



Company Presentation
January 2019

Allgeier at a glance

Leadership

Business segments

Fast-growing technologies and
future trends

Performance

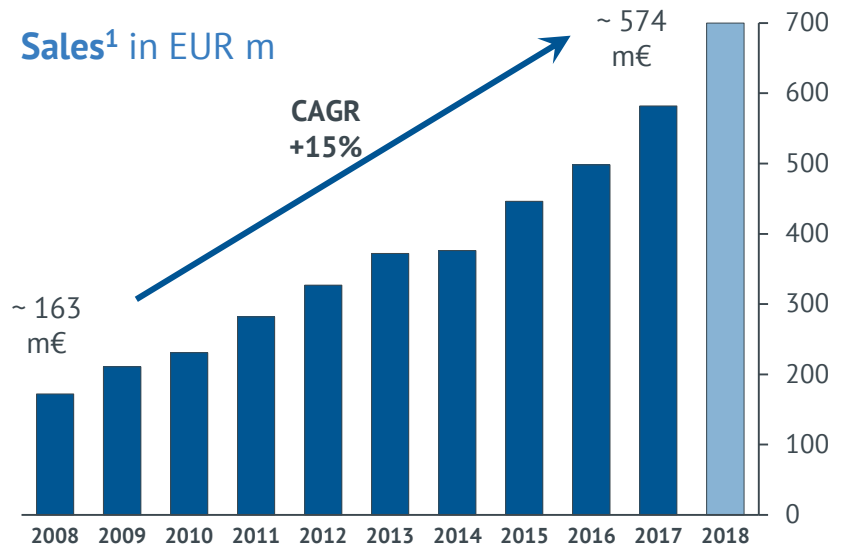
Allgeier is a high-growth Group with 9,000+ highly qualified IT experts and global shoring across 27 countries

<p>27 countries on 5 continents</p>	<p>140 branches</p>	<p>~575 EUR m sales¹</p>	<p>3,000+ customers</p>	<p>9,000+ staff</p>
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ALLGEIER

High sales
growth in
recent 10 years:
CAGR **+15%** p.a.



1) in 2017 FY, continuing operations according to IFRS as of September 30, 2018 (unaudited), 2018E according to FC 10+2; 2017: adjusted figures according to IFRS 15

With a highly specialized team we are offering cutting-edge technology solutions and services to create competitive advantage for the digital future

3
business
segments

Technology
Disruptive
Technology
Services

**Enterprise
Services**
Business Process
Consulting

Experts
Professional
Workforce
Solutions



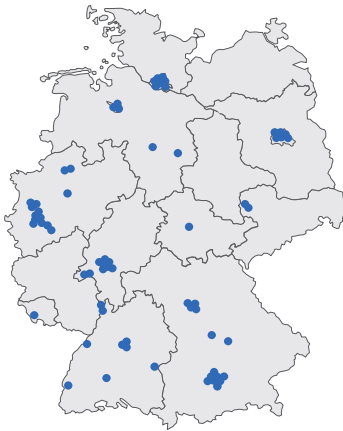
5,500+
software &
application
developers

1,000+
SAP &
Microsoft
consultants

100k
professionals
in IT expert
pool

Local and international presence gives Allgeier flexibility for allocation of resources

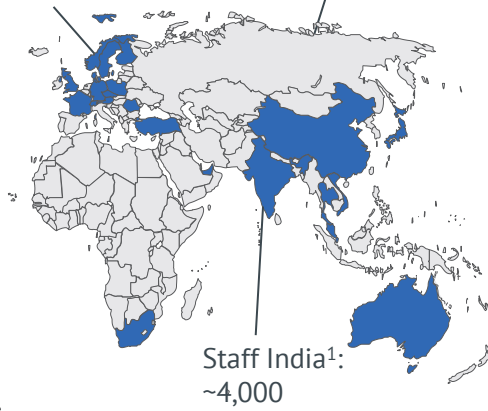
Staff Germany¹:
>4,400



Staff America¹:
~200



Staff Rest of Europe & Africa¹: ~1,700



Staff Rest of Asia & Australia¹: ~500

Staff India¹:
~4,000

Presence in 27 countries on 5 continents

- 82 sites in Germany
- 8 sites in Austria and Switzerland
- 22 sites in rest of Europe and Turkey
- 12 sites in the USA, Canada and Mexico
- 13 sites in India, China, Singapore, Vietnam, Malaysia, Thailand, Japan & UAE
- 2 sites in Australia
- 1 site in South Africa

