# FULL-YEAR RESULTS 2016 PRESENTATION

February 28th, 2017

# valora

### **Key Highlights 2016**

















### **FINANCIALS**

Financial goals all achieved

Good progress towards medium term guidance

### STRUCTURE

Sale of Naville Distribution and La Praille building Naville successfully integrated

**HIGHLIGHTS FOOD SERVICE** 

Focusing process completed

### **HIGHLIGHTS RETAIL**

Restructuring & Naville integration with favorable impact on EBIT margin in Retail Switzerland

Successful roll-out of >700 coffee modules

Strong same store sales development & advanced POS network optimization of Retail Germany

Acquisition of Pretzel Baron to establish local US production footprint

Strong same store sales development & increased number of POS with Brezelkönig Switzerland

Set-up of franchise organization for roll-out of Brezelkönig International concept

### AGENDA

#### **1.** FULL-YEAR RESULTS 2016

- Review of income statement, balance sheet and cash flow
- Medium term guidance

### **2. STRATEGIC INITIATIVES**

- Strategy
- Key initiatives



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### **Key Figures of 2016**

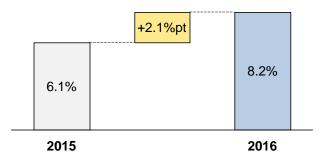




### ROCE

ROCE 2016 of 8.2% already exceeding minimum target of 8%

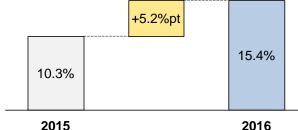
#### **VALORA GROUP**



**ROCE calculation basis**: EBIT for the last 12 months / average capital employed over the last 13 months; operational cash allocated to Group only (not divisions)

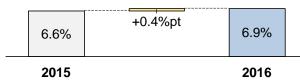
- Increase of ROCE from 6.1% to 8.2% (+2.1%pt)
- Minimum goal of 8%, set in early 2015, already exceeded
- Improvements driven by EBIT increase
- Capital employed relatively stable (-2.2%)

#### RETAIL



- Strong increase of Retail ROCE by 50% to 15.4%
  - Retail CH/AT increased ROCE by +5.8%pt to 17.5%
  - Retail DE/LU increased ROCE by +3.8%pt to 11.5%

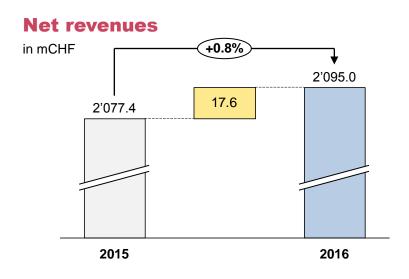
#### **FOOD SERVICE**



- ROCE of Food Service increased by +0.4%pt to 6.9%
- ROCE without Goodwill @ 18%

### **Net revenues**

### Valora net revenues increased by +0.8% to last year



Division   Country in mCHF	FY 2015	FY 2016	$\Delta$ in %	∆ LC in %	Same Store Index
Retail	1'834.9	1'833.8	-0.1%	-0.6%	-
CH/AT	1'328.1	1'309.3	-1.4%	-1.4%	97.8
Naville Distribution*	82.6	63.2	-23.4%	-23.4%	-
DE/LU	452.4	486.4	+7.5%	+5.4%	102.0
Intrasegment elimination	-28.2	-25.2	n/m	n/m	-
Food Service Ditsch Food Service Switzerland**	<b>242.4</b> 156.4 86.0	<b>259.4</b> 162.8 96.5	<b>+7.0%</b> +4.1% +12.2%	<b>+5.6%</b> +2.0% +12.2%	<b>101.2</b> 100.4 101.9
Other	0.1	1.9	n/m	n/m	-
Valora Group	2'077.4	2'095.0	+0.8%	+0.2%	-
Switzerland	1'452.9	1'429.7	-1.6%	-1.6%	-
Europe	624.6	665.3	+6.5%	+3.8%	-

\*Naville Distribution included in 2015 for 10 months and in 2016 for 8 months \*\*Including Brezelkönig Switzerland, Brezelkönig International and Spettacolo

