ALLGEIER

Company Presentation

November 2014

ALLGEIER

Allgeier at a glance

Full-service approach and comprehensive portfolio

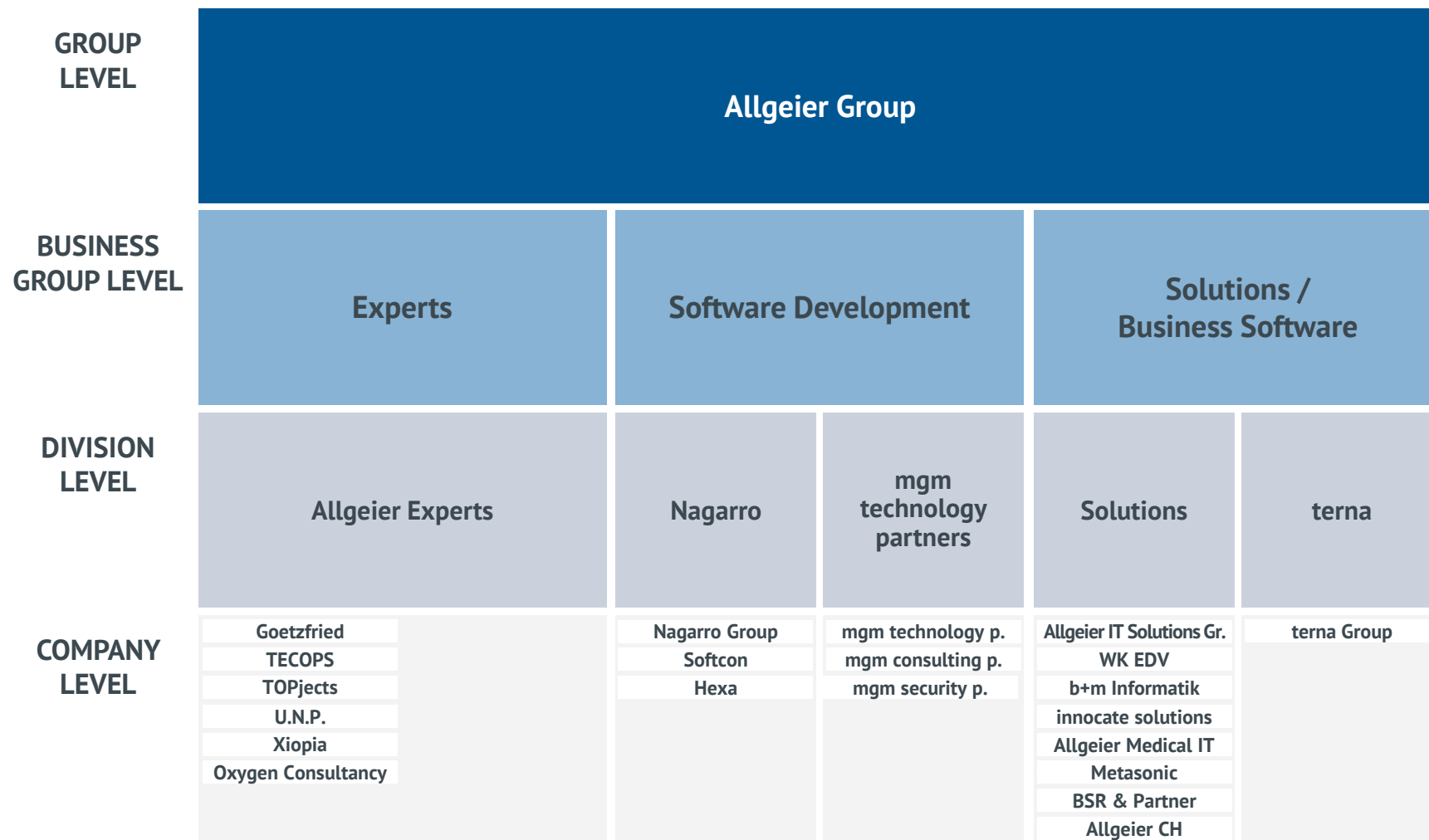Fast-growing technologies and future trends

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's comprehensive portfolio comprises three Business Groups

