



**DATAGROUP**

## Expedition DATAGROUP

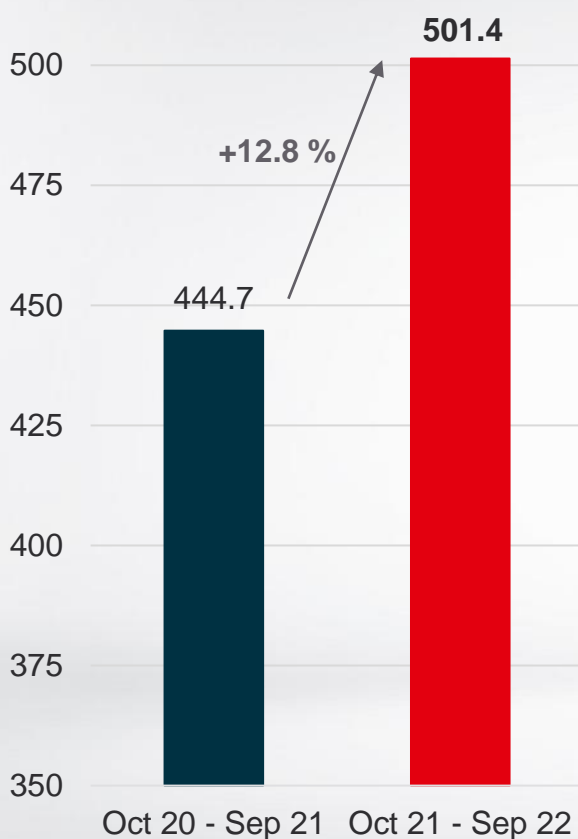
Analyst Presentation November 2022

- Preliminary Full Year Figures 2021/2022 -

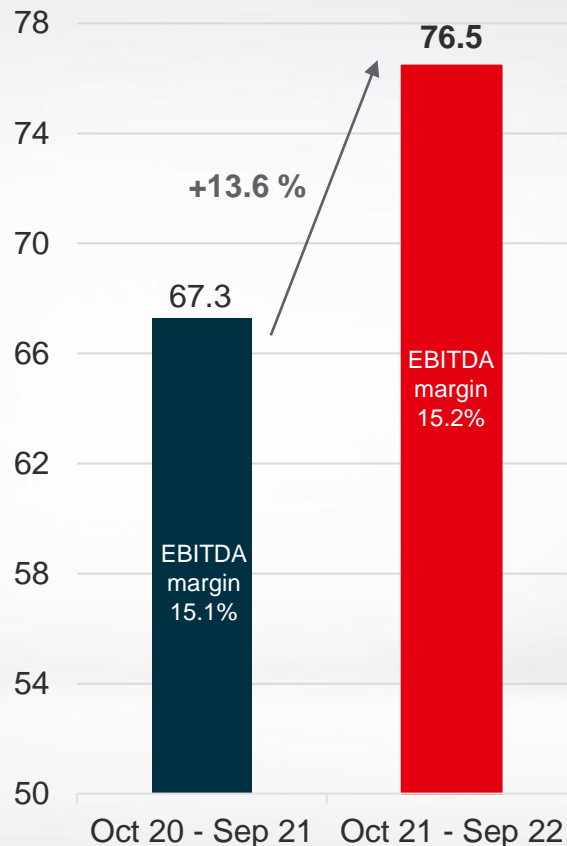
# 21/22 DATAGROUP Continues Success Story

## Record Results in Revenue, Margins and Earnings

**Revenue €m (p)**



**EBITDA €m (p)**

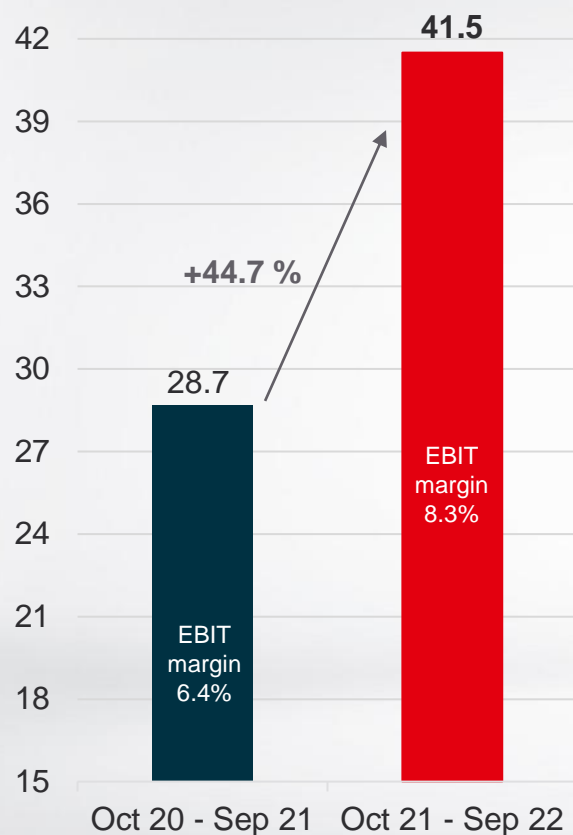


- DATAGROUP exceeds guidance
  - Revenue 480-500 €m
  - EBITDA guidance 72-75 €m
  - EBIT 39-42 €m
- Full consolidation of URANO and dna (today DATAGROUP BIT Oldenburg)
- First-time consolidation of Hövermann IT

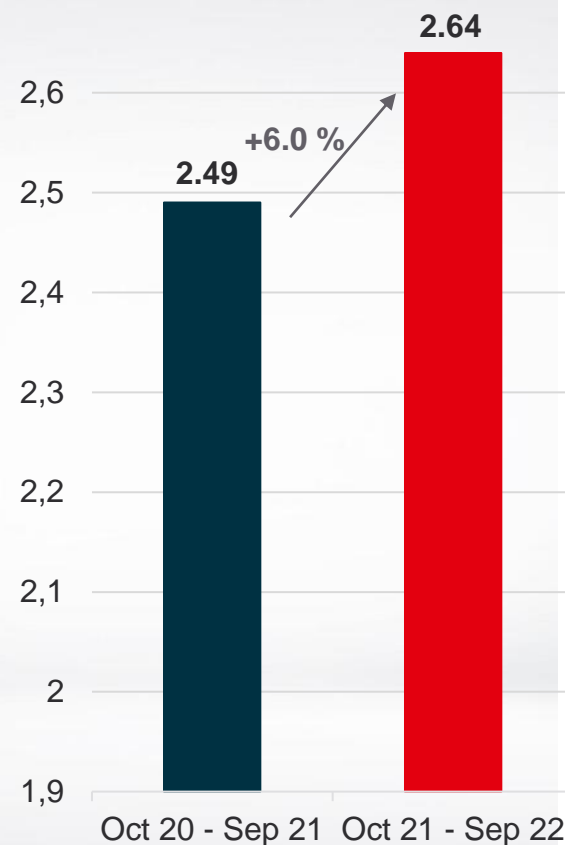
# 21/22 DATAGROUP Continues Success Story

## Record Results in Revenue, Margins and Earnings

EBIT €m (p)



EPS € (p)



- Overproportionate increase in EBIT against EBITDA
- 8,3% EBIT margin driven by significant improvements in CAPEX efficiency
- Service-as-a-product approach with centralized production units is the basis for operational leverage



# Key drivers of outstanding performance



- Strong performance across the DATAGROUP market units
- Strong sales results with CORBOX services contribute on core business growth
  - 18 additional contracts which will become effective in 22/23 (20 new contracts, only 2 customers not renewed)
  - 20 contracts expanded
  - 34 contracts renewed
- No negative impact from war in Ukraine, related energy scarcity followed by inflation as well as supply chain bottlenecks
- Outstanding performance of the two new acquisitions Urano and dna (today DATAGROUP BIT Oldenburg)

# ForstBW transfers entire IT infrastructure to the Public Cloud with DATAGROUP

- Largest forestry operation in the state of Baden-Württemberg
- Responsibility for the management of over 300,000 hectares of state forest
- 1,800 employees at 260 locations

Managed & Private Cloud Services	Public Cloud Services	Application Management Services
SAP Services	Communication & Collaboration Services	Network Services
Security Services	EndUser Services	Service Desk

- 48-month operations
- 6-month transition
- Cloud-only strategie for flexible working without a fixed office workstation
- Approx. 1,050 clients in full-service
- Approx. 2150 smartphones/tablets
- Approx. 350 printers and MFPs
- Managed Azure Firewall, AD, Server, Citrix, Database, Client via Intune, MDM, Defender & Azure Sentinel
- On-site team for comprehensive support





# Selected P&L Ratios in 21/22 (p)

Figures in € k	20/21	21/22	Change
Revenue	444,708	501,410	12.8%
Other own work capitalized	1,720	1,643	-4.5%
Changes in capitalized contract costs	-1,938	-3,580	84.7%
Total revenues	444,490	499,473	12.4%
<i>Material expenses / Expenses for purchased services</i>	149,494	171,369	14.6%
Gross profit	294,995	328,103	11.2%
<i>Personnel expenses</i>	213,038	233,440	9.6%
EBITDA	67,286	76,459	13.6%
EBIT	28,653	41,453	44.7%
<i>Financial result</i>	-1,927	-4,719	144.9%
EBT	26,726	36,733	37.4%
Net income	20,727	22,028	6.3%
EPS (in €)	2.49	2.64	6.0%

- Proportion of services remains at 80.9% on a high level
- Over proportional increase of EBIT and EBT due to reduced depreciation
- Net income and EPS burdened by increase in tax ration from 22.5% to 40.0%



# Selected Balance Sheet Ratios in 21/22 (p)

Figures in € k	30.09.21	30.09.22	Change
Goodwill	125,951	151,436	20.2%
Non-current liabilities	237,353	161,479	-32.0%
<i>thereof liabilities to banks</i>	78,224	69,225	-11.5%
<i>thereof leasing liabilities</i>	40,059	34,442	-14.0%
<i>thereof pension provisions</i>	64,038	36,103	-43.6%
Current liabilities	131,627	194,647	47.9%
<i>thereof liabilities to banks</i>	0	9,008	
<i>thereof leasing liabilities</i>	17,079	18,052	5.7%
Cash and cash equivalents	44,092	47,042	6.7%
Trade receivables	56,363	55,148	-2.2%
Trade payables	11,422	15,827	38.6%
Total net debt	116,555	109,302	-6.2%
Equity ratio (in %)	20.3	26.4	
Equity ratio <sup>1)</sup> (in %)	26.2	19.9	
Balance sheet total	462,991	483,584	4.4%

- Balance sheet prolongation caused by first-time-consolidation of new companies)
- Reduction in net debt despite 35m € investments in acquisitions
- Net debt / EBITDA = 1.4

1) Equity ratio = net income / average equity



# Cash Flow in 21/22 (p)

Figures in € k	20/21	21/22	Change	Notes
Cash flow from operating activities	49,998	70,253	40.5%	<ul style="list-style-type: none"> <li>Shows the financial strength of the DATAGROUP companies</li> </ul>
Cash flow from investing activities	-44,568	-44,778	0.5%	<ul style="list-style-type: none"> <li>CAPEX : € 8,810k in 21/22 after € 11,037k in 20/21</li> <li>Outflow of € 35,855k for acquisitions</li> </ul>
Cash flow from financing activities	-25,244	-22,525	-10.8%	<ul style="list-style-type: none"> <li>Outflow for finance leases as a lessee</li> <li>€ 12,789k in 21/22 after € 10,165k in 20/21</li> <li>Outflow for dividend payment 8,331k in Q2 21/22 after € 0 in Q2 20/21</li> </ul>
Changes in cash and cash equivalents	-19,814	2,950		
Cash and cash equivalents on 30.09.	44,092	47,042	6.7%	



# Current Assessment of the Ukraine Conflict for DATAGROUP



**DATAGROUP**



- DATAGROUP employees, suppliers and customers currently not affected directly
- Increase in attacks on IT systems leads to an intensified threat situation

IT's that simple.

