# 9M19

Results Presentation



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# highlights

Robust growth of Banco CTT and Financial Services

## Solid 3Q19 performance, driven by Banco CTT, Financial Services and the one-time impact of elections on Mail





• Addressed mail volumes decline of -7.6% (vs -10.3% in 1H19), benefiting from elections



**€15.1m of FY19 operating costs savings secured** (vs €15.0m target), with €13.8m of these savings visible through the P&L in 9M19. FY19 target increased to €16.0m





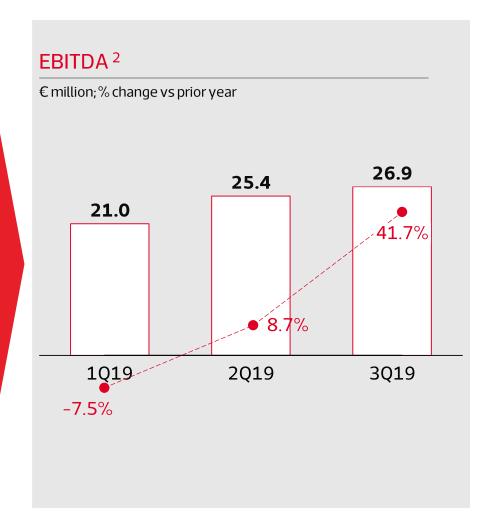
- New contract signed with Amazon for the delivery of parcels in Portugal
  - Spanish parcels business underperforming new turnaround plan is being announced



- Landmark quarter for **Banco CTT** <sup>1</sup> as it achieves **EBITDA** breakeven 4 years after launch, with the successful integration of 321 Crédito
- Rapid customer acquisition (c. 10k / month) and bias towards young & digital clients



 Considerable Financial Services EBITDA margin improvement by virtue of the growth acceleration of public debt certificates placements in the quarter (+77.6%), already from a high base



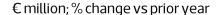
<sup>&</sup>lt;sup>1</sup>Banco CTT business unit which includes Banco CTT, 321 Crédito and Payshop

<sup>&</sup>lt;sup>2</sup> Excluding Specific items & IFRS 16 impacts, depreciation, amortisation, impairments and provisions.

### Mail benefits from positive mix effect and the one-time impact of legislative elections



#### 9M19 Mail revenues

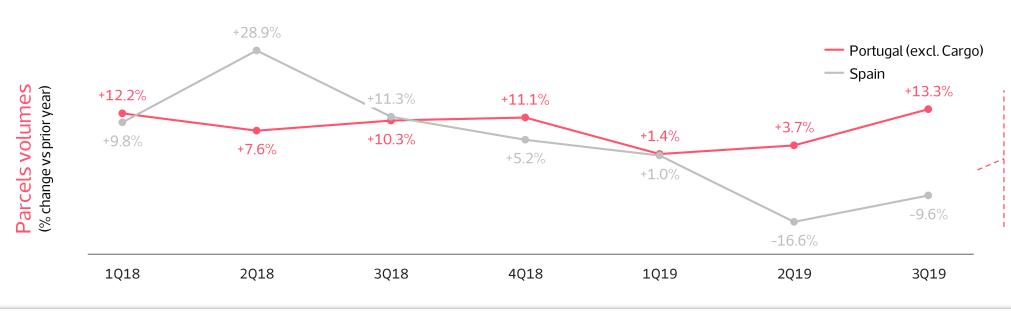




Solid performance of higher-value mail (+€5.5m) and 1.8% effective price increase in the period were unable to fully offset the declines of letter (-€11.2m) and advertising (-€1.4m) mail revenues. Legislative elections contributed positively (+€5.3m) to 3Q19 revenues

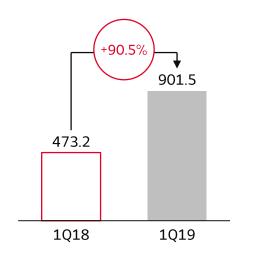
# Parcels volumes recover strongly in Portugal after a slow start to the year; the growth in public debt certificates placements accelerates

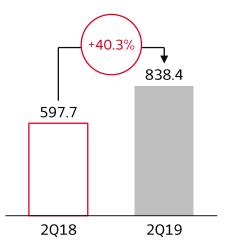


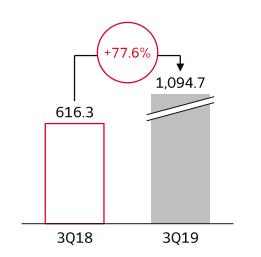


Portugal parcels volumes registered double-digit growth in 3Q19, after a slow start to the year. Despite the improvement vs 2Q19, Spain continued to be impacted by the full loss of a large customer (excluding that effect, volumes would have grown by +9.6% in 9M19)

Public debt placements (Emillion; % change vs prior year)





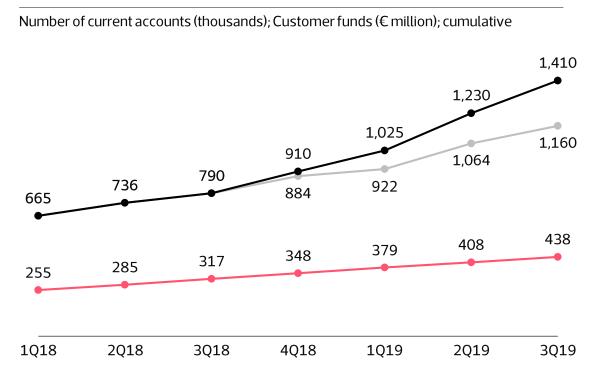


Public debt product placements growth accelerated, already from a higher base in 3Q19, reaching €2.8bn in 9M19

