ALLGEIER

Company Presentation
September 2016

⯅ALLGEIER

Allgeier at a glance

Full-service approach and comprehensive portfolio

Fast-growing technologies and future trends

Performance

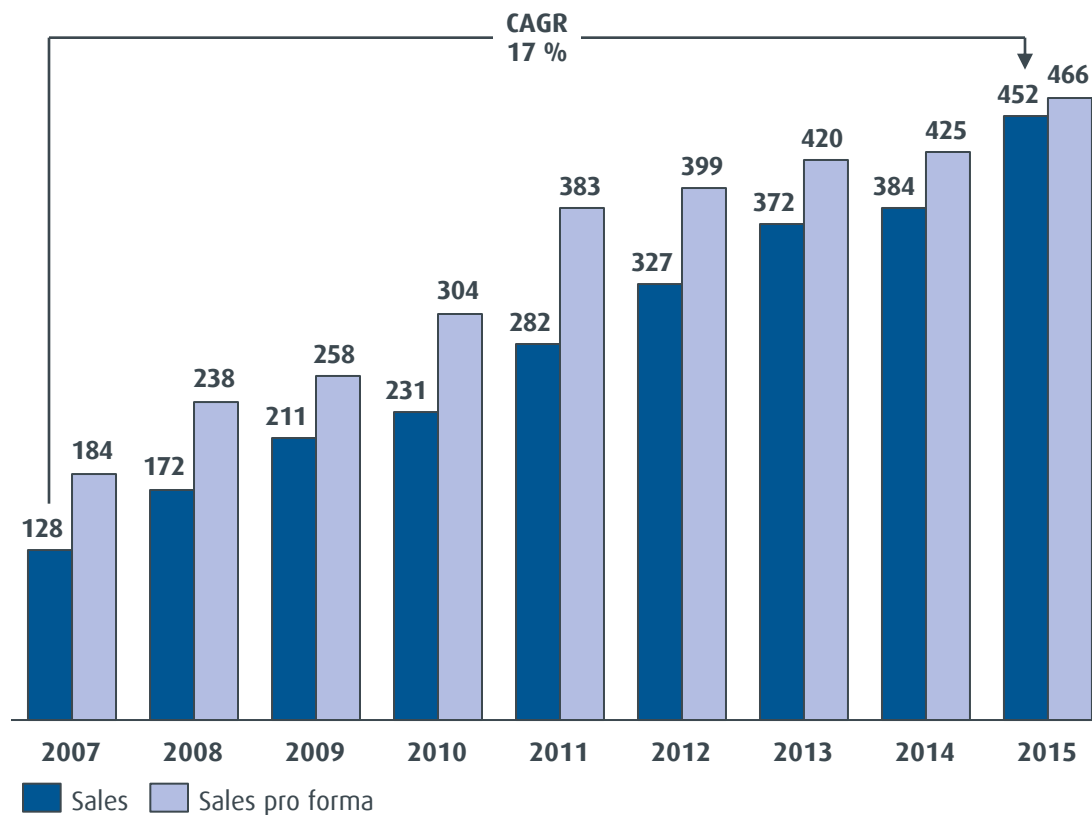Allgeier is one of the leading German IT technology groups on the edge of getting fully international. With an integrative business model Allgeier seizes the opportunities of digitalization.

RCG	RCG+~	RCG+~	RCG+-	RCG
17730.67	13255.15	13255.15	15661.36	156
60351.34	76235.61	76235.61	52727.66	527
62555.90	14356.73	14356.73	43257.28	432
17747.35	81664.66	81664.66	24143.11	241
81542.13	53856.16	53856.16	25572.72	255

A comprehensive portfolio qualifies Allgeier to be partner of large and mid cap clients in all relevant topics and required services

Technology	Solutions / Business Software	Experts

Technology

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

Solutions / Business Software

Software Solutions
- Standard Software Solutions
  - Microsoft, 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

Experts

Contracting
- Provision of IT experts as subcontractors
- Handling projects that are finalized by subcontractors

IT Projects and Managed Services
- IT and Consulting Projects
- Managed Services
- Project Management

Personnel Leasing
- Leasing of IT and commercial experts, specialists or managers

Recruiting
- Provision of highly-skilled IT experts for middle and top management

Allgeier's top line has been powered by both organic growth and acquisitions: 17% CAGR

Sales[1] / Sales pro forma[2]

CAGR
17 %

Chart data (EUR millions):

