUSINESS SOFTWARE

COMPAREX
(Allgeier Data Center Services)

From 1977	2004/2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015

🞂 **ALLGEIER**

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)[1]
Flexibility	▪ Business Groups with high autonomy in specialized fields form an integrated Group ▪ Blended shoring approach – nearshoring and offshoring with > 2,500 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) 5,309 permanent employees and 1,220 freelance experts (as of December 31, 2014)

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 | 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

Goetzfried AG
The Technology Experts
⚒ ALLGEIER

xiopia
⚒ ALLGEIER

(tecops
personal

TOPjects

U.N.P.

O2
OXYGENconsultancy
Human Resources Services

SearchConsult

Business Group EXPERTS: Leading provider of flexible personnel services

EXPERTS   SOFTWARE DEVELOPMENT   SOLUTIONS/BUSINESS SOFTWARE

Solutions and Services	References

▪ 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 require-ments and profile analysis
	▪ 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
	
	* in terms of sales
	** in terms of total assets

Highly demanded Competences in Expert Pool (extract)

SAP BW   J2EE 5   **SAP XI**

XAML   Windows Communication Foundation (WCF)

Microsoft BizTalk Server   **SAP Mobile**   BEA Web logic

Visual Studio

C#, VB.Net   **Facebook API**   Business Objects

Workflow Engines   **Business Intelligence**

ASP.Net AJAX

Microsoft SQL Server   Web 2.0 (RSS, ATOM)

LINQ   Macromedia Flash + Flex   **SilverLight**

iOS   IBM WebSphere Portal Server

RAD Frameworks   **Hibernate**

Server-oriented Technologies

Business Group SOFTWARE DEVELOPMENT: Specialist for high-end application development and software licecycle management

EXPERTS   **SOFTWARE DEVELOPMENT**   SOLUTIONS/BUSINESS SOFTWARE

Facts and Figures

- > 2,700 permanent employees and around 150 freelance IT experts

- > 1,600 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 licecycle 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 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

⚑ ALLGEIER IT SOLUTIONS

terna Zentrum für Business Software

b+m Informatik AG AN ALLGEIER COMPANY

⚑ ALLGEIER Medical IT

⚑ ALLGEIER PRODUCTIVITY SOLUTIONS

METASONIC

⚑ ALLGEIER SWITZERLAND

VK

BSR & PARTNER

talentry. social recruiting

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

EXPERTS   SOFTWARE DEVELOPMENT   **SOLUTIONS/BUSINESS SOFTWARE**

Solutions and Services	References
▪ Enterprise Resource Planning (ERP) (i.e. Microsoft Dynamics, Lawson M3 and Allgeier solution cierp3®)	▪ 12 out of 20 biggest* German companies
▪ Enterprise Content Management (ECM)	▪ 13 out of 30 DAX listed companies
▪ Cloud Solutions	▪ 6 out of 10 biggest** German insurance companies
▪ Security & Compliance Solutions	▪ 7 out of 20 biggest** German banks
▪ Mobile Computing Solutions	▪ > 2,000 national and international customers from almost all sectors, i.e.
▪ Virtualisation	
▪ Business Process Management	- Siemens
▪ Unified Communications	- Vodafone
▪ Application Management Services	- BMW
	- Audi
	- Intel
	- ALSTOM
▪ Outtasking	- SAP
▪ Managed Services	- Oracle
▪ Infrastructure Services	- EADS
	- Gothaer

* in terms of sales
** in terms of revenues
*** in terms of total assets

Partner Solutions

SAP Partner   Microsoft GOLD CERTIFIED Partner   IBM Business Partner   vmware

infor   LAYER 7 TECHNOLOGIES   ORACLE Gold Partner   2012 GOLD ServiceONE hp Expert

NetApp Platinum Partner   PartnerNet. PLATINUM PARTNER Novell.   CISCO PARTNER Master Managed Services

