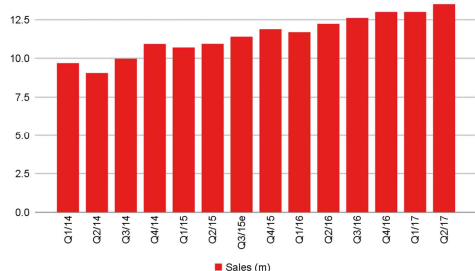
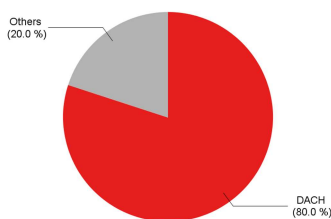


Sales development
in EUR m



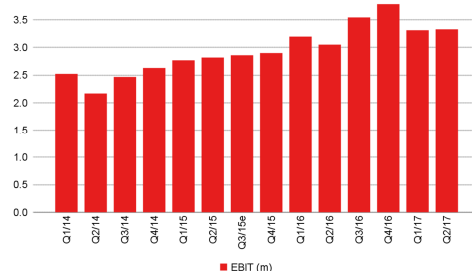
Source: Warburg Research

Sales by regions
2017e; in %



Source: Warburg Research

EBIT development
in EUR m



Source: Warburg Research

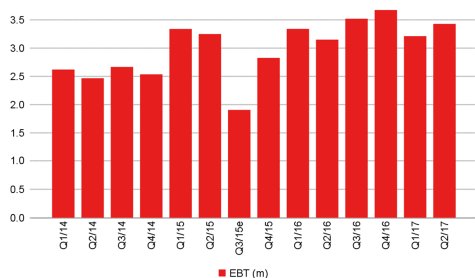
Company Background

- ATOSS Software AG is a supplier of software and services for the optimisation of workforce management.
- ATOSS solutions optimises companies' personnel procedures, improving the level of service and efficiency of the employees and improving customer satisfaction
- The company has achieved a leading market position, particularly in the German speaking countries.
- From medium-sized companies (Mittelstand) to blue-chip firms, several million employees use ATOSS solutions.

Competitive Quality

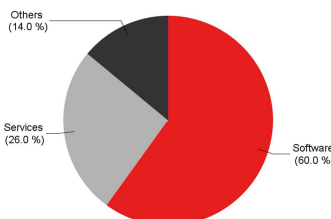
- ATOSS has a leading software product (the most modern Java technology)
- ATOSS specialises in regions and industry sectors (country-specific work conditions in the Germany, Austria, Swiss region and mapping out work processes in core industries)
- ATOSS works independently of producers (no ties to hardware or large software producers) and the ATOSS solutions have a high level of compatibility (e.g. seamless integration in the ERP systems possible)
- Financial stability and balance sheet quality is excellent, which can be regarded as a competitive advantage in the software industry.
- ATOSS is a relatively large supplier (in comparison to the competition) among many much smaller suppliers, which still pose stiff competition for ATOSS.