# Organisational Security Measures in the Intensified Threat Situation



**DATAGROUP**

## **Central IT Governance, Risk and Compliance (IT-GRC)**

Update and expansion of key initiatives

- Raising awareness among employees
- Increased alert readiness and testing of emergency plans
- Initiatives to strengthen resiliency and to ensure business continuity

## **Corporate Security Board (CSB)**

Higher rate

- Accelerated implementation of centrally defined measures with all companies
- Intensification of governance and overarching cooperation

## **Security Competence Team (SCT)**

Close monitoring of the current threat situation

- Increased meetings of the expert panel with internal and external expertise
- Analysis and assessment of current developments of the threat situation
- Derivation of needs for action

## **Security Operation Center (SOC)**

Expansion Security Operation

- Staff and expertise expansion
- Greater service coverage 24x7



# Expansion of the Security Services in the Intensified Threat Situation



## PREVENTION

- Endpoint Detection and Response (EDR), early detection of anomalies and reaction on end devices
- Mailgateway with sandboxing as an option in Managed Exchange
- Net Security, network-level security features to protect against transmission of harmful content



## DETECTION

- Security Information and Event Management (SIEM), the overarching alarm system for the detection of attacks in real time
- Vulnerability Management: Identification of IT Security vulnerabilities of the infrastructure in use



## REACTION

- Immutable backups help protect against malicious data manipulation or encryption
- The THOR compromise scanner automates and accelerates forensic analysis after an attack

# Further Development of Security Services



**DATAGROUP**



“We are on “red alert”,  
at least in some areas  
of the information  
security sector.”

Arne Schönbohm, President of BSI

DATAGROUP's response:

- New, coordinated CORBOX Security Services along multiple lines of defence for prevention, detection and response
- Own Security Operation Center (SOC) with in-depth security experience and tooling for protection and monitoring of the CORBOX platforms





**DATAGROUP**

IT just works.

Optimally Positioned to Meet Market Requirements





## Leading IT-Service Provider in Germany (Source Lünendonk)

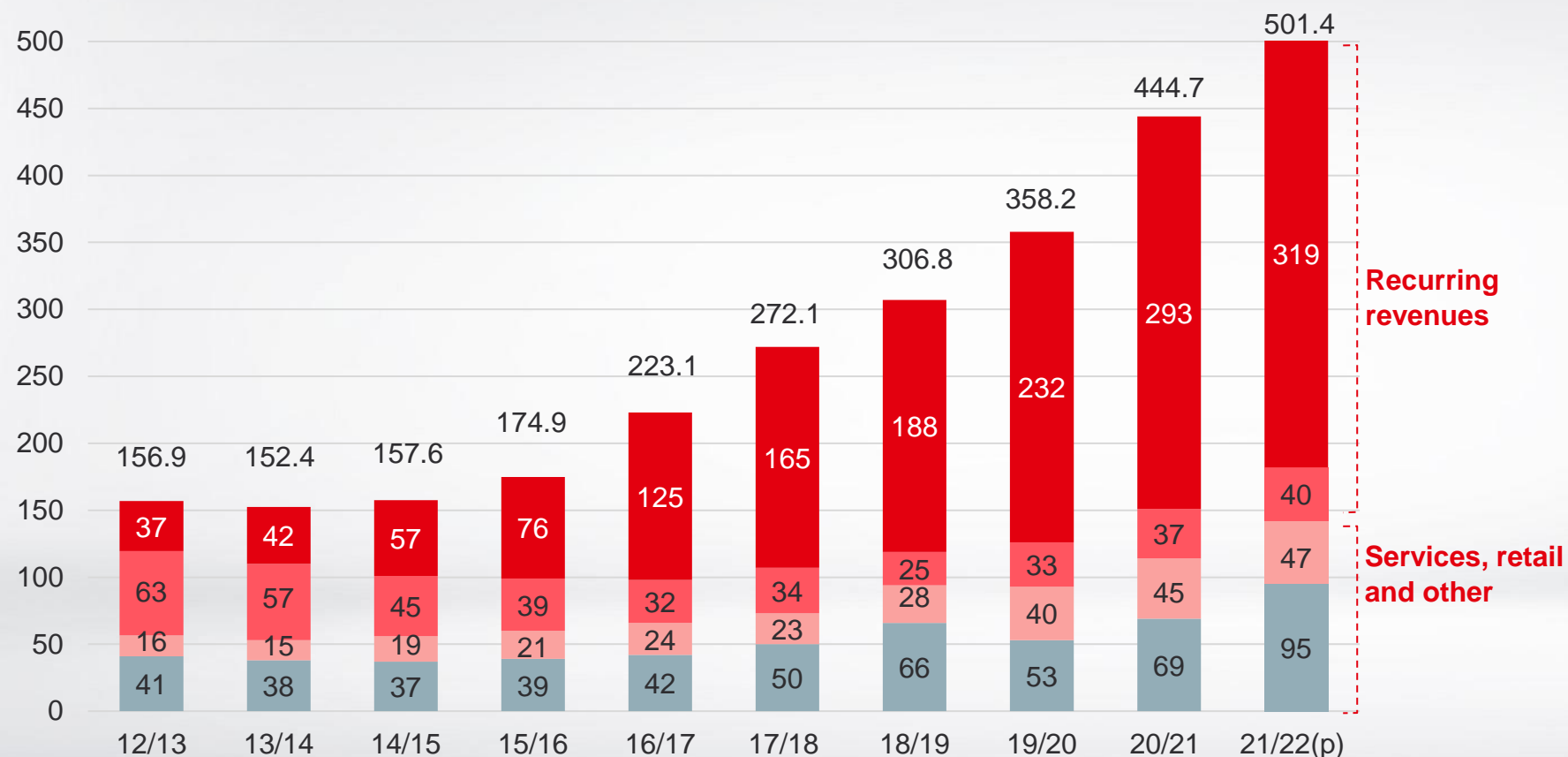
- Full service offering for IT and cloud services
- For companies with 100 – 5.000m € annual revenue as well as institutions
- Around 3,500 employees exclusively in Germany
- Close to our customers across Germany
- Competent contact at eye level
- Innovative Service as a Product approach with CORBOX service suite



# Service-as-a-Product approach with long-term contracts, recurring revenues and high margins

€m Revenue 12/13– 21/22(p)

**CAGR 12/13 – 21/22(p): 13.1%**



**Approx. 80% gross margin with recurring revenues in 21/22 (p)**

- Recurring CORBOX cloud services
- Recurring non-cloud services
- Services
- Retail + Others

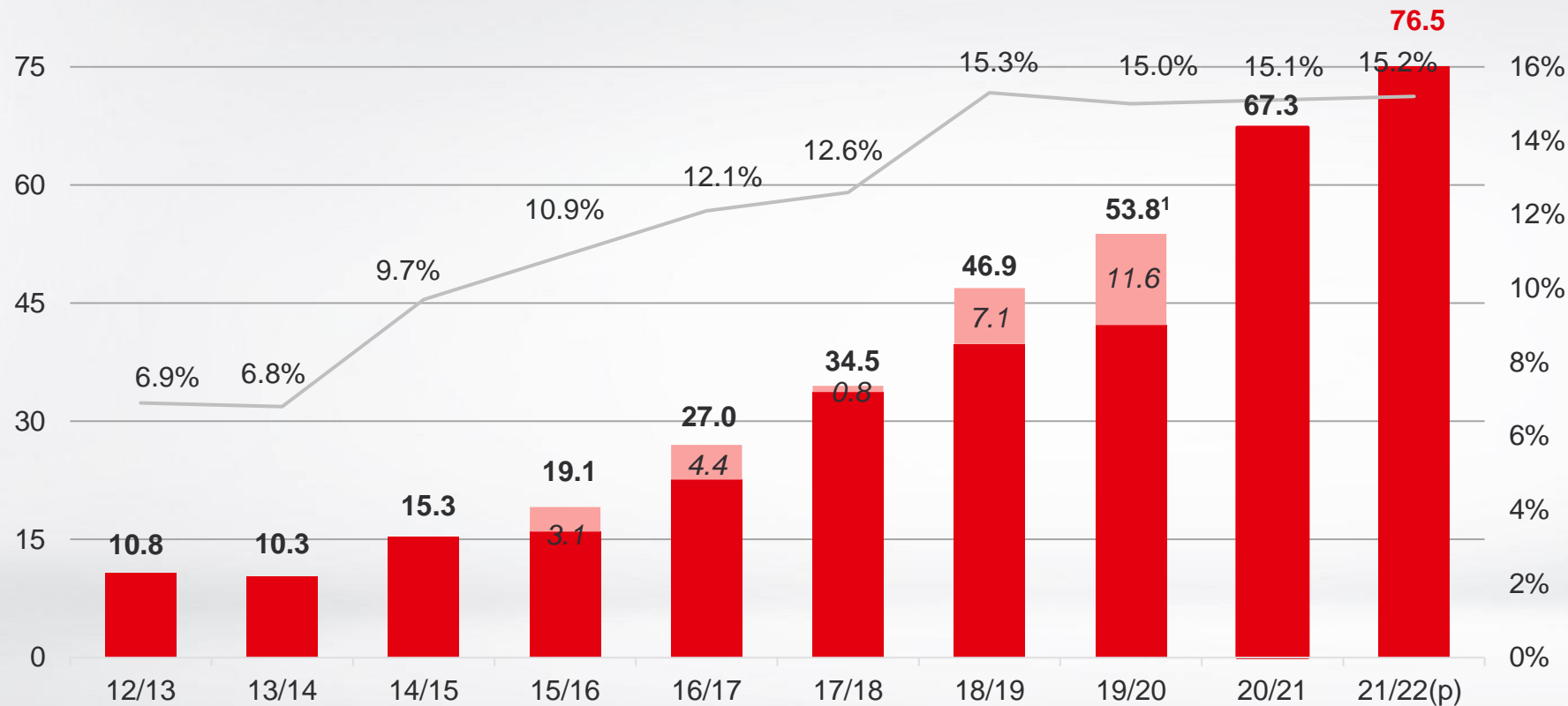
Fiscal year from 01.10. to 30.09.