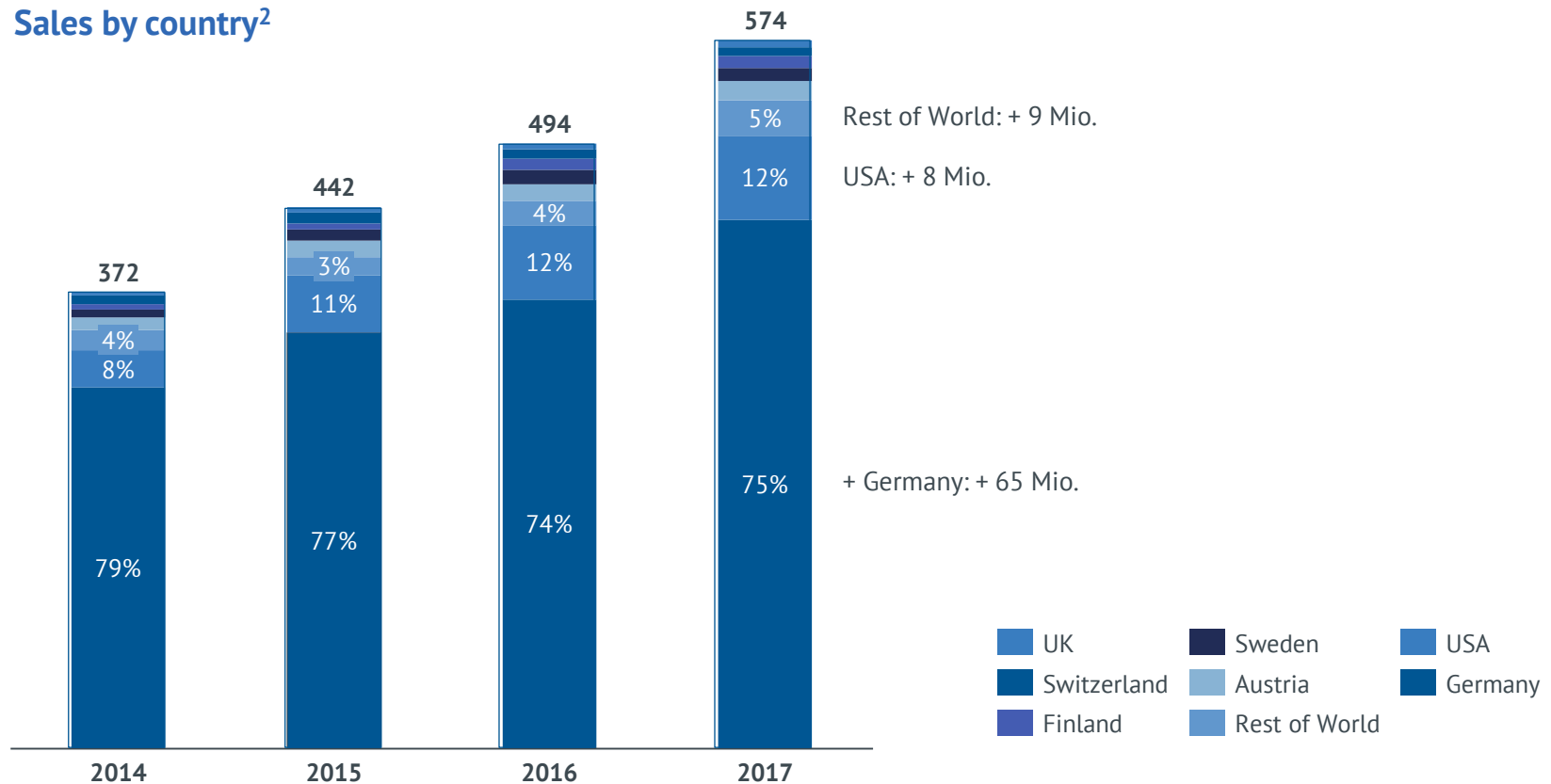
“Blended shoring” approach with onsite presence and flexible nearshore / offshore capacities