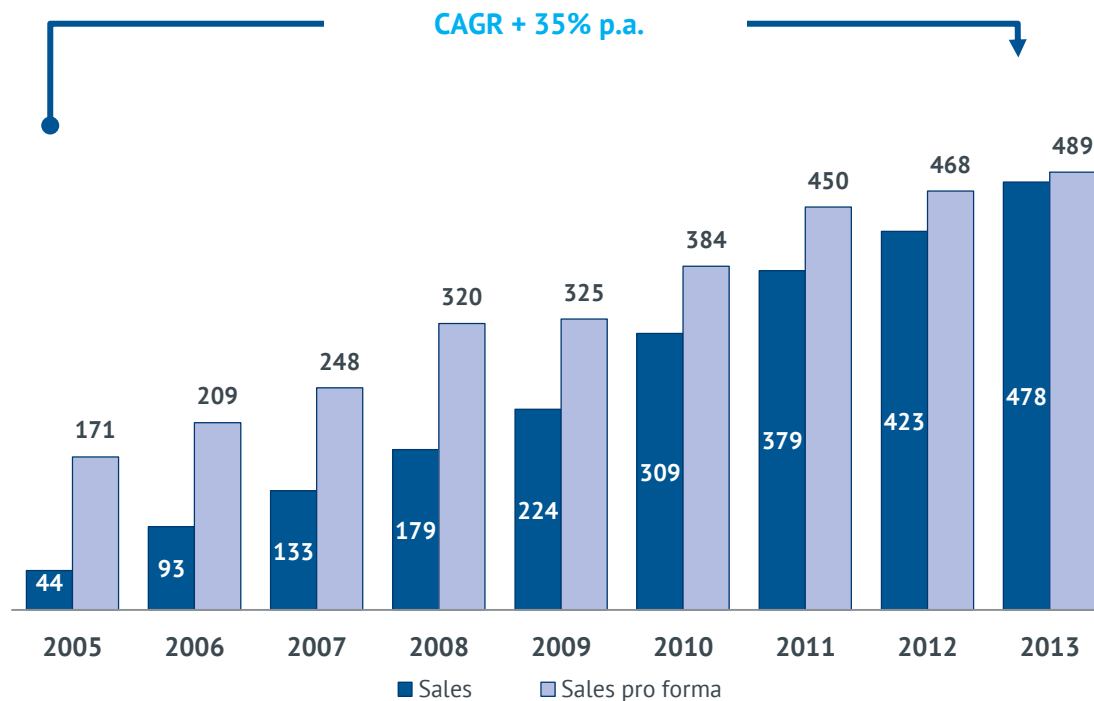| EXPERTS	SOFTWARE DEVELOPMENT	SOLUTIONS/BUSINESS SOFTWARE

Expert Staffing & Recruiting	High End-Software & Application Engineering
	▪ Nearshore/Offshore Development
	▪ Implementation
	▪ Management
	▪ Testing
	
	Software Lifecycle Projects
		Software Solutions
		▪ Standard Software Solutions
		  - Microsoft, Infor, SAP, IBM, Oracle etc.
		▪ Proprietary Software Solutions
		  - ERP, IT Security, ECM/DMS, Medical IT

Placement Services	Application Management Services ▪ Outtasking ▪ Nearshore/Offshore Delivery ▪ IT Service Management	Business Solutions ▪ Cloud Solutions ▪ Security & Compliance Solutions ▪ Collaboration Solutions ▪ Mobile Computing Solutions ▪ Business Process Management
Third Party Management	Process & IT Consulting ▪ IT Architectures ▪ E-Commerce & Portals ▪ Mobile Enterprise ▪ Big Data/Business Intelligence ▪ Apps	Service Solutions ▪ Managed Infrastructure Services ▪ Unified Communications

⧖ ALLGEIER

Allgeier focuses its business model on high-growth areas offering above-average development potential[1]

	Allgeier Group				
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	Nagarro Group Softcon Hexa	mgm technology p. mgm consulting p. mgm security p.	Allgeier IT Solutions Gr. WK EDV b+m Informatik innocate solutions Allgeier Medical IT Metasonic BSR & Partner Allgeier CH	terna Group

1) Group structure without discontinued operations

$\triangle$ ALLGEIER

Allgeier's top line has been powered by both organic growth and acquisitions: 38% CAGR

Sales[1] / Sales pro forma[2]

CAGR + 35% p.a.

Chart data (Sales / Sales pro forma, in EUR millions):

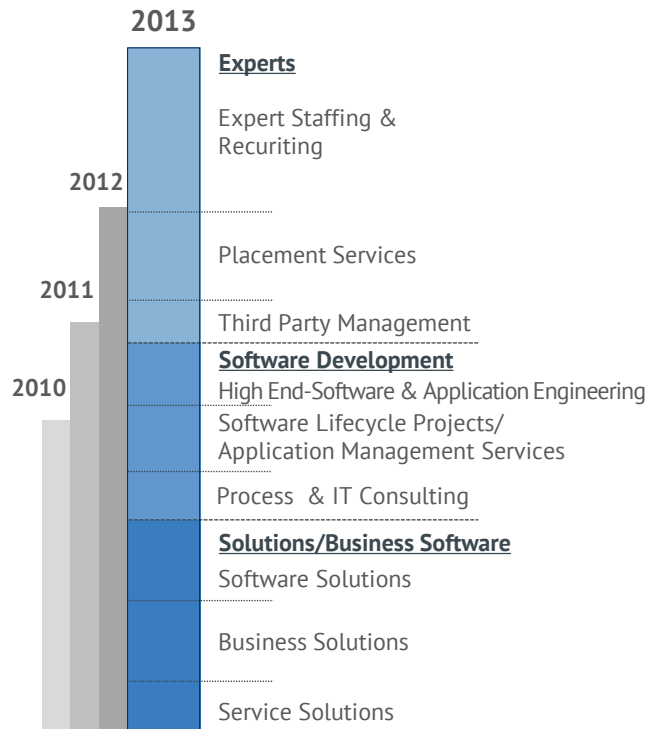| Year	Sales	Sales pro forma
2005	44	171
2006	93	209
2007	133	248
2008	179	320
2009	224	325
2010	309	384
2011	379	450
2012	423	468
2013	478	489