# Development of EBITDA (p)

€m EBITDA 12/13 – 21/22(p)  
CAGR 12/13 – 21/22(p): 21,6%

EBITDA margin 12/13 – 21/22



Operative EBITDA  
development confirms  
profitable growth course

One-off effects out of  
acquisitions

EBITDA margin

<sup>1</sup> Before risk provisions  
Fiscal Year 01.10 – 30.09





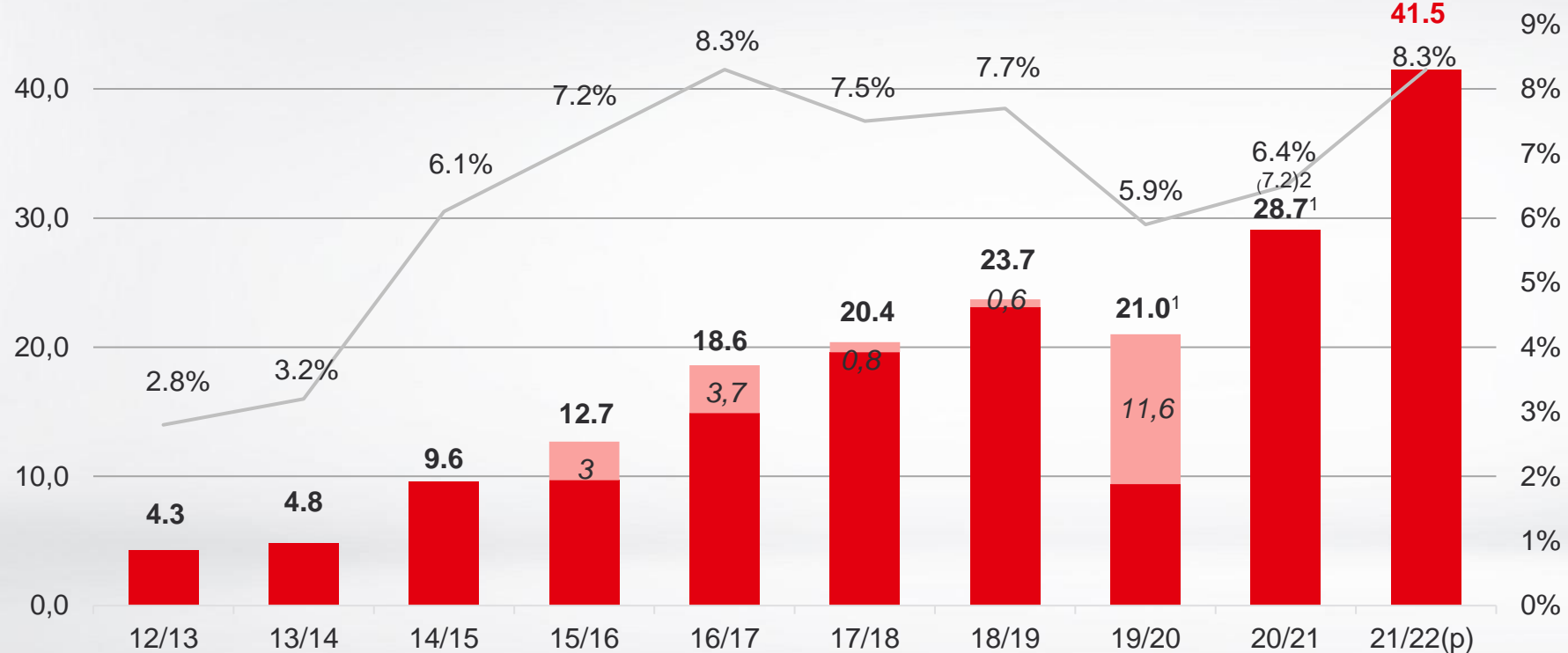
DATAGROUP

# Development of EBIT (p)

€m EBIT 12/13 – 21/22(p)

CAGR 12/13 – 21/22(p): 25,4%

EBIT margin 12/13 – 21/22



DATAGROUP had realized extraordinary purchase price bargains over the past five years. In the reporting year, EBIT was achieved without such effects.

One-off effects out of acquisitions

EBIT margin

<sup>1</sup> Before risk provisions

<sup>2</sup> There were extraordinary write-offs of € 3.15m in the fiscal year. When excluding this special effect, EBIT would have amounted to € 31.80m (EBIT margin 7.2%)

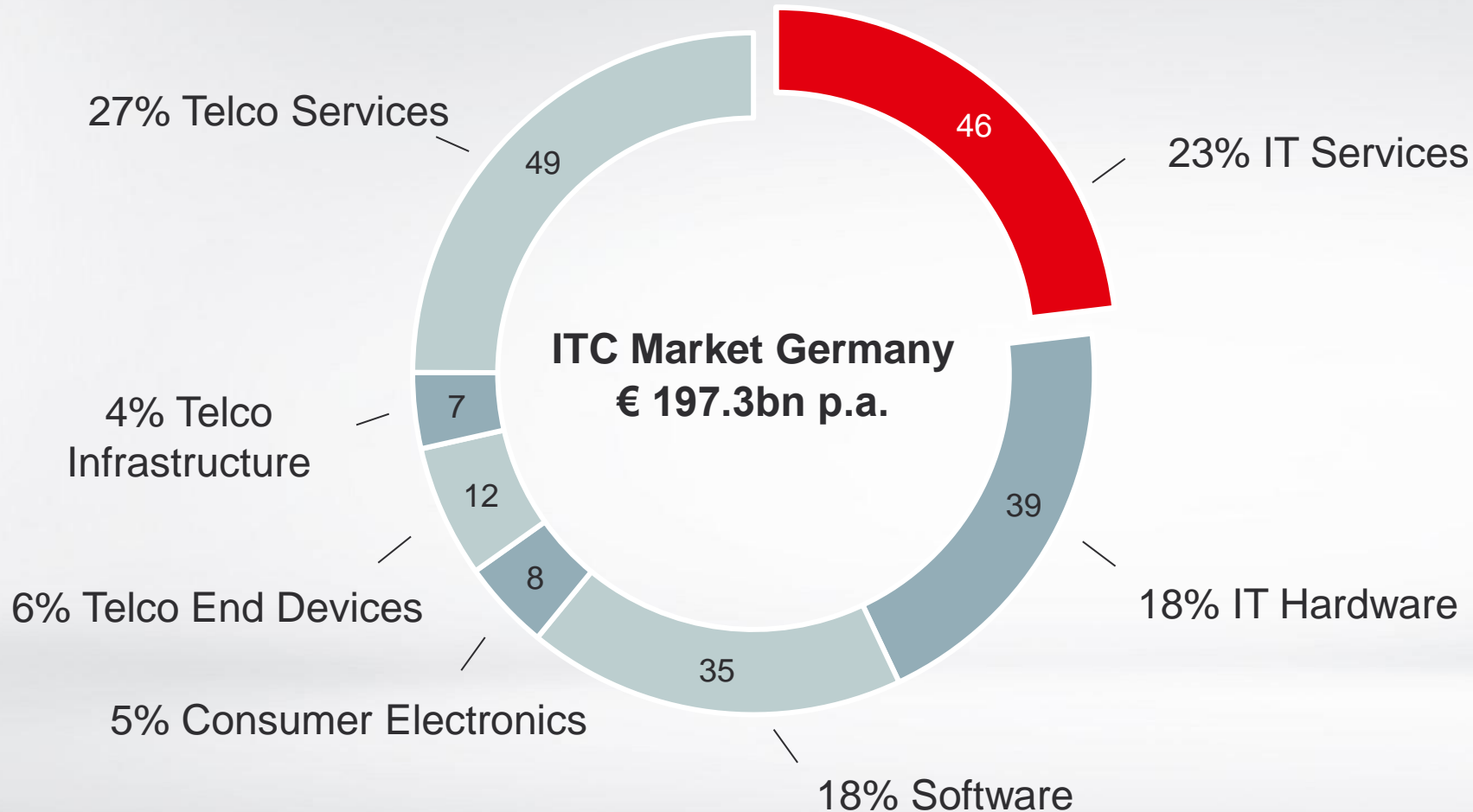
Fiscal Year 01.10 – 30.09.

