

Logistics

Healthcare

Automotive

Industrial Automation

Machine & Systems

Energy



Presentation Annual Results 2012

Amsterdam, March 25, 2013

Agenda

- Key results 2012
- Operational developments
- Financial developments
- Strategy and outlook

Key results 2012 (1/2)

- Revenue decreased slightly to € 77.8 million
 - Revenue in the Netherlands decreased by 4% to € 62.1 million as a result of lower utilisation levels.
 - Revenue in Germany showed a modest increase from € 15.3 tot € 15.7 million, realized in the second half of the year.
- The total operating profit before exceptional items declined to € 1.7 million (2011: € 4.0 million)
 - Operating results in the Netherlands fell sharply from € 6.7 million in 2011 to € 3.8 million in 2012
 - In Germany the results improved from an operating loss of € 2.7 million to € 2.0 million, mainly due to the performance in the second half of 2012.

Key results 2012 (2/2)

- Net loss amounted to € 5.3 million, due to:
 - Impairment charges of € 3.8 million
 - € 2.0 for the German activities
 - € 0.3 million related to Neustadt divestment
 - € 1.5 for Improve
 - Onerous contracts € 1.8 million
 - Restructuring measures € 1.2 million
- Management proposes to pass dividend for 2012

Operational developments

ICT Netherlands

MARKET

- Challenging market conditions throughout the year
- Especially H2, major industrial sector setback, due to decline in export growth
- Dealing with headwinds because of output contraction in Dutch manufacturing industry

ICT AUTOMATISERING NEDERLAND BV

- Focus on employability of direct employees
- Lower utilization levels

ICT Netherlands

VERTICALS - NON AUTOMOTIVE

- **Industrial Automation:** favorable developments in Water segment: H1 positive growth, H2 - slower growth. Overall result positive
- **Logistics:** less growth in new business, affected by postponement of investment decisions customers. H2 gained pace.
- **Machine & Systems:** affected from lower utilization levels, though growth of activities in high-tech machine building sector, large sustainable customer base, providing relatively stable turnover.
- **Healthcare:** successful pilot with Catharina Hospital Eindhoven, resulted in launch mPACSView application, enlarged customer base
- **Energy:** small incubator – smart grid partner in Power Matching City, partnership GreenFlux as starting point of ICT's presence in this market

Automotive: mostly operating for German customers – discussed separately under ICT Germany

ICT Netherlands

IMPROVE QUALITY SERVICES

- Slight increase in turnover, operating result down as result of
 - Lower utilization rate
 - Lower number of attendants per training

INTRAFFIC

- Turnover stable in 2012 compared with 2011
- Operating result more or less on same level as 2011
- H1 increase in turnover and operating result, H2 slight drop in turnover and operating result.

ICT Germany

MARKET

- Drop sales in European automotive market and hesitation in other markets such as Asia
- Tight labour market – fierce competition of major OEMs and Tier-1 suppliers

