



PRESS RELEASE

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Barendrecht, 28 November 2018

ICT GROUP STRATEGY 2022 - DEVELOP THE FUTURE

Today, ICT Group N.V. ("ICT") presents the outcome of its strategy update 'DEVELOP THE FUTURE' at its first Capital Markets Day in Eindhoven. The full presentation is available on the corporate website as of 13:00 CET.

The buy and build strategy continues to be fully focused on profitable growth, combining a healthy organic growth with selective acquisition opportunities.

Organic growth, in a tight labour market, is based on the following key elements:

- Remain an employer of choice
- Grasp the opportunity of high growth areas and industries with our software as a service solutions bundled in OrangeNXT
- Accelerate ICT's nearshoring offerings

Besides organic growth, ICT will look into international expansion in Northern European countries and into companies with compelling offerings in the countries in which ICT is already active.

Based on the above ICT has defined its new long term objectives towards 2022:

- Double the company's revenue from 2017 towards 2022 to around € 200 to 230 million with organic growth of more than 5% combined with acquisitions
- Maintain profitability margins (EBITDA) between 10 and 12%

Jos Blejje CEO: "Our strategy presented today, is building further upon the strong fundament of our consistent execution and track record over the past years. We believe ICT Group is uniquely positioned in the areas we serve, through our multi-domain expertise combined with in-depth industry knowledge, and our ability to integrate this in a compelling technology solution. At the same time we have been investing in new technologies enabling us to expand our unique Industrial and Operational Technology position, including developing in-house (proprietary) solutions. This is opening up new opportunities, both in terms of geographies and business models. The digital transformation demands are such that we will grow and support our customers globally and extend our business internationally. Evolving into a truly European Technology Solutions Provider."

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ICT Group N.V. is a leading industrial technology solutions and services provider. Our specific industry knowledge of various markets, enables us to realise innovative solutions. Approximately 1250 passionate technical specialists are working for the ICT Group. The following subsidiaries are the main operating entities of the ICT Group: ICT Netherlands (ICT Automatisering Nederland B.V.), ICT Belgium (ICT Belgium BVBA), CIS Germany (CIS Solutions GmbH) (66%), Strypes Bulgaria (Strypes EOOD), InTraffic B.V., Raster (Raster Industriële Automatisering B.V. and Raster Products B.V.), Improve (Improve Quality Services B.V.), NedMobiel B.V., OrangeNXT B.V., and BMA (Buro Medische Automatisering B.V.) (51%).

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