# Growth Strategy

## DATAGROUP Grows Stronger Than the Market



**DATAGROUP**



- Bitkom expects market growth of 4.2% compared to 2022 and thus significant recovery after Corona-related decline
- Major increases in demand of IT services (+ € 2m) Hardware (+ €2.2m) and software (+ € 3m)
- Average sales growth of 15.1% since 10/11 at DATAGROUP

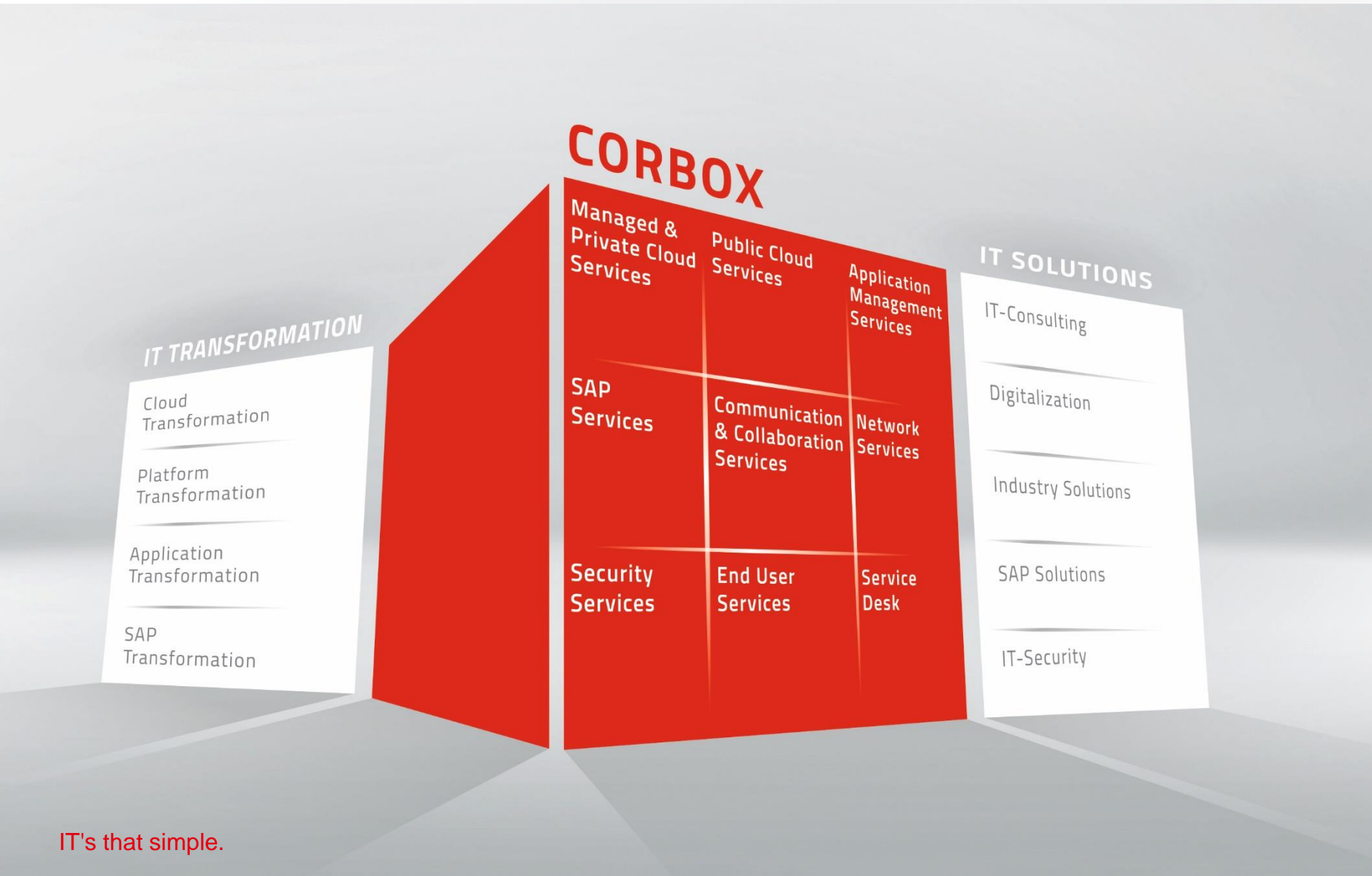
in € bn

Source: Bitkom, July 2022

# Our Full Service Offer for Companies as USP



**DATAGROUP**



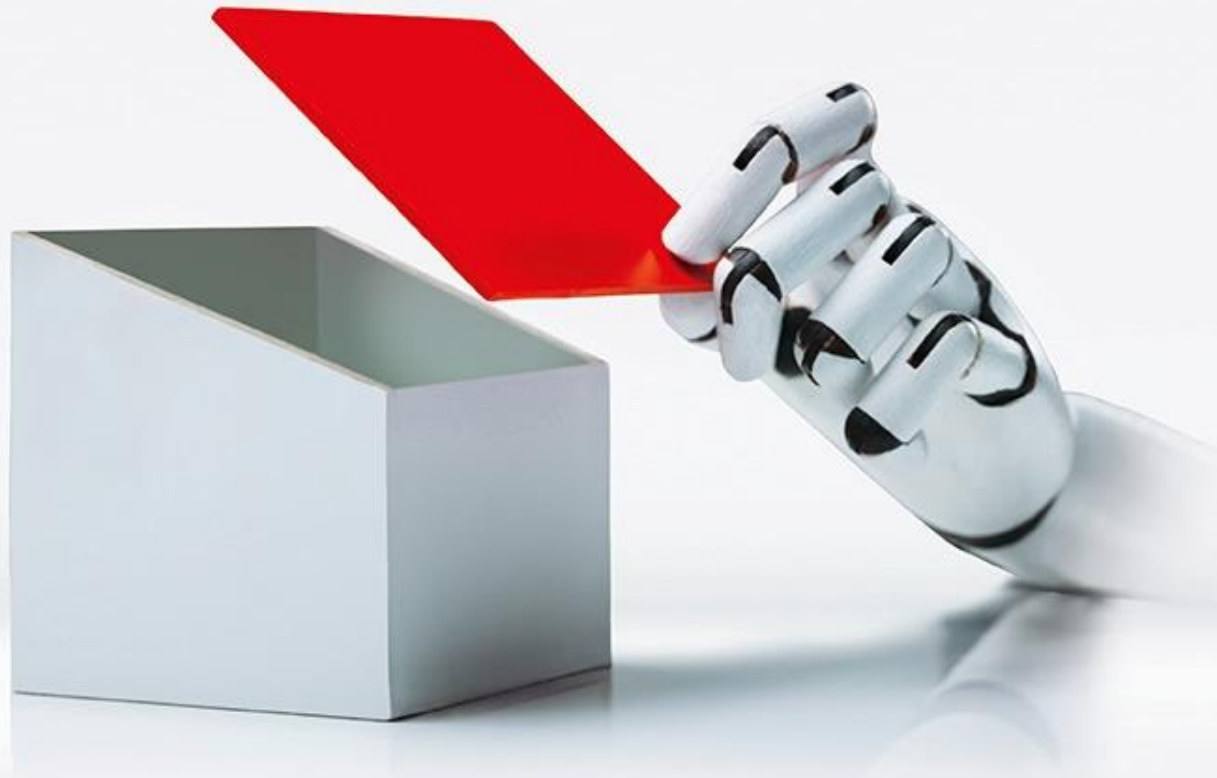
- “Service as a Product” replaces “Time-and-Material”
- Modular offering for care-free IT
- Economies of scale through industrial production
- ISO 20000 certified (TÜV Süd)

# 1. On the Basis of Standardization

## Factory Manufacturing of IT Operations



**DATAGROUP**



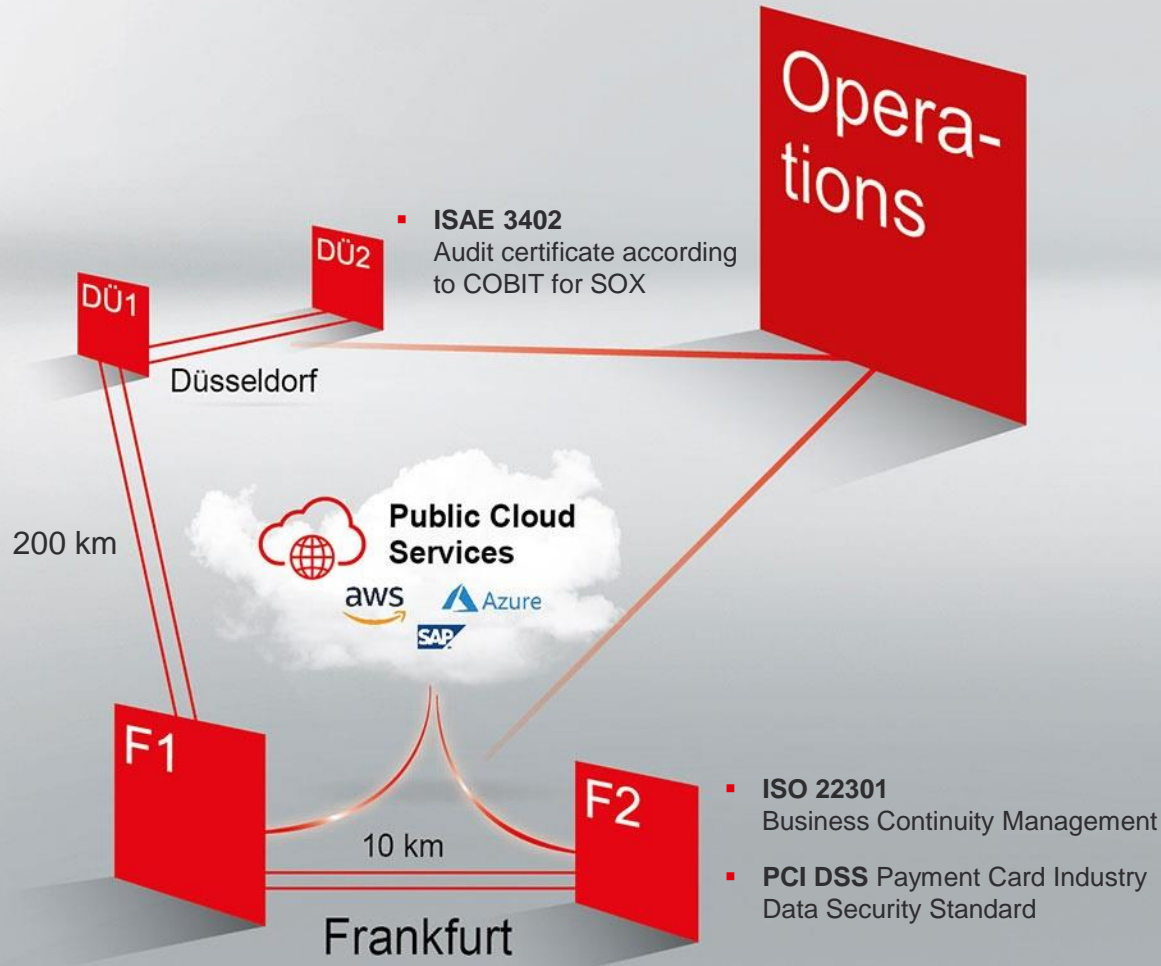
- Provision according to industrial standards on the basis of defined roles, processes and procedures
- Standardization as a basis for automation and efficiency gains
- DATAGROUP as cloud enabler