ICT Engineering SE - Germany

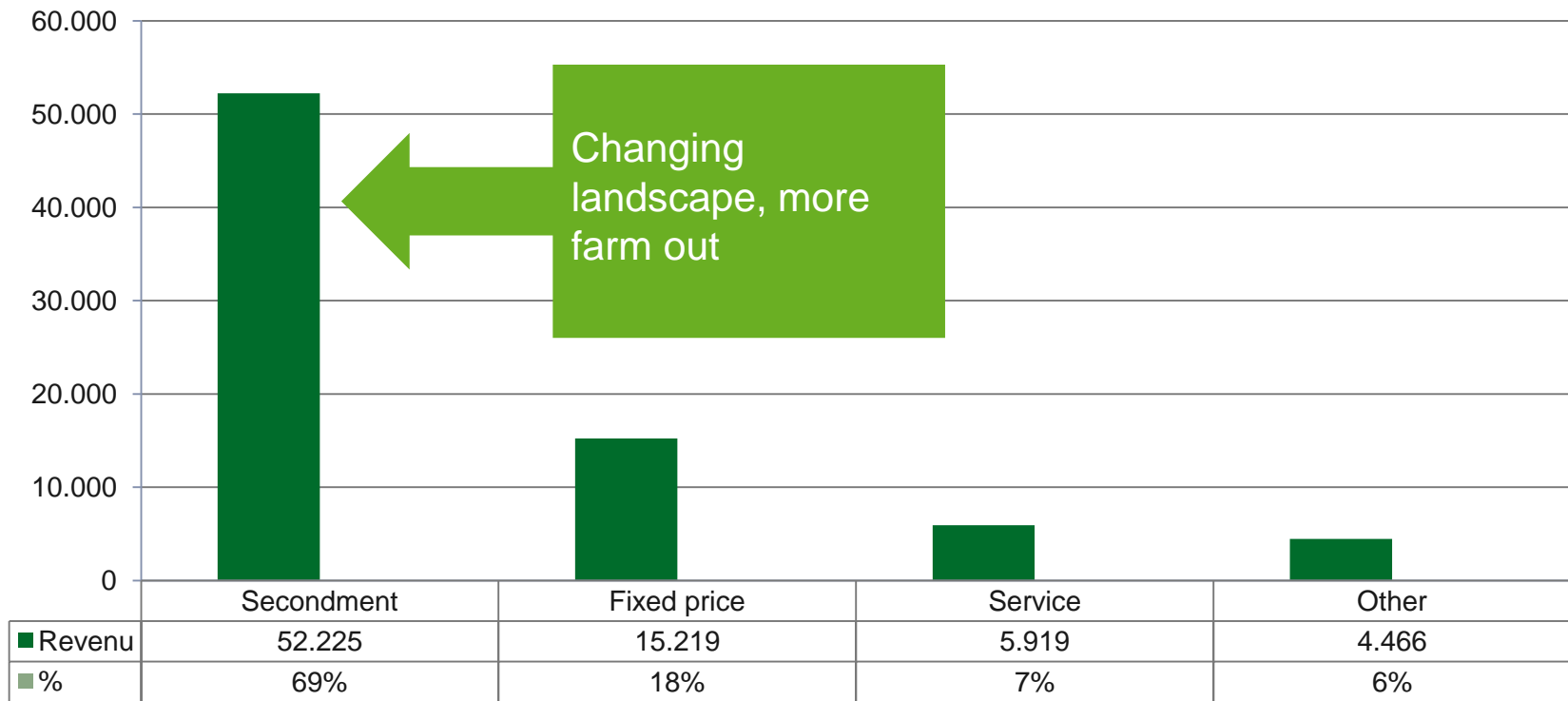
- Lower average utilization rate in 2012
- Better performance in H2 2012
- Cost saving measures managing German activities to break even in 2013
 - Implementation same systems and procedures as implemented in the Netherlands
 - Reducing indirect employees
 - Reducing number of offices in Germany
 - Divestment of loss-making activities in Neustadt
 - Strengthening management team

ICT Germany

AUTOMOTIVE VERTICAL

- Tier-1 suppliers and OEMs more reluctant to hire in expertise and to start Software engineering projects
- Delay in projects and postponements in start up projects.
- At the right place for development solutions in Automotive industry for connected vehicles, vehicle related applications and mechatronics
- Cross boarder vertical approach implemented - mix of expertise and teams from Germany, the Netherlands and Poland