EBT development
in EUR m



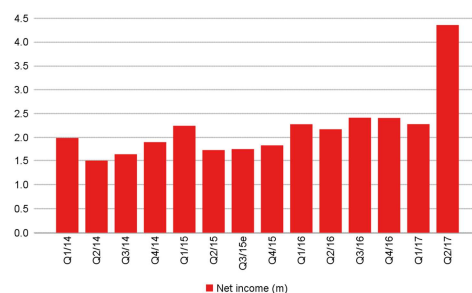
Source: Warburg Research

Sales by segments
2017e; in %



Source: Warburg Research

Net income development
in EUR m



Source: Warburg Research

DCF model

Figures in EUR m	Detailed forecast period			Transitional period										Term. Value
	2017e	2018e	2019e	2020e	2021e	2022e	2023e	2024e	2025e	2026e	2027e	2028e	2029e	
Sales	54.5	60.6	67.3	74.0	81.4	89.5	96.7	104.4	112.8	119.6	124.3	129.3	n.a.	
Sales change	10.0 %	11.2 %	11.0 %	10.0 %	10.0 %	10.0 %	8.0 %	8.0 %	8.0 %	6.0 %	4.0 %	4.0 %	n.a.	2.5 %
EBIT	13.8	15.1	17.1	19.2	22.0	25.1	28.0	31.3	35.0	38.3	41.0	44.0	n.a.	
EBIT-margin	25.4 %	24.9 %	25.4 %	26.0 %	27.0 %	28.0 %	29.0 %	30.0 %	31.0 %	32.0 %	33.0 %	34.0 %	n.a.	
Tax rate (EBT)	33.0 %	33.0 %	33.0 %	35.0 %	35.0 %	35.0 %	35.0 %	35.0 %	35.0 %	35.0 %	35.0 %	35.0 %	n.a.	
NOPAT	9.3	10.1	11.4	12.5	14.3	16.3	18.2	20.4	22.7	24.9	26.7	28.6	n.a.	
Depreciation	0.8	0.9	1.0	1.5	1.4	1.3	1.5	1.6	1.7	1.8	1.9	1.9	n.a.	
in % of Sales	1.5 %	1.5 %	1.5 %	2.0 %	1.7 %	1.5 %	1.5 %	1.5 %	1.5 %	1.5 %	1.5 %	1.5 %	n.a.	
Changes in provisions	0.0	0.0	0.0	0.3	0.3	0.4	0.3	0.3	0.3	0.2	0.1	0.1	n.a.	
Change in Liquidity from														
- Working Capital	2.0	0.7	0.8	0.0	0.7	0.8	0.7	0.8	0.8	0.7	0.5	0.5	n.a.	
- Capex	1.1	1.1	1.1	1.1	1.2	1.3	1.5	1.6	1.7	1.8	1.9	1.9	n.a.	
Capex in % of Sales	2.0 %	1.8 %	1.7 %	1.5 %	1.5 %	1.5 %	1.5 %	1.5 %	1.5 %	1.5 %	1.5 %	1.5 %	n.a.	
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	n.a.	
Free Cash Flow (WACC Model)	6.9	9.2	10.5	13.1	14.0	15.8	17.8	19.9	22.2	24.3	26.3	28.2	n.a.	28
PV of FCF	6.9	8.4	8.8	10.0	9.8	10.2	10.5	10.7	11.0	11.0	10.9	10.8	n.a.	148
share of PVs	8.65 %			38.03 %										53.32 %

Model parameter

Derivation of WACC:		Derivation of Beta:	
Debt ratio	0.00 %	Financial Strength	1.20
Cost of debt (after tax)	3.9 %	Liquidity (share)	1.20
Market return	8.00 %	Cyclicality	1.20
Risk free rate	2.50 %	Transparency	1.20
		Others	1.20
WACC	9.10 %	Beta	1.20

Valuation (m)

Present values 2029e	129		
Terminal Value	148		
Financial liabilities	0		
Pension liabilities	5		
Hybrid capital	0		
Minority interest	0		
Market val. of investments	0		
Liquidity	24	No. of shares (m)	4.0
Equity Value	297	Value per share (EUR)	74.61

Sensitivity Value per Share (EUR)

		Terminal Growth									Delta EBIT-margin						
Beta	WACC	1.75 %	2.00 %	2.25 %	2.50 %	2.75 %	3.00 %	3.25 %	Beta	WACC	-1.5 pp	-1.0 pp	-0.5 pp	+0.0 pp	+0.5 pp	+1.0 pp	+1.5 pp
1.38	10.1 %	61.90	62.71	63.58	64.50	65.48	66.53	67.66	1.38	10.1 %	61.45	62.47	63.48	64.50	65.51	66.53	67.54
1.29	9.6 %	66.06	67.03	68.07	69.19	70.38	71.66	73.05	1.29	9.6 %	65.91	67.00	68.10	69.19	70.28	71.37	72.46
1.25	9.4 %	68.36	69.42	70.57	71.79	73.11	74.54	76.08	1.25	9.4 %	68.40	69.53	70.66	71.79	72.93	74.06	75.19
1.20	9.1 %	70.81	71.99	73.25	74.61	76.07	77.65	79.37	1.20	9.1 %	71.07	72.25	73.43	74.61	75.78	76.96	78.14
1.15	8.9 %	73.45	74.74	76.14	77.64	79.27	81.04	82.96	1.15	8.9 %	73.96	75.19	76.42	77.64	78.87	80.10	81.32
1.11	8.6 %	76.28	77.71	79.26	80.93	82.75	84.73	86.90	1.11	8.6 %	77.09	78.37	79.65	80.93	82.21	83.49	84.77
1.02	8.1 %	82.63	84.40	86.32	88.42	90.70	93.22	95.99	1.02	8.1 %	84.22	85.62	87.02	88.42	89.82	91.22	92.62