## 2. On the Basis of Data Centers in Germany in Colocation with public cloud integration



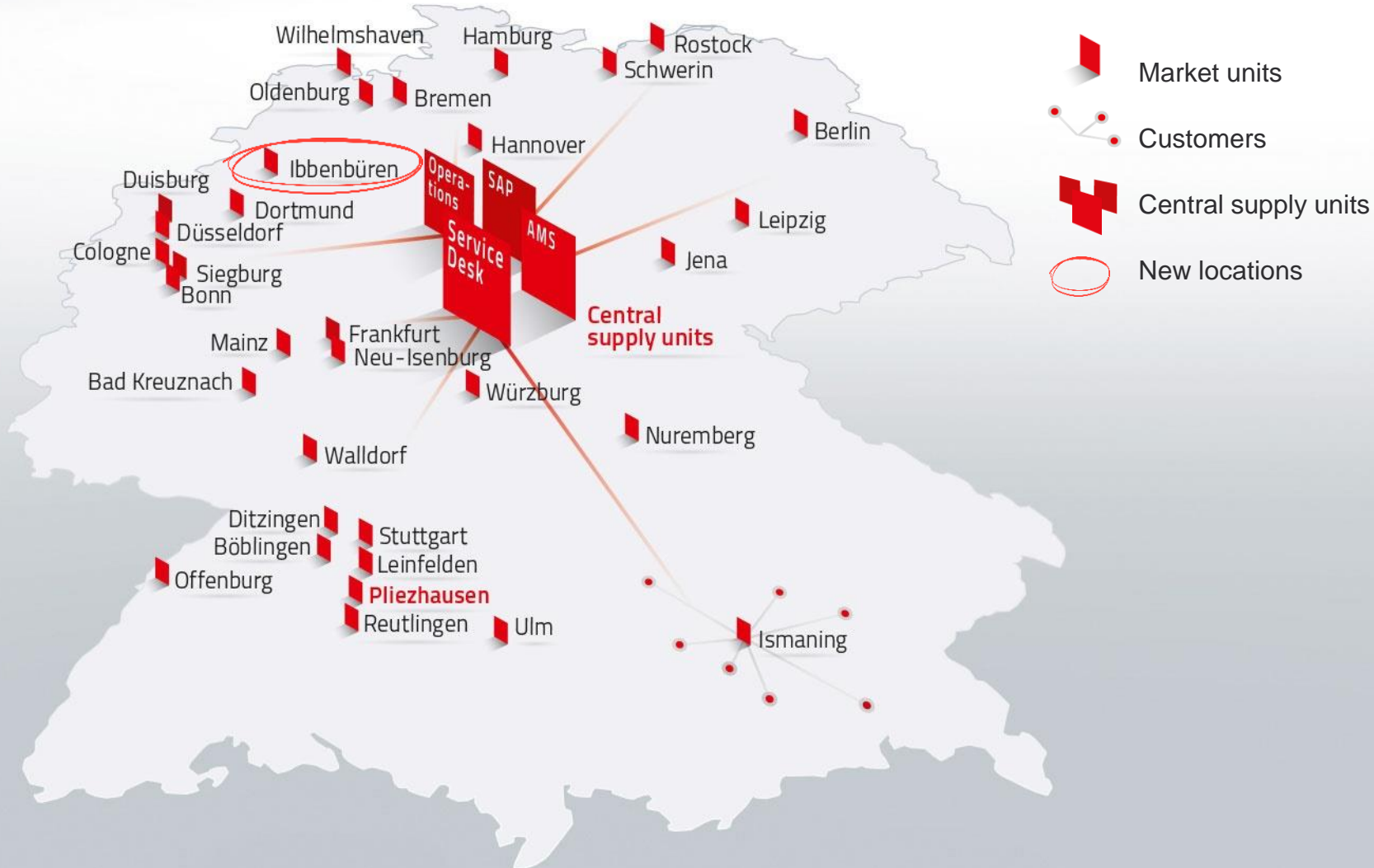
**DATAGROUP**



- Improved disaster recovery abilities based on a joint Data Center backbone in Frankfurt-Düsseldorf
- Optimal public cloud connection to DECIX and ECIX
- Integration of Nuremberg Data Center location into the central Data Centers
- Sustainability improved thanks to concentration at energy-efficient locations
- Further integration of acquired Data Center locations
- CAPEX light



### 3. On the Basis of DATAGROUP Production Model



#### **Virtually centralized supply units**

- Efficiency gains / cost control
- Automation
- Public cloud integration
- Scalability / capacity for growth

#### **Local presence ensures**

- Eye height
- Proximity
- On-site services
- Sales success



## 4. On the Basis of the Highest Security Standards



Quality of services rendered and information security have the highest priority

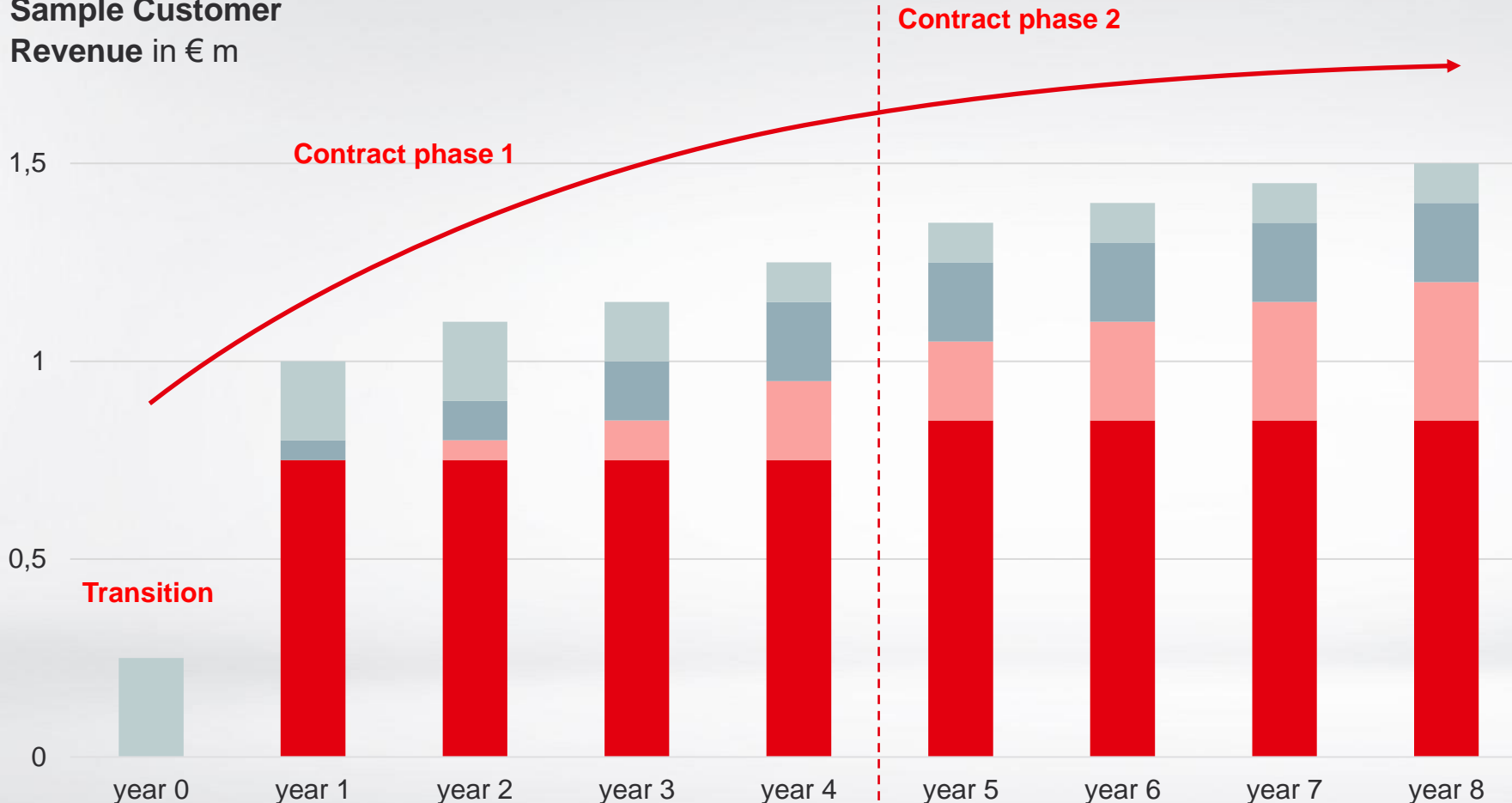
Guidelines, processes and procedures are reviewed on a regular basis, also by external audits:

- **ISO 27001 Native + ISO 27018 (Extension)**  
Information security
- **ISO 27001 on the basis of IT Baseline Protection**  
Information security
- **ISO 20000**  
IT service management
- **ISO 9001**  
Quality management
- **ISAE 3402**  
Certificate from audit pursuant to COBIT for SOX
- **TISAX**  
A standard for information security defined by the automotive industry



# CORBOX Guarantees Recurring Revenues

Sample Customer  
Revenue in € m



- Recurring revenues with CORBOX are extended by additional services over time
- Average contract duration ca. 4.5 years

- Projects
- Increased delivery level of services
- CORBOX upselling
- CORBOX basic contract (fix volume)