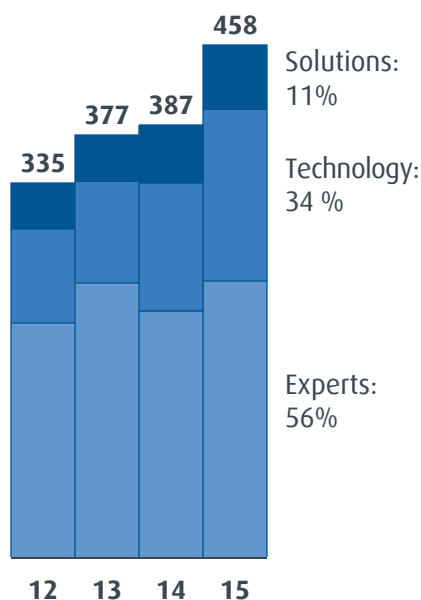| Year	Sales	Sales pro forma
2007	128	184
2008	172	238
2009	211	258
2010	231	304
2011	282	383
2012	327	399
2013	372	420
2014	384	425
2015	452	466

Legend: ■ Sales ■ Sales pro forma

- Allgeier reports strong growth in recent years: Sales[1] +17% CAGR (2007 – 2015)

- Sales pro forma (incl. historical values of companies acquired[2]): +12% CAGR (2007 – 2015)

- Allgeier accelerates growth and expands the solutions and services portfolio through highly selective acquisitions

1 in EUR millions; continued operations according to IFRS (excl. discontinued operations)
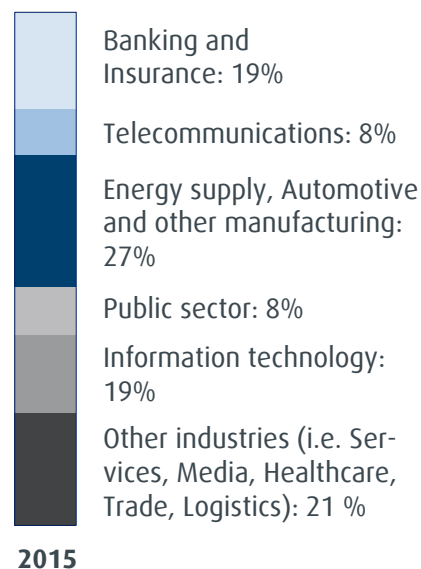2 in EUR millions; acquisitions from insolvency and asset deals excluding historical values; excl. discontinued operations

Across its business units, Allgeier is a broadly based IT group serving hundreds of customers in all important industries
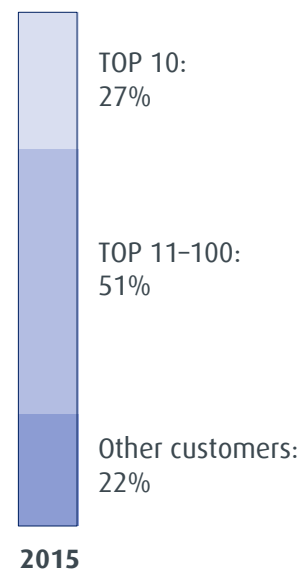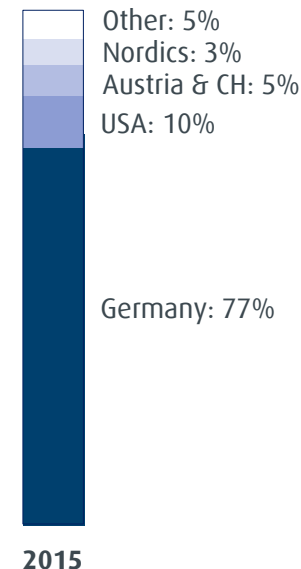
Divisions[1]

