

14 March 2016

AURELIUS GROUP
Conference Call

AGENDA



AURELIUS sells fidelis HR
Preliminary figures for FY 2015

AURELIUS sells

C fidelis **HR**

to

 **sdworx**
Result driven HR

Acquisition of TDS HR Services & Solutions May 2013 Renamed to fidelis HR in August 2013

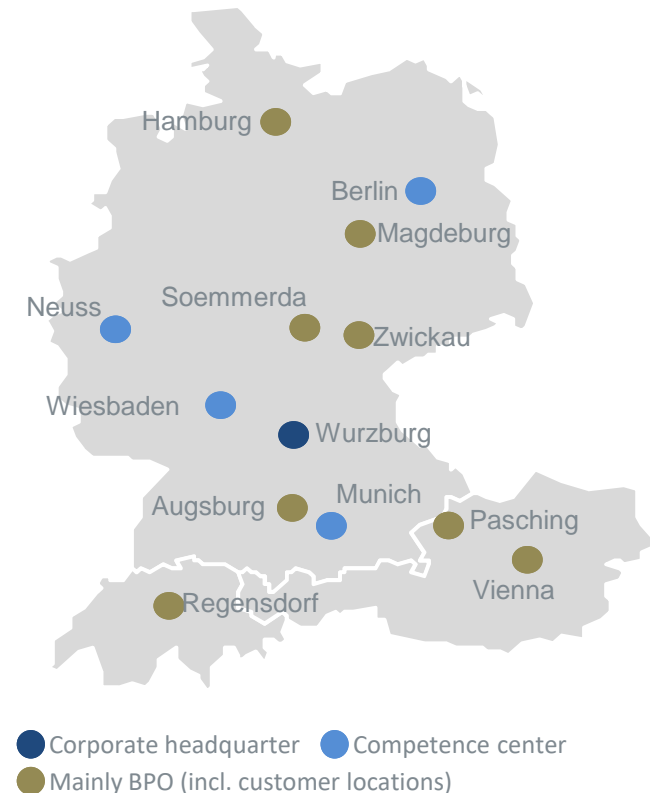
Business description

- Market leading provider of integrated payroll solutions in GSA, with local presences in all three countries
- >600 FTEs across Germany, Switzerland, and Austria delivering HR software solutions combined with adjacent HR consulting services to its customers
- fidelis HR calculates almost one million salaries every month for six thousand clients in public and private sectors
- More than 50 years of Human Capital Management outsourcing and software solution experience

Deal rationale, financials






Typical AURELIUS deal: Corporate carve-out from TDS AG (a Fujitsu Group subsidiary) as fidelis HR was identified as non core and TDS focused on its core business (IT outsourcing and SAP services)