- Valora Group: Moderate growth of net revenues by +0.8% to 2,095 mCHF. External sales increased in line with +0.9% to 2,573.6 mCHF
- Retail CH/AT: Net revenues down by -1.4% due to store closures (-39 outlets) and negative same store index (-2.2%) as part of continued challenging Swiss retail market
- Retail DE/LU: Positive development of net revenues by +7.5% thanks to increased number of own outlets and strong same store index (+2.0%)
- Food Service: Ditsch with positive net revenue development in B2C (+2.8% in LC) and in B2B (+1.6% in LC); Brezelkönig Switzerland with strong same store sales development (+3.1%) and increased number of POS to 56 (+24%) pushing country revenue by 12.2%

### **Network of 2,498 POS**

62% operated as agencies or by franchisees

#### **Retail CH/AT**

Format	Own	Agency	Franchise a)	Total
Kkiosk N NAVILLE	292	657	-	949
Press PCB Books	11	23	-	34
avec	61	-	68	129
P&B Austria	10	-	-	10
Total	<b>374</b> (-12%)	<b>680</b> (+1%)	<b>68</b> (+1%)	<b>1,122</b> (-3%)

#### **Retail DE/LU**

Format	Own	Agency	Franchise a)	<b>Partner*</b>	Total
<b>k</b> kiosk	108	-	144	9	261
cigo + sub formats	96	-	257	74	427
ServiceStore 📾 🤯 🏼 🖉	67	-	74	-	141
Press PCB Books	163	3 (LU)	-	-	166
kkiosk LU	-	63	-	-	63
Total	<b>434</b> (+14%)	<b>66</b> (+5%)	<b>475</b> (+18%)	<b>83</b> (-65%)	<b>1,058</b> (-3%)

\* Partner: Business model without Valora branding and 100% purchase obligations; orders on one's own account

#### **Food Service**

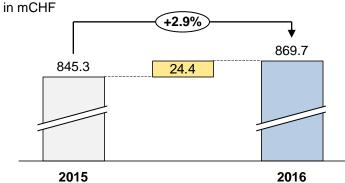
Format	Own	Agency	Franchise b)	Total
Ditsch	-	218	-	218
BREZELKÖNIG.	8	48	-	56
BREZEL KONIG	6	-	-	6
Contraction of the second seco	36	2 (LU)	-	38
Total	<b>50</b> (+14%)	<b>268</b> (+4%)	-	<b>318</b> (+6%)
	Own stores	Agency	<b>Franc</b> a) Hard	hise <sub>b) Soft</sub>
Operations	Valora	Agent	Franchisee	Franchisee
Inventory	Valora	Valora	Franchisee	Franchisee
Rent & Capex	Valora	Valora	Valora	Franchisee
Fee	none	Valora pays commission to agent	Valora receives franchise fee	Valora receives franchise fee
Total**	<b>858</b> (+1%)	<b>1,014</b> (+2%)	<b>543</b> (+15%)	Brezelkönig International

\*\*No Partner included (#83)

### **Gross Profit**

### Gross profit margin increase of +0.8%pt to 41.5%

#### **Gross Profit**



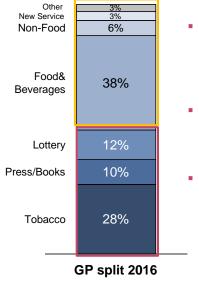
<b>Division   Country</b> in mCHF	FY 2015	FY 2016	$\Delta$ in %	$\Delta$ LC in %	Gross Profit Margin	∆ GP Margin
Retail	660.0	667.9	+1.2%	+0.7%	36.4%	+0.5%pt
CH/AT	473.3	473.5	+0.0%	+0.0%	36.2%	+0.5%pt
Naville Distribution*	29.8	23.1	-22.4%	-22.4%	36.6%	+0.5%pt
DE/LU	156.9	171.3	+9.2%	+7.0%	35.2%	+0.5%pt
Food Service	185.1	199.8	+7.9%	+6.6%	77.0%	+0.7%pt
Other	0.1	1.9	n/m	n/m	n/m	n/m
Valora Group	845.3	869.7	+2.9%	+2.2%	41.5%	+0.8%pt
*Naville Distribution in 2015 for 10 m	onths included a	and in 2016 for	8 months			