335   377   387   458

12   13   14   15

Solutions: 11%

Technology: 34 %

Experts: 56%

Industries

Banking and Insurance: 19%

Telecommunications: 8%

Energy supply, Automotive and other manufacturing: 27%

Public sector: 8%

Information technology: 19%

Other industries (i.e. Services, Media, Healthcare, Trade, Logistics): 21 %

2015

Customers

TOP 10: 27%

TOP 11–100: 51%

Other customers: 22%

2015

Regions

Other: 5%
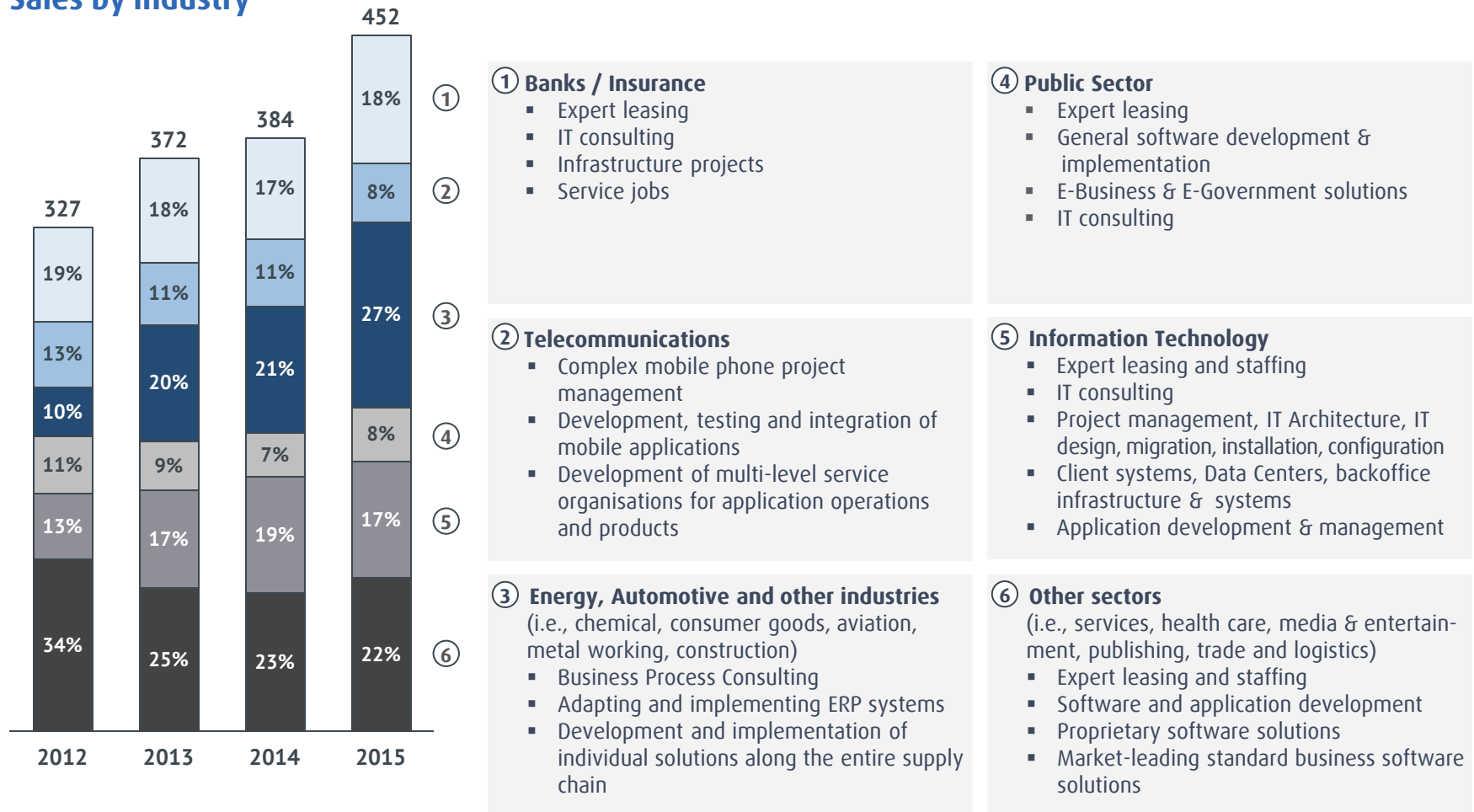Nordics: 3%
Austria & CH: 5%
USA: 10%