- In the DCF model, a moderate continuation of the constant growth of the past years is anticipated.
- A margin improvement due to economies of scale is not assumed.
- The long-term margin remains at a high level
-

Valuation	2013	2014	2015	2016	2017e	2018e	2019e
Price / Book	8.8 x	7.9 x	9.7 x	14.0 x	13.7 x	11.0 x	8.8 x
Book value per share ex intangibles	2.93	3.72	4.71	4.19	5.37	6.75	8.39
EV / Sales	2.6 x	2.6 x	3.7 x	4.4 x	5.0 x	4.5 x	3.9 x
EV / EBITDA	10.2 x	9.9 x	13.7 x	15.3 x	18.7 x	16.9 x	14.6 x
EV / EBIT	10.9 x	10.4 x	14.5 x	16.0 x	19.8 x	17.9 x	15.5 x
EV / EBIT adj.*	10.9 x	10.4 x	14.5 x	16.0 x	19.8 x	17.9 x	15.5 x
P / FCF	25.5 x	15.3 x	25.6 x	21.3 x	42.8 x	32.3 x	28.2 x
P / E	36.3 x	16.8 x	24.3 x	25.6 x	32.0 x	29.3 x	25.9 x
P / E adj.*	36.3 x	16.8 x	24.3 x	25.6 x	32.0 x	29.3 x	25.9 x
Dividend Yield	2.8 %	3.0 %	6.0 %	1.9 %	1.6 %	1.7 %	1.9 %
FCF Potential Yield (on market EV)	7.9 %	6.5 %	4.8 %	4.3 %	3.5 %	3.9 %	4.5 %
*Adjustments made for: -							

Consolidated profit and loss

In EUR m	2013	2014	2015	2016	2017e	2018e	2019e
Sales	35.5	39.7	44.9	49.5	54.5	60.6	67.3
Change Sales yoy	7.6 %	11.8 %	13.2 %	10.2 %	10.0 %	11.2 %	11.0 %
COGS	10.3	12.4	14.1	14.9	16.9	19.1	20.9
Gross profit	25.2	27.3	30.8	34.6	37.6	41.5	46.4
<i>Gross margin</i>	<i>71.0 %</i>	<i>68.8 %</i>	<i>68.5 %</i>	<i>69.9 %</i>	<i>69.0 %</i>	<i>68.5 %</i>	<i>69.0 %</i>
Research and development	7.5	8.0	8.7	9.5	11.4	12.7	14.1
Sales and marketing	6.2	6.4	7.4	8.0	8.8	9.8	10.8
Administration expenses	3.1	3.3	3.5	3.8	4.1	4.5	5.0
Other operating expenses	0.1	0.0	0.2	0.1	0.0	0.0	0.0
Other operating income	0.1	0.3	0.3	0.4	0.5	0.6	0.7
Unfrequent items	0.0	0.0	0.0	0.0	0.0	0.0	0.0
EBITDA	9.0	10.3	12.0	14.3	14.6	16.0	18.1
<i>Margin</i>	<i>25.4 %</i>	<i>26.0 %</i>	<i>26.8 %</i>	<i>28.8 %</i>	<i>26.9 %</i>	<i>26.4 %</i>	<i>26.9 %</i>
Depreciation of fixed assets	0.4	0.4	0.6	0.6	0.7	0.8	0.9
EBITA	8.6	9.9	11.5	13.7	14.0	15.2	17.2
Amortisation of intangible assets	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Goodwill amortisation	0.0	0.0	0.0	0.0	0.0	0.0	0.0
EBIT	8.4	9.8	11.3	13.6	13.8	15.1	17.1
<i>Margin</i>	<i>23.7 %</i>	<i>24.7 %</i>	<i>25.2 %</i>	<i>27.4 %</i>	<i>25.4 %</i>	<i>24.9 %</i>	<i>25.4 %</i>
EBIT adj.	8.4	9.8	11.3	13.6	13.8	15.1	17.1
Interest income	0.4	0.6	0.1	0.2	0.1	0.1	0.1
Interest expenses	4.6	0.1	0.1	0.1	0.1	0.1	0.1
Other financial income (loss)	0.2	0.0	0.0	0.0	0.0	0.0	0.0
EBT	4.2	10.3	11.3	13.7	13.8	15.1	17.1
<i>Margin</i>	<i>11.7 %</i>	<i>25.9 %</i>	<i>25.2 %</i>	<i>27.6 %</i>	<i>25.4 %</i>	<i>24.9 %</i>	<i>25.4 %</i>
Total taxes	1.3	3.3	3.7	4.4	4.6	5.0	5.6
Net income from continuing operations	2.9	7.0	7.6	9.3	9.3	10.1	11.4
Income from discontinued operations (net of tax)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Net income before minorities	2.9	7.0	7.6	9.3	9.3	10.1	11.4
Minority interest	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Net income	2.9	7.0	7.6	9.3	9.3	10.1	11.4
<i>Margin</i>	<i>8.0 %</i>	<i>17.7 %</i>	<i>16.9 %</i>	<i>18.7 %</i>	<i>17.0 %</i>	<i>16.7 %</i>	<i>17.0 %</i>
Number of shares, average	4.0	4.0	4.0	4.0	4.0	4.0	4.0
EPS	0.72	1.77	1.91	2.33	2.33	2.54	2.88
EPS adj.	0.72	1.77	1.91	2.33	2.33	2.54	2.88