# Strong Order Intake with CORBOX



## Exhibition

### Full Outsourcing

5 years, ca. € 3.5m / year



## Financial industry

### End User Services, Service Desk, Communication & Collaboration

5 years, ca. 0,8 Mio.€ / year



## Industrial Industry

### Managed & Private Cloud Services, SAP Services

1 year, ca. € 0.3m / year



## Services

### Managed Cloud, Service Desk Application Management Services

3 years, ca. 1,9 Mio.€ / year



## Handel

### Service Desk

3 years, ca. € 1.4m / year



## Industrial bakery

### Managed Cloud, SAP, Service Desk

4 years, ca. € 2.5m / year



## Toy manufacturer

### Public Cloud, End User Services, Service Desk

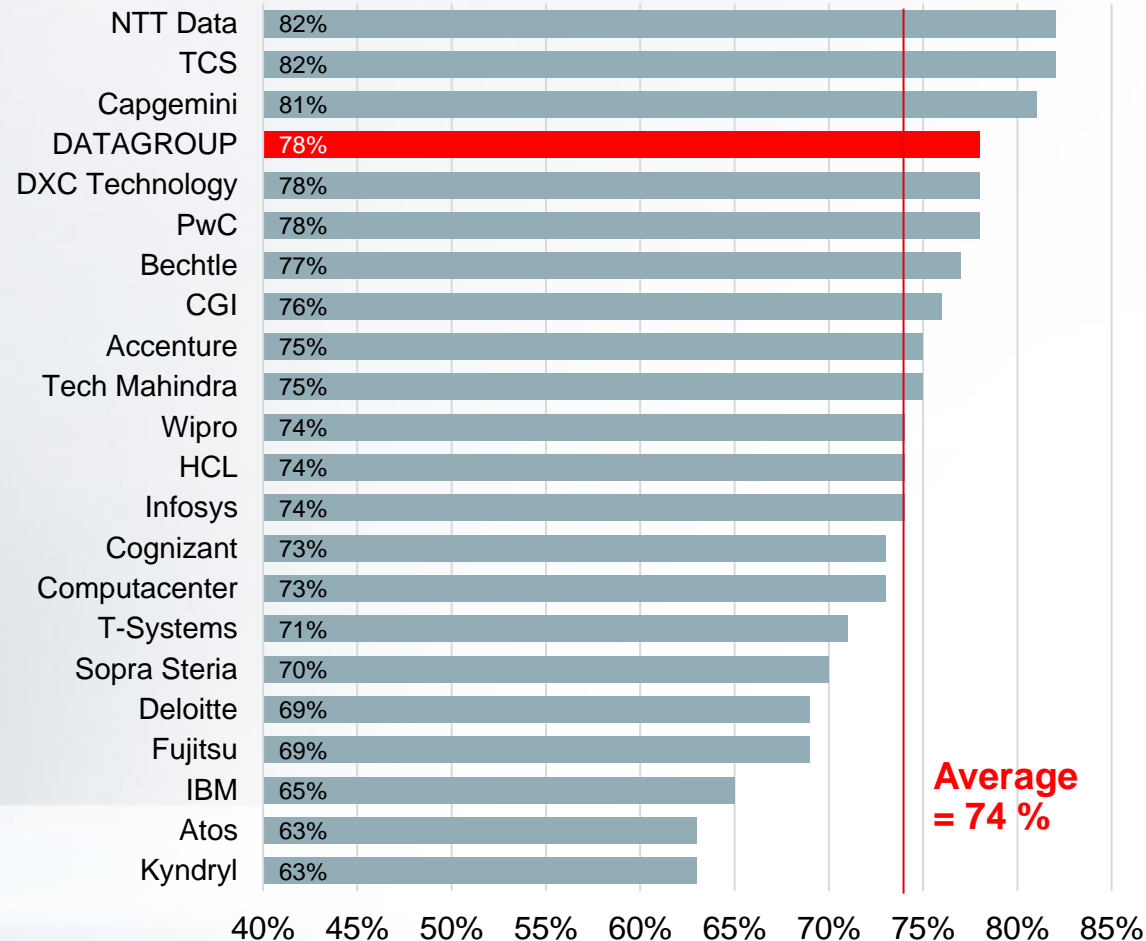
3 years, ca. € 0.6m / year

and many more...

- No cluster risk
- No sector risk
- No market risk



# DATAGROUP Again Top in Customer Satisfaction



- Around 830 out- and cloud sourcing contracts assed by customers
- Comparison of 21 IT service providers
- Top 5 again with top ratings in:
  - Contractual Flexibility, Business Understanding, Transformation Quality, 1st place in each case
  - Cloud Capability, second place
- DATAGROUP is far above average in all disciplines

Source: IT Outsourcing Study Germany 2022 by Whitelane Research and Navisco AG

IT's that simple.

# Collecting Top Marks as Employer



**DATAGROUP**



IT's that simple.

- **“50 best employer for IT professionals”**  
golem.de in cooperation with Statista, 11/21
- **“Top career opportunities 2021”**  
Stern in cooperation with Statista, 05/21
- **“Top employer diversity”**  
Stern in cooperation with Statista, 05/2021
- **“Germany’s best employers 2021”**  
Stern in cooperation with Statista, 01/2021
- **“Leading Employer Germany 2020”**  
Die Zeit, 01/2020
- **“Germanys most innovative work places”**  
Hamburgisches Weltwirtschaftsinstitut, 01/2020
- **“Most attractive IT service provider 2020”**  
FAZ Institute, 01/2020



# Extract from our Academic Collaborations

## An Investment in the Future of our Teams



**Technische Hochschule Rosenheim**  
**Cooperation with innovation laboratory**

- Cooperation since summer 2021
- Two projects already initiated: in software development and IT consulting



**Hochschule Mainz**  
**Cooperation partner in Business Informatics cluster**

- Award for outstanding final papers in IT
- Financial support for promotion of new talent



**Hochschule Aalen**  
**Member of Economic Advisory Committee of Aalen University**

- Participation in shaping degree programs

- Numerous other local campaigns and collaborations
- Furthermore, DATAGROUP currently employs some 180 apprentices and students



# Dual Growth Strategy

## Anorganic vs. Organic Growth – Ambition



■ Anorganic growth

■ Organic growth from upselling existing customers

■ Organic growth through new customer acquisition

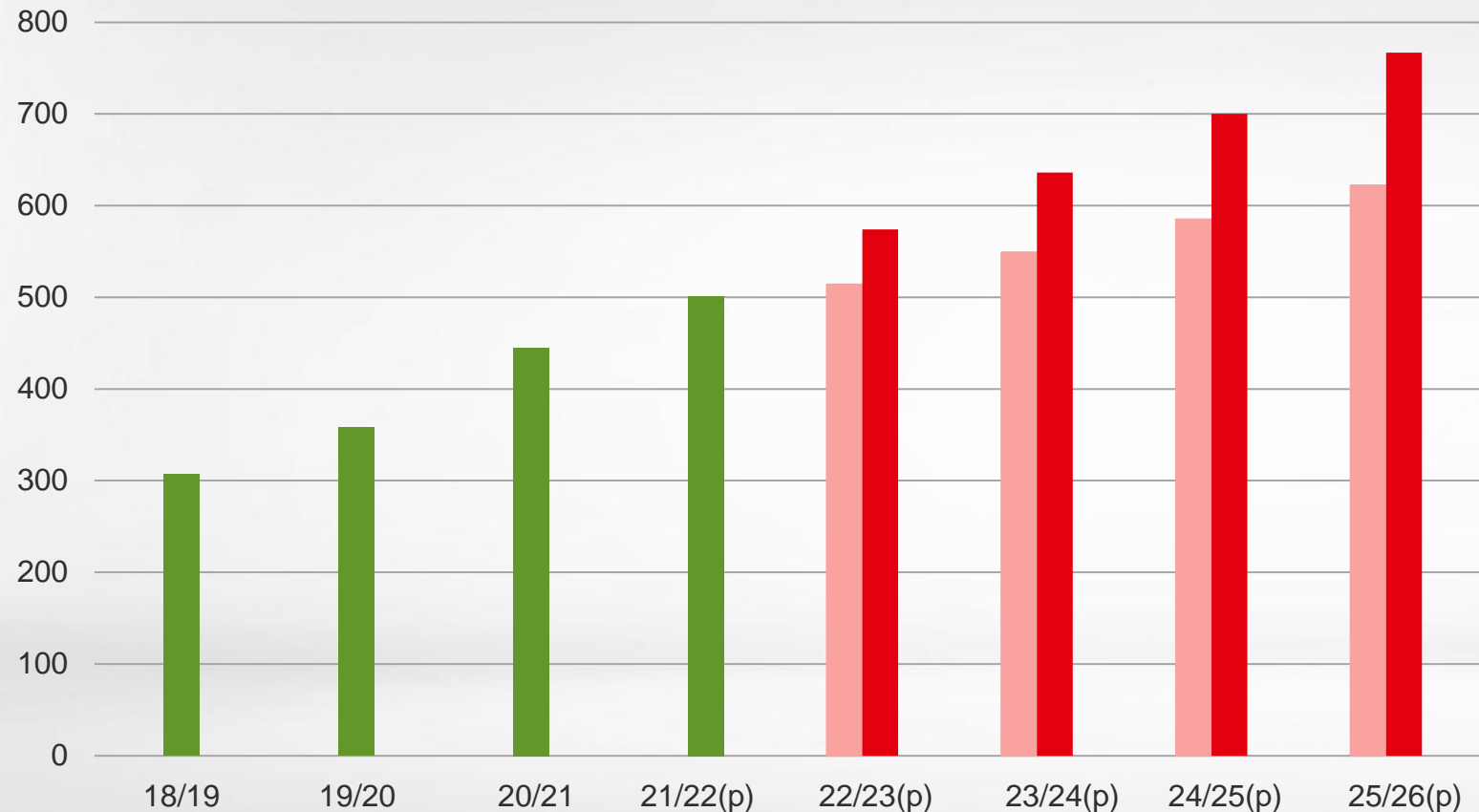
- Growth through new CORBOX customer acquisition
  - Market potential: around 5,000 potential customers in the segment of 100 – 5,000m € revenue p.a. in Germany
  - Ca. 10m € increase p.a.
- Growth from cross and upselling CORBOX customers
  - Ca. 10m € increase p.a.
  - Transformation of low margin revenue
- Growth from M&A activities
  - 2-3 new acquisitions per year on average





## Mid-term Management Ambition by 25/26: Revenue of € 750M

**Revenue** in €m



Our ambition  
by 25/26:

- Revenue of € 750m

from 22/23:

- > 15% EBITDA
- > 9% EBIT

- Min. revenue development
- Max. revenue development
- Generated total revenue

Fiscal year from 01.10. to 30.09.