Germany: 77%

2015

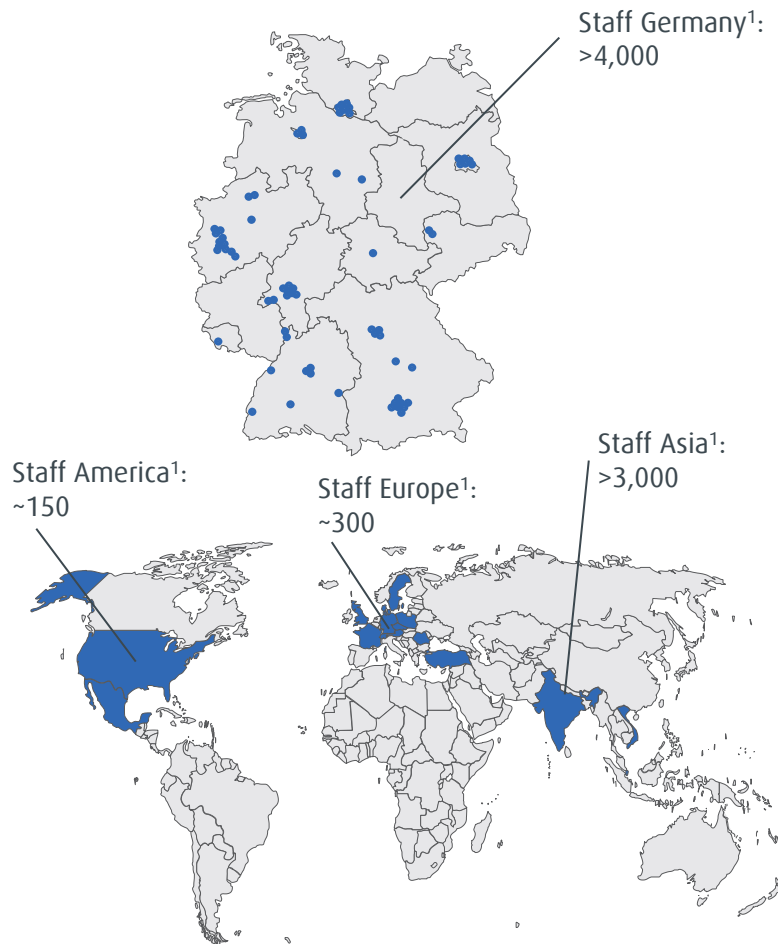1 Sales by business unit in EUR millions; continued operations according to IFRS

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

Sales by industry

Chart data (Sales by industry, EUR millions):

Year	Total	①	②	③	④	⑤	⑥
2012	327	19%	13%	10%	11%	13%	34%
2013	372	18%	11%	20%	9%	17%	25%
2014	384	17%	11%	21%	7%	19%	23%
2015	452	18%	8%	27%	8%	17%	22%

① Banks / Insurance
- Expert leasing
- IT consulting
- Infrastructure projects
- Service jobs

④ Public Sector
- Expert leasing
- General software development & implementation
- E-Business & E-Government solutions
- 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
- Expert leasing and staffing
- 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 sectors
(i.e., services, health care, media & entertainment, publishing, trade and logistics)
- Expert leasing and staffing
- Software and application development
- Proprietary software solutions
- Market-leading standard business software solutions

All figures in EUR millions

Local and international presence gives Allgeier flexibility for allocation of resources

Staff Germany[1]:
>4,000

Staff America[1]:
~150

Staff Europe[1]:
~300

Staff Asia[1]:
>3,000

- 57 sites in Germany
- 9 sites in Austria and Switzerland
- 11 sites in rest of Europe and Turkey
- 6 sites in the USA and Mexico
- 5 sites in Singapore, Vietnam and India

"Blended shoring" approach with onsite presence and flexible nearshore / offshore capacities

- Prague (Czech Republic) and Timisoara (Romania) are **nearshore sites**
- Additional **offshore development** unit built up in Vietnam
- India with more than 3,000 highly qualified developers[1] is the **offshore centre** for High-End Software & Application Development & Management

1 as of June 30, 2016

Through selective acquisitions, exits and continuous mergers Allgeier has formed one of the leading IT groups in the German-speaking world

57 Acquisitions[1]	▪ Buy and build concept with strategic anchor acquisitions to step into attractive fields and ▪ Complementary acquisitions arising from technology, people, client and size reasons
28 Mergers[1]	▪ Careful and smooth integration (1000 days program) to build larger units through market-, business model- and culture-orientated pooling ▪ Ongoing integration process across all business units
7 Exits[1]	▪ Ongoing agile portfolio development ▪ Turning hidden reserves into equity ▪ Generating funds to invest in attractive new fields
Awards	Several awards, recently i.e. ▪ #1 Lünendonk®-List 2016 „Leading German medium-sized IT consulting and system integration companies" ▪ TOP 3 IT personnel services companies Lünendonk®-Study 2016

1 as of June 30, 2016

Allgeier at a glance

Full-service approach and comprehensive portfolio

Fast-growing technologies and future trends

Performance

Allgeier Experts: Leading provider of flexible personnel services

Experts   Technology   Solutions / Business Software

Facts and Figures

- ~ 2,000 salaried IT experts and commercial specialists

- ~ 1,200 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 pool wanting permanent employment

- „Just in time" services meeting exactly the customers' needs: 28 sites in 3 countries, thereof 24 in Germany, 1 in Switzerland and 3 in Turkey