- Czech Republic (Prague), Poland (Warsaw) and Romania (Timisoara, Cluj-Napoca, Brasov, Sibiu, Craiova and Bucharest) are **EU nearshore sites**
- India and China with more than 4,000 highly qualified developers¹ are the **offshore centres** for high-end software & application development & management
- Additional **offshore development** unit in Vietnam

1) as of September 30, 2018, incl. first time consolidation of Objectiva & iQuest employee figures preliminary (own estimates)

Allgeier is growing globally

Sales by country²

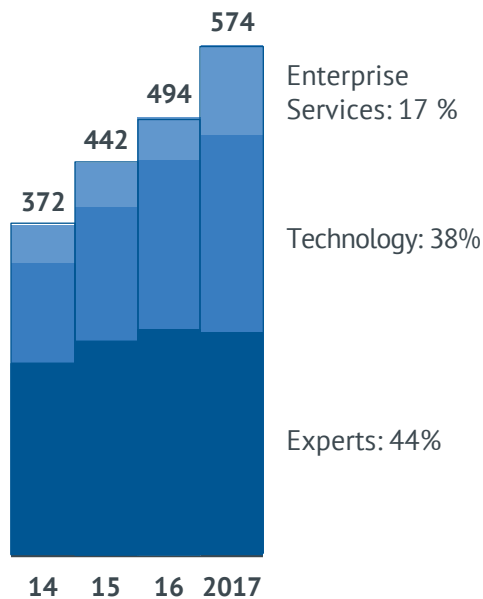


1) Compound Annual Growth Rate (average yearly growth)

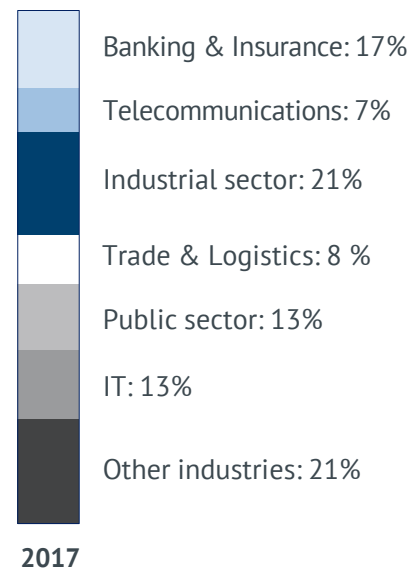
2) Sales in EUR million (as not stated otherwise), continuing operations according to IFRS as of September 30, 2018 (unaudited, partly own calculation),

We report in three business segments and are broadly positioned in terms of industries and customers