Allgeier Solutions and Frameworks

syntona logic   cierp3 MANAGEMENT WITH A SMILE   JULIA MailOffice   SC-OWI®   SC-Mobil®   LogIDSoft

ScanFactory Document Scanning Services   MedicalViewer 2011

ScanView   SCADA X-SIGHT   SKY immo

mgm Hadoop   mgm keySteps®   mgm Barrierefreiheit   mgm Rules

authega®   VM ANALYZER   PS   GEMED Gesellschaft für medizinisches Datenmanagement mbH

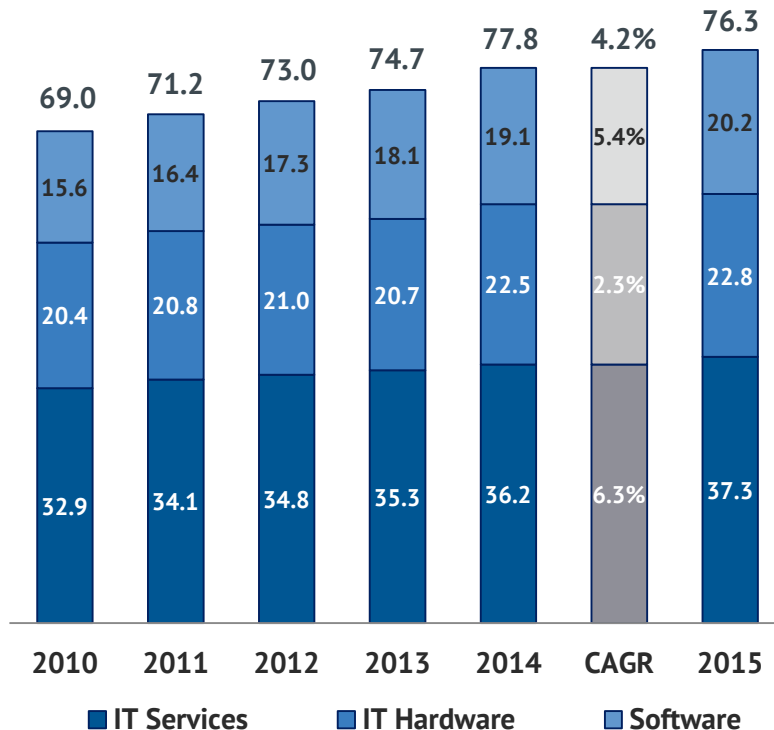b+m AGS.NET   b+m bAV-MANAGER   b+m FGCENTER   b+m FONDSMANAGER

Allgeier at a glance

Full-service approach and comprehensive portfolio

Fast-growing technologies and future trends

Performance

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

Year	Software	IT Hardware	IT Services	Total
2010	15.6	20.4	32.9	69.0
2011	16.4	20.8	34.1	71.2
2012	17.3	21.0	34.8	73.0
2013	18.1	20.7	35.3	74.7
2014	19.1	22.5	36.2	77.8
CAGR	5.4%	2.3%	6.3%	4.2%
2015	20.2	22.8	37.3	76.3

Legend: ■ IT Services   ■ IT Hardware   ■ Software

- 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.