■ Sales   ■ Sales pro forma

- Allgeier reports strong growth in recent years: Sales continued operations according to IFRS (excluding sold divisions): +35% CAGR (2005-2013)

- Sales pro forma (incl. historical values of companies acquired[2]): +14% CAGR (2005-2013)

- 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, incl. DIDAS)
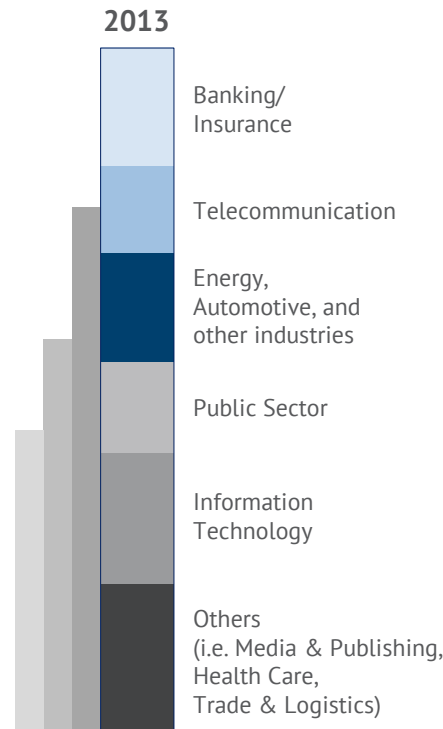2) in EUR millions; acquisitions from insolvency and asset deals excluding historical values, incl. DIDAS

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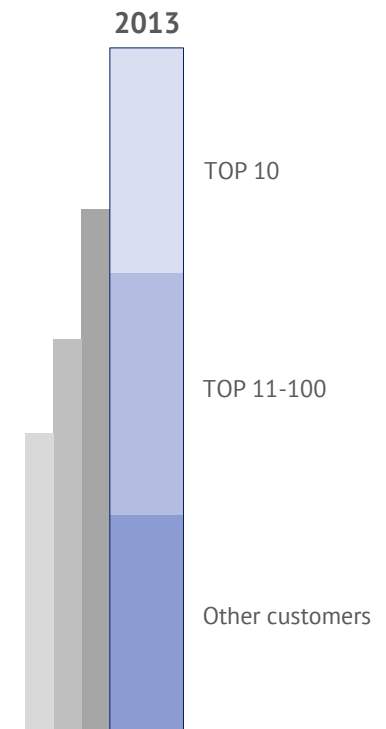
Activity sectors

2013

2012

2011

2010

Experts

Expert Staffing & Recuriting

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

2013

Banking/
Insurance

Telecommunication

Energy,
Automotive, and
other industries

Public Sector

Information
Technology

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

Customers
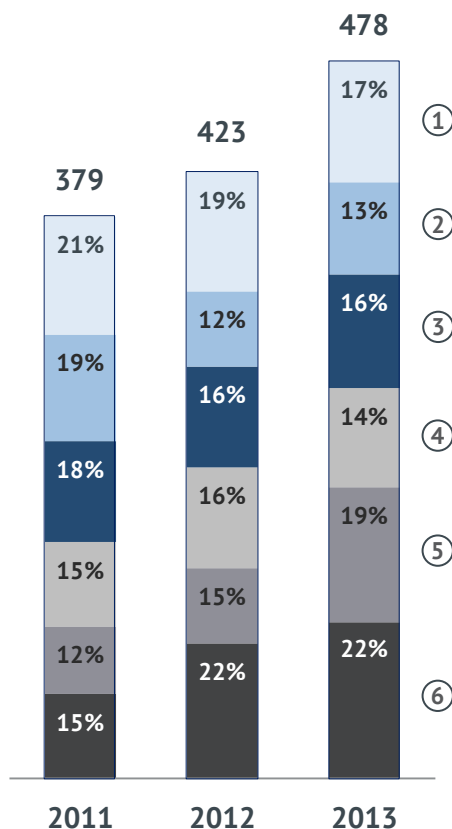
2013

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

478

17% ①
13% ②
16% ③
14% ④
19% ⑤
22% ⑥

423

19%
12%
16%
16%
15%
22%

379

21%
19%
18%
15%
12%
15%

2011   2012   2013

Figures in EUR millions

① **Banks/Insurance**
· IT Consulting
· Expert Leasing
· Infrastructure projects
· Service jobs