- Valora Group: Gross Profit margin at 41.5% (+0.8%pt); 41.2% without Naville Distribution
- Retail CH/AT: Improved gross profit margin (+0.5%pt) thanks to higher promotions and better purchasing conditions (effect from Naville integration)
- Retail DE/LU: Positive revenue development and promotions drive gross profit (+9.2%) and its margin (+0.5%pt)
- Food Service: Optimizations in Ditsch B2B client/sales portfolio and enhanced purchasing terms as well as strong top-line development of Brezelkönig contribute to positive increase of gross profit (+7.9%) and margin (+0.7%pt)

# **Retail Gross Profit split by Category**

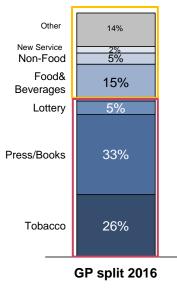
New categories not yet at full potential

#### Retail Switzerland (CH & AT)



- Classical categories (press/book, tobacco and lottery/games of chance) accounting for 50% of total gross profit
- New categories as Non-Food, Food & Beverages and New Services cover already c. 50% of total gross profit
- Positive momentum in new categories expected due to successful roll-out of coffee modules

Press PCB Books



**k**kiosk

#### Retail Germany (DE & LU)

- Compared to Switzerland, higher share of classical categories (c. 64%):
  - Tobacco with strong momentum (professionalization and share gains)
  - Press/Books decline less pronounced through market share gains, but impacting overall growth
- Food & Beverages increasing through concentrated push (especially ok.drinks)
- Category "other" including franchise fees (growing thanks to higher share of franchisee)

ServiceStore 💷

Press POB Books

cigo

**k**kiosk

**N** NAVILLE

avec

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### **Operating costs**

### Moderate cost increase driven by variable cost

#### **Operating costs**

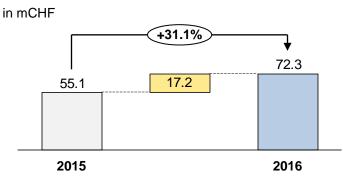
in mCHF	+0.9%	797.4	<b>Division   Country</b> in mCHF	FY 2015	FY 2016	۵ in %	∆ LC in %	Cost Ratio	∆ Cost ratio
790.2	7.2		Retail	-615.7	-608.3	-1.2%	-1.7%	-33.2%	+0.4%pt
			CH/AT	-445.0	-434.0	-2.5%	-2.5%	-33.2%	+0.4%pt
			Naville Distribution*	-25.3	-19.3	-23.9%	-23.9%	-30.5%	+0.2%pt
			DE/LU	-145.4	-154.9	+6.6%	+4.5%	-31.9%	+0.3%pt
	:		Food Service	-159.9	-173.0	+8.2%	+6.9%	-66.7%	-0.7%pt
Cost ratio:		Cost ratio:	Corporate / Other	-14.6	-16.2	+10.5%	+10.5%	n/m	n/m
38.0%		38.1%	Valora Group	-790.2	-797.4	+0.9%	+0.3%	-38.1%	-0.1%pt
2015		2016	*Naville Distribution in 2015 for 10 m	onths included	and in 2016 for	8 months			

- Valora Group: Higher operating costs of +0.9% as consequence of higher production volume and expansion activities within Food Service division; constant cost ratio of 38.1% despite more own operated POS in Germany
- Retail CH/AT: Positive impact of implemented reorganization measures and synergies of Naville leading to 0.4%pt lower cost ratio
- Retail DE/LU: Higher costs of 6.6% mainly due to higher number of own stores and FX effect (+4.5% in local currency); cost ratio improvement by 0.3%pt
- Food Service: Increase of cost mainly due to higher production volumes and set-up of franchise organization for international expansion; moreover, cost increases caused by higher agency fees (introduction of minimum wages) and production maintenance cost