# Banco CTT with an attractive mass market value proposition and strong potential to build a growing and profitable business

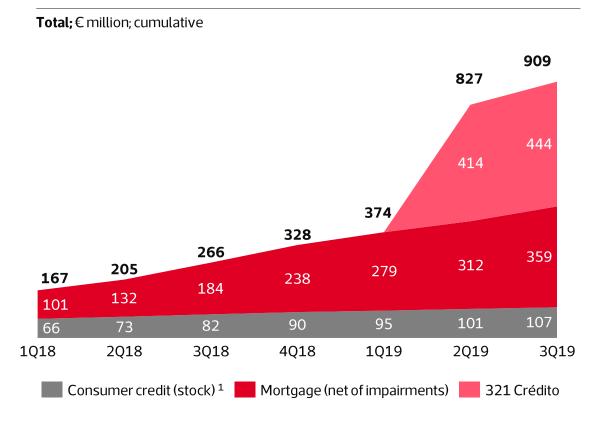


#### Current accounts & customer funds



Current accounts — Customer deposits — Customer funds incl. off-BS

#### Credit to clients



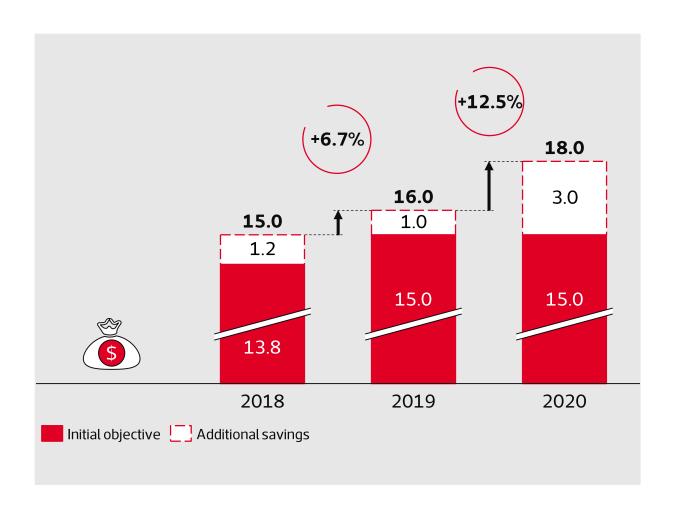
- Rapid customer acquisition (~10k clients / month since the bank's inception in Mar-16), with a bias towards young and highly digital customers
- Seamless integration with partners for sale of specialised products: off-Balance Sheet customer funds (retirement funds) reaching €250m only 10 months after launch & stock of off-Balance Sheet consumer credit¹ now standing at €107m
- Loan-to-deposit ratio improved from 17% in March 18 to 69% in September 19, after the successful integration of 321 Crédito

# The successful execution of the Operational Transformation Plan and newly implemented measures allow us to upgrade the overall costs savings ambition



#### Operating costs savings<sup>1</sup>

€ million; % change vs prior year



- **€15.1m of FY19 operating costs savings secured**(vs €15.0m initial objective)
- ✓ €13.8m of the costs savings secured already visible through the P&L in 9M19
- FY19 operating costs savings target increased to €16.0m & FY20 target to €18.0m (from €15.0m)

<sup>1</sup>Excluding Specific items & IFRS 16 impacts.

