Masterflex (MZX GY) | Industrial Technology

May 13, 2022

Order book indicates another sound quarter ahead

Masterflex delivered the highest ever quarterly EBIT for Q1/22. The group benefits from the successful completion of its restructuring programme in general and a considerable decline in its relative staff costs in specific. The reopening of its Czech site with average wages below the German level certainly supports the trend. The 12.8% EBITmargin exceeds the 11.3% of Q1/21. The record margin is all the more remarkable as the group has yet to pass-on increased input costs to its entire customer base. The rebound in its business with the healthcare-sector was for sure a driving factor behind. The fast rebound in global aircraft demand should support Masterflex' efforts to lead its respective business under the Matzen&Timm brand towards break even by year-end. Masterflex' current order book of EUR26.5m covers about two thirds of planned sales for H2/22 which provides some visibility for its likely performance in the second part of the year. With a solid chance to finish H1/22e with an EBIT-margin in the double-digits - we project 11.2% - there is a reasonable chance also to deliver on the guidance that contains a margin at/above 10.0%.

Valuation: MZX shares year-to-date clearly outperformed many other capital goods peers by a wide margin. Still, the shares trade only on par with the peers on FY23e earnings. A decent chance this year to earn the best EBIT-margin since FY14 and its c. 30% EBITDA-margin premium over the peers to us justifies a valaution premium for the shares over its listed competitors of about the same magnitude

B	П	V	
u	u	v	



Price* EUR 6.90

Price target EUR 8.50 (unchanged)

* XETRA trading price at the close of the previous day unless stated otherwise in the Disclosures

Market Cap (EUR m) ¹	66
Enterprise Value (EUR m) ¹	83
Free Float (%) ¹	100.0



Fundamentals (in EUR m) ¹	2018	2019	2020	2021e	2022e	2023e
Sales	77	80	72	77	84	93
EBITDA	9	9	7	10	13	15
EBIT	6	5	2	5	9	10
EPS adj. (EUR)	0.36	0.26	0.08	0.34	0.58	0.68
EBIT (adj)	-0.2	5.1	3.2	5.6	9.0	10.4
DPS (EUR)	0.00	0.00	0.08	0.10	0.15	0.20
BVPS (EUR)	4.23	4.43	4.26	4.70	5.27	5.95
Net Debt incl. Provisions	21	23	17	18	16	13
Ratios ¹	2018	2019	2020	2021e	2022e	2023e
Ratios ¹ EV/EBITDA	2018 9.5	2019 7.2	2020 9.8	2021e 7.8	2022e 6.2	2023e 5.3
EV/EBITDA	9.5	7.2	9.8	7.8	6.2	5.3
EV/EBITDA EV/EBIT	9.5 14.6	7.2 14.6	9.8 30.8	7.8 14.6	6.2 9.1	5.3 7.6
EV/EBITDA EV/EBIT P/E adj.	9.5 14.6 19.8	7.2 14.6 17.0	9.8 30.8 67.8	7.8 14.6 19.2	6.2 9.1 12.0	5.3 7.6 10.1
EV/EBITDA EV/EBIT P/E adj. Dividend yield (%)	9.5 14.6 19.8 0.0	7.2 14.6 17.0 0.0	9.8 30.8 67.8 1.4	7.8 14.6 19.2 1.5	6.2 9.1 12.0 2.2	5.3 7.6 10.1 2.9
EV/EBITDA EV/EBIT P/E adj. Dividend yield (%) EBITDA margin (%)	9.5 14.6 19.8 0.0 12.2	7.2 14.6 17.0 0.0 11.4	9.8 30.8 67.8 1.4 10.2	7.8 14.6 19.2 1.5 13.3	6.2 9.1 12.0 2.2 15.7	5.3 7.6 10.1 2.9 16.2

¹ Sources:	Bloomberg,	Metzler	Research
-----------------------	------------	---------	----------

Performance (in %) ¹	1m	3m	12m
Share	1.8	2.4	-2.8
Rel. to SDAX	12.5	20.7	17.9
Changes in estimates (in %)1	2021e	2022e	2023e
Sales	0.0	0.0	0.0
EBIT	0.0	0.0	0.0

Sponsored Research



Author: Alexander Neuberger
Financial Analyst Equities
+49 69 2104-4366
ANeuberger@metzler.com

Decent chance to continue strong Q1 performance throughout the year

Best quarter in the group's history

Masterflex earned an EBIT of EUR3,06m in Q1/22 which is the highest ever EBIT in a single quarter in the group's history. What's more, the 12.8% EBIT-margin exceeds the minimum-target for the full year by 280bps. It also compares with 11.3% a year ago. The most remarkable single cost item was the decline in personnel cost from 38.1% of sales to 33.6%.