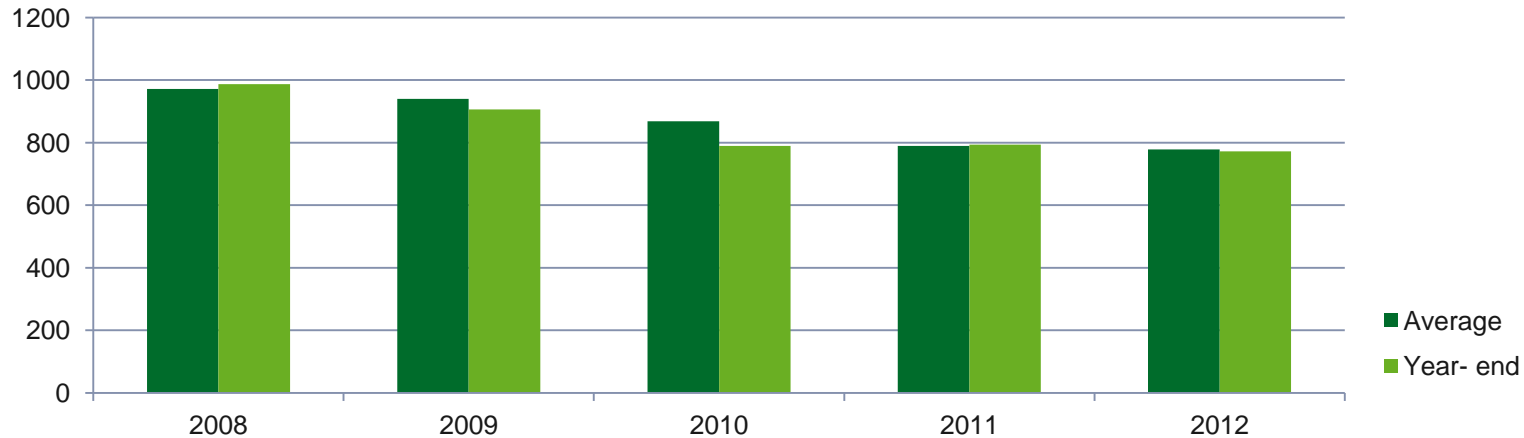
Revenue distribution



Relative turnover per customer

Range	2012	2011
7.5% - 10% omzet	<ul style="list-style-type: none">ASML	<ul style="list-style-type: none">ASML
5% - 7.5% omzet	<ul style="list-style-type: none">ECTProRailBosch	<ul style="list-style-type: none">ECTProRail
2.5% - 5% omzet	<ul style="list-style-type: none">Philips HealthcareVolkswagenVanderLande	<ul style="list-style-type: none">BoschPhilips HealthcareHarman BeckerVanderLandePostNL

Staff development



		2008	2009	2010	2011	2012
FTE	Average	972	940	868	790	778
FTE	Year- end	987	906	790	794	772
Staff turnover %	Yearly based	15%	9%	23%	18%	14%

Financial developments

Consolidated profit and loss⁽¹⁾

(x € 1000)	Total 2012	Total 2011	Change
Revenu			
ICT Netherlands	62.091	64.926	-4,4%
ICT Germany	15.738	15.303	2,8%
	77.829	80.229	-3,0%
Total operating expenses	76.117	76.224	-0,1%
EBIT	1.712	4.005	-57,3%
Impairment charges	-3.500	-10.150	
Onerous contracts	-1.823	-	
Severance	-842	-	
Neustradt divestment costs	-637	-	
Change in share purchase liability Improve	477	254	
Pension liability release	663	-663	
	-5.662	-10.559	
Profit before interest and tax	-3.950	-6.554	
Interest	61	72	
Profit before tax	-3.889	-6.482	
Taxes	1.314	1.693	
Minority interest	124	146	
Net loss	-5.327	-8.321	

Consolidated profit and loss(2)

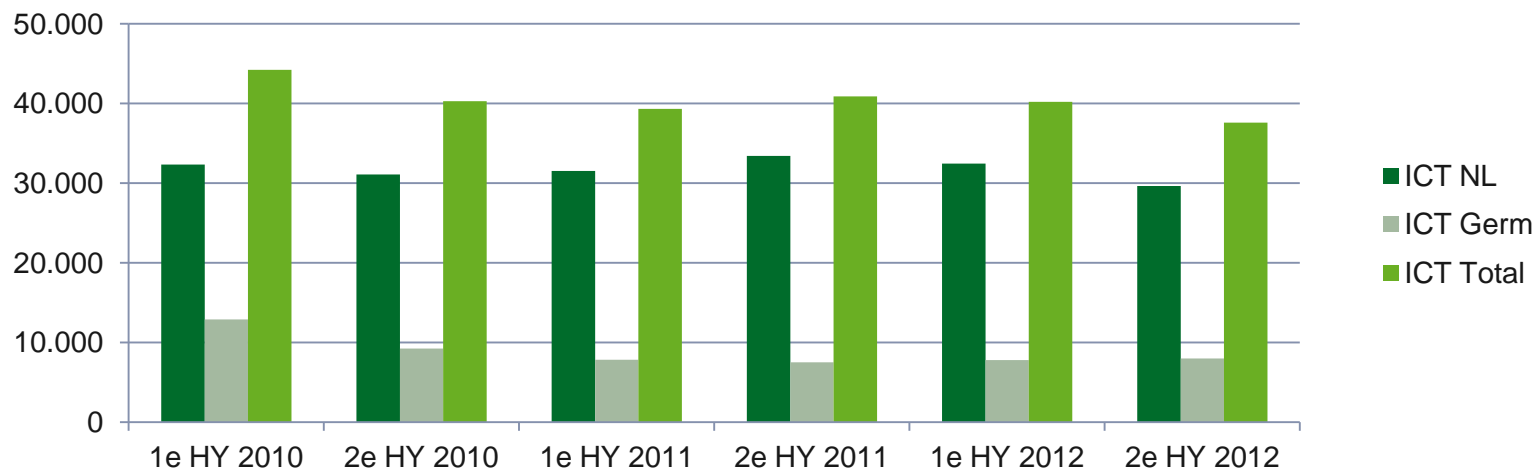
(x € 1000)