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# financials

Register further improvement

## Key financial indicators registered further acceleration of the improvement trends observed in 2Q19



#### Key financial indicators

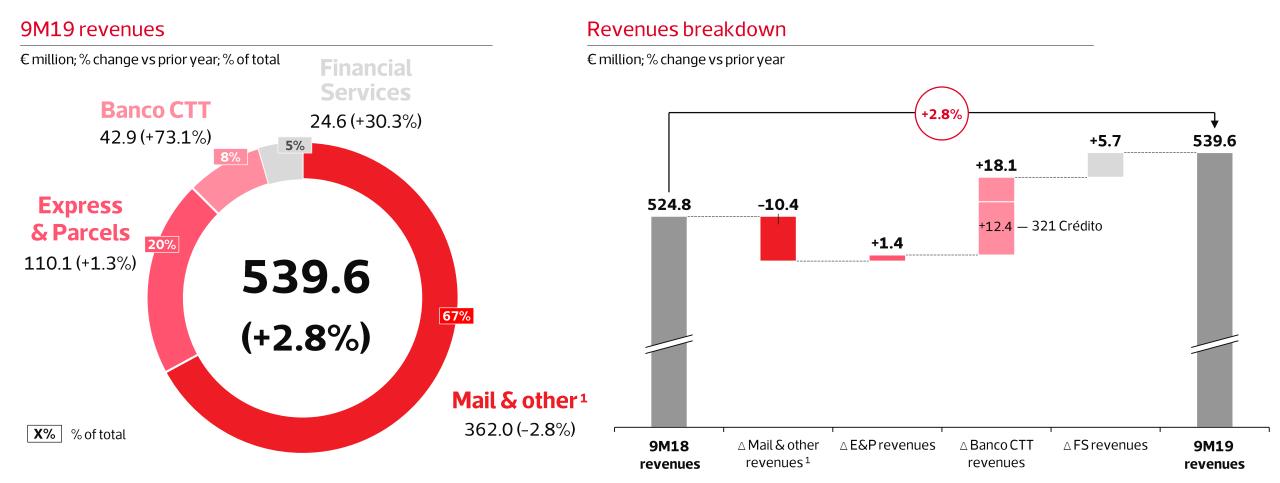
€ million; % change vs prior year

|       | Year-to-date                                   |   |  |  | Quarter   |  |
|-------|--|---|--|--|---|--|
| 9M18  | 9M19   | Δ%  | 3Q   | 18   | 3Q19  | Δ%   |
| 524.8 | 539.6  | +2.8%   | 16   | 9.7  | 184.6   | +8.8%  |
| 459.8 | 466.3  | +1.4%   | 15   | 0.7  | 157.7   | +4.6%  |
| 65.0  | 73.3   | +12.7%  | 1  | 9.0  | 26.9  | +41.7%   |
| 89.9  | 93.7   | +4.2%   | 2  | 7.2  | 33.6  | +23.5%   |
| 20.5  | 16.0   | -21.8%  |  | 3.2  | 4.3   | +33.8%   |
| 26.6  | 34.2   | +28.7%  |  | 8.5  | 14.5  | +71.1%   |
| 11.4  | 22.9   | +99.7%  |  | 4.0  | 13.9  | +245.1%  |
| 1.9   | 23.7   | >>  |  | 7.6  | 17.5  | +130.9%  |
|       | 524.8<br>459.8<br>65.0<br>89.9<br>20.5<br>26.6 | 9M18       9M19         524.8       539.6         459.8       466.3         65.0       73.3         89.9       93.7         20.5       16.0         26.6       34.2         11.4       22.9 | 9M18       9M19       Δ%         524.8       539.6       +2.8%         459.8       466.3       +1.4%         65.0       73.3       +12.7%         89.9       93.7       +4.2%         20.5       16.0       -21.8%         26.6       34.2       +28.7%         11.4       22.9       +99.7% | 9M18       9M19       Δ%       3Q         524.8       539.6       +2.8%       16         459.8       466.3       +1.4%       15         65.0       73.3       +12.7%       1         89.9       93.7       +4.2%       2         20.5       16.0       -21.8%       -21.8%         26.6       34.2       +28.7%       -4.2%       -4.2%         11.4       22.9       +99.7%       -4.2%       -4.2% | 9M18       9M19       Δ%       3Q18         524.8       539.6       +2.8%       169.7         459.8       466.3       +1.4%       150.7         65.0       73.3       +12.7%       19.0         89.9       93.7       +4.2%       27.2         20.5       16.0       -21.8%       3.2         26.6       34.2       +28.7%       8.5         11.4       22.9       +99.7%       4.0 | 9M18       9M19       Δ%       3Q18       3Q19         524.8       539.6       +2.8%       169.7       184.6         459.8       466.3       +1.4%       150.7       157.7         65.0       73.3       +12.7%       19.0       26.9         89.9       93.7       +4.2%       27.2       33.6         20.5       16.0       -21.8%       3.2       4.3         26.6       34.2       +28.7%       8.5       14.5         11.4       22.9       +99.7%       4.0       13.9 |

Positively impacted by a one-time corporate tax refund of €6.8m as a result of a favourable Tax Authority decision on the deduction of the tax loss on CTT Expresso's sale of Tourline in 2016

## Revenues returned to growth, underpinned by strong organic and inorganic evolution in Banco CTT and solid performance in Financial Services





- Positive mix effect in Mail and 1.8% effective price increase in the period unable to offset the addressed mail volumes decline of -9.5%
- Express & Parcels revenues recovered in 3Q19 in Portugal, on the back of 13.9% volumes growth; Spain affected by the loss of a large customer with -€6.1m impact year-to-date
- Strong increase in Banco CTT business unit revenues, driven by net interest margin (+€3.6m), fees & commissions income (+€2.6m) and inorganic growth
- Robust pace of public debt certificates placements (€2.8bn, +68.0%), driving high double-digit Financial Services revenues growth

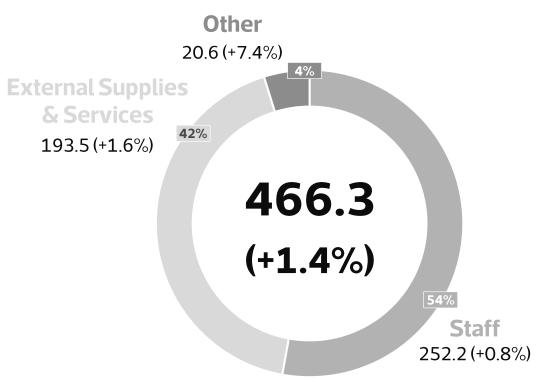
11 <sup>1</sup> Including Central Structure.