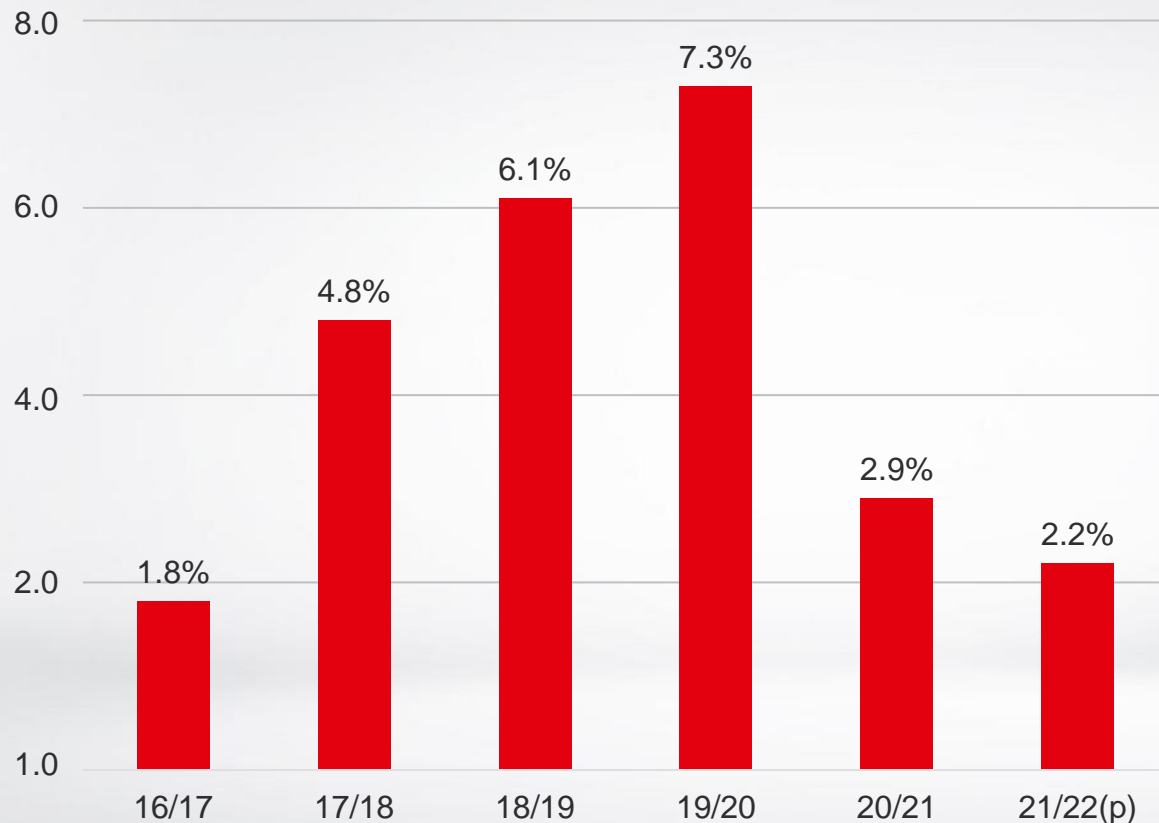
IT's that simple.

- EBIT guidance: € 39 – 42m
- Medium-term EBIT target: 9%
- Measures to achieve the objective
  - Reduction of capex and depreciation (AfA)
  - Absolute and relative reduction in rental expenses and depreciation (AfA) due to reduction in office space as a result of the Covid pandemic.
  - Profitabilization of currently underperforming subsidiaries DG BIT Düsseldorf (prev. DATAGROUP FIS) and DATAGROUP Ulm
  - Growing degree of digitalization and automation of our services leads to higher efficiency



# End of Investment Cycle – Depreciation Returns to Normal

**Development of investments in relation to service revenue 16/17 – 21/22 (p) in %**



- Increased investment activity since 2017/18
  - Acquisition of IKB Data (today DATAGROUP BIT Düsseldorf) in August 2017 triggers platform investment in second Data Center location in Düsseldorf
  - Streamlining of organization and consolidation of production and production units
  - Centralization of locations, e.g. in Hamburg



# M&A-Historie



**DATAGROUP**

**Messerknecht**  
(120 employees), Oct. 2006

**ICP**  
(15 employees), Oct. 2006

**EGT Informationssysteme**  
(25 employees), Jan. 2007

**Hamann und Feil**  
(20 employees), Oct. 2007

**Corporate Express**  
(20 employees), Nov. 2007

**Best Computer Support**  
(30 employees), Jan. 2008

**Hanseatische Datentechnik**  
(150 employees), Jan. 2008

**bte bürotechnik eggert**  
(10 employees), July 2008

**Arxes**  
(380 employees), Apr. 2010

**Ptecs**  
(50 employees), Oct. 2010

**BGS**  
(120 employees), Jan. 2011

**DATAGROUP IT Solutions**  
(20 employees), Sept. 2011

**DATAGROUP Consulting**  
(10 employees), Sept. 2011

**PC-Feuerwehr**  
(10 employees), Jan. 2012

**Consinto**  
(350 employees), Feb. 2012

**Excelsis**  
(50 employees), Oct. 2014

**Vega**  
(120 employees), Aug. 2015

**HP Enterprise**  
(306 employees), Sept. 2016

**HanseCom**  
(70 employees), May 2017

**ikb Data**  
(72 employees), Aug. 2017

**ALMATO**  
(40 employees), Jan. 2018

**UBL**  
(70 employees), Apr. 2019

**IT-Informatik**  
(300 employees), Aug. 2019

**Mercoline**  
(60 employees), Aug. 2019

**Portavis**  
(200 employees), Mar. 2020

**Cloudeteer**  
(29 employees), June 2020

**dna**  
(104 employees), Apr. 2021

**URANO Informationssysteme**  
(300 employees), May 2021

**Hövermann IT**  
(55 employees), Apr. 2022





## Our Most Recent Acquisition: Hövermann IT



- Acquisition of 100 % of the shares in Hövermann IT, consisting of Hövermann IT-Gruppe GmbH, Hövermann ERP Consulting GmbH, and Hövermann Rechenzentrum GmbH with headquarters in Ibbenbüren
- Hövermann is running its own data center and has acknowledged expertise in SAP Business One, an SAP ERP solution focused on Mittelstand companies
- The company has been a certified SAP and Microsoft Gold Partner for years
- Hövermann is the largest full-service provider of its region with its IT services and IT consulting offering and its expertise in SAP Business One
- With a staff of some 55 employees, the company is focused on small and mid-sized corporate customers and has generated annual revenues of some € 9m in the last reporting period
- This acquisition strengthens DATAGROUP's footprint in North Rhine-Westphalia and expands its SAP expertise in SAP Business One



DATAGROUP

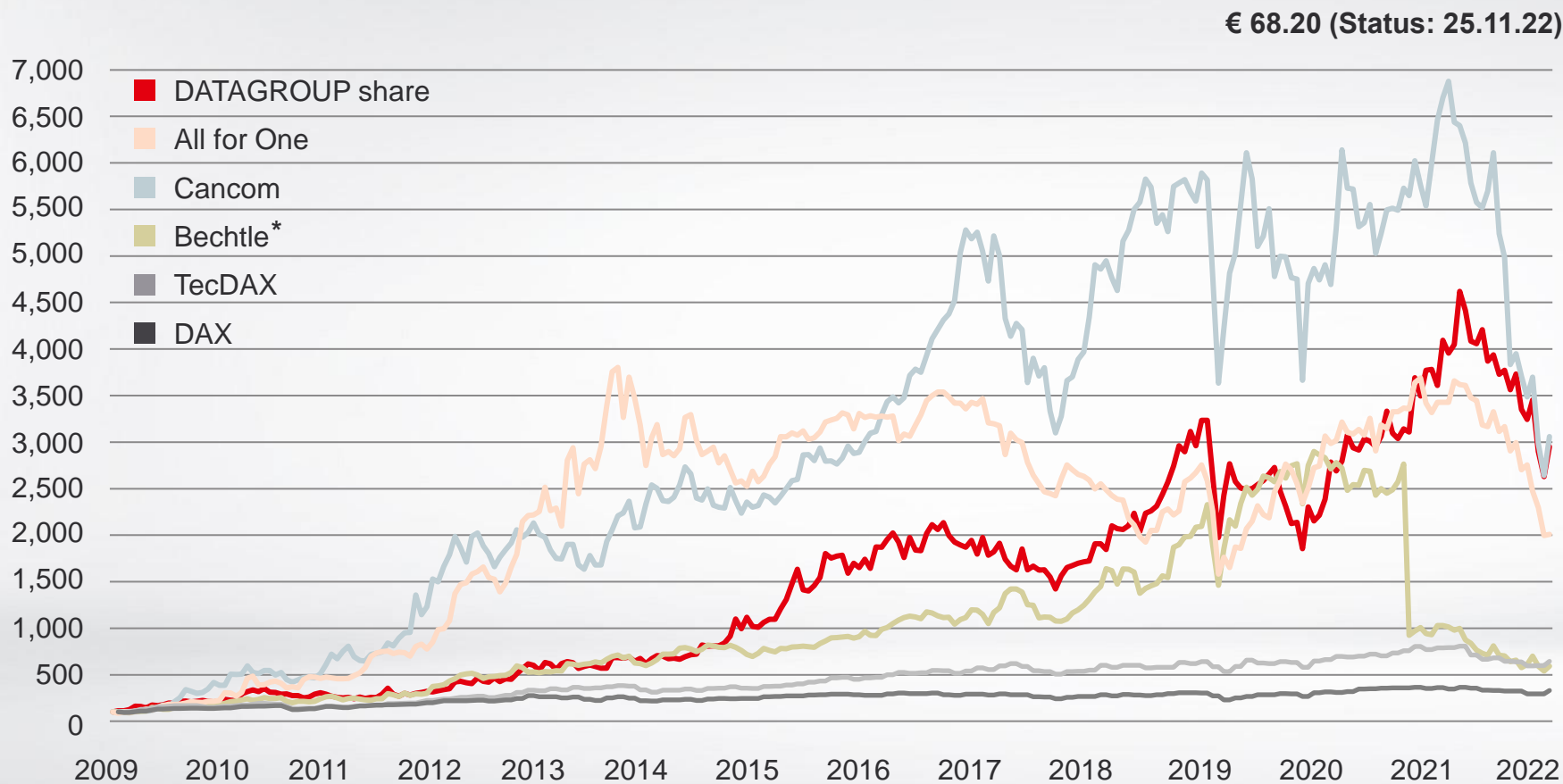
IT's that promising.  
Share Information



**DATAGROUP**

# DATAGROUP Share vs. Indices and Peer Group

In %



\* Share split in the ratio 1:3 as of 16.08.2021

IT's that simple.