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

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

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

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

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

Local and international presence gives Allgeier flexibility for allocation of resources
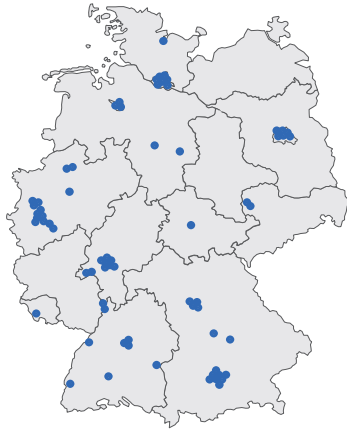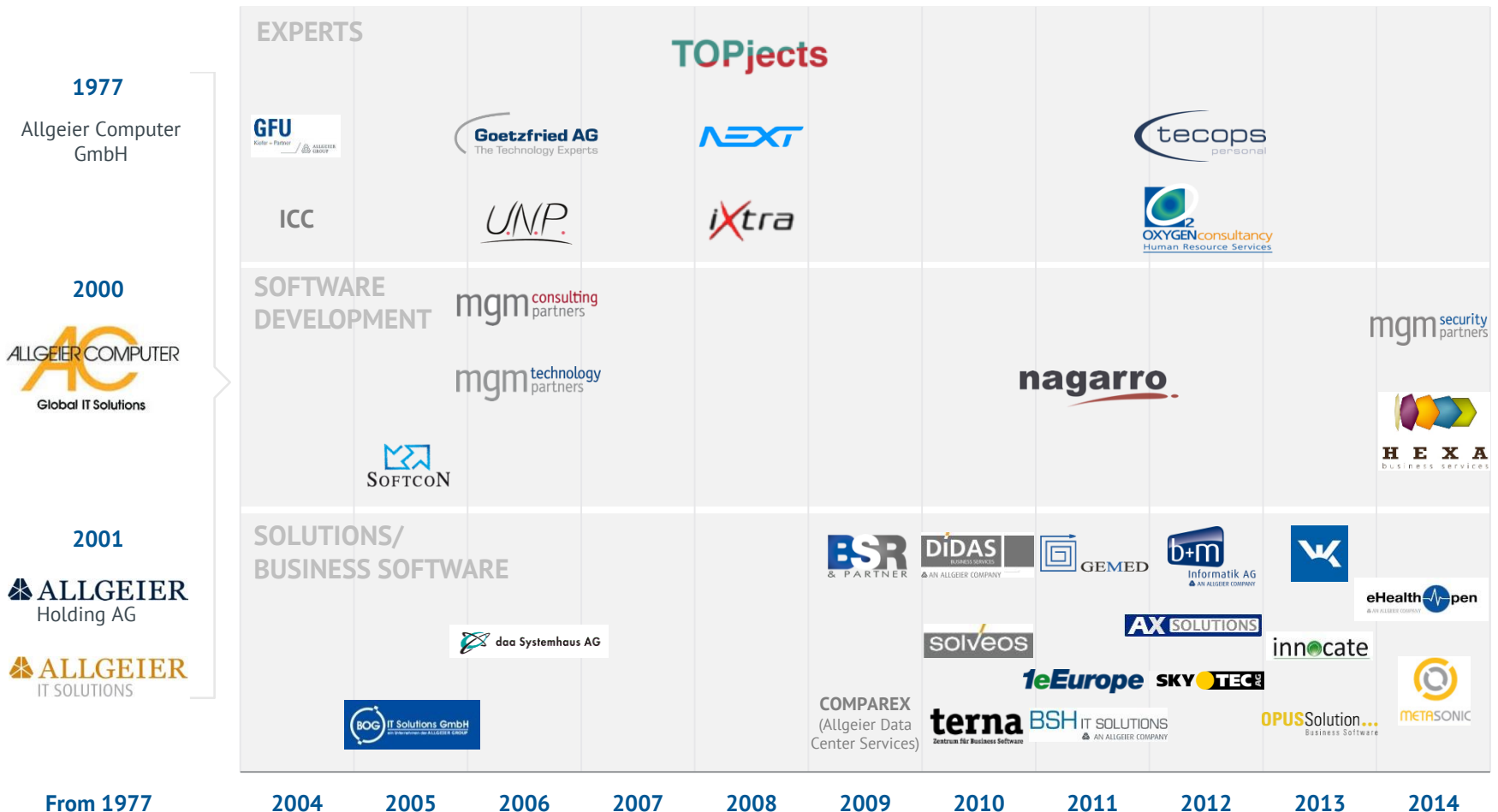
- 64 sites in Germany