The reduction of staff expenses was a key target of Masterflex' restructuring programme that has meanwhile been implemented. The 28.7% y/y increase in cost for materials vs a 22.5% rise in quarterly revenues illustrates that the group has yet to pass-on all its planned price increases to customers to cover cost inflation from input costs. A favourable industry-mix component with recovering sales with the med-tech sector and the rebounding business with Airbus and Bombardier likely contributed to the overall positive development in the first three months of the year.

Promising industry mix

Looking forward, we would assume that the global recovery in the aerospace industry supports Masterflex performance going forward. The same holds true for the further increase in its business with several customers in the med-tech sector. Some players in that space were burdened by a drop in the volume of elective procedures during the pandemic, which reduced equipment production by some of the group's customers. Meanwhile, this business rebounds considerably. On a group level, Masterflex has an order pile of EUR26.5m after EUR23.0m a year before. That volume covers roughly two thirds of the revenues management plans for the second half of the year.

Only a gas-embargo may change the picture

The biggest company-specific risk for Masterflex we would identify is its Chinese activity with a local site close to Shanghai. This plant is a part of the group's local network, however, it does not produce any parts for other plants in the world. Hence, any shortfalls due to the lockdown in the area would be limited to Masterflex' Chinese business. Chinese sales are of no crucial importance to the achievement of its targets for FY22e or beyond.

Solid chance for the shares to continue to outperform

All in all, we see Masterflex well prepared to maneuver through the current crisis, including a decent chance to deliver on its full-year guidance. Only a sharp decline in gas supplies to the German industry in H2/22 that would impact the production of a number of its customers appears to be a vital threat to group targets. As of now, we do not factor-in such a scenario into our figures.

Masterflex' shares outperformed the SDAX over a 12months period by 17%. The outperformance is even more pronounced vs several peers in the broader capital goods sector.

Given Masterflex balanced customer-mix, its successfully implemented cost reduction plan and its exposure to rebounding/expanding sectors such as aerospace and med-tech, we retain our earnings expectations and our BUY recommendation with a price target of EUR8,50 per share.