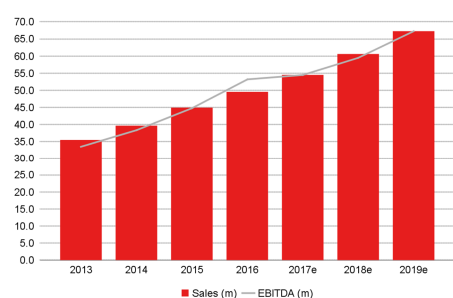
*Adjustments made for:

Guidance: Revenue growth 10% (+/- 3%), EBIT margin 25 %

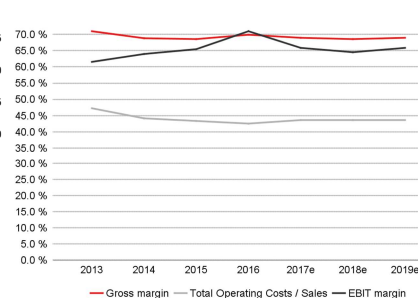
Financial Ratios

	2013	2014	2015	2016	2017e	2018e	2019e
Total Operating Costs / Sales	47.3 %	44.2 %	43.3 %	42.5 %	43.6 %	43.6 %	43.6 %
Operating Leverage	1.4 x	1.4 x	1.2 x	1.9 x	0.2 x	0.8 x	1.2 x
EBITDA / Interest expenses	2.0 x	105.8 x	100.6 x	122.0 x	146.4 x	159.8 x	180.7 x
Tax rate (EBT)	31.3 %	31.7 %	33.0 %	32.2 %	33.0 %	33.0 %	33.0 %
Dividend Payout Ratio	100.4 %	49.8 %	146.7 %	49.7 %	50.2 %	50.0 %	50.0 %
Sales per Employee	127,258	135,460	146,103	153,395	160,707	170,185	179,910

