

2008 Company Profile

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**Gegenbauer**

Facility Management

## Market Development

Increased understanding of facilities management in Germany is, thankfully, particularly evident in the continuing change in outsourcing strategies. For years now the tendency has been to award bundled portfolios at the expense of individual property services.

The consolidation of the market for facilities management already evident in the form of sales,

takeovers and mergers of companies in the sector over the preceding years, continued in the year 2008. In this connection it is very obvious that internationally active construction and catering companies, in particular, have made efforts to diversify the services that they offer and to minimize economic and seasonal fluctuations by expanding their service portfolios.

## Business Overview

Given the economic crisis and the resulting, increasingly difficult economic environment, the past financial year was a successful one for the Gegenbauer Group. The plan for 2008 envisaged a further continuation of Gegenbauer's growth, at the same time establishing a sound basis for further expansion in the subsequent period ahead. In both respects a positive outcome can be reported, as reflected in our figures for the period.

Turnover increased notably by 11.4 % to 329.1 million euros. The EBITA, i.e. the earnings before interest, taxation and goodwill amortization, increased to 15.8 million euros, representing an improvement of 1.3 %.

Our successful commitment to sales and marketing must be highlighted as our primary success factor in 2008. The result is a healthy mix of new customers, retained orders and a broadening of our service spectrum with extended projects. And in the business segment of Property Services, the integration of new orders has notably increased our volume of business.

In addition to this, the infrastructural service company, aretz clean Helmut Aretz Gebäudereinigung KG, was purchased and integrated. This company, which operates in the south-west of Germany, fits well into our portfolio in many different ways and greatly reinforces our presence in the region.

Consolidated sales 2008 by division (€ 329.1 million)



Consolidated sales (intercompany business excluded)

## Development of the Workforce and Training

During the financial year 2008 the Gegenbauer Group had an average workforce of 13,122 employees. This represents an increase in personnel of some 14.6 % as compared to the previous year. Apart from the growing demand for facilities services, this positive employment figure is largely due to the integration of aretz clean Helmut Aretz Gebäudereinigung KG into the Group's business portfolio, which gave rise to a positive growth impetus. The Gegenbauer Group is one of the biggest train-

ing companies in the sector. Our high proportion of trainees reflects our acceptance of social responsibility and is an indication of our desire to provide young people with career and personal prospects.

All in all the Group has trained over 300 young people. In the year under review 114 young people began a course of training at Gegenbauer, while 56 of those who had successfully completed their training were given a permanent role within the business.

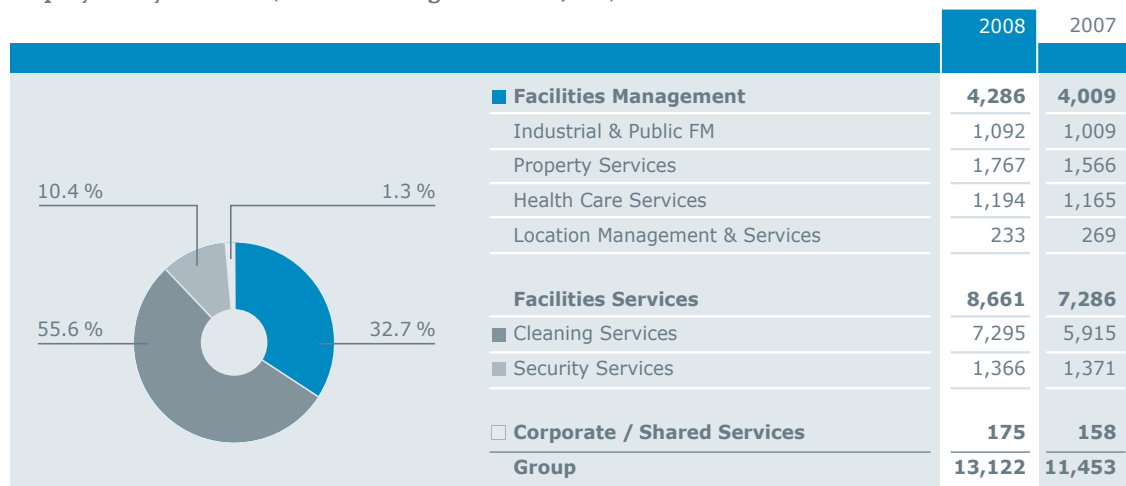
## Quality Management and Management of Environmental Resources

Quality management and management of environmental resources – in keeping with ISO 9001 and ISO 14001 – have been more than established standards at Gegenbauer for many years now. The steady and consequent orientation towards individual customer requirements, which are increasing steadily in their own right, as well as their contractual and operational execution, correspond to our understanding of quality. In addition to regular surveys of in house systems, our quality assurance is also supported by annual audits by independent,

accredited third parties. In 2008 we incorporated our entire integrated process, organizational structure and the ISO 9001 standard with the certification of the Gegenbauer Location Management & Services GmbH, making this standard 100 % within the Group.

With the **Clean&Green** service system, we developed, in the year under review, an innovative cleaning concept for customers who are especially environmentally conscious.

Employees by division (Annual average 2008: 13,122)



Building cleaning services provide a lot of scope for ensuring environmental protection and for preservation of resources relating to the use of water, energy and chemically based products. The main advantage of **Clean&Green** lies in the fact that, in addition to cleanliness and preservation of value, this concept gives equal priority to aspects of en-

vironmental protection and preservation of resources. This means that, in addition to the results of the services provided, there are always other very distinctive aspects of sustainability and avoidance of environmental pollution at the centre of our endeavours. We pursue these with a systematic approach and verifiable results.

## Prospects for 2009

Against a background in which the financial crisis is encroaching on the real economy, expected demand in the current financial year cannot be expected to be more than moderate. On the basis of the expectations of the board of experts asked to examine the overall economic situation, the economic downturn

will initially continue in the year 2009, leaving its mark on the market for business-related services. Given the currently anticipated market conditions, the Gegenbauer Group assumes moderate development of the business volume and a steady earnings and profit situation.

## At a Glance - an Overview of the Company

Gegenbauer is one of the leading providers of facilities management in Germany.

With more than 80 years of experience in the services sector and over 14,000 employees nationwide, we plan and implement extensive, full-service management of properties and real estate portfolios. Customers from the sectors of trade and industry, public authorities, banks and insurance companies, health institutions and facilities and housing associations all place their trust in the competence and reliability of our Group. With property-specific, innovative solutions, Gegenbauer provides welcome

support for its customers that is both comprehensive and effective. By a quality-oriented approach to optimization of processes, as well as by targeted cost reductions, we secure not only our own success, but also the competitiveness of our customers.

Clear targets and consequence in pursuing these targets characterize our approach, as does our acceptance of social responsibility. Targeted, profitable growth provides the basis for continued improvement of our competitive position and for enhancing the job prospects of our employees in the long term.

### Gegenbauer Group

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