Valuation peer group

P/E	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20	<u>21</u>	<u>22e</u>	<u>23e</u>	<u>24e</u>
Masterflex	15.6	17.4	22.9	21.7	63.6	20.0	14.0	10.0	8.9
Deutz	-	47.0	7.4	7.0	-	23.2	11.0	6.8	5.8
Krones	18.9	19.5	17.0	13.8	-	25.6	15.7	12.1	10.4
Jungheinrich	19.9	22.3	18.7	8.3	25.4	15.3	10.6	9.0	7.8
Ringmetall	12.9	14.8	14.2	17.6	20.8	10.2	10.8	9.7	9.3
AVG ex MZX	18.9	20.9	15.6	11.1	23.1	19.3	10.9	9.3	8.6
Premium/discount	-17%	-17%	47%	97%	176%	4%	28%	8%	4%
D/F						40	40		
P/E	<u>07</u>	<u>08</u>	<u>09</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
Masterflex	39.2	-6.0	-18.8	2.1	11.6	9.6	20.3	19.5	24.8
Deutz	26.9	10.0	-	-	7.2	7.3	29.8	18.4	24.1
Krones	21.4	14.3	8.9	28.0	27.7	28.3	25.4	18.2	22.7
Jungheinrich	14.9	7.3	4.7	12.2	13.8	9.8	15.0	15.7	17.0
Ringmetall	12.0			31.0	7.4	11.8		17.8	18.5
AVG ex MZX	18.2	10.0	6.8	28.0	10.6	10.8	25.4	18.0	20.6
Premium/discount	116%	-160%	-375%	-92%	9%	-11%	-20%	8%	21%
Ev/Ebitda	16	17	18	19	20	21	22e	23e	24e
Masterflex	8.2	9.8	10.6	8.6	9.4	8.0	6.1	5.0	4.2
Deutz	3.9	6.6	3.2	2.2		5.9	3.9	2.9	2.7
Krones	8.1	9.4	9.2	6.5	16.1	9.0	5.9	5.0	4.5
Jungheinrich	8.7	9.4	8.8	5.2	9.0	7.1	5.5	5.0	4.6
Ringmetall	15.6	10.0	9.8	9.8	8.0	6.3	6.4	6.0	5.6
AVG ex MZX	8.4	9.4	9.0	5.9	9.0	6.7	5.7	5.0	4.5
Premium/discount	-2%	4%	18%	46%	4%	19%	7%	-1%	-8%
Ev/Ebitda	<u>07</u>	08	09	<u>10</u>	<u>11</u>	12	13	14	<u>15</u>
Masterflex	16.4	9.5	10.5	3.8	6.6	6.4	8.1	8.4	9.5
Deutz	9.3	3.2	4.5	9.1	8.0	3.5	5.1	5.3	4.5
Krones	9.2	7.9	4.0	11.0	6.7	5.9	9.3	8.2	9.7
Jungheinrich	6.1	4.3	3.5	12.6	5.9	4.9	5.7	7.0	7.8
Ringmetall	5.5			5.9	5.1	6.7	10.2	14.0	7.0
AVG ex MZX	7.6	4.3	4.0	10.0	6.3	5.4	7.5	7.6	7.4
Premium/discount	115%	120%	164%	-62%	6%	19%	8%	12%	29%
	<u>07</u>	08	<u>09</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
	115.3%	-19.8%	-105.5%	-77.4%	7.6%	3.7%	-5.9%	9.9%	24.9%
Premium/discount									
vs peers (P/E, Ev/Ebitda)	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>	<u>22e</u>	<u>23e</u>	<u>24e</u>
	-9.8%	-6.3%	32.5%	71.2%	89.8%	11.3%	17.8%	3.6%	-1.9%

Source: Bloomberg, Metzler Research

Masterflex earns superior EBITDA margin vs many peers in the capital goods peer group