	H1 2012	H2 2012	FY 2012	H1 2011	H2 2011	FY 2011
Revenu						
ICT Netherlands	32.466	29.625	62.091	31.520	33.406	64.926
ICT Germany	7.764	7.974	15.738	7.806	7.497	15.303
	40.230	37.599	77.829	39.326	40.903	80.229
Total operating expenses	38.816	37.301	76.117	37.686	38.538	76.224
EBIT	1.414	298	1.712	1.640	2.365	4.005
Total exceptional costs			-5.662			-10.559
Profit before interest and tax			-3.950			-6.554
Interest			61			72
Profit before tax			-3.889			-6.482
Taxes			1.314			1.693
Minority interest			124			146
Net loss			-5.327			-8.321

Revenue added value and operating expenses

(x € 1,000)	2012	2011	Change
Revenu	77.829	80.230	-3,0%
Cost of materials and subcontractors	8.967	8.931	0,4%
Added value	68.862	71.299	-3,4%
Operating expenses			
- Personnel costs	50.021	49.769	0,5%
- Depreciation	727	785	-7,4%
- Other costs	16.402	16.740	-2,0%
Total	67.151	67.294	-0,2%
EBIT	1.712	4.005	-57,3

Revenue development



(x € 1,000) Revenue	H1 2010	H2 2010	H1 2011	H2 2011	H1 2012	H2 2012
ICT Netherlands	31,331	31,085	31,520	33,406	32,466	29,625
ICT Germany	12,896	9,224	7,806	7,497	7,764	7,974
ICT Total	44,227	40,309	39,326	40,903	40,230	37,599
Operating EBIT	1,595	2,384	1,640	2,365	1,414	298
Operating margin	3.6%	5.9%	4.2%	5.8%	3.5%	0.8%

Condensed consolidated balance sheet

(x € 1,000)	31-dec-12	31-dec-11 (restated*)	1-jan-11 (restated*)
Assets			
NON-CURRENT ASSETS			
Property, plant and equipment	1.396	1.576	1.950
Goodwill	16.441	20.218	30.368
Deferred tax assets	<u>-</u>	<u>883</u>	<u>822</u>
	17.837	22.677	33.140
CURRENT ASSETS			
Trade and other receivables	22.822	22.663	22.736
Corporate taxes	1.305	-	888
Cash and cash equivalents	<u>5.877</u>	<u>8.088</u>	<u>14.643</u>
	30.004	30.751	38.267
	<u><u>47.841</u></u>	<u><u>53.428</u></u>	<u><u>71.407</u></u>
Equity and Liabilities			
SHAREHOLDERS' EQUITY	31.546	37.700	48.529
NON-CURRENT LIABILITIES	773	2.445	2.336
CURRENT LIABILITIES	15.522	13.283	20.542
	<u><u>47.841</u></u>	<u><u>53.428</u></u>	<u><u>71.407</u></u>

*) 2011 is restated for the pension liability (and the related deferred taxes) as well as the accounting for Improve

Ratios

	2012	2011
RATIOS IN %		
Operating profit (loss) excl. exceptionals / net revenue	2.2%	5.0%
Net profit (loss) / net revenue	(6.8%)	(10.4%)
Net profit (loss) / average shareholders' equity	(15.4%)	(19.3%)
Shareholders' equity / total assets	65.9%	70.6%
RATIOS IN EUR		
Net revenue corrected for work subcontracted / average number of employees	88,512	90,252
Operating profit (loss) excl. exceptionals / average number of employees	2,201	5,070

Strategy & outlook

Strategy

- Demonstrating technological leadership – market approach based on Verticals
- Offering project based solutions and expertise, directed by ICT
- Professionalize market approach
- Offering repeatable and scalable innovative solutions – taking into account entire product lifecycle
- Retaining and sharing knowledge within the organisation

Management agenda 2013

- Focus on announced measures to improve future profitability
- Bringing German activities to break-even in 2013
- Expertise and innovative technology in place, benefit once markets recover
- Next step Verticals
- Off shoring – near shoring

Outlook 2013

- Economic climate remains difficult
- Range of taken measures are expected to have a positive effect starting H1 2013
- Labour market in skilled staff stays very tight – continue recruit candidates cross border
- Opportunities in water segment
- Volatile market: ICT refrains from giving an outlook for 2013

Q&A