- Among top 3 personnel service-providers in Germany according to the Lünendonk® 2016 market segment study "The market for recruiting, mediating and managing IT freelancers in Germany"

Allgeier Experts: Leading provider of flexible personnel services

Experts	Technology	Solutions / Business Software

Solutions and Services

- Contracting (Freelancer & Subcontractor): Provision of IT experts as subcontractors as well as handling projects that are finalized by the subcontractors

- Consulting & Services: Labour-intensive IT and Consulting Projects, Outtasking, Managed Services and Project Management

- Temporary (Personnel Leasing): Leasing of IT and commercial experts, specialists or managers

- Permanent (Recruiting and Headhunting): Professional and Executive search, provision of highly-skilled IT experts for middle and top management

References

- 11 out of 20 biggest* German companies
- 15 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

Microsoft SQL Server Web 2.0 (RSS, ATOM)

LINQ Macromedia Flash + Flex **SilverLight**

RAD Frameworks **iOS** IBM WebSphere Portal Server

Hibernate

Server-oriented Technologies

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

Allgeier Technology: Specialist for Digitalization and High-End Application Development

Experts   **Technology**   Solutions / Business Software

Facts and Figures

- > 3,800 permanent employees and around 150 freelance IT experts

- > 3,200 highly qualified IT developers in near- and offshore centres in India, Vietnam, Romania and Czech Republic

- International setup and flexible provision:
  37 sites in 14 countries, thereof 16 in Germany,
  10 in Europa (Austria, France, Romania, Czech Republic, Sweden, Norway, Denmark and United Kingdom), 5 in U.S.A., 1 in Mexico, 1 in Singapore, 1 in Vietnam and 3 in India

- CMMI certification level 5

- ISO 27001 certification

Allgeier Technology: Specialist for Digitalization and High-End Application Development

Experts	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
- 6 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

Allgeier Solutions / Business Software: Provider of high-performance solutions and services

Experts	Technology	Solutions / Business Software

Facts and Figures

- ~ 300 permanent employees

- High scalability and local presence:
  23 sites in 3 countries, thereof 17 in Germany and
  6 in Switzerland and Austria

- ISO 9001 certification

- #1 in Lünendonk® List 2016 of "Leading German medium-sized
  IT consulting and system integration companies"

- Allgeier IT Solutions: Cloud Leader 2015 in "SaaS – ERP for SMEs"
  according to Experton Cloud Vendor Benchmark 2015

- #1 in COMPUTERWOCHE and ChannelPartner's customer survey
  evaluating the best German IT services companies 2013 (#2 in 2014
  and 2012)

- Allgeier CH: Microsoft "Cloud Innovation" Partner of the year 2013

Allgeier Solutions / Business Software: Provider of high-performance solutions and services

Experts	Technology	Solutions / Business Software

Solutions and Services

- Enterprise Resource Planning (ERP) (i.e., Microsoft Dynamics, 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
- 15 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
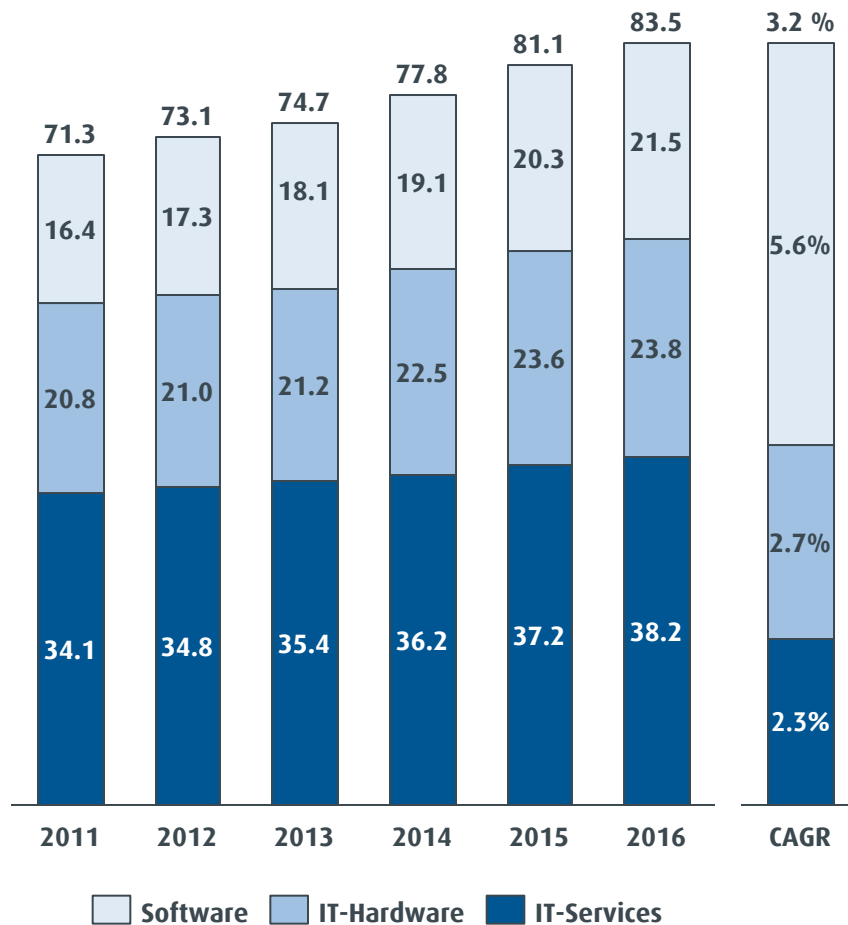*** in terms of total assets