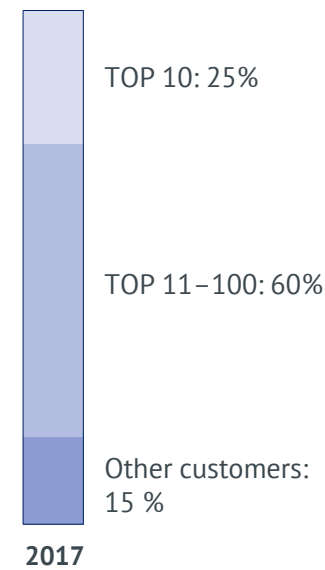
Business segments¹



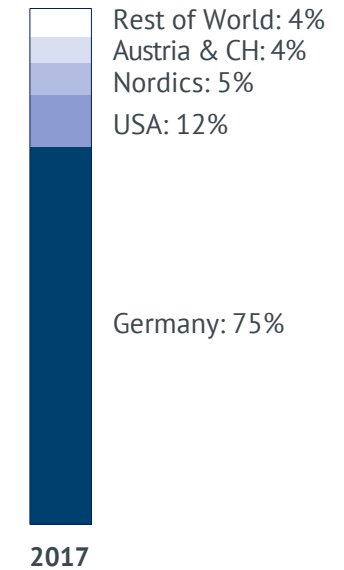
Industries¹



Customers¹



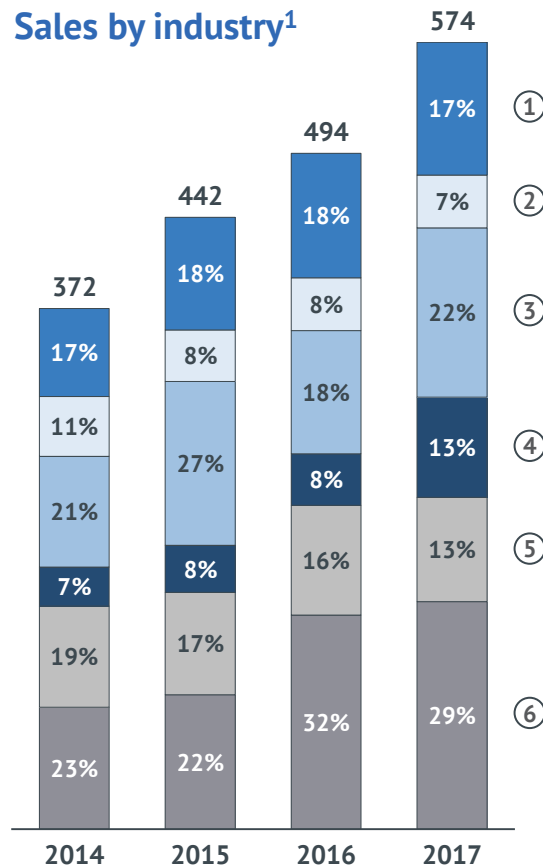
Regions¹



1) Sales in EUR million, continuing operations according to IFRS as of September 30, 2018 (unaudited), 2017: adjusted figures according to IFRS 15

Allgeier works for leading companies across a range of different industries – from global industry and market leaders to medium-sized businesses

Sales by industry¹



① Banks / Insurance

- Expert leasing
- IT consulting
- Infrastructure projects
- Service jobs
- Application development
- IT security and forensics

④ Public Sector

- Expert leasing
- Software development & lifecycle services
- Application development & portals
- E-Business & E-Government solutions
- IT consulting

② Telecommunications

- Complex mobile applications project mgmt
- Development, testing and integration of mobile applications
- Development of multi-level service organisations for application operations and products

⑤ Information Technology

- Recruiting, expert leasing & staffing
- IT consulting
- Project management, IT Architecture, IT design, migration, installation, configuration
- IT managed services
- 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., trade and logistics, services, health care, media & entertainment, publishing)

- Web shops (e-commerce) and portals
- Software and application development
- Proprietary software and solutions
- SAP and Microsoft full-service

1) All figures in EUR million, continuing operations according to IFRS as of September 30, 2018 (unaudited)

For our clients we solve some of the most complex business challenges and we aim to leverage technology to improve the lives of billions of customers worldwide

21 out of German top 30 companies and market-leaders from all around the world are amongst our customers



We have grown from 227 to >5,500 software developers in recent 10 years

We make Lufthansa the most digital carrier in the world.

We create game-changing S/4HANA retail solutions for the IoT era.

We deliver IT and engineering experts for leading international banking companies to create digital banking of the future.

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Get to know the Allgeier Group Executive Board



Carl Georg
Dürschmidt
60y, Munich



Dr. Marcus
Goedsche
46y, Munich



Manas
Fuloria, PhD
46y, Delhi



Hubert
Rohrer
55y, Bremen

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Business segment Enterprise Services is one of the most sophisticated and fastest-growing SAP & Microsoft full-service consultants

	<p>1,000+ software consultants</p>	<p>SAP S/4 Public Cloud Lighthouse Partner</p>	<p>Gold Microsoft Partner</p>	<p>#1 <small>LÜNENDONK FÜHREND IM MITTELSTAND</small> Leading mid-sized IT consulting & system integration companies GER¹</p>
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Sales 2017²:
EUR 100 m

We consult in change of business models supporting our customers to build up the most competitive and agile processes for the digital era. We call this enabling game-change in digitization.

1) 2017

2) continuing operations according to IFRS as of Sept. 30, 2018 (unaudited), incl. intercompany balances between segments, adjusted figures according to IFRS 15

Business segment Technology is a truly global specialist for digitization of mission-critical business processes and disruptive technology services

	<p>66 development sites in 26 countries</p>	<p>5,500+ software developers & UX designers</p>	<p>Flexible blended shoring across 5 continents</p>	<p>Acting globally, thinking beyond</p>
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Sales 2017¹:
EUR 219 m

We solve some of the most complex business challenges for our clients leveraging cutting-edge technology with **agility** and **innovation**. We call this approach **Thinking Breakthroughs**.