- 13 sites in Austria and Switzerland

- 10 sites in rest of Europe and Turkey

- 7 sites in the USA, Mexico and India
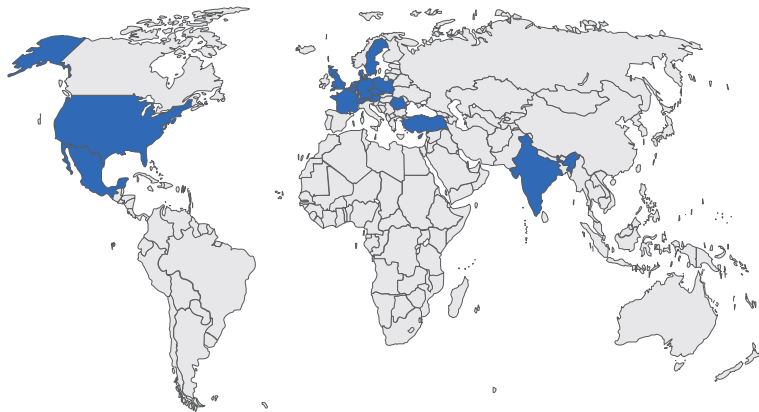
- **Blended shoring approach**
  with onsite presence and
  and nearshore/offshore capacities

  - 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

1977
Allgeier Computer GmbH

2000
ALLGEIER COMPUTER
Global IT Solutions

2001
ALLGEIER Holding AG
ALLGEIER IT SOLUTIONS

EXPERTS

SOFTWARE DEVELOPMENT

SOLUTIONS/ BUSINESS SOFTWARE

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

Allgeier focusses on performance, flexibility and innovation

Performance	- High growth: Sales CAGR 35% (2005-2013), EBITDA CAGR 24% (2005-2013) - Growth permanent employees: CAGR 39% (2009-2013)[1]
Flexibility	- Business Groups with high autonomy in specialized fields form an integrated Group - Blended shoring approach – nearshoring and offshoring with > 1,500 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) 4,669 permanent employees and 1,354 freelance experts (December 31, 2013)

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

- > 1,700 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

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	▪ 9 out of 20 biggest* German companies
	▪ 14 out of 30 DAX listed companies
	▪ 11 out of 20 biggest** German banks
▪ Realization of personnel services projects (service desk, onsite, rollout): staffing and personnel resources management with service level agreement-responsibility	▪ > 300 national and international customers from almost all sectors, i.e.
	- IBM
	- Daimler
	- Lufthansa
	- ERGO
▪ Recruitment services/Direct placement	- UniCredit
	- Commerzbank
▪ Contracting/Agency services (Umbrella)	- Deutsche Telekom
	- Siemens
▪ Analysis of personnel require-ments and profile analysis	- 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   BEA Web logic

Visual Studio   **SAP Mobile**

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**

IBM WebSphere Portal Server

RAD Frameworks   **iOS**   **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

- \> 2,300 permanent employees and around 150 freelance IT experts

- \> 1,500 highly qualified IT developers in near- and offshore centres in India, Romania and Czech Republic

- International setup and flexible provision: 29 sites in 11 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 and 3 in India

- CMMI certification level 5

- ISO 27001 certification

Operating units   nagarro   HEXA *business services*   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

- 6 out of 10 biggest* German companies
- 9 out of 30 DAX listed companies
- 6 out of 15 biggest** German insurance 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
** in terms of revenues

Partnerships

Technologies

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

EXPERTS   SOFTWARE DEVELOPMENT   **SOLUTIONS/BUSINESS SOFTWARE**

Facts and Figures

- > 800 permanent employees and
  > 100 freelance IT experts

- High scalability and local presence:
  35 sites in 4 countries, thereof 23 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

innocate solutions gmbh AN ALLGEIER COMPANY

METASONIC

⚠ **ALLGEIER** SWITZERLAND

VK

BSR & PARTNER

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

- 13 out of 20 biggest* German companies
- 14 out of 30 DAX listed companies
- 10 out of 20 biggest** German insurance companies
- 8 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
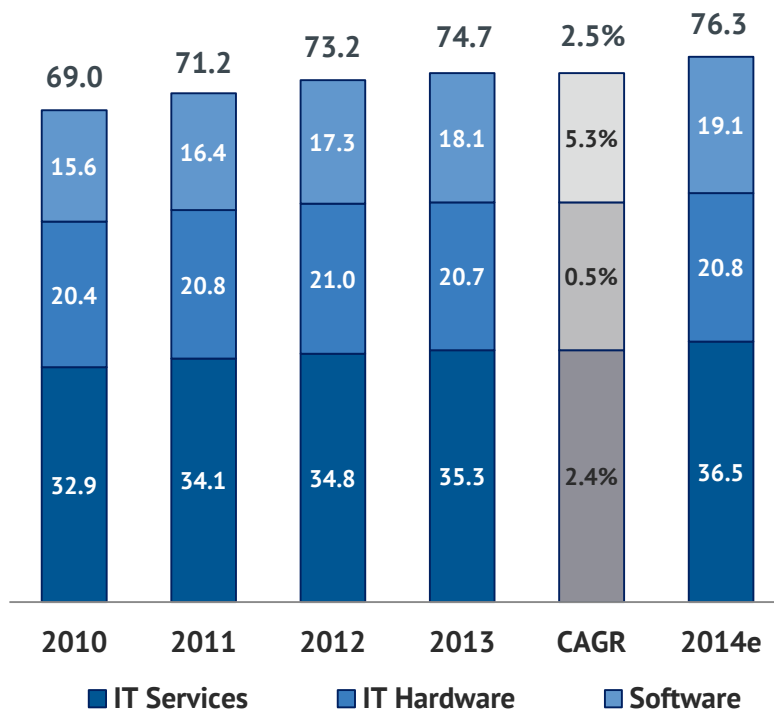