Source: Bloomberg, Metzler Research

Key Data

Company profile CEO: Dr. Andreas Bastin

CFO: Mark Becks

Gelsenkirchen

Maior shareholders

Major shareholders												
Key figures												
P&L (in EUR m)	2018	%	2019	%	2020	%	2021e	%	2022e	%	2023e	%
Sales	77	3.4	80	3.5	72	-10.1	77	7.4	84	9.4	93	10.0
EBITDA	9	-3.5	9	-3.2	7	-20.0	10	40.4	13	29.1	15	13.6
EBITDA margin (%)	12.2	-6.7	11.4	-6.5	10.2	-11.0	13.3	30.7	15.7	18.1	16.2	3.2
EBIT	6	-7.6	5	-25.6	2	-48.6	5	134.5	9	64.9	10	15.2
EBIT margin (%)	7.9	-10.6	5.7	-28.1	3.2	-42.8	7.1	118.3	10.7	50.8	11.2	4.7
Financial result	-1	10.3	-1	-21.9	-1	29.5	-1	1.1	-1	-22.2	-1	9.1
EBT	5	-7.0	3	-35.5	1	-56.2	5	221.2	8	73.3	9	18.6
Taxes	-2	-67.6	-1	54.2	-1	23.0	-1	-120.0	-2	-73.3	-3	-18.6
Tax rate (%)	-35.1	n.a.	-24.9	n.a.	-43.8	n.a.	-30.0	n.a.	-30.0	n.a.	-30.0	n.a.
Net income	3	-25.0	2	-25.4	1	-67.2	3	300.0	6	73.3	7	18.6
Minority interests	0	n.m.	0	-42.0	0	-100.0	0	n.a.	0	-100.0	0	n.a.
Net Income after minorities	3	-21.5	3	-26.2	1	-68.4	3	303.1	6	72.0	7	18.6
Number of shares outstanding (m)	10	2.0	10	0.0	10	0.0	10	0.0	10	0.0	10	0.0
EPS adj. (EUR)	0.36	-23.0	0.26	-26.2	0.08	-68.4	0.34	303.1	0.58	72.0	0.68	18.6
DPS (EUR)	0.00	n.a.	0.00	n.a.	0.08	n.a.	0.10	25.0	0.15	50.0	0.20	33.3
Dividend yield (%)	0.0	n.a.	0.0	n.a.	1.4	n.a.	1.5	n.a.	2.2	n.a.	2.9	n.a.
Cash Flow (in EUR m)	2018	%	2019	%	2020	%	2021e	%	2022e	%	2023e	%
Gross Cash Flow	8	-12.1	8	8.5	7	-19.7	9	33.0	11	22.3	12	12.5
Increase in working capital	-2	n.a.	-2	n.a.	4	n.a.	-2	n.a.	-4	n.a.	-0	n.a.
Capital expenditures	-4	9.3	-2	38.0	-2	20.8	-2	-32.6	-3	-45.8	-4	-10.0
D+A/Capex (%)	-93.8	n.a.	-208.4	n.a.	-284.8	n.a.	-206.7	n.a.	-125.0	n.a.	-125.0	n.a.
Free cash flow (Metzler definition)	2	-9.1	4	110.3	9	108.1	5	-51.3	4	-11.3	8	100.5
Free cash flow yield (%)	3.1	n.a.	10.3	n.a.	17.0	n.a.	7.2	n.a.	6.0	n.a.	12.1	n.a.
Dividend paid	0	n.a.	0	n.a.	-1	n.a.	-1	-25.0	-1	-50.0	-2	-33.3
Free cash flow (post dividend)	2	-9.1	4	110.3	10	125.4	5	-45.4	5	-0.5	10	82.7
Balance sheet (in EUR m)	2018	%	2019	%	2020	%	2021e	%	2022e	%	2023e	%
Assets	75	3.0	82	8.5	76	-6.4	82	7.1	87	6.4	96	10.1
Goodwill	9	0.0	9	0.0	9	0.0	9	0.0	9	0.0	10	10.9
Shareholders' equity	40	7.6	42	4.5	41	-1.7	45	8.1	50	12.3	58	15.1
Equity/total assets (%)	53.5	n.a.	51.5	n.a.	54.1	n.a.	54.6	n.a.	57.6	n.a.	60.2	n.a.
Net Debt incl. Provisions	21	9.5	23	8.3	17	-24.6	18	1.3	16	-8.1	13	-20.2
thereof pension provisions	0	n.a.	0	n.a.	0	n.a.	0	n.a.	0	n.a.	0	n.a.
Gearing (%)	53.2	n.a.	55.2	n.a.	42.3	n.a.	39.7	n.a.	32.5	n.a.	22.5	n.a.
Net debt/EBITDA	2.3	n.a.	2.5	n.a.	2.4	n.a.	1.7	n.a.	1.2	n.a.	0.9	n.a.

Structure

Sales by region (mln) 2020



Sources: Bloomberg, Metzler Research

Disclosures

Recommendation history

Recommendations for each financial instrument or issuer - mentioned in this document - published by Metzler in the past twelve months

Date of dissemi-	Metzler rec	ommendation *	Current price **	Price target * Author ***
nation	Previous	Current		
Issuer/Financial I	Instrument (I	SIN): Jungheinrich	(DE0006219934)	
06.05.2022	Buy	Buy	22.58 EUR	32.00 EUR Bauer, Stephan
01.04.2022	Buy	Buy	26.34 EUR	32.00 EUR Bauer, Stephan
28.03.2022	Buy	Buy	24.96 EUR	32.00 EUR Bauer, Stephan
16.12.2021	Buy	Buy	42.96 EUR	55.00 EUR Bauer, Stephan
12.08.2021	Buy	Buy	46.02 EUR	54.00 EUR Bauer, Stephan
Issuer/Financial I	Instrument (I	SIN): Krones (DE00	06335003)	
24.02.2022	Hold	Hold	82.90 EUR	96.00 EUR Bauer, Stephan
11.01.2022	Hold	Hold	89.90 EUR	96.00 EUR Bauer, Stephan
01.09.2021	Hold	Hold	85.75 EUR	90.00 EUR Bauer, Stephan
11.06.2021	Hold	Hold	76.10 EUR	77.00 EUR Bauer, Stephan
Issuer/Financial I	Instrument (l	SIN): Masterflex (D	E0005492938)	
02.03.2022	Buy	Buy	6.14 EUR	8.50 EUR Neuberger, Alexander
06.10.2021	Buy	Buy	7.00 EUR	8.50 EUR Neuberger, Alexander