1) continuing operations according to IFRS as of Sept. 30, 2018 (unaudited), incl. intercompany balances between segments, adjusted figures according to IFRS 15, without consolidation of new entities iQuest and Objectiva

Business segment Experts is a market-leading one-stop-shop for professional workforce solutions

	<p>45 sites delivering just in time expert services</p>	<p>3,000+ IT & engineering experts</p>	<p>10,000+ highly qualified candidates</p>	<p>100k professionals in IT expert pool</p>
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Sales 2017¹:
EUR 256 m



We deliver the best technology experts for a successful digital transformation of businesses – fitting our customers needs with an ideal combination of personnel and project services from a single source.

1) continuing operations according to IFRS as of Sept. 30, 2018 (unaudited), incl. intercompany balances between segments, adjusted figures according to IFRS 15

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Leadership

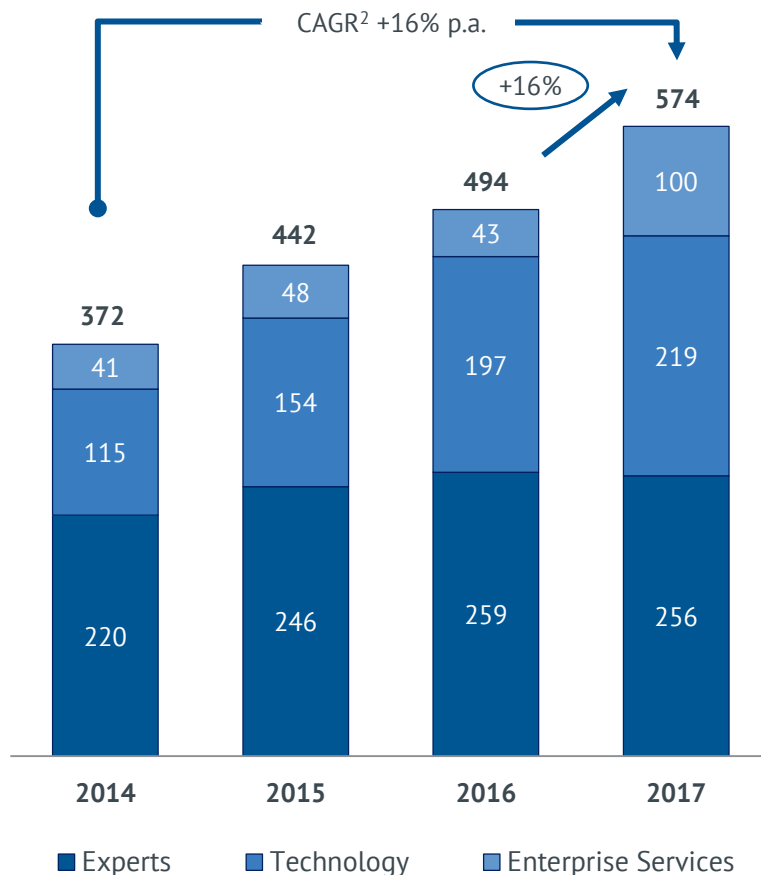
Business segments

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Allgeier grows by 16% in 2017 (CAGR² 2014-2017: 16%)

Sales¹ in EUR m



Enterprise Services: CAGR² 35% p.a.

- Strong expansion of SAP unit and integration of the business of Ciber Germany, Denmark and France

Technology: CAGR² 24% p.a.