### Operating costs, excluding the inorganic contribution of 321 Crédito, were practically flat

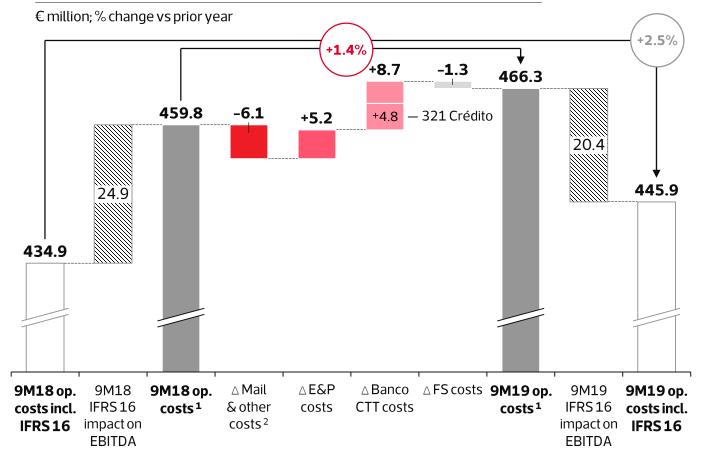








#### Operating costs breakdown



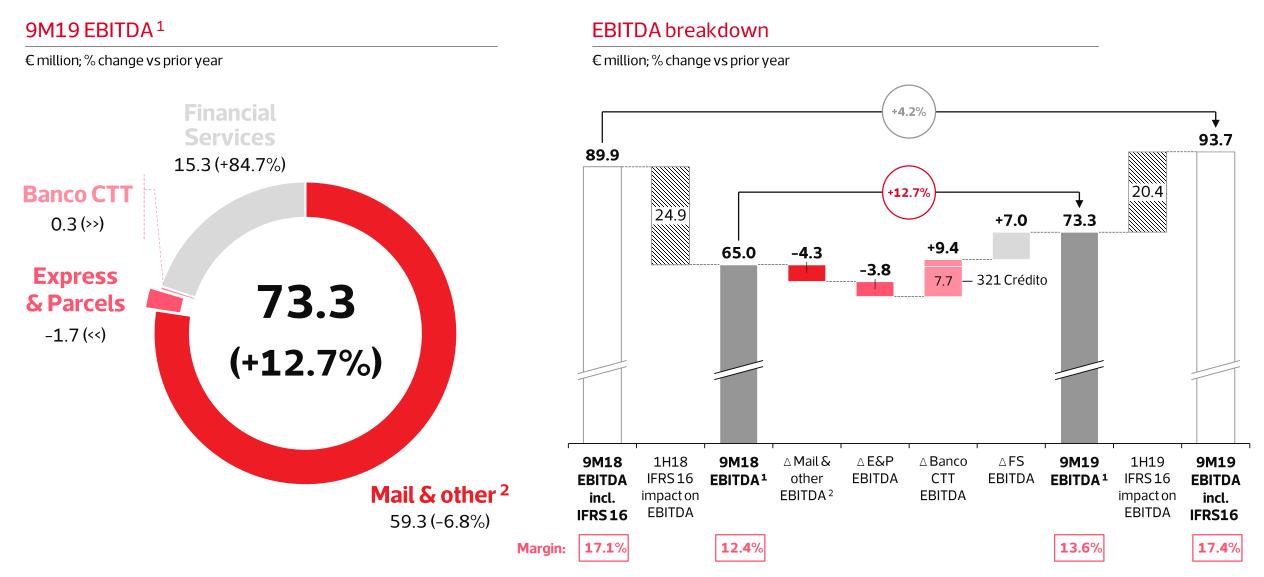
- % of total, excluding IFRS 16 impact
- Staff costs, excluding 321 Crédito, were practically flat (-€0.2m, -0.1%), as savings from negotiated exits (-€6.1m) were offset by new admissions in growth areas, salary increases negotiated with unions and seasonal temporary hiring
- **ES&S costs**, excluding 321 Crédito, grew by €1.1m (+0.6%), as reductions in facilities & fleet costs (-€5.8m) only partially offset increases in transport & distribution costs related to parcels volumes growth in Portugal (+€3.7m) and international mail operators due to elections (+€1.8m), & the incremental costs related to the new regulatory measures (+€1.2m)

 $<sup>{}^{1}\</sup>text{Excluding Specific items \& IFRS 16 impacts, depreciation, amortisation, impairments and provisions.}$ 

<sup>&</sup>lt;sup>2</sup> Including Central Structure.

# Double-digit EBITDA growth underpinned by banking & financial services - Banco CTT achieves breakeven with the inorganic contribution of 321 Crédito





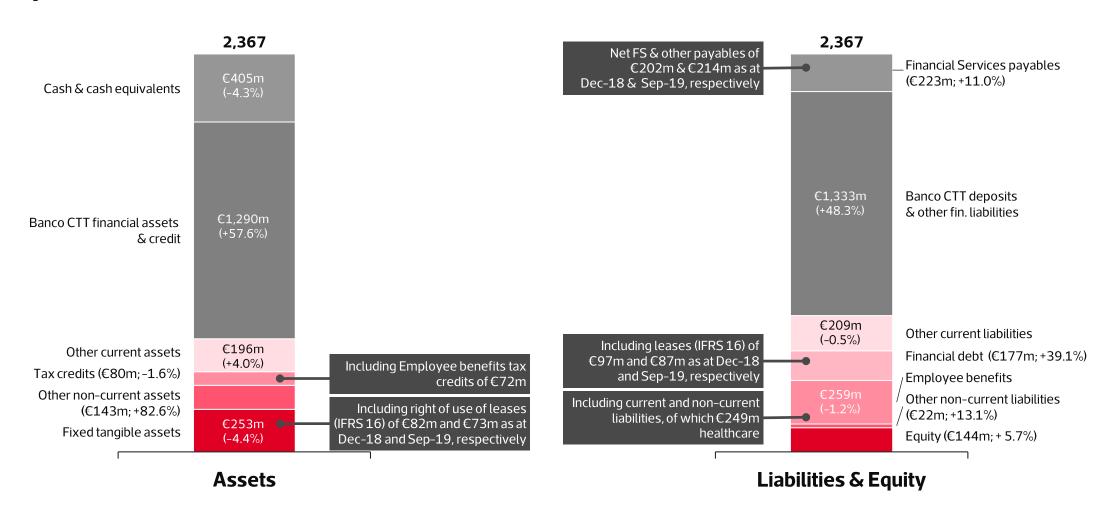
 $<sup>^1</sup>$  Excluding Specific items & IFRS 16 impacts, depreciation, amortisation, impairments and provisions.  $^2$  Including Central Structure.