^{*} Effective until the price target and/or investment recommendation is updated (FI/FX recommendations are valid solely at the time of publication)

Masterflex

13. Metzler, a company affiliated with Metzler and/or a person that has worked on compiling this report has reached an agreement with the issuer relating to the production of investment recommendations.

Compiled: May 13, 2022 07:57 AM CEST Initial release: May 13, 2022 07:57 AM CEST

^{**} XETRA trading price at the close of the previous day unless stated otherwise herein

^{***} All authors are financial analysts



Disclaimer

This document has been prepared by B. Metzler seel. Sohn & Co. AG (Metzler) and is addressed exclusively to eligible counterparties and professional clients. It is thus not suitable for retail clients.

This document is based on information which is generally available and which Metzler believes to be fundamentally reliable. Metzler has not verified the accuracy or completeness of the information, however, and thus provides no warranty or representation in respect of the accuracy or completeness of the information, opinions, estimates, recommendations and forecasts contained in this document. Neither Metzler nor any of its shareholders or employees are liable for damage or any other disadvantage suffered due to inaccurate or incomplete information, opinions, estimates, recommendations or forecasts as a result of the distribution or use of or in connection to this document.

This document does not constitute or form part of any offer to buy or solicitation of any offer to buy securities, other financial instruments or other investment instruments. Neither does it take account of the particular investment objectives, financial situation or needs of individual recipients nor does it constitute personal investment advice. Metzler does not act as investment advisor or portfolio manager in preparing and publishing this document. Recipients must make their own investment decisions in accordance with their specific financial situation and investment objectives, based on independent processes and analyses, taking sales or other prospectuses, information memoranda and other investor information into account, and consult with an independent financial advisor where necessary. Recipients should note that any information regarding past performance should not be relied upon as an indication of future performance and should therefore not form the basis of any decision whether or not to invest in any financial instruments.

The information, opinions, estimates, recommendations and forecasts contained in this document reflect the personal views of the author at the time of publication on the financial instruments or issuers that form the subject of this document and do not necessarily reflect the opinions of Metzler, the issuer or third parties. They may also be subject to change on account of future events and developments. Metzler has no obligation to amend, supplement or update this document or to otherwise notify recipients in the event that any information, opinions, estimates, recommendations or forecasts stated herein should change or subsequently become inaccurate, incomplete or misleading. The model calculations contained in this document, if any, are examples showing the possible performance and are based on various assumptions (e.g. regarding earnings and volatility). The actual performance may be higher or lower, depending on market trends and on the correctness of assumptions underlying the model calculations. Accordingly, actual performance cannot be guaranteed, warranted or assured.

Recipients should assume that (a) Metzler is entitled to acquire orders for investment banking, securities or other services from or with companies which form the subject of research publications and that (b) analysts who were involved in preparing research publications may, within the scope of regulatory laws, be indirectly involved in the acquisition of such orders.

Metzler and its employees may hold positions in securities of the companies analysed or in other investment objects or may conduct transactions with such securities or investment objects.

This document is provided for information purposes only and may not be copied, duplicated, forwarded to third parties or otherwise published, in whole or in part, without Metzler's written consent. Metzler reserves all copyrights and rights of use, including those relating to electronic media. Insofar as Metzler provides hyperlinks to websites of the companies cited in research publications, this does not mean that Metzler confirms, recommends or warrants any data contained on the linked sites or data which can be accessed from such sites. Metzler accepts no liability for links or data, nor for any consequences which may arise as a result of following the links and/or using the data.