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

2011 — 71.3 (Software 16.4, IT-Hardware 20.8, IT-Services 34.1)
2012 — 73.1 (Software 17.3, IT-Hardware 21.0, IT-Services 34.8)
2013 — 74.7 (Software 18.1, IT-Hardware 21.2, IT-Services 35.4)
2014 — 77.8 (Software 19.1, IT-Hardware 22.5, IT-Services 36.2)
2015 — 81.1 (Software 20.3, IT-Hardware 23.6, IT-Services 37.2)
2016 — 83.5 (Software 21.5, IT-Hardware 23.8, IT-Services 38.2)
CAGR — 3.2 % (Software 5.6%, IT-Hardware 2.7%, IT-Services 2.3%)

☐ **Software** ☐ **IT-Hardware** ■ **IT-Services**

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

Source: BITKOM, EITO (March 2016), own estimate; all figures in EUR billions

Allgeier focuses on fast-growing technologies and on future trends

Technology and market trends 2016

Future trend	Frequency of mention	Allgeier Solutions (excerpt)
IT Security	59%	e.g., JULIA MailOffice® email solution, cloud security solutions, secure web applications development
Cloud Computing	58%	e.g., cloud business solutions, such as cierp3® ERP solution, scanview® on demand ECM solution
Industry 4.0	54%	e.g., standard and individual software solutions applications
Big Data	51%	e.g., mgm Hadoop for high-performance mass data processing
Internet of Things	47%	e.g., development of software solutions and applications
Mobile Computing	40%	e.g., application development, SC mobile regulatory offences solution, scanview® Mobile, syntona® logic Mobile App
Smart Home	27%	e.g., individual software and application development
Social Media / Social Business	21%	e.g., individual development of mobile apps
Digital Health	21%	e.g, software solutions and services of the Allgeier Medical IT
Business Process Management (BPM)	20%	e.g., proprietary business software solutions such as Metasonic® Suite

Source: BITKOM sector barometer first six months of 2016, "The most important technology and market trends from the point of view of the ICT sector"
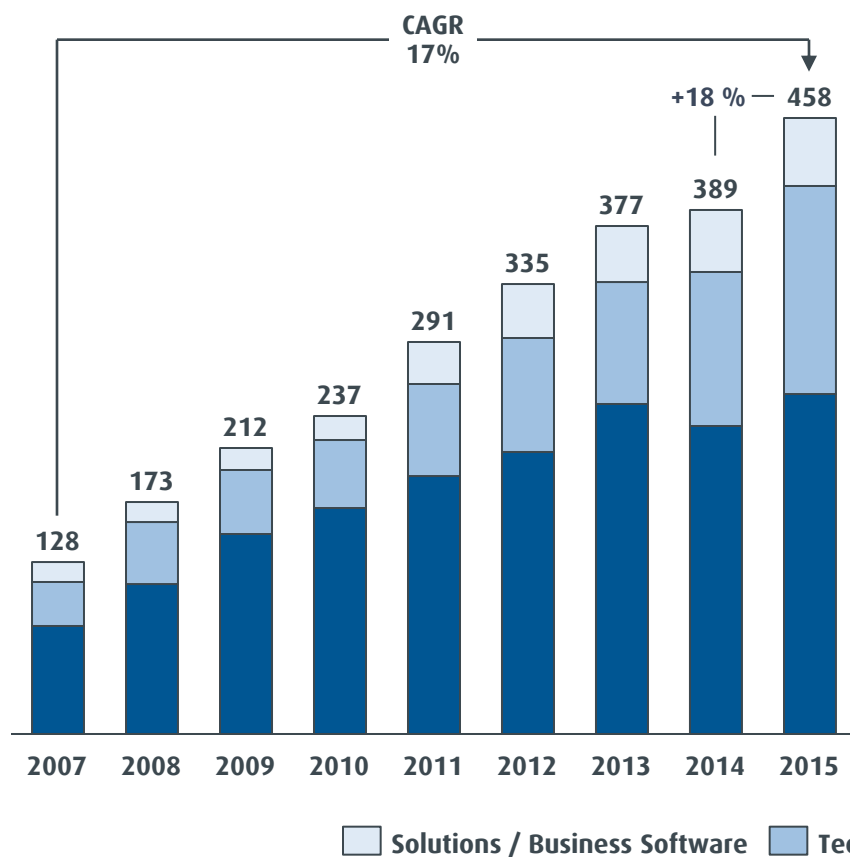
 ALLGEIER