# The Balance Sheet reflects the successful expansion of Banco CTT business unit, already representing two thirds of total assets



#### Balance Sheet – 30 September 2019

€ million; % change vs 31 December 2018

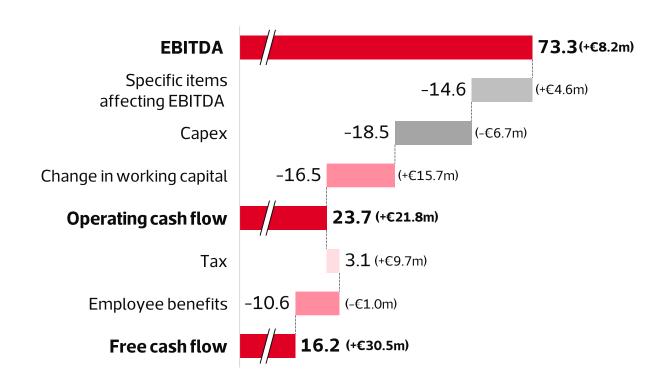


### Positive net cash position, excluding leases liabilities and net employee benefits



#### Cash flow

€ million; impact on cash flow vs prior year



#### Net financial cash (debt) 1

€ million

| (+) Cash & cash equivalents                 | 405  |
|---|------|
| (-) Net Financial Services & other payables | 214  |
| (-) Banco CTT liabilities, net              | 78   |
| (-) Other                                   | 14   |
| (=) Own cash                                | 99   |
| (-) Financial debt                          | 91   |
| (=) Net cash position                       | 9    |
| (-) Leases liabilities (IFRS 16)            | 87   |
| Net financial cash (debt) 1                 | (78) |

<sup>1</sup>Does not consider Employee benefits, net.

3.

# strategy update

Turnaround plan for the Spanish parcels business

# Spain remains a key growth pillar for the CTT Express & Parcels business, due to its market size and growth dynamics





#### The Spanish Courier, Express & Parcels (CEP) market is disproportionately larger than the Portuguese one

- The Spanish CEP market size is 8 times the Portuguese one ¹ (population is 5 times bigger² and the economy 6 times²)
- The Spanish CEP market is growing faster than the Spanish economy (6% 2014–2017 CAGR)<sup>1</sup>



#### Significant upside potential exists, driven by e-commerce

- The Spanish CEP market has enjoyed significant B2C growth in recent years (19% 2015–2017 CAGR) <sup>1</sup>, one of the highest in Europe
- Spain is still lagging in e-commerce penetration when compared to peers with only 53% of internet users making at least one purchase online vs. 60% EU average<sup>3</sup>



#### Relevant presence in Spain is important to protect CTT's business in Portugal

- Cross-border Iberian flows are significant (c. 30% of the Portuguese international CEP market <sup>1</sup>) and are growing for both Portugal and Spain
- Increasing trend of centralisation of operations and logistics centres in Spain for Iberian companies

<sup>&</sup>lt;sup>1</sup> 2017 figures (Source: Studies conducted by 3<sup>rd</sup> parties for CTT. Same source for B2C growth.).

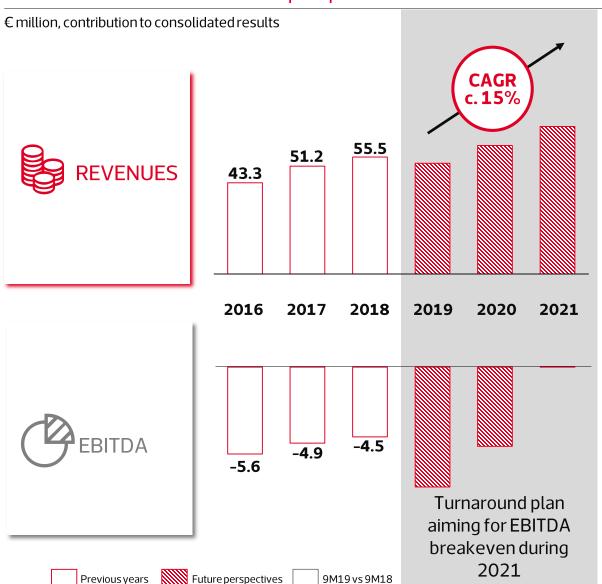
<sup>&</sup>lt;sup>2</sup> 2018 figures (Source: Trading Economics).

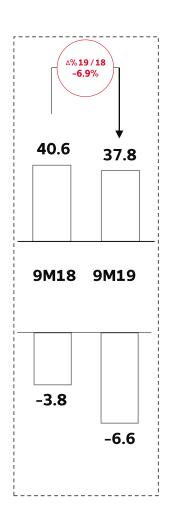
<sup>&</sup>lt;sup>3</sup> 2018 figures (Source: Eurostat).