- Continued strong growth

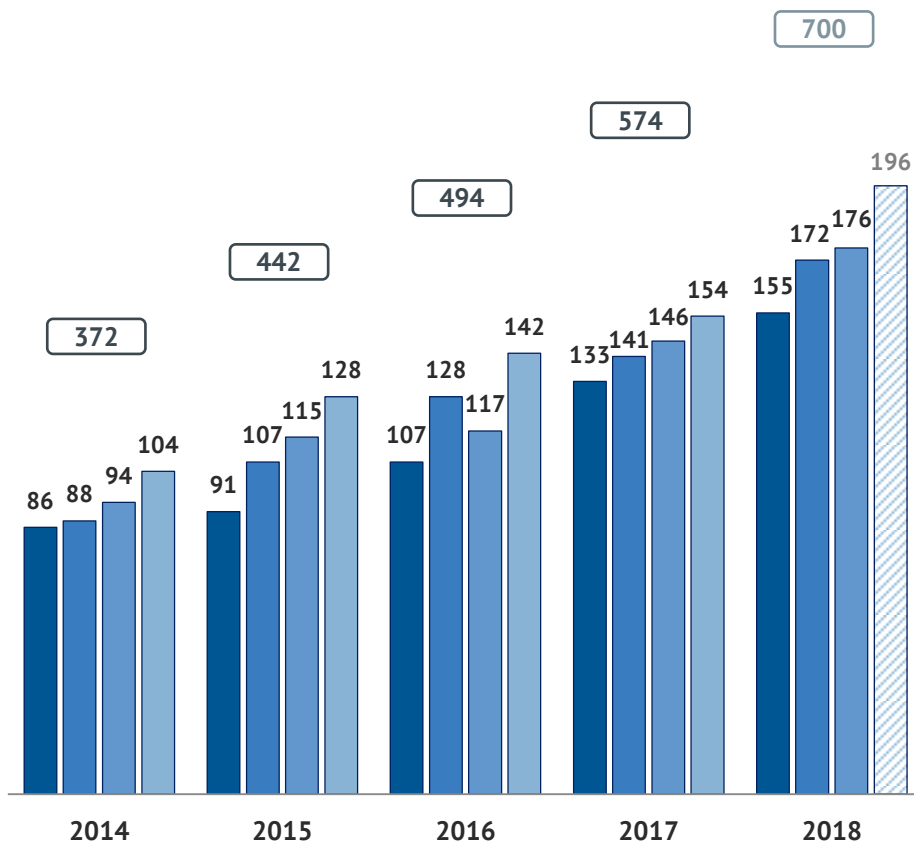
Experts: CAGR² 5% p.a.

- Reorganization incl. structural adjustments equalizes growth; sales at comparable level to previous year

1) continuing operations according to IFRS as of Sept. 30, 2018 (unaudited), 2017: adjusted figures according to IFRS 15, segment information including intercompany balances between segments 2) Compound Annual Growth Rate (average yearly growth)

Quarterly development shows continued sales growth

Sales¹ (on quarterly basis) in EUR m

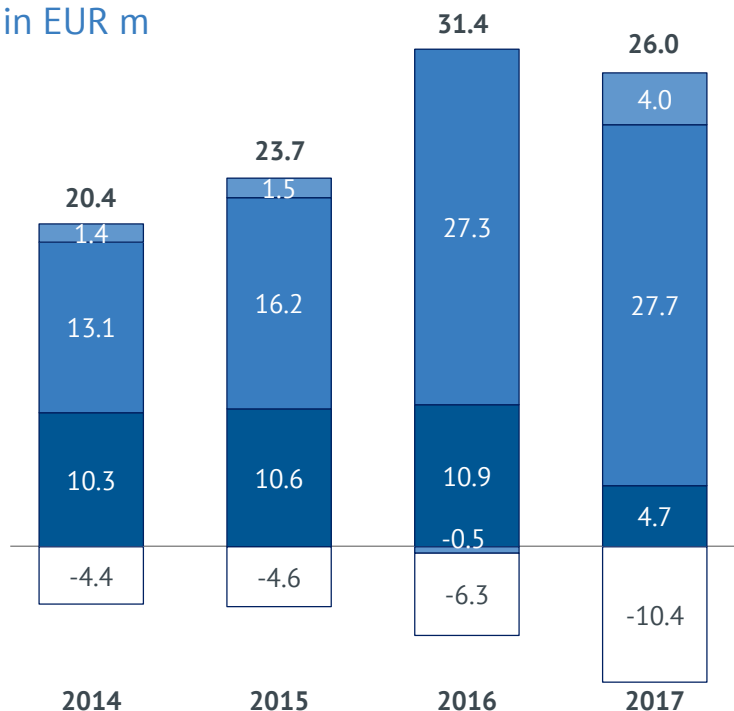


- FY 2017 growth investments pay off: Significant sales growth in 2018 fiscal year
- 1-3Q 2018 with continued sales growth, strongest three quarters in the company's history
- 1-3Q 2018: 503 EUR m (+20 %, PY: 420 EUR m)
- 2018E¹: 700 EUR m (+22 %, PY: 574 EUR m), value added (E) up by 27 %

1) continuing operations according to IFRS as of September 30, 2018 (unaudited), 4Q2018E according to FC 10+2; 2017: adjusted quarterly figures according to IFRS 15

2017 results impacted by growth investments

EBITDA¹ in EUR m



	2014	2015	2016	2017
Holding company costs	-4.4	-4.2	-5.9	-8.2
Consolidation	-0.0	-0.4	-0.4	-0.3
Other segments			-0.0	-1.9

■ Experts ■ Technology ■ Enterpr. Services □ Holding, other segments & consolid.