Allgeier at a glance

Full-service approach and comprehensive portfolio
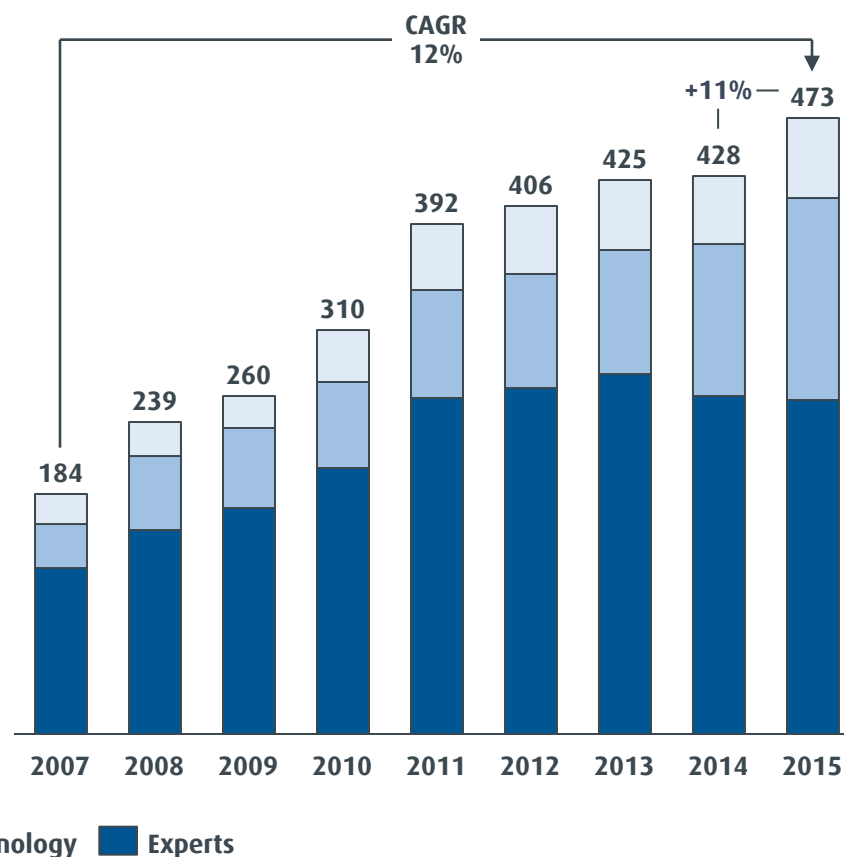
Fast-growing technologies and future trends

Performance

Sales growth both organically and through acquisitions CAGR 17%

Sales[1]

CAGR 17%

+18 % — 458

128 · 173 · 212 · 237 · 291 · 335 · 377 · 389 · 458

2007 · 2008 · 2009 · 2010 · 2011 · 2012 · 2013 · 2014 · 2015

Sales pro forma[2]