# Tourline's gradual recovery was halted in 2019 by the loss of a key account and cost pressures, prompting a change of management and the launch of a new turnaround plan



#### Tourline track record and future perspectives





- The previous strategy had started to exhibit a gradual recovery trend...
- ... which was halted in 2019 by the loss of a key account and by the increase of the minimum wage in Spain
- The new management team has deep local and sector knowledge and experience in turnaround processes
- The new strategy focuses on organic B2C growth and targets EBITDA breakeven during 2021

# The new turnaround plan is aiming for strong organic B2C growth and profitability enhancements, driven by operational efficiency measures



#### New local management team, with sector & turnaround knowledge & experience



- Improve efficiency of direct sales and franchises through a new contractual approach
- Grow B2C business mainly through direct sales in major cities



- Optimise the operation model and its efficiency by progressively increasing control over the distribution
- Improve the customer mix, focusing on more profitable clients



- Reinforce the quality of service in distribution; reduce breakage and loss
- Revamp the brand image and awareness



- Improve the management information systems
- Increase regional focus
- Strengthen operations coordination with Portugal

**Supported by Capex of up to €12m** for the period of the plan

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# appendix

Business units and detailed financials

#### Mail



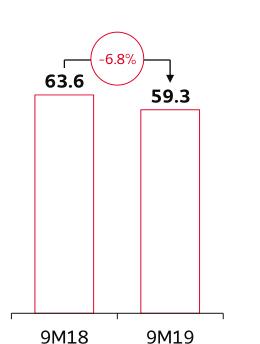
#### 9M19 Mail & other revenues

€ million; % change vs prior year

| Total                | €358.9m (-2.8%) |
|----------------------|-----------------|
| – Retail & other     | €16.3m (-16.0%) |
| – USO Parcels        | €4.5m (-9.2%)   |
| – Business Solutions | €7.8m (+9.7%)   |
| – Editorial          | €10.7m (-2.5%)  |
| – Advertising        | €16.6m (-7.5%)  |
| – Transactional      | €303.0m (-1.8%) |
|                      |                 |

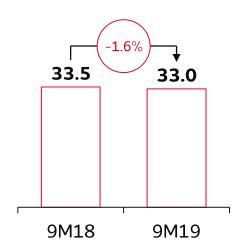
#### EBITDA <sup>1</sup>

€million



#### EBIT<sup>2</sup>

€million



## Mail volumes by type (mitems)

| Metric  | Avg. mail prices | Addressed mail | Transactional | Advertising | Editorial | Unaddressed mail |
|---------|------------------|----------------|---------------|-------------|-----------|------------------|
| 9M19    | N/D              | 467.0          | 405.9         | 35.6        | 25.5      | 376.5            |
| vs 9M18 | +1.8%            | -9.5%          | -8.8%         | -17.3%      | -7.5%     | +18.8%           |

 $<sup>{}^{1}\</sup>text{Excluding Specific items \& IFRS 16 impacts, depreciation, amortisation, impairments and provisions.}$ 

<sup>&</sup>lt;sup>2</sup>Including Specific items & IFRS 16 impacts, depreciation, amortisation, impairments and provisions.

## **Express & Parcels**



#### 9M19 E&P revenues

€ million; % change vs prior year

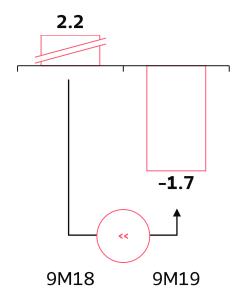
| – Portugal        | €70.5m (+5.9%) |
|-------------------|----------------|
| – Parcels         | €52.9m (+8.3%) |
| – Cargo           | €9.5m (-2.5%)  |
| – Banking network | €5.0m (+5.9%)  |
| - Logistics       | €2.3m (+5.1%)  |
| – Other           | €0.8m (-25.4%) |
| – Spain           | €37.8m (-6.9%) |
| – Mozambique      | €1.7m (+16.5%) |
| Total             | €110.1m(+1.3%) |

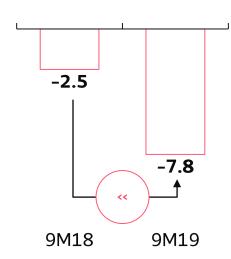
#### EBITDA <sup>1</sup>

€million

#### EBIT<sup>2</sup>

€million





## E&P volumes by region (m items)

| Metric  | Total | Portugal | Portugal<br>(excl. Cargo) | Spain                   | Mozambique |
|---------|-------|----------|---------------------------|-------------------------|------------|
| 9M19    | 27.1  | 15.5     | 13.2                      | 11.6                    | 0.04       |
| vs 9M18 | -0.1% | +7.5%    | +6.3%                     | +9.6% excl. loss of key | -9.7%      |

 $<sup>^{1}</sup> Excluding Specific I tems \& IFRS 16 impacts, depreciation, amortisation, impairments and provisions. \\$ 

<sup>&</sup>lt;sup>2</sup> Including Specific Items & IFRS 16, depreciation, amortisation, impairments and provisions.

#### **Banco CTT**



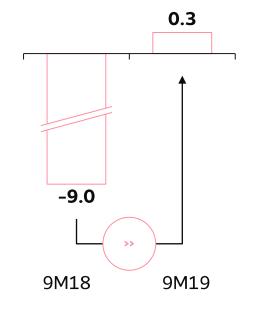
#### 9M19 Banco CTT revenues <sup>1</sup>

€ million; change vs prior year

| Total                         | €42.9m (+€18.1m) |
|-------------------------------|------------------|
| – 321 Crédito                 | €12.4m (+€12.4m) |
| – Payments & other            | €15.3m (-€0.5m)  |
| – Consumer credit & insurance | €2.3m (+€1.4m)   |
| - Own products                | €3.8m (+€1.2m)   |
| – Fees & commissions income   | €6.0m (+€2.6m)   |
| - Interest expense            | -€0.6m (-€0.1m)  |
| - Interest income             | €9.7m (+€3.7m)   |
| – Net interest income         | €9.1m (+€3.6m)   |
|                               |                  |