### EBIT

### Increase by +31.1% driven by all divisions - margin at 3.4%

#### EBIT



<b>Division   Country</b> in mCHF	FY 2015	FY 2016	∆ in %	∆ LC in %	EBIT Margin	$\Delta$ EBIT margin
Retail	44.4	59.6	+34.5%	+33.7%	3.3%	+0.8%pt
CH/AT	28.4	39.4	+38.9%	+39.1%	3.0%	+0.9%pt
Naville Distribution*	4.4	3.8	-13.6%	-13.6%	6.1%	+0.7%pt
DE/LU	11.5	16.4	+41.9%	+38.4%	3.4%	+0.8%pt
Food Service	25.2	26.9	+6.4%	+4.9%	10.4%	-0.1%pt
Corporate / Other	-14.5	-14.2	n/m	n/m	n/m	n/m
Valora Group	55.1	72.3	+31.1%	+29.7%	3.4%	+0.8%pt

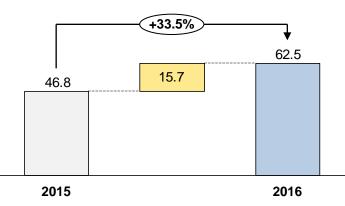
\*Naville Distribution in 2015 for 10 months included and in 2016 for 8 months

- Valora Group: Increase of EBIT by +31.1% to 72.3 mCHF positively influenced by Naville synergies (higher promotions and cost synergies) in Retail Switzerland and strong operational performance of Retail Germany. Accordingly, EBIT margin improved by +0.8%pt to 3.4%. EBIT exceeding communicated guidance of 65-70 mCHF. EBIT margin on track to reach goal of +4% in 2018 earliest
- Retail CH/AT: Growth in EBIT of 11.0 mCHF resulting from Naville integration (higher promotions and cost synergies) as well as high Lotto Jackpot in Q4; last year's EBIT impacted by one-off restructuring costs and impairment charges in Austria
- Retail DE/LU: Strong top line growth with positive effects on EBIT (+4.9 mCHF) and EBIT margin (+0.8%pt); last year's EBIT impacted by adjustment of press inventory
- Food Service: Increase of EBIT by +6.4% to 26.9 mCHF driven by higher sales growth and improvements in GP margin as well as one-off cost reimbursement of 1 mCHF

### **Net result / EPS**

### Strong increase of net result and EPS

#### Net result from continuing operations



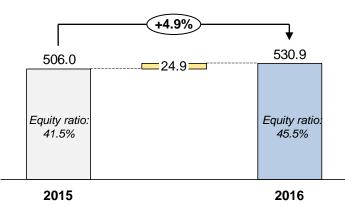
Net profit / EPS in mCHF		FY 2015	FY 2016	$\Delta$ in %
EBIT		55.1	72.3	+31.1%
Financing activities, net		-17.2	-15.2	-11.7%
Earnings before taxes		37.9	57.0	+50.6%
Income taxes		8.9	5.4	n/m
Net profit from continuing operations		46.8	62.5	+33.5%
Net result from discontinued operations		-75.6	0.9	n/m
Group net result		-28.8	63.4	n/m
EPS (from continuing operations)	in CHF	12.51	17.27	+38.0%
EPS Group	in CHF	-10.24	17.55	n/m

- Net financial results improved by +2.0 mCHF; lower FX losses were partially compensated by one-off costs of -3.5 mCHF associated with the partial refinancing of the bonded loan/"Schuldscheindarlehen" (closure of interest rate swap)
- Net income tax of +5.4 mCHF resulting from deferred taxes (+7.6 mCHF, mostly activation of loss carryforwards) and tax expenses (-2.2 mCHF)
- Group net results increase by +92.2 mCHF driven by better continuing operations results and last year's Trade goodwill impairment
- EPS from continuing operations increased to 17.27 CHF, fully covering proposed dividend of 12.50 CHF