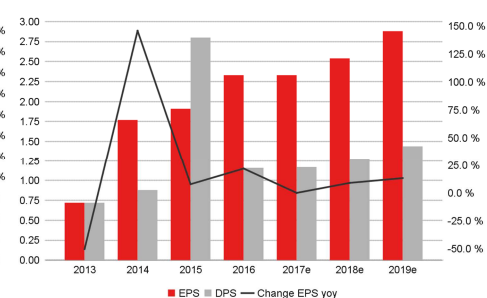
Sales, EBITDA in EUR m



Operating Performance in %



Performance per Share



Source: Warburg Research

Source: Warburg Research

Source: Warburg Research

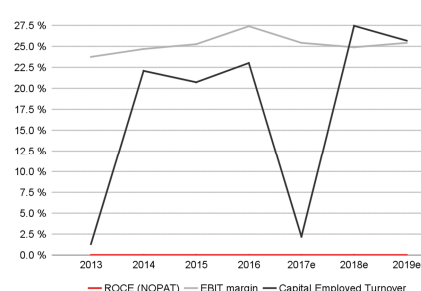
Consolidated balance sheet

In EUR m	2013	2014	2015	2016	2017e	2018e	2019e
Assets							
Goodwill and other intangible assets	0.1	0.1	0.2	0.2	0.2	0.2	0.2
thereof other intangible assets	0.1	0.1	0.2	0.2	0.2	0.2	0.2
thereof Goodwill	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Property, plant and equipment	2.7	2.7	2.7	3.0	3.4	3.6	3.8
Financial assets	0.4	0.5	0.4	0.5	0.5	0.5	0.5
Other long-term assets	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Fixed assets	3.3	3.3	3.3	3.8	4.1	4.3	4.4
Inventories	0.0	0.0	0.0	0.0	0.0	0.1	0.1
Accounts receivable	3.0	3.8	4.5	4.5	6.6	7.3	8.1
Liquid assets	14.5	20.1	23.9	24.3	26.6	31.1	36.6
Other short-term assets	1.8	1.5	1.6	1.5	1.5	1.7	1.9
Current assets	19.4	25.5	30.0	30.3	34.7	40.2	46.7
Total Assets	22.7	28.9	33.4	34.0	38.8	44.5	51.1
Liabilities and shareholders' equity							
Subscribed capital	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Capital reserve	-0.7	-0.7	-0.7	-0.7	-0.7	-0.7	-0.7
Retained earnings	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other equity components	8.4	11.6	15.6	13.6	18.2	23.7	30.2
Shareholders' equity	11.8	14.9	18.9	16.9	21.6	27.0	33.5
Minority interest	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total equity	11.8	14.9	18.9	16.9	21.6	27.0	33.5
Provisions	2.9	5.6	5.1	4.9	5.0	5.1	5.2
thereof provisions for pensions and similar obligations	2.7	4.2	4.3	4.9	4.9	4.9	4.9
Financial liabilities (total)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
thereof short-term financial liabilities	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Accounts payable	0.3	0.3	0.3	0.6	0.7	0.8	0.8
Other liabilities	7.7	8.0	9.0	11.5	11.5	11.5	11.5
Liabilities	10.9	13.9	14.4	17.1	17.2	17.4	17.5
Total liabilities and shareholders' equity	22.7	28.9	33.4	34.0	38.8	44.5	51.1

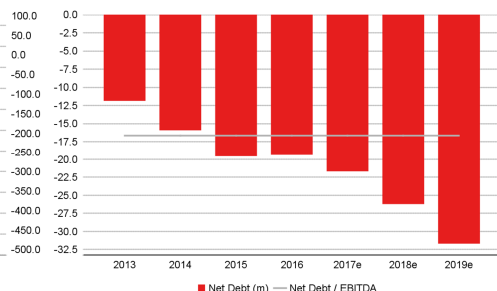
Financial Ratios

	2013	2014	2015	2016	2017e	2018e	2019e
Efficiency of Capital Employment							
Operating Assets Turnover	6.5 x	6.3 x	6.6 x	7.2 x	5.9 x	5.9 x	6.0 x
Capital Employed Turnover	-486.2 x	-40.4 x	-69.1 x	-20.1 x	-467.1 x	74.8 x	36.6 x
ROA	87.0 %	210.9 %	226.4 %	247.0 %	227.7 %	235.1 %	258.4 %
Return on Capital							
ROCE (NOPAT)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
ROE	16.1 %	52.6 %	44.8 %	51.8 %	48.2 %	41.6 %	37.8 %
Adj. ROE	16.1 %	52.6 %	44.8 %	51.8 %	48.2 %	41.6 %	37.8 %
Balance sheet quality							
Net Debt	-11.9	-15.9	-19.6	-19.4	-21.7	-26.2	-31.7
Net Financial Debt	-14.5	-20.1	-23.9	-24.3	-26.6	-31.1	-36.6
Net Gearing	-100.6 %	-106.6 %	-103.4 %	-114.6 %	-100.5 %	-97.0 %	-94.5 %
Net Fin. Debt / EBITDA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Book Value / Share	3.0	3.8	4.8	4.2	5.4	6.8	8.4
Book value per share ex intangibles	2.9	3.7	4.7	4.2	5.4	6.7	8.4