Allgeier Solutions and Frameworks

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

Chart: German IT solutions and services market (EUR billions), stacked bars by IT Services, IT Hardware, Software

	2010	2011	2012	2013	CAGR	2014e
Total	69.0	71.2	73.2	74.7	2.5%	76.3
Software	15.6	16.4	17.3	18.1	5.3%	19.1
IT Hardware	20.4	20.8	21.0	20.7	0.5%	20.8
IT Services	32.9	34.1	34.8	35.3	2.4%	36.5

■ IT Services ■ IT Hardware ■ Software

Source: BITKOM, EITO (March 2014), 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.

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Allgeier focuses on fast-growing technologies and on future trends

Technology and market trends 2014		
Trend	**Frequency of mention**	**Allgeier Solutions**
IT Security	57%	e.g. JULIA MailOffice® email solution
Cloud Computing	49%	e.g. cierp3® ERP solution, scanview® on demand ECM solution
Mobile Apps/Mobile Computing	47%	e.g. SC mobile regulatory offences solution, scanview® Mobile, syntona® logic Mobile App
Big Data/Datability	44%	e.g. mgm Hadoop for high-performance mass data processing
IT Outsourcing	29%	e.g. global application management services
Social Media/Social Business	28%	e.g. web applications, business portals and shop solutions
Collaboration/Enterprise 2.0	25%	e.g. game-changing unified communications solutions
BYOD (Bring your own device)	23%	e.g. comprehensive IT security business solutions
Enterprise Content Management	22%	e.g. comprehensive Microsoft SharePoint business services

Source: BITKOM (industry trend survey, February 2014, „Technology and market trends from a business perspective")
selected trends; multiple entries possible
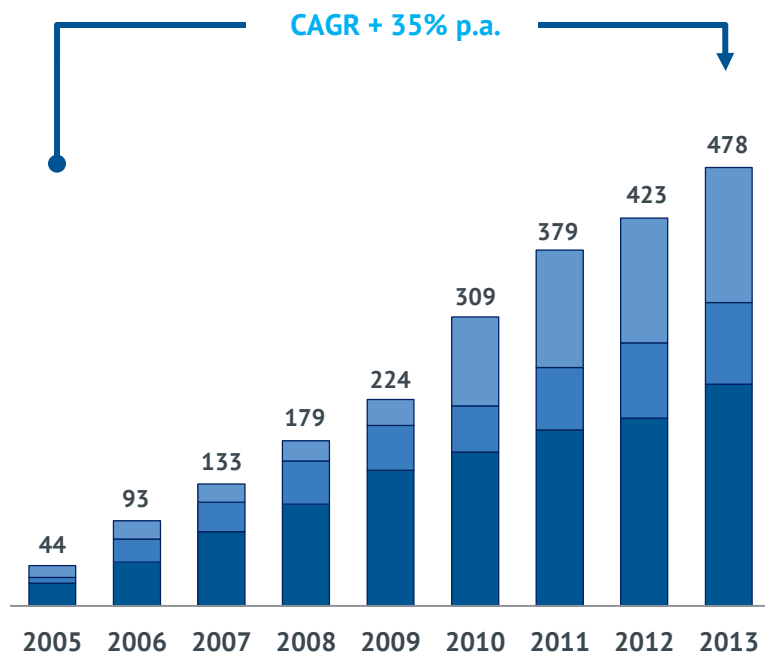
◈ ALLGEIER