### **Balance sheet**

### Strengthening of all balance sheet ratios

#### Equity



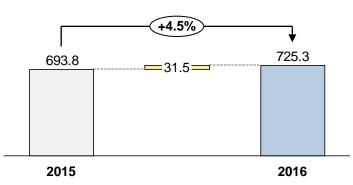
Balance Sheet in mCHF	FY 2015	FY 2016	$\Delta$ in %
Total assets	1'220.2	1'166.7	-4.4%
Cash, cash equivalents	116.3	159.4	+37.0%
Goodwill and intangible assets	513.2	469.0	-8.6%
Net debt (from continuing operations)	251.1	202.0	-19.6%
Leverage ratio (excl. Hybrid Bond)	2.1x	1.6x	-0.5x
Shareholders' equity (incl. Hybrid Bond)	506.0	530.9	+4.9%
Equity ratio	41.5%	45.5%	+4.0%pt
Capital employed (average)	896.3	876.8	-2.2%
ROCE	6.1%	8.2%	+2.1%pt

- Equity ratio increases by +4.0%pt to 45.5%
- Net debt reduction by 49.1 mCHF to 202.0 mCHF due to higher cash at year end driven by operating result and cash in of Naville Distribution sale
- Significant improvement of leverage ratio from 2.1x to 1.6x thanks to higher EBITDA (increase by +8.5% to 127.6 mCHF) and lower net debt

### **Lease agreements**

### 2/3 of lease commitments with top 5 landlords

#### **Lease commitments**



Lease commitments in mCHF	FY 2015	FY 2016	$\Delta$ in %
Within one year	142.4	149.0	+4.6%
Within 1-2 years	130.7	137.8	+5.5%
Within 2-3 years	119.3	124.0	+3.9%
Within 3-4 years	104.0	109.5	+5.3%
Within 4-5 years	86.9	67.5	-22.3%
After more than 5 years	110.6	137.5	+24.4%
Total long-term commitments	693.8	725.3	+4.5%

- With IFRS 16, lease agreements need to be activated as of 2019 as liability on the balance sheet
- Close and long-standing relationship with landlords secured lease agreements with remaining lease term of around 5 years (excluding extension options; indefinite agreements shown in "within one year" category)
- Currently 2/3 of lease commitments are with top 5 landlords

### **Financial structure**

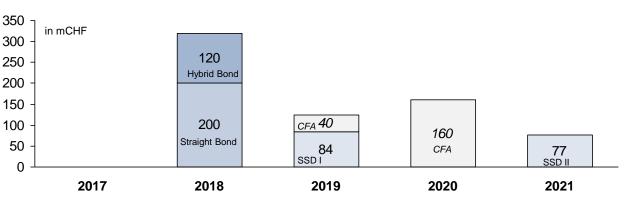
### Well diversified debt instruments and maturities

#### **Terms of debt instruments**

- Interest-bearing debt of 361 mCHF
- Currently 200 mCHF of unused credit facilities (CFA) could be used for general corporate purposes and partially for acquisitions
- Replacement of variable portion of the former bonded loan/"Schuldschein" issue in April 2016 with a new 72 mEUR "Schuldschein" issue (SSD II) at more attractive terms (however one-off costs of 3.5 mCHF due to the cancellation of the interest rate swap)
- Hybrid Bond classified as equity-like instrument. Goal to repay or refinance with debt in 2018

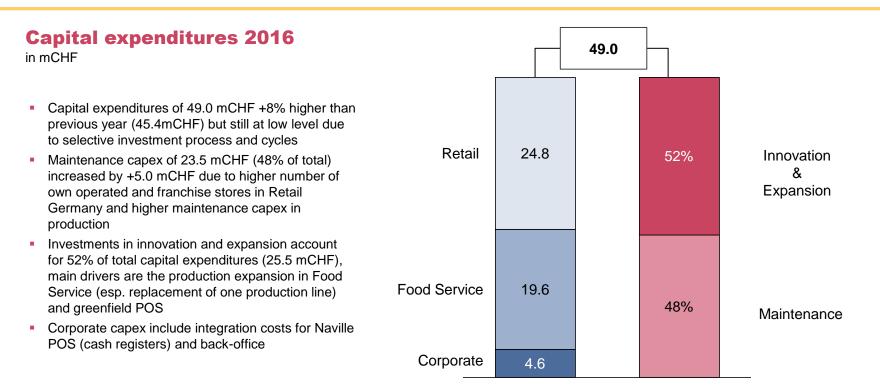
	Straight Bond	ond Hybrid Bond "Schuldschein" (SSD)		CFA (unused)
Maturity	02-03-2018	Perpetual*	SSD I: 30-04-2019 SSD II: 29-04-2021	27-06-2019 (40 mCHF) 29-06-2020 (160 mCHF)
Nominal	200 mCHF	120 mCHF	SSD I: 78 mEUR SSD II: 72 mEUR	200 mCHF