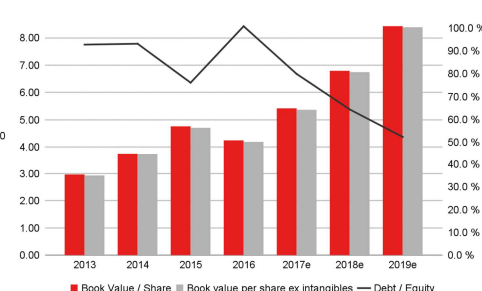
ROCE Development



Net debt in EUR m



Book Value per Share in EUR



Source: Warburg Research

Source: Warburg Research

Source: Warburg Research

Consolidated cash flow statement

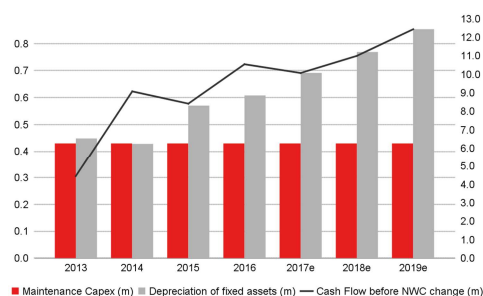
In EUR m	2013	2014	2015	2016	2017e	2018e	2019e
Net income	2.9	7.0	7.6	9.3	9.3	10.1	11.4
Depreciation of fixed assets	0.4	0.4	0.6	0.6	0.7	0.8	0.9
Amortisation of goodwill	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Amortisation of intangible assets	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Increase/decrease in long-term provisions	1.0	1.5	0.1	0.5	0.0	0.0	0.0
Other non-cash income and expenses	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Cash Flow before NWC change	4.4	9.1	8.4	10.5	10.1	11.0	12.4
Increase / decrease in inventory	0.0	0.0	0.0	0.0	0.0	-0.1	0.0
Increase / decrease in accounts receivable	0.2	-0.8	-0.6	0.0	-2.1	-0.7	-0.8
Increase / decrease in accounts payable	0.0	0.0	0.0	0.3	0.1	0.1	0.0
Increase / decrease in other working capital positions	0.0	0.0	0.2	1.4	0.0	0.0	0.0
Increase / decrease in working capital (total)	0.2	-0.8	-0.4	1.7	-2.0	-0.7	-0.8
Net cash provided by operating activities [1]	4.6	8.3	8.0	12.2	8.0	10.3	11.6
Investments in intangible assets	0.0	0.0	-0.1	-0.1	-0.1	-0.1	-0.1
Investments in property, plant and equipment	-0.5	-0.5	-0.7	-1.0	-1.0	-1.0	-1.0
Payments for acquisitions	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Financial investments	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Income from asset disposals	0.0	0.0	-1.1	-3.0	0.0	0.0	0.0
Net cash provided by investing activities [2]	-0.5	-0.5	-1.9	-4.1	-1.1	-1.1	-1.1
Change in financial liabilities	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Dividends paid	-14.4	-2.9	-3.5	-11.1	-4.6	-4.7	-5.1
Purchase of own shares	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Capital measures	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Net cash provided by financing activities [3]	-14.4	-2.9	-3.5	-11.1	-4.6	-4.7	-5.1
Change in liquid funds [1]+[2]+[3]	-10.3	4.9	2.6	-3.0	2.3	4.5	5.5
Effects of exchange-rate changes on cash	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Cash and cash equivalent at end of period	14.5	19.4	22.7	20.9	26.6	31.1	36.6