This document is subject to the laws of the Federal Republic of Germany. Venue of jurisdiction for any disputes shall be Frankfurt am Main, Germany.

By accepting this document the recipient declares his/her agreement with the above provisions.

Information in accordance with Regulation (EU) No. 596/2014, Delegated Regulation (EU) No. 2016/958 and section 85 (1) of the German Securities Trading Act (Wertpapier-handelsgesetz)

Persons responsible for this document

The company responsible for preparing this document is B. Metzler seel. Sohn & Co. AG, Untermainanlage 1, 60329 Frankfurt am Main, Germany, which is subject to supervision by the German Federal Financial Supervisory Authority (*Bundesanstalt für Finanzdienstleistungsaufsicht*; BaFin), Marie-Curie-Straße 24–28, 60439 Frankfurt/Main, Germany, and by the European Central Bank (ECB), Sonnemannstraße 20, 60314 Frankfurt/Main, Germany.

Key information sources

The sources of information referred to when preparing research publications include publications by national and international media, the European Central Bank and other public authorities, information services (such as Reuters and Bloomberg), the financial press, published statistics, information published by rating agencies, annual reports and other information provided by the issuers.

Valuation criteria and methods

Valuations are based on standard and acknowledged methods of fundamental and technical analysis (e.g. DCF model, peer-group analysis, sum-of-the-parts model, relative-value analysis). The valuation models are affected by macro-economic values such as interest rates, exchange rates, commodities prices and economic performance, as well as by market sentiments. Detailed information on the valuation principles and methods used by Metzler and the assumptions on which they are based is available at: www.metzler.com/disclaimer-capital-markets-en.

Sensitivity of valuation parameters; risks

The figures on which the company valuations are based are date-specific estimates and thus carry inherent risks. They may be adjusted at any time without prior notice.



Irrespective of the valuation principles and methods used and the assumptions on which they are based, there is always a risk that a particular price target is not achieved or that the assumptions and forecasts prove inaccurate. This can, for instance, be the result of unexpected changes in demand, management, technology, economic or political developments, interest rates, costs, the competitive situation, the legal situation and other factors. Investments in foreign markets and instruments are subject to additional risks, as a result of changes in exchange rates or in the economic, political or social situation, for instance. This outline of risks makes no claim to be exhaustive.

<u>Definition of categories for investment recommendations</u>

The categories for investment recommendations in research publications by Metzler have the following meanings:

Shares:

BUY The price of the analysed financial instrument is expected to rise in the next 12 months.

HOLD The price of the analysed financial instrument is expected to largely remain stable in the next 12 months.

SELL The price of the analysed financial instrument is expected to fall in the next 12 months.

Bonds:

BUY The analysed financial instrument is expected to perform better than similar financial instruments.

HOLD The analysed financial instrument is not expected to perform significantly better or worse than similar financial instruments.

SELL The analysed financial instrument is expected to perform worse than similar financial instruments.

Summary of investment recommendations

A list of all investment recommendations for each financial instrument or issuer published by Metzler in the past twelve months can be found at www.metzler.com/disclaimer-capital-markets-en.

The quarterly quotation of the number of all investment recommendations given as "buy", "hold", "sell" or similar for the past 12 months as a proportion of the total number of investment recommendations made by Metzler and the quotation of the proportion of these categories relating to issuers to whom Metzler has provided services within the meaning of Annex I sections A and B of Regulation 2014/65/EU within the past 12 months can be accessed and downloaded at www.metzler.com/disclaimer-capital-markets-en

Planned updates of this document

This document reflects the opinion of the respective author at the time of its preparation. Any changes of factors can cause information, opinions, estimates, recommendations and forecasts contained in this document to cease to be accurate. No decision has as yet been taken as to whether, and if so when, this document will be updated. If an investment recommendation is updated, the updated investment recommendation replaces the previous investment recommendation upon publication.