\* first call date per 30-10-2018 (thereafter 500bps step-up)



### Capex

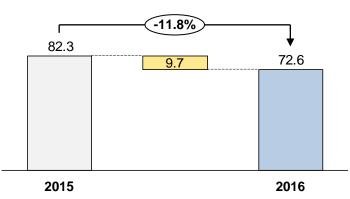
Capital expenditures directed to growth and expansion



### **Free Cash Flow**

### Solid free cash flow generation

#### **Free Cash Flow**



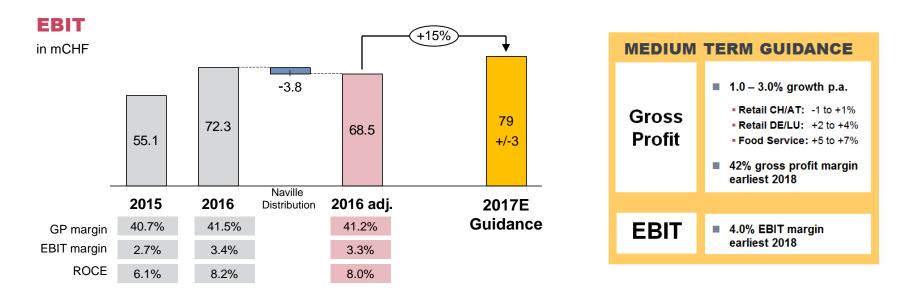
Free Cash Flow (from continuing business) in mCHF		FY 2015	FY 2016	$\Delta$ in %
EBIT		55.1	72.3	+31.1%
EBITDA		117.6	127.6	+8.5%
Elimination of other non-cash items NWC and current assets & liabilities Interest, tax expense (net)		5.7 20.5 -18.3	7.4 -6.5 -15.6	+29.6% n/m -14.8%
CF from operating activities		125.5	113.0	-9.9%
CF from investing activities (net)		-43.1	-40.4	-6.3%
Free Cash Flow (before M&A)		82.3	72.6	-11.8%
Free Cash Flow per share ir	CHF	24.52	21.74	-11.3%

- Free Cash Flow of 72.6 mCHF well supported by EBITDA increase
- However the reversal of last year's positive one-time effect in net working capital has a negative effect on Cash Flow from operating activities (-9.9%) and Free Cash Flow (-11.8%)



### **Guidance: 2017 and medium term**

15% EBIT increase for 2017 – Medium term guidance confirmed



- Adjustment of EBIT 2016 for Naville Distribution to set basis for 2017 guidance of 79mCHF @ current FX +/-3 mCHF
- Expected EBIT growth of +15%
- Further improvement of ROCE expected, despite higher capex expectations than in recent years
- Progress towards medium term goals, however gross profit growth in Switzerland as a challenge