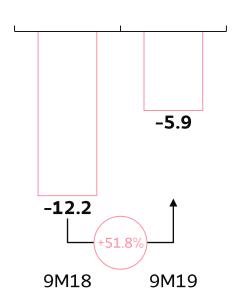
#### EBITDA<sup>2</sup>

€million



#### EBIT<sup>3</sup>

€ million





## Selected Banco CTT Balance Sheet indicators

| <b>Metric</b> (Consolidated) | <b>Assets</b> (€m) | Cash & equivalents | Investments | Credit to clients (net of impairments) | Customer deposits<br>(€m) | <b>Equity</b> (€m) / <b>CET 1</b> (%) <sup>4</sup> |
|------------------------------|--------------------|--------------------|-------------|--|---------------------------|--|
| 30-Sep-19                    | 1,558.3            | 193.5              | 447.9       | 803.8                                  | <b>1,160.4</b>            | 191.9 / 17.3%                                      |
| vs 31-Dec-18                 | +55.6%             | -25.6%             | -1.4%       |  | +31.3%                    | +114.4%/+5.8 p.p.                                  |

¹Part of the payments services of the Financial Services business unit (billing and invoicing, Western Union transfers, integrated solutions and tolls) migrated to the Banco CTT business unit in 1Q19 (proforma figures presented for 9M18).

<sup>&</sup>lt;sup>2</sup>Excluding Specific items & IFRS 16 impacts, depreciation, amortisation, impairments and provisions.

<sup>&</sup>lt;sup>3</sup>Including Specificitems & IFRS 16 impacts, depreciation, amortisation, impairments and provisions.

<sup>&</sup>lt;sup>4</sup>Fully implemented.

#### **Financial Services**



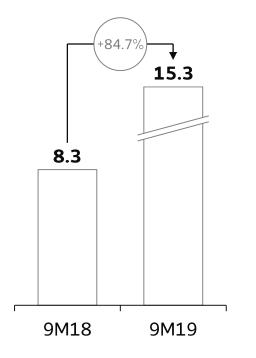
#### 9M19 Financial Services revenues <sup>1</sup>

€ million; % change vs prior year

| Total                 | €24.6m (+30.3%) |
|-----------------------|-----------------|
| – Other               | €0.2m (-54.7%)  |
| – Money orders        | €4.1m (-11.0%)  |
| – Payments            | €0.9m (-0.9%)   |
| – Savings & Insurance | €19.3m (+50.9%) |

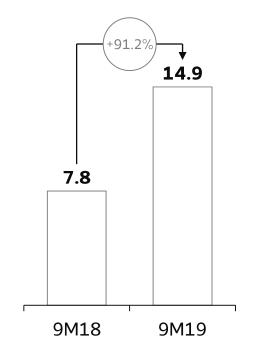
#### EBITDA<sup>2</sup>

€million



#### EBIT<sup>3</sup>

€million





| Metric        | Savings & insurance<br>flows (€bn) | Placements | Redemptions | <b>Money orders</b><br>(m ops) |
|---------------|------------------------------------|------------|-------------|--------------------------------|
| 9 <b>M1</b> 9 | 3.6                                | 3.0        | 0.6         | 10.9                           |
| vs 9M18       | +37.6%                             | +65.8%     | -24.9%      | -3.3%                          |

<sup>&</sup>lt;sup>1</sup>Part of the payments services of the Financial Services business unit (billing and invoicing, Western Union transfers, integrated solutions and tolls) migrated to the Banco CTT business unit in 1Q19 (proforma figures presented for 9M18).

<sup>&</sup>lt;sup>2</sup>Excluding Specific items & IFRS 16 impacts, depreciation, amortisation, impairments and provisions.

<sup>&</sup>lt;sup>3</sup>Including Specific items & IFRS 16 impacts, depreciation, amortisation, impairments and provisions.

#### **Income statement**



| €million   | Rep   | orted         | Reported with Banco CTT under equity method 1 |       |  |
|--|-------|---------------|---|-------|--|
|  | 9M18  | 9 <b>M1</b> 9 | 9M18  | 9M19  |  |
| Revenues   | 524.8 | 539.6         | 513.3   | 510.4 |  |
| Operating costs                                      | 459.8 | 466.3         | 435.9   | 434.0 |  |
| EBITDA (excl. IFRS 16 impact)                        | 65.0  | 73.3          | 77.4  | 76.4  |  |
| IFRS 16 impact:                                      | 24.9  | 20.4          | 24.3  | 20.0  |  |
| EBITDA (incl. IFRS 16 impact)                        | 89.9  | 93.7          | 101.7   | 96.4  |  |
| Depreciation, amortisation, impairments & provisions | 42.9  | 43.4          | 39.8  | 38.1  |  |
| of which, IFRS 16 impact:                            | 19.4  | 16.4          | 18.9  | 16.0  |  |
| Specific items                                       | 20.5  | 16.0          | 19.8  | 14.7  |  |
| EBIT   | 26.6  | 34.2          | 42.1  | 43.6  |  |
| Net financial income / (costs)                       | -7.3  | -7.3          | -7.3  | -7.3  |  |
| of which, IFRS 16 impact:                            | -3.2  | -2.8          | -3.2  | -2.8  |  |
| Associated companies - gains / (losses)              | 0.1   | -0.6          | -12.2   | -8.3  |  |
| Earnings before taxes (EBT)                          | 19.4  | 26.3          | 22.7  | 28.0  |  |
| Income tax for the period                            | 7.9   | 3.4           | 11.2  | 5.2   |  |
| Non-controlling interests                            | 0.0   | 0.0           | 0.0   | 0.0   |  |
| Net profit attributable to equity holders            | 11.4  | 22.9          | 11.4  | 22.9  |  |

<sup>&</sup>lt;sup>1</sup>Part of the payments services of the Financial Services business unit (billing and invoicing, Western Union transfers, integrated solutions and tolls) migrated to the Banco CTT business unit in 1Q19 (proforma figures presented for 9M18).