CAGR 12%

+11% — 473

184 · 239 · 260 · 310 · 392 · 406 · 425 · 428 · 473

2007 · 2008 · 2009 · 2010 · 2011 · 2012 · 2013 · 2014 · 2015

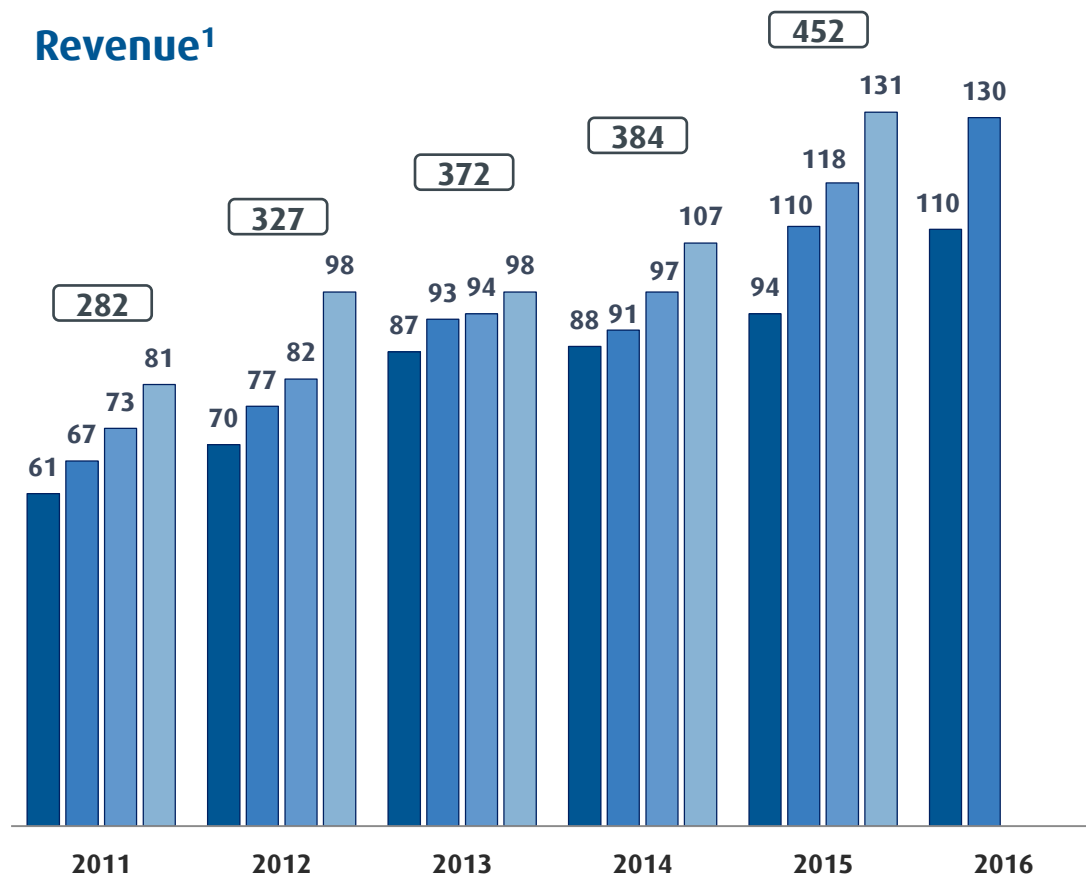☐ **Solutions / Business Software** ☐ **Technology** ■ **Experts**

1 in EUR millions; continued operations according to IFRS (excl. discontinued operations), segment information including intercompany balances
2 in EUR millions; acquisitions from insolvency and asset deals excluding historical values; excl. discontinued operations, segment information including intercompany balances

HY1 2016: Double-digit sales and earnings growth

Revenue[1]

- HY1 2016 sales[1] up to EUR 239.4 m (+17 %)

- HY1 2016 adjusted EBITDA[2] up by 38 % to EUR 14.8 m previous year: EUR 10.7 m)

- HY1 2016 EBITDA[1] up by 49 % to EUR 12.9 m (previous year: EUR 8.6 m)

1 Continued operations according to IFRS, in EUR million   2 EBITDA before effects that qualify operationally as extraordinary or relating to other accounting periods

Allgeier focuses on performance, flexibility and innovation

Performance	- High growth: Sales[1] CAGR 17% (2007 – 2015) - EBITDA[1] CAGR 12% (2007 – 2015) - Growth permanent employees: CAGR 30% (2007 – 2015)[2]
Flexibility	- Three strong business units with high sector and technical specialization form an integrated Group - Blended shoring approach – nearshoring and offshoring with > 3,200 highly qualified IT experts at sites in Romania, Czech Republic, Vietnam and India
Innovation	Concentrate on highly innovative business fields such as Digitalization, Cloud Computing, IT Security, Big Data / Datability, Mobile Applications, Outsourcing, Enterprise Content Management, Collaboration

1 Continued operations in accordance with IFRS   2 6,096 permanent employees and 1,337 temporary assignments (continued operations as of June 30, 2016)

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