## Ratings

**Berenberg**  
95.00€, Buy

**Stifel Europe**  
93.00€, Buy

**M.M. Warburg Research**  
80.00€, Buy

**Baader Helvea**  
81.00€, Buy

**Quirin Private Bank**  
113.50€, Buy

**Hauck & Aufhäuser**  
125.00€, Buy

**Bankhaus Metzler**  
88.00€, Buy

**Sadif Investment Analytics**  
73.34€, Strong buy



# Analyst Consensus Estimates



In €m	Actual data	Consensus estimates			
	20/21	20/21	21/22	22/23	23/24
<b>Revenue</b>	<b>444.7</b>	<b>449.7</b>	<b>497.7</b>	<b>527.5</b>	<b>556.8</b>
<i>Change year-on-year (%)</i>	<i>24.1</i>	<i>25.5</i>	<i>11.9</i>	<i>6.0</i>	<i>5.6</i>
<b>EBITDA</b>	<b>67.3</b>	<b>64.2</b>	<b>77.6</b>	<b>84.5</b>	<b>90.0</b>
<i>EBITDA margin (%)</i>	<i>15.1</i>	<i>14.3</i>	<i>15.6</i>	<i>16.0</i>	<i>16.2</i>
<b>EBIT</b>	<b>29.1</b>	<b>30.1</b>	<b>41.9</b>	<b>48.1</b>	<b>53.1</b>
<i>EBIT margin (%)</i>	<i>6.5 (7.2)*</i>	<i>6.7</i>	<i>8.4</i>	<i>9.1</i>	<i>9.5</i>
<b>Earnings after taxes</b>	<b>21.0</b>	<b>20.0</b>	<b>27.0</b>	<b>31.3</b>	<b>35.0</b>
<i>EAT margin (%)</i>	<i>4.7</i>	<i>4.4</i>	<i>5.4</i>	<i>5.9</i>	<i>6.3</i>

\*Extraordinary write-downs of € 3.15m in the fiscal year When excluding this special effect, EBIT would have amounted to € 32.21m (EBIT margin 7.2%)

Source: Bloomberg as of 13.10.22



# Our Commitment to the Environment, Social Affairs and Corporate Governance

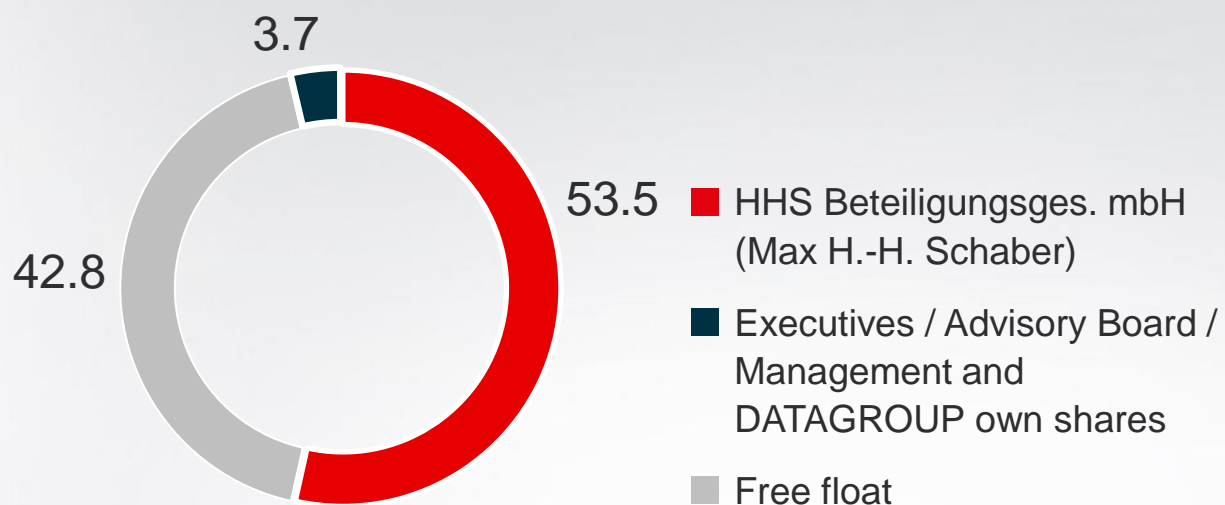


- Publication of an ESG report for the first time
- We give insight into our leitmotifs and principles of sustainable business management, our activities for the protection of the environment and selected social projects that support our employees

*„As a company, we see ourselves as part of society. We are responsible for our employees, customers, investors and fellow human beings. We want to live up to this responsibility, both internally and externally.“*

Max H.-H. Schaber,  
Founder and Member of the Supervisory Board

# Shareholder Structure and Stock



Investor	Percent %
KBC Group NV	1.40
CM-CIC Asset Management	1.08
Universal Investment	1.06
Mandatum Life Fund	0.93
TaaleriTehtaan Rahas	0.81
Lazard Ltd	0.74
Deutsche Bank AG	0.59
Massachusetts Mutual	0.55

\* Hauck & Aufhäuser - Report, October 2022

IT's that simple.

## Key Investment Data

- Total number of shares: 8,349,000
- Capital stock: 8,349,000.00 €

## Trade Data:

- Stock market segment: Open Market under inclusion in the segment Scale of the Frankfurt Stock Exchange
- Stock market abbr.: D6H
- WKN: A0JC8S
- ISIN: DE000A0JC8S7
- Stock market locations: Frankfurt, XETRA, Stuttgart, Munich, Düsseldorf, Berlin-Bremen
- Designated Sponsor: Hauck & Aufhäuser Privatbankiers AG

## IPO

- Initial public offering: 14. September 2006
- Issue price: 3.20 €

## Share

- Share value: 68.20 € (25.11.22)
- Market Cap: 569.4m € (25.11.22)

# Extract From the Financial Calendar



- **22.11.22** Publication of Preliminary Results for FY 21/22
- **28.-30.11.22** Deutsches Eigenkapitalforum, Frankfurt
- **06.12.22** Berenberg European Conference, Pennyhill Park
- **05.-10.01.23** 26th ODDO BHF Forum, Lyon

# Contact Information



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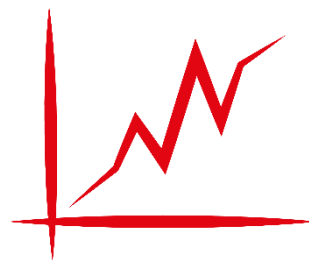
# 16 Consecutive Years of Growth

## An Invest in DATAGROUP is that...



**DATAGROUP**

... PROFITABLE



**15.1%**  
EBITDA margin

**6.5%**  
**(7.2%)\***  
EBIT margin

... SECURE



**15.1%**  
Revenues CAGR  
CAGR 10/11 – 20/21

**74%**  
Recurring revenues

... STRONG



**around 3,500**  
Employees

**>30**  
Main locations  
throughout Germany

\*There were extraordinary write-offs of € 3.15m in the fiscal year.  
When excluding this special effect, EBIT would have amounted to € 32.21m (EBIT margin 7.2%)  
Fiscal Year 20/21



**DATAGROUP**

IT's that promising.

Annex



# Management Board



**DATAGROUP**



**Andreas Baresel**  
**Chief Executive Officer, responsible for Supply Units & Production**

Member of the Management Board (CPO) of DATAGROUP SE since October 2018. He is responsible for the Production department. Takeover of the position of Chairman of the Executive Board from Max H.-H. Schaber since March 2022.

Following his studies in business administration, Andreas Baresel worked in several management positions with a focus on business and portfolio development in IT consulting and managed IT services.

Andreas Baresel joined the company in 2012 in connection with the acquisition of DATAGROUP Business Solutions GmbH (previously Consinto GmbH) and has been Managing Director of DATAGROUP Business Solutions GmbH since 2016.



**Dr. Sabine Laukemann**  
**Chief Officer, responsible for Human Resources, Strategy and Organization**

Dr. Sabine Laukemann has been a member of the Management Board of DATAGROUP since April 2022 and is responsible for Human Resources, Strategy and Legal Affairs.

She studied communication science and received her PhD in M&A on the topic of communication in change management.

She has held several management positions at DATAGROUP since 2003, initially as IT Consultant and Head of Corporate Communications, and then as Managing Director of a predecessor company of today's DATAGROUP Consulting Services GmbH, and finally as Representative Director HR since 2018. During her career in the company, she has played a key role in numerous strategic projects, including the IPO in 2006, the establishment of the Investor Relations segment, the guidelines for business combinations ("100 Days DATAGROUP") and of the DATAGROUP 2020/2025 strategy.



**Oliver Thome**  
**Chief Financial Officer**

Oliver Thome has been a member of the DATAGROUP SE Managing Board since October 2021 and is responsible for the Finance department.

The business economist already has 15 years of management experience in the IT sector, both in listed and owner-managed medium-sized companies.

Before joining DATAGROUP, he was Managing Director and CFO at the Controlware Group, a managed service provider from Germany.



# Supervisory Board



**Heinz Hilgert**  
**Chairman of the Supervisory Board**

CEO and founder of TransVise GmbH, Senior Management Consulting in the financial services industry.

Before that Mr. Hilgert was CEO of the WestLB in Düsseldorf und Deputy CEO of the DZ Bank in Frankfurt. His areas of responsibility included investment banking, private banking and asset management. He held corporate mandates as chairman of the supervisory board of Union Asset Management Holding AG, Frankfurt; DZ Privatbank Switzerland AG, Zurich; DZ Bank International S.A, Luxembourg; and Teambank AG, Nuremberg. Before his positions at the DZ Bank, Mr. Hilgert held executive positions at Sal. Oppenheim KGaA, Cologne and Frankfurt as well as at the Chase Manhattan Bank N.A., London und Frankfurt. Mr. Hilgert studied business administration at the University of Duisburg.



**Hubert Deutsch**  
**Deputy Chairman of the Supervisory Board**

CEO of BLANK Holding GmbH, an international industrial company specialized in investment casting.

He previously worked as CFO for various companies of the Liebherr Group, amongst others as managing director of the construction machinery division and most recently in the household appliance industry. Hubert Deutsch graduated in business administration (Diplom-Betriebswirt) with a focus on bank and financial management. Following graduation, he also worked as a lecturer at the SRH Mobile University in Riedlingen and the Baden-Württemberg Cooperative State University. Additionally, he holds advisory positions at various start-ups and is Chairman of the University Council of the SRH Mobile University in Riedlingen. He is involved in voluntary work as initiator and Chairman of the Foundation Board of the ProKeeper Akademie and is a member of the Supervisory Board of the Ravensburg football club.



**Max H.-H. Schaber**  
**Member of the Supervisory Board**

Founder of DATAGROUP SE. From 2006 until March 2022 Mr. Schaber has been a member and Chairman of the Executive Board (CEO) of DATAGROUP SE.

In 1983 he founded DATAPEC, Company for Data Processing, which later became DATAGROUP GmbH. Max H. H. Schaber studied mechanical engineering at the University of Stuttgart as well as at the Universities of Applied Sciences in Augsburg and Reutlingen. In 1981 he completed his studies as graduate engineer (FH) in Mechanical Engineering and after that he was employed initially as system engineer, and later as assistant to the Executive Board of the firm Friedrich und Co. Company for Software and System Development.



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