### **Balance Sheet**



| € million               | C1        | т —       | With Banco CTT under equity method <sup>1</sup> |           |  |
|-------------------------|-----------|-----------|---|-----------|--|
|                         | 31-Dec-18 | 30-Sep-19 | 31-Dec-18                                       | 30-Sep-19 |  |
| Non-current assets      | 1,108.1   | 1,638.6   | 486.6   | 575.1     |  |
| Current assets          | 746.3     | 728.4     | 456.9   | 437.1     |  |
| Assets                  | 1,854.5   | 2,367.0   | 943.5   | 1,012.2   |  |
| Equity                  | 135.9     | 143.6     | 135.9   | 143.6     |  |
| Liabilities             | 1,718.6   | 2,223.4   | 807.6   | 868.5     |  |
| Non-current liabilities | 364.3     | 499.0     | 363.5   | 408.0     |  |
| Current liabilities     | 1,354.3   | 1,724.4   | 444.1   | 460.5     |  |
| Equity and Liabilities  | 1,854.5   | 2,367.0   | 943.5   | 1,012.2   |  |

### **Cash flow**



With Banco CTT under
equity method <sup>1</sup>

|  | Reported |        |               | ı 🗆 | equity method 1 — |        |                |  |
|--|----------|--------|---------------|-----|-------------------|--------|----------------|--|
| € million  | 9M18     | 9M19   | <b>△19/18</b> |     | 9M18              | 9M19   | ∆ <b>19/18</b> |  |
| EBITDA   | 65.0     | 73.3   | 8.2           |     | 77.4              | 76.4   | -1.0           |  |
| Specific items affecting EBITDA                            | 19.3     | 14.6   | -4.6          |     | 18.6              | 13.3   | -5.2           |  |
| Capex  | 11.7     | 18.5   | 6.7           |     | 7.3               | 15.3   | 7.9            |  |
| Change in working capital                                  | -32.2    | -16.5  | 15.7          |     | -33.0             | -15.7  | 17.4           |  |
| Operating cash flow  | 1.9      | 23.7   | 21.8          |     | 18.5              | 32.2   | 13.7           |  |
| Tax  | -6.6     | 3.1    | 9.7           |     | -11.8             | 5.3    | 17.1           |  |
| Employee benefits  | -9.6     | -10.6  | -1.0          |     | -9.6              | -10.6  | -1.0           |  |
| Free cash flow   | -14.3    | 16.2   | 30.5          |     | -2.9              | 26.9   | 29.7           |  |
| Debt (principal + interest)                                | -6.1     | 59.1   | 65.2          |     | -6.1              | 59.1   | 65.2           |  |
| Dividends  | -57.0    | -15.0  | 42.0          |     | -57.0             | -15.0  | 42.0           |  |
| Financial investments                                      | _        | -114.4 | -114.4        |     | -25.0             | -113.6 | -88.6          |  |
| Changes to the consolidation perimeter                     | _        | 6.8    | 6.8           |     | -                 | -      | -              |  |
| Net change in own cash                                     | -77.5    | -47.3  | 30.1          |     | -91.0             | -42.7  | 48.3           |  |
| Δ Liabilities Financial Services & other & Banco CTT (net) | -98.7    | 22.8   | 121.6         |     | 22.9              | 11.8   | -11.1          |  |
| Δ Other  | -24.8    | 6.3    | 31.1          |     | 0.0               | 0.0    | 0.0            |  |
| Net change in cash   | -201.0   | -18.2  | 182.8         |     | -68.2             | -30.9  | 37.3           |  |

<sup>&</sup>lt;sup>1</sup>Part of the payments services of the Financial Services business unit (billing and invoicing, Western Union transfers, integrated solutions and tolls) migrated to the Banco CTT business unit in 1Q19 (proforma figures presented for 9M18).

## **Specific items**



| € million                     | Specific items — |               |  |  |  |
|-------------------------------|------------------|---------------|--|--|--|
|                               | 9M18             | 9 <b>M1</b> 9 |  |  |  |
| EBIT excluding Specific items | 47.1             | 50.2          |  |  |  |
| Specific items                | 20.5             | 16.0          |  |  |  |
| Revenues                      | -0.1             | -0.6          |  |  |  |
| Staff costs                   | 16.0             | 10.0          |  |  |  |
| ES&S & other op. costs        | 3.4              | 5.2           |  |  |  |
| Provisions                    | 1.1              | -             |  |  |  |
| Impairments and D&A           | 0.1              | 1.4           |  |  |  |
| EBIT                          | 26.6             | 34.2          |  |  |  |

Of which €8.9m of indemnities related to negotiated staff exits

Of which €4.7m of M&A costs & strategic studies: €1.3m related to the 321 Crédito acquisition, €1.6m related to the Operational Transformation Plan and €1.5m related to new regulatory measures