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

♦ **ALLGEIER**

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

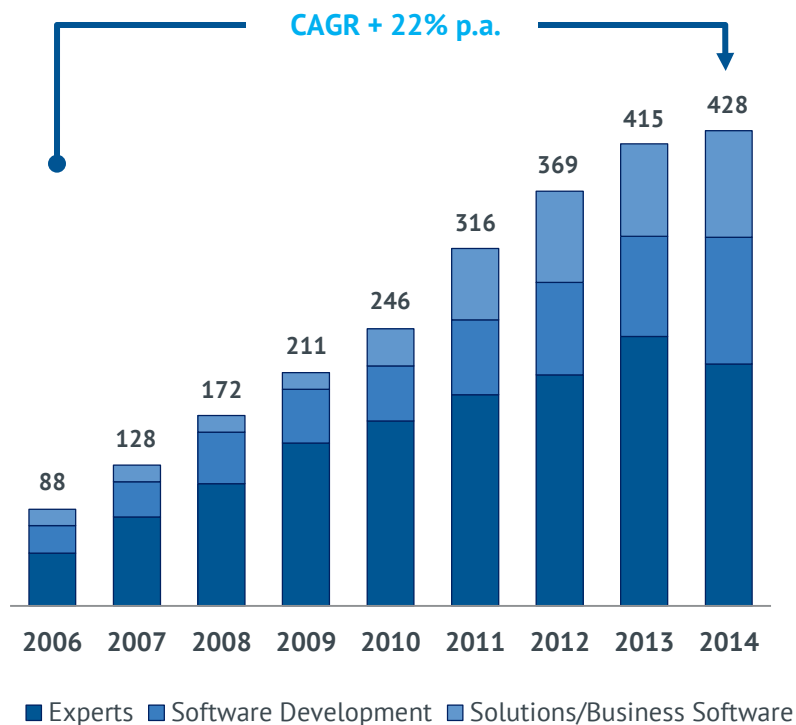Source: BITKOM (industry trend survey, January 2015, „Highlight 2015")

Allgeier at a glance

Full-service approach and comprehensive portfolio

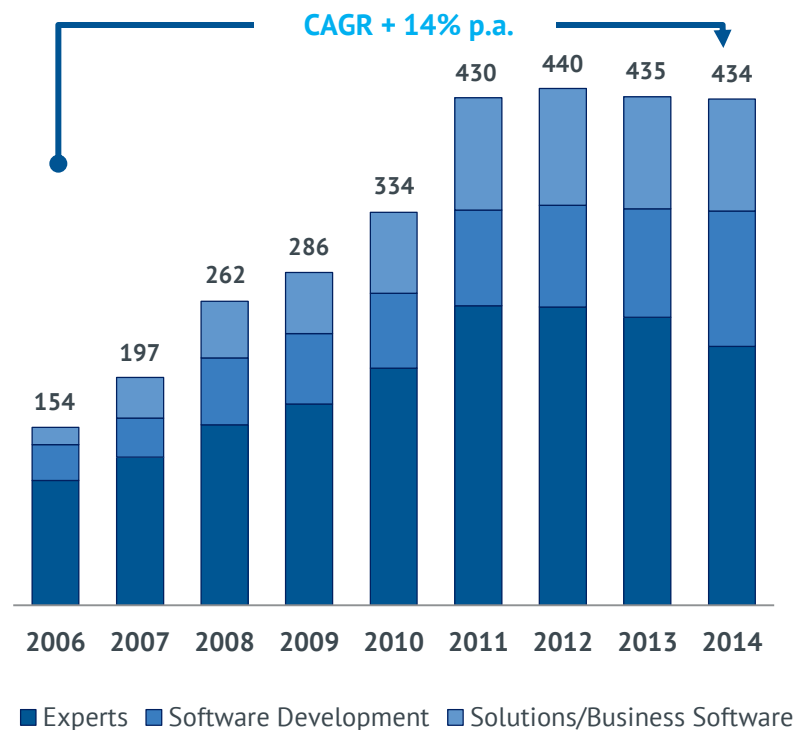Fast-growing technologies and future trends

Performance

⬥ ALLGEIER

Strong sales growth CAGR 22%

Sales[1]

CAGR + 22% p.a.

- 2006: 88
- 2007: 128
- 2008: 172
- 2009: 211
- 2010: 246
- 2011: 316
- 2012: 369
- 2013: 415
- 2014: 428

■ Experts ■ Software Development ■ Solutions/Business Software

Sales pro forma[2]

CAGR + 14% p.a.