Enterprise Services

- Favourable development of existing business
- No contribution to earnings from SAP unit yet

Technology

- 2017 year of consolidation at a high level after strong growth in the previous year

Experts

- New positioning and growth investments cost earnings in 2017

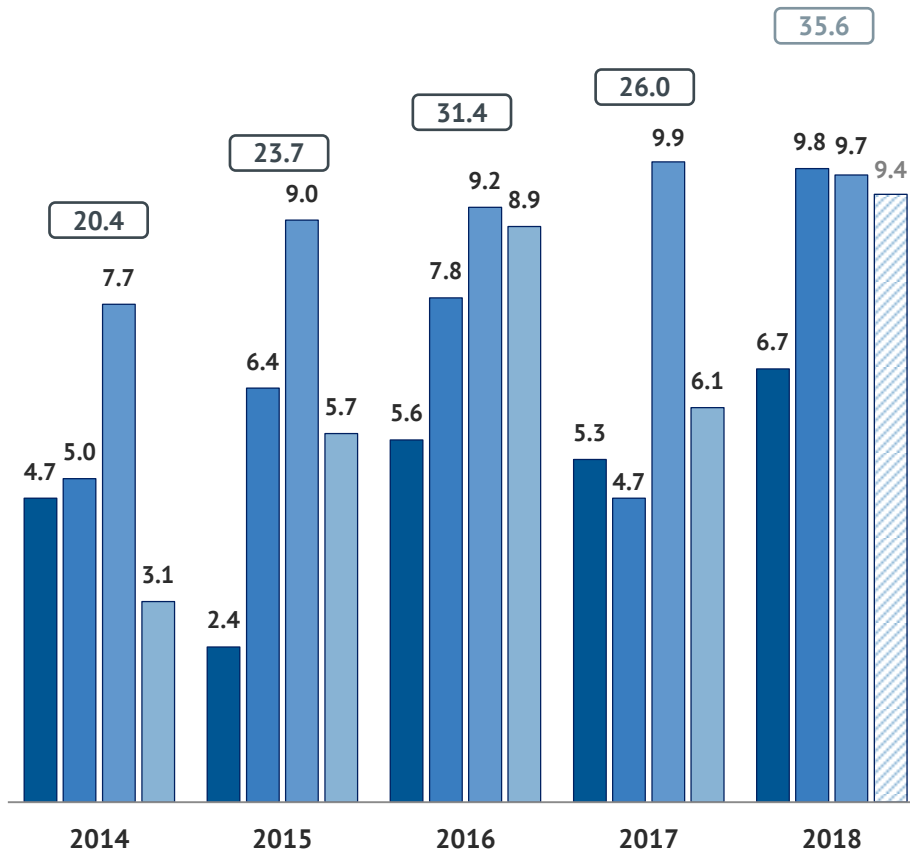
Holding, other segments and consolidation

- Initial investments in segment New business areas

1) continuing operations according to IFRS as of Sept. 30, 2018 (unaudited), segment information incl. intercompany balances between segments, 2017: adjusted figures according to IFRS 15

After dip in earnings in 2017, significant earnings growth in 2018

EBITDA¹ (on quarterly basis) in EUR m



- FY 2017 growth investments pay off: Significant earnings growth in 2018 fiscal year
- 1-3Q 2018 with significant increase in earnings, strongest first three quarters in the company's history
- 1-3Q 2018 EBITDA: 26.1 EUR m (+32 %, PY: 19.8 EUR m)
- 2018E EBITDA¹: 35.6 EUR m;
2018E adjusted EBITDA¹: 45.4 EUR m

1) continuing operations according to IFRS as of September 30, 2018 (unaudited), 4Q2018E according to FC 10+2;2017: adjusted quarterly figures according to IFRS 15

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

Web: www.allgeier.com