Up front Purchase price: EUR 1.5 m

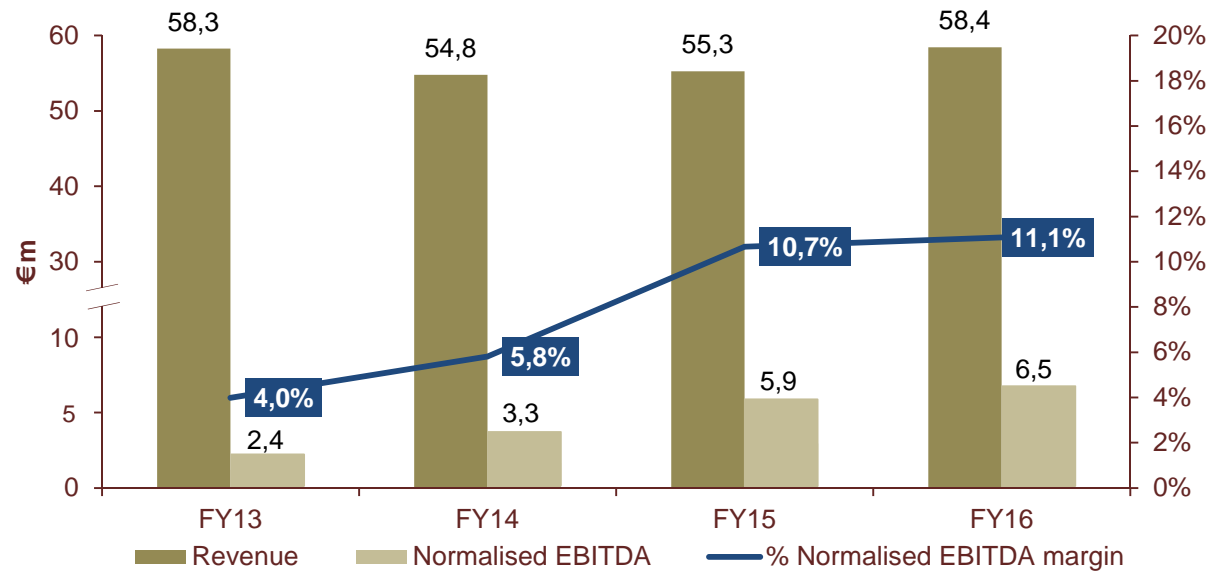


Operational improvement measures...

Post acquisition, AURELIUS initiated an extensive range of operational improvement measures. Besides the set-up of stand-alone overhead and IT structures, several cost improvement measures were successfully executed with positive results on operational profitability

	Challenge	AURELIUS' solution	Result
Site optimization 	<ul style="list-style-type: none"> Large number of sites with above-average wage rates, especially in West Germany 	<ul style="list-style-type: none"> Relocation of unprofitable sites from West to East Germany ("Smart shore location") with lower salary levels 	<ul style="list-style-type: none"> Sustainable, recurring, positive annual effect on EBITDA of €€1.8m
Non-profitable businesses 	<ul style="list-style-type: none"> Focus on profitable products and customers 	<ul style="list-style-type: none"> Termination of low margin products and customers Renewed focus on profitability 	<ul style="list-style-type: none"> Improved and lasting effect on EBITDA margin still materializing
Improve utilization 	<ul style="list-style-type: none"> Unreasonably high cost of external freelancers negatively affected profitability 	<ul style="list-style-type: none"> Higher utilization of own employees vs. freelancers 	<ul style="list-style-type: none"> Sustainable, recurring, positive annual effect on EBITDA of €€1.3m
Reduce operating cost 	<ul style="list-style-type: none"> Operating cost too high 	<ul style="list-style-type: none"> Implementation of numerous measures to improve overall profitability 	<ul style="list-style-type: none"> Sustainable, recurring, positive annual effect on EBITDA of €€1.0m
Improve customer satisfaction 	<ul style="list-style-type: none"> Limited quality improvement measures in place 	<ul style="list-style-type: none"> Quality improvements by redesigning the service and solution center, improvement initiatives, upskilling of teams and establishment of a new client onboarding process 	<ul style="list-style-type: none"> High retention rate Reference clients doubled Open customer tickets -50%

...transitioned fidelis HR to a highly profitable, growing stand-alone company



SALE TO SD WORX – a leading provider of human resource (HR) services in Europe

March 2016

AURELIUS Group
has sold



to



Strategic rationale for SD Worx

- Acquisition of fidelis HR is an important milestone for SD Worx in its Pan-European expansion strategy
- Increased access to GSA market: SD Worx to become the second biggest HR player in Germany and strengthen its position of second on the European market
- Extension of customer portfolio: up to now, SD Worx Germany mainly served smaller and medium-sized companies, fidelis HR specialises in larger national accounts

Financial rationale for AURELIUS

- Valuation: EUR 61 m cash at closing
- Distribution of a significant participation dividend

FY 2015 (preliminary figures)



(in EURm)	01/01 – 12/31/2015	01/01 – 12/31/2014
Total consolidated revenues	2,013.3	1,531.8
Consolidated revenues (annualized) ¹	2,960.4	1,725.3
Total Group EBITDA	266.0	214.6
▪ of which negative goodwill from capital consolidation (bargain purchase income)	176.8	76.9
▪ of which restructuring and non-recurring expenses	- 63.3	- 59.8
▪ of which income from sales of equity investments above book value	29.4	102.5
Group operating EBITDA	123.1	94.8
Cash and cash equivalents	549.0	333.3

¹ from continuing operations

FINANCIAL CALENDAR/RESEARCH



FINANCIAL CALENDAR

March 24, 2016	Annual Report 2015
April 26, 2016	Capital Markets Day (London)
May 12, 2016	Press Release Q1 2016 results
June 9, 2015	Annual General Meeting (Munich)

RESEARCH

Berenberg	€59,50 /buy (2 March 2016)
OddoSeydler	€54.00 /buy (2 March 2016)
Hauck & Aufhäuser	€50.00 /buy (2 March 2016)
Baader/Helvea	€50.00/buy (11 December 2015)

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