Allgeier at a glance

Full-service approach and
comprehensive portfolio

Fast-growing technologies and
future trends

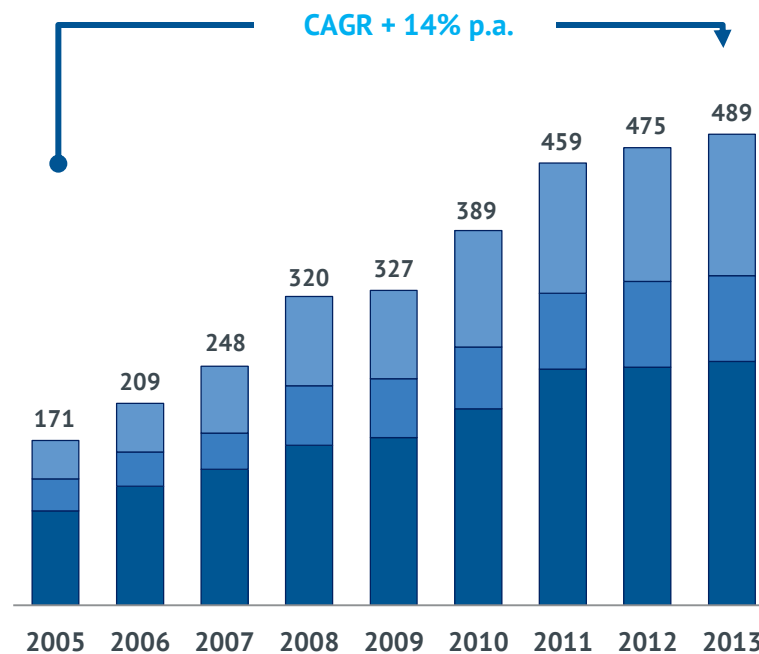Performance

Strong sales growth CAGR 35%

Sales[1]

CAGR + 35% p.a.

- Experts ■ Projects ■ Solutions

Sales pro forma[2]

CAGR + 14% p.a.

- Experts ■ Projects ■ Solutions

1) in EUR millions; continued operations according to IFRS
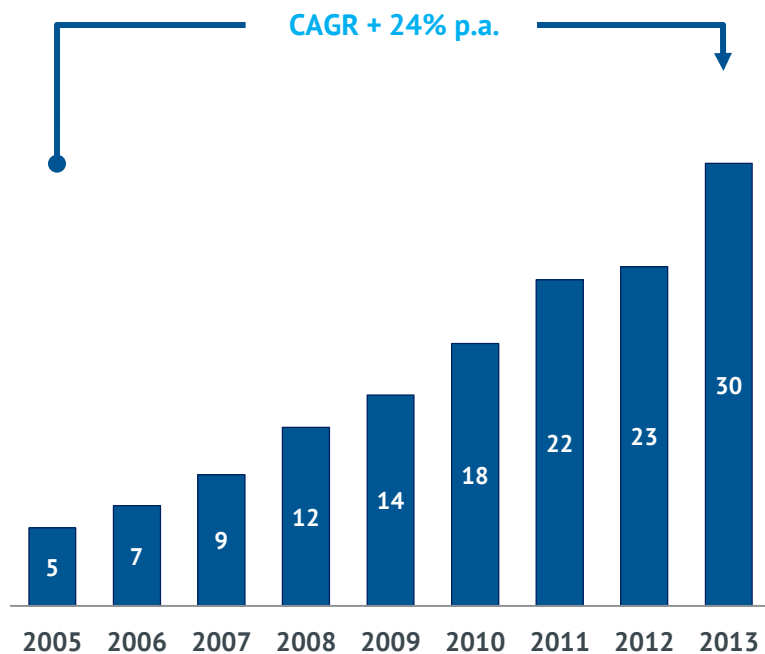(excluding sold basic technology and temping divisions,
incl. DIDAS)

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

⬧ ALLGEIER

Strong earnings growth CAGR 24% –
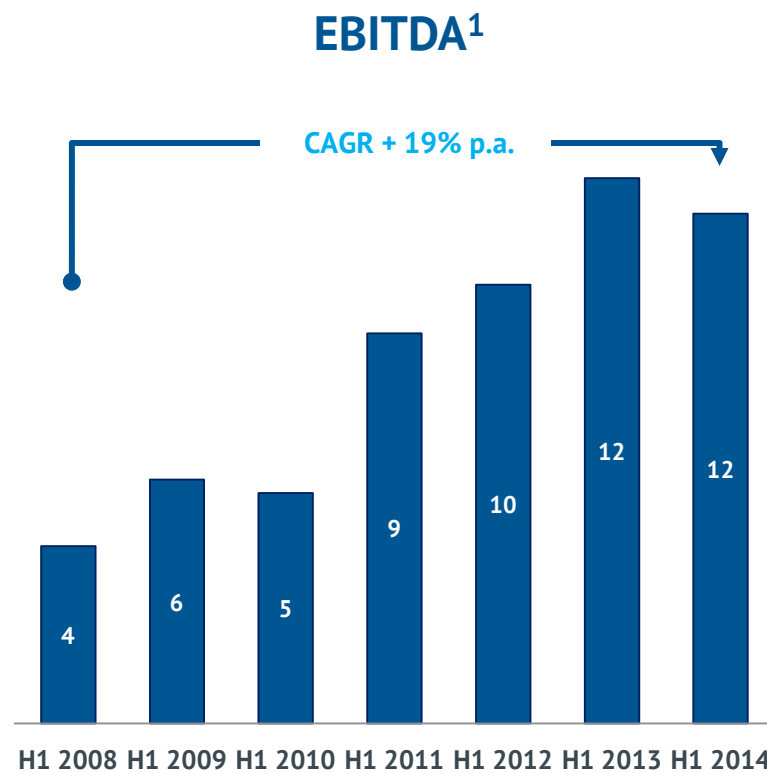# Strong operating cash flow growth CAGR 24%

EBITDA[1]

CAGR + 24% p.a.