- 2006: 154
- 2007: 197
- 2008: 262
- 2009: 286
- 2010: 334
- 2011: 430
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■ Experts ■ Software Development ■ Solutions/Business Software

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;
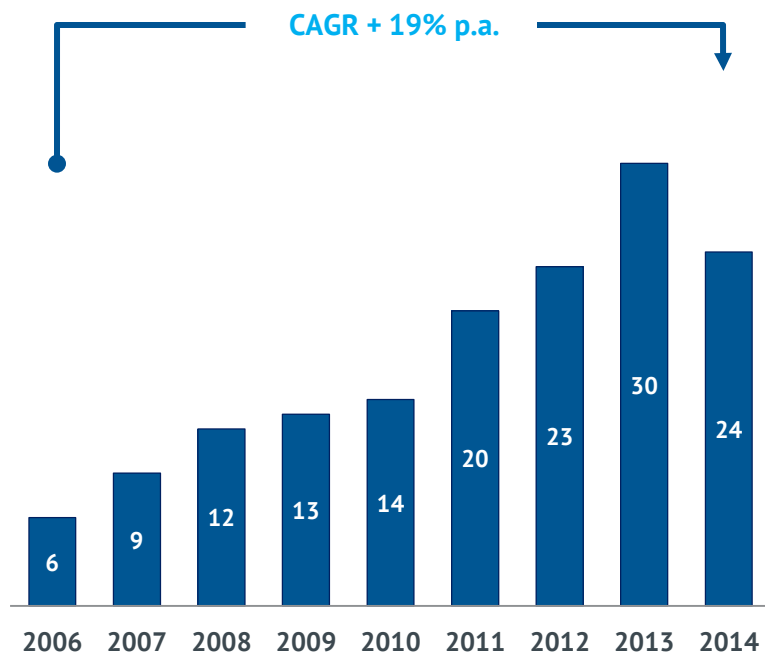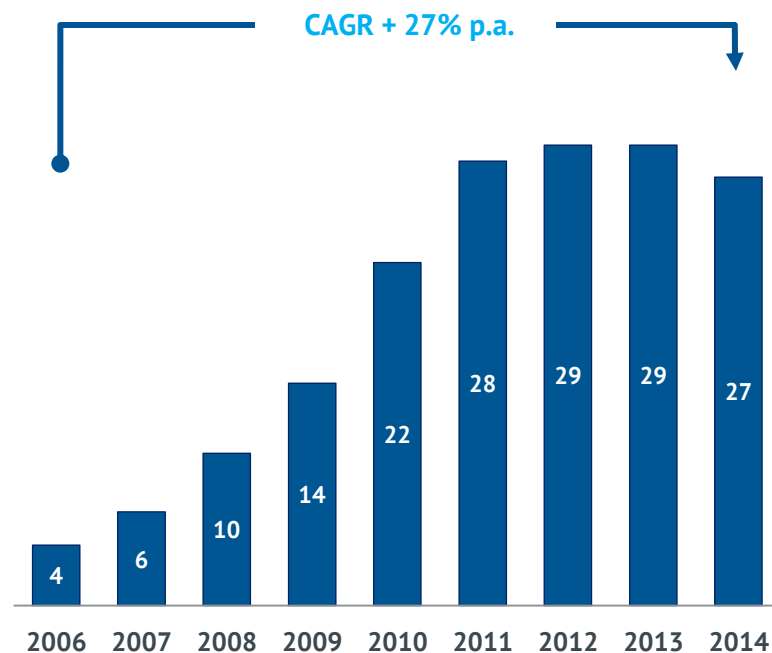acquisitions from insolvency and asset deals excluding historical values,
excl. DIDAS and Benelux Group

⬛ ALLGEIER

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

EBITDA[1]

CAGR + 19% p.a.

2006	2007	2008	2009	2010	2011	2012	2013	2014
6	9	12	13	14	20	23	30	24

Operating Cash Flow[2]

CAGR + 27% p.a.

2006	2007	2008	2009	2010	2011	2012	2013	2014
4	6	10	14	22	28	29	29	27

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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