Compliance arrangements; conflicts of interest

All analysts are bound by Metzler's internal compliance regulations which ensure that the research publications are prepared in accordance with statutory and regulatory provisions. The analysts are classified as working in a confidential sector and are thus required to observe the resulting statutory and regulatory provisions. This is monitored on a regular basis by the Compliance department and external auditors. The Compliance department ensures that potential conflicts of interest do not affect the original result of the analysis. Metzler has a binding Conflicts of Interest Policy in place which ensures that relevant conflicts of interest within Metzler, the Metzler Group, the analysts and staff of Metzler's Capital Markets division and persons associated with them are avoided or, if they cannot be avoided, are appropriately identified, managed, disclosed and monitored. A detailed description of Metzler's policy for avoiding conflicts of interest is available at www.metzler.com/disclaimer-capital-markets-en.

Details of the conflicts of interests to be disclosed under regulatory requirements are published at www.metzler.com/disclosures-en.

Remuneration

The remuneration of the Metzler staff members and other persons involved in preparing this document is in no way, either in whole or in any variable part, directly or materially linked to transactions in securities services or other transactions processed by Metzler.

Prices

All prices for financial instruments stated in this document are, unless otherwise stated, closing prices for the trading day preceding the respective stated publication date on the market which we regard as the most liquid market for the respective financial instrument.

Scope of application

This document was prepared in the Federal Republic of Germany in line with the legal provisions valid there. It may therefore be possible that this document does not comply with all provisions relating to the preparation of such documents in other countries.



Metzler Capital Markets

B. Metzler seel. Sohn & Co. AG Untermainanlage 1 60329 Frankfurt/Main, Germany Phone +49 69 2104-extension Fax +49 69 2104-679 www.metzler.com Mario Mattera

Head of Capital Markets

Research	Pascal Spano	Head of Research	4365
Fax +49 69 283159	Guido Hoymann	Head of Equity Research	398
		Transport, Utilities/Renewables	
	Stephan Bauer	Industrial Technology	4363
	Stephan Bonhage	Small/Mid Caps, Construction	525
	Tom Diedrich	Media, Retail	239
	Alexander Neuberger	Industrial Technology, Small/Mid Caps	4366
	Holger Schmidt	Software, Technology, Telecommunications	4360
	Jochen Schmitt	Financials, Real Estate	4359
	David Varga	Basic Resources	4362
	Jürgen Pieper	Automobiles, Senior Advisor	529
	Hendrik König	Strategy / Quantitative Research	4371
	Sergii Piskun	Quantitative Research	237
	Eugen Keller	Head of FI/FX Research	329
	Cem Keltek	FI/FX Strategy	527
	Juliane Rack	FI/FX Strategy	1748
	Sebastian Sachs	FI/FX Strategy	526
Equities	Mustafa Ansary	Head of Equities	351
		Head of Equity Sales	
Sales	Eugenia Buchmüller		238
	Uwe Hohmann		366
	Hugues Jaouen		4173
	Alexander Kravkov		4172
	Jasmina Schul		1766
	Simon Weil		4189
Trading	Sven Knauer	Head of Equity Trading	245
	Kirsten Fleer		246
	Sascha Friese		248
	Stephan Schmelzle		247
	Thomas Seibert		228
Corporate Solutions	Dr. Karsten Iltgen	Head of Corporate Solutions	510



	Thomas Burkart Adrian Takacs		511 512
Fixed Income (FI)	Sebastian Luther	Head of Fixed Income	688
FI Sales	Minush Nori Silke Amelung Claudia Ruiu Gloria Traidl	Head of Fixed Income Sales	689 289 683 280
FI Trading/ALM	Sven Klein Bettina Koch Susanne Kraus	Head of ALM	686 291 658
	Christian Bernhard Dirk Lagler	Head of Fixed Income Trading	266 685
Foreign Exchange (FX)	Özgur Atasever	Head of Foreign Exchange	281
FX Sales	Tobias Martin Thomas Rost Steffen Völker	Head of FX Sales & Trading FX Senior Advisor	614 292 293
FX Trading	Rainer Jäger Andreas Zellmann		276 610
Currency Management	Dominik Müller	Head of Currency Management	274
CM Advisory	Jens Rotterdam Achim Walde Harwig Wild		282 275 279
CM Operations	Simon Wesch Christopher Haase Florian Konz	Head of Operations	350 1617 1773