### AGENDA

#### **1. FULL-YEAR RESULTS 2016**

- Review of income statement, balance sheet and cash flow
- Medium term guidance

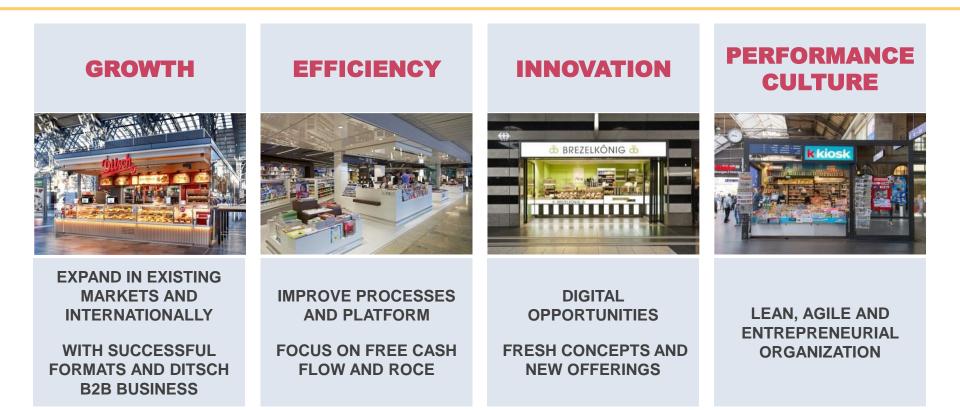
### **2. STRATEGIC INITIATIVES**

- Strategy
- Key initiatives



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### Strategy



### **Top initiatives 2017 and beyond**

#### GROWTH

Market leadership	<ul> <li>Expand in existing and new markets with successful formats</li> </ul>
VS expansion	<ul> <li>Pretzel Baron: integrate &amp; grow</li> </ul>
Food & Beverages	<ul> <li>Strengthen and grow gross profit</li> </ul>
Brezelkönig International	<ul> <li>Initiate international franchise growth</li> </ul>
bob Finance	<ul> <li>Leverage existing platform</li> </ul>

•

Platform for back-office synergies

Introduce SAP in all Group functions

#### **INNOVATION**

Retail Analytics	<ul><li>Improve experience for customers</li><li>Enhance promotions and loyalty</li></ul>	
> Loyalty	<ul><li>Launch k kiosk app</li><li>Develop new apps and services</li></ul>	
<ul> <li>Concept</li> <li>Development</li> </ul>	<ul><li>Develop "Future Store 2020"</li><li>New services and fresh products</li></ul>	
PERFORMANCE CULTURE		
	<ul> <li>Improve collaboration / boot practice</li> </ul>	

- Organization
- Improve collaboration / best practice
- Encourage and develop employees

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Platform

EFFICIENCY

### **Review of 2016 top initiatives (1/2)**

Most initiatives well on track

FOOD	
> COFFEE MODULES: AT ~800 POS	<ul> <li>Roll-out of c. 740 POS in Switzerland (c. 90 POS with Starbucks and c. 650 POS with Spettacolo)</li> <li>Roll-out in Germany of c. 100 POS just started</li> </ul>
> DITSCH: EXPANSION OF PRODUCTION	<ul> <li>Acquisition of US-based Pretzel Baron</li> <li>Replacement of one production line in Germany (Oranienbaum) with 2.5x capacity in H1 2017</li> </ul>
> OK ENERGY DRINKS IN DE (>10 MILLION CANS)	6.0 million cans sold by 2016, successful sponsoring/promotion
NETWORK	
<b>NETWORK</b> > BREZELKÖNIG INTERNATIONAL: ~ 100 POS	<ul> <li>6 POS running, franchise model defined, focus on franchise partner search and roll-out to achieve mid-term goal of ~100</li> </ul>

> NAVILLE STORE REBRANDING/INTEGRATION

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### **Review of 2016 top initiatives (2/2)**

Most initiatives well on track

SERVICES	
> LOYALTY APP IN ALL FORMATS (END 2018)	<ul> <li>Caffè Spettacolo App established; Brezelkönig: Testing catering in Basel from October</li> <li>Introduction of k kiosk loyalty app</li> </ul>
> DEVELOPMENT OF PROFITABLE CONSUMER FINANCE SERVICES	<ul> <li>bob Finance: Positive Life Time Value (LTV*) for 2016</li> </ul>
ORGANISATION	
➢ EFFICIENCY PROGRAM OF 15-20 mCHF	<ul> <li>~ 90% of targeted cost reduction realized on a full-year 2016 basis, Naville and reorganization effects already almost fully implemented</li> </ul>
ENHANCED SOURCING, PROMOTIONS AND CATEGORY MANAGEMENT	<ul> <li>Naville with significant impact on promotion, resulting among other effects in an EBIT margin increase in Retail Switzerland by +0.9%pt</li> </ul>

\* LTV - Life Time Value: projected revenues from issued credits during a certain period versus actual operating costs in the same period

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### **Pretzel Baron acquisition**