2005	2006	2007	2008	2009	2010	2011	2012	2013
5	7	9	12	14	18	22	23	30

Operating Cash Flow[2]

CAGR + 24% p.a.

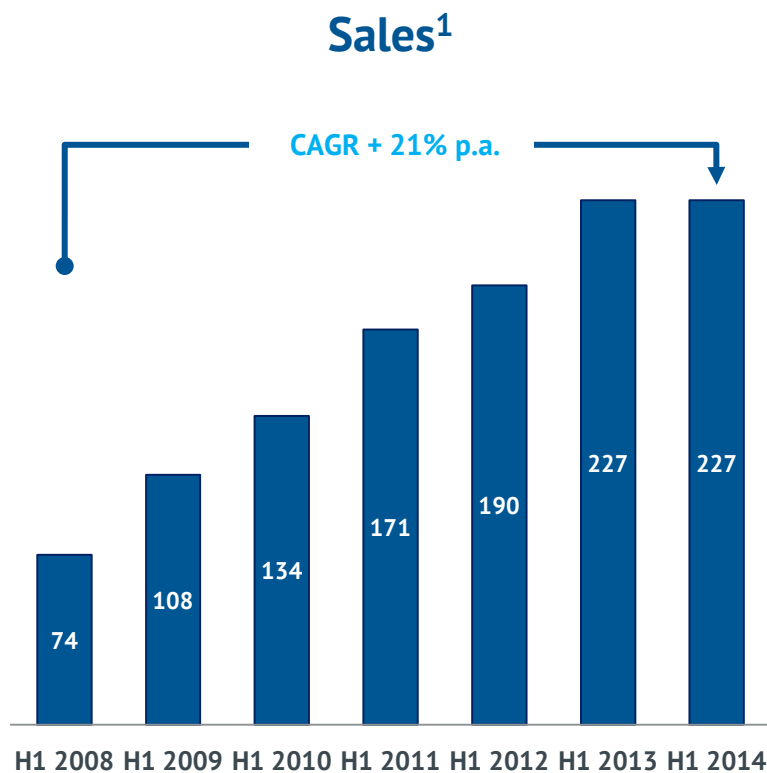| 2005	2006	2007	2008	2009	2010	2011	2012	2013
5	4	6	10	14	22	28	29	29
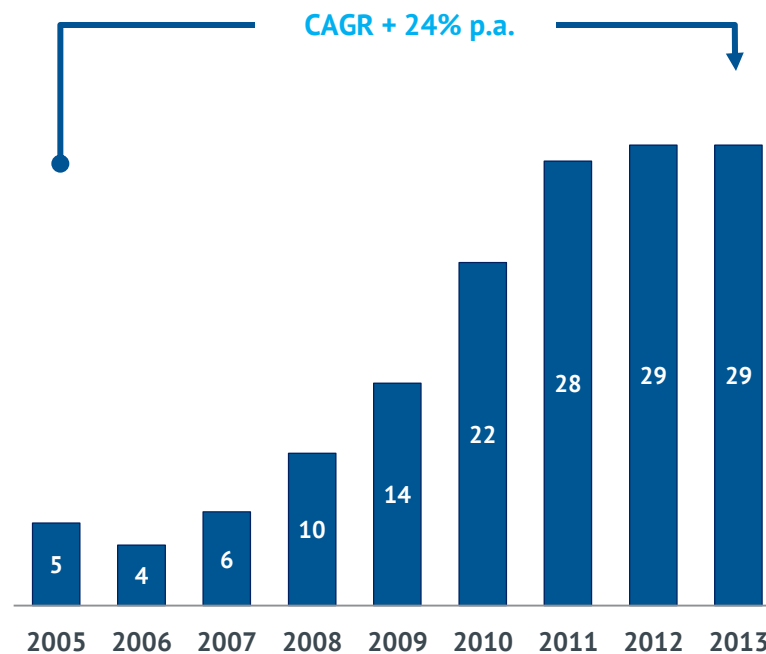
1) in EUR millions

2) in EUR millions; before change to working capital

Half-year 2014 Sales CAGR 21% – EBITDA CAGR 19%

Sales[1]

CAGR + 21% p.a.

H1 2008	H1 2009	H1 2010	H1 2011	H1 2012	H1 2013	H1 2014
74	108	134	171	190	227	227

EBITDA[1]

CAGR + 19% p.a.

H1 2008	H1 2009	H1 2010	H1 2011	H1 2012	H1 2013	H1 2014
4	6	5	9	10	12	12

1) in EUR millions

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