Pretzel Baron today produces among the highest quality pretzels in the US

#### Key facts Pretzel Baron

- Founded 2014 as extension of the Servatii family business
- Specializing on frozen pretzel production (buns, rolls, twists)
- Installed the first highly automated twister in the US

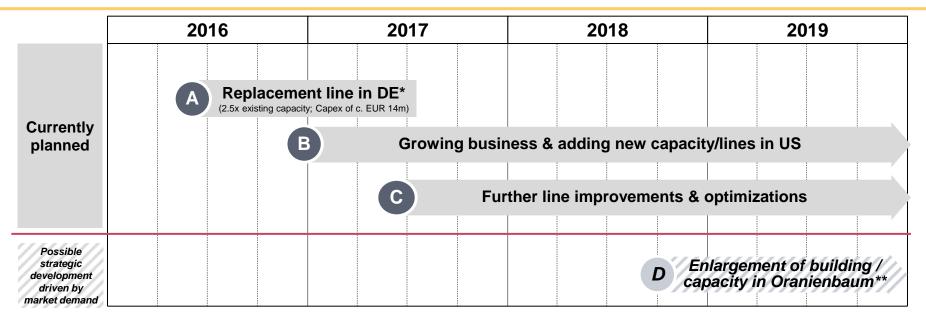


#### **Investment highlights**

- Acquisition of Pretzel Baron in January 2017
- Opportunity to quickly establish a US presence
- Fully operational production facility: Building plus one production line and room for up to 4 production lines
- Great potential for pretzels in the US Ditsch already exports successfully pretzel products to the US
- Founder Gary Gottenbusch stays on board with in-depth know-how of US market
- For 2017 revenues in the mid-single digit million range are expected/projected

### **Continued investments into production capacity**

#### Line replacement in 2017



\*Plus necessary adjustments for infrastructure

\*\*1<sup>st</sup> module (for two lines): building (for two lines) & 1 production line (Capex indication: EUR 25m; highly depending on line configuration)

# Continuous investment in line improvements and extensions in order to match market demand

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### Wrap up – Key Investment Highlights



#### **ATTRACTIVE FINANCIALS**

- > Well on track to achieve ambitious mid-term targets
- > Attractive cash generation and improving returns on capital
- Constant dividend payments

#### **CLEAR STRATEGIC POSITIONING**

- Clear positioning on two pillars: (1) strong network in convenience, retail and food service (2) vertical integration
- Resilient portfolio of products and offerings

#### **TANGIBLE INITIATIVES**

- > POS growth
- International expansion

- Increased efficiency
- Exploit new technologies

#### **MOTIVATED TEAM – WINNING CULTURE**

- Strong new chairman and stable and young top leadership team
- Focus on group culture and staff development

### **Annual general meeting 2017**

Most important items

March 30th, 2017, Basel Congress Center

### DIVIDEND

DATE

CHF 12.50 per share

- Rolando Benedick withdrawing from Valora Board
- All other Board members standing for re-election

### BOARD

- Election of Franz Julen as Chairman
- Election of new board member Michael Kliger
- Markus Fiechter foreseen as president of the nomination & compensation committee

### New president and board member



#### Franz Julen (58)

- Valora board member since April 2007 (president of the nomination & compensation committee)
- Current position: Member of the advisory board of the ALDI Süd group; member of the supervisory board of the Zermatter Bergbahnen AG
- Former positions with global expertise in retail and franchising:
  - CEO of Intersport International Corp.: Established Intersport in 17 years as the world's leading sports retailer and expanded Intersport across all continents with a presence in 65 countries and sytems sales of 11.4 bnEUR
  - COO of Intersport International Corp.
  - CEO Völkl (International) AG
- Swiss hotel management school Luzern



#### Michael Kliger (50)

- Current position: President and CEO of mytheresa.com, the online retailer for ladies luxury fashion
- Former positions with special expertise in digital and retail:
  - Managing Director Europe of the e-commerce service provider GSI
  - Vice President for Europe and APAC of eBay enterprises
  - Chief Operating Officer of Real Holding AG
  - Partner with McKinsey and Accenture
- MBA from Northwestern University (Kellogg School of Management) and Master as Diplom-Kaufmann (Berlin)





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