Financial Ratios

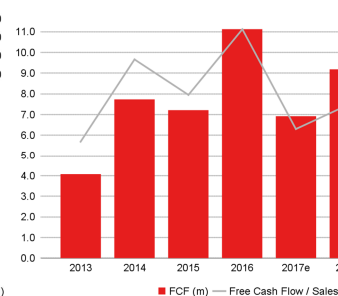
	2013	2014	2015	2016	2017e	2018e	2019e
Cash Flow							
FCF	4.1	7.7	7.2	11.1	6.9	9.2	10.5
Free Cash Flow / Sales	11.5 %	19.5 %	16.1 %	22.4 %	12.7 %	15.2 %	15.6 %
Free Cash Flow Potential	7.3	6.6	7.9	9.4	9.6	10.6	12.0
Free Cash Flow / Net Profit	142.8 %	110.1 %	95.1 %	119.8 %	74.6 %	90.8 %	91.9 %
Interest Received / Avg. Cash	2.2 %	3.5 %	0.4 %	0.9 %	0.4 %	0.3 %	0.3 %
Interest Paid / Avg. Debt	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Management of Funds							
Investment ratio	1.5 %	1.3 %	1.7 %	2.3 %	2.0 %	1.8 %	1.7 %
Maint. Capex / Sales	1.2 %	1.1 %	1.0 %	0.9 %	0.8 %	0.7 %	0.6 %
Capex / Dep	94.3 %	101.5 %	113.3 %	157.8 %	139.6 %	125.5 %	113.1 %
Avg. Working Capital / Sales	7.9 %	7.9 %	8.6 %	8.1 %	9.0 %	10.3 %	10.4 %
Trade Debtors / Trade Creditors	926.6 %	1199.2 %	1487.0 %	720.6 %	942.9 %	912.5 %	1012.5 %
Inventory Turnover	1286.3 x	1802.9 x	1707.9 x	1803.3 x	n.a.	190.9 x	208.5 x
Receivables collection period (days)	31	35	36	33	44	44	44
Payables payment period (days)	12	9	8	15	15	15	14
Cash conversion cycle (Days)	-11	-9	-8	-15	n.a.	-13	-12

CAPEX and Cash Flow

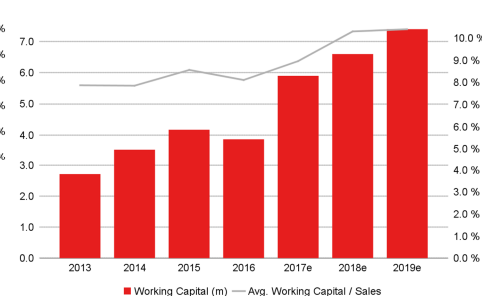
in EUR m



Free Cash Flow Generation



Working Capital



Source: Warburg Research

Source: Warburg Research

Source: Warburg Research

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“-“	Rating suspended:	The available information currently does not permit an evaluation of the company.

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Rating	Number of stocks	% of Universe
Buy	107	53
Hold	87	43
Sell	8	4
Rating suspended	1	0
Total	203	100

WARBURG RESEARCH GMBH – ANALYSED RESEARCH UNIVERSE BY RATING ...

... taking into account only those companies which were provided with major investment services in the last twelve months.

Rating	Number of stocks	% of Universe
Buy	30	75
Hold	8	20
Sell	1	3
Rating suspended	1	3
Total	40	100

PRICE AND RATING HISTORY ATOSS AS OF 27.10.2017



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EQUITIES

Roland Rapelius +49 40 3282-2673
Head of Equities rrapelius@mmwarburg.com

RESEARCH

Michael Heider +49 40 309537-280
Head of Research mheider@warburg-research.com

Henner Rüschemeyer +49 40 309537-270
Head of Research hrueschmeier@warburg-research.com

Lucas Boventer +49 40 309537-290
Renewables, Internet, Media lboventer@warburg-research.com

Christian Cohrs +49 40 309537-175
Engineering, Logistics ccohrs@warburg-research.com

Felix Ellmann +49 40 309537-120
Software, IT fellmann@warburg-research.com

Jörg Philipp Frey +49 40 309537-258
Retail, Consumer Goods jfrey@warburg-research.com

Marie-Thérèse Grübner +49 40 309537-240
Small Cap Research mgruebner@warburg-research.com

Ulrich Huwald +49 40 309537-255
Health Care, Pharma uhuwald@warburg-research.com

Thilo Kleibauer +49 40 309537-257
Retail, Consumer Goods tkleibauer@warburg-research.com

Eggert Kuls +49 40 309537-256
Engineering ekuls@warburg-research.com

Andreas Pläsier +49 40 309537-246
Banks, Financial Services aplaesier@warburg-research.com

Jochen Reichert +49 40 309537-130
Telco, Internet, Media jreichert@warburg-research.com

J. Moritz Rieser +49 40 309537-260
Real Estate mrieser@warburg-research.com

Arash Roshan Zamir +49 40 309537-155
Cap. Goods, Renewables aroshanzamir@warburg-research.com

Malte Schaumann +49 40 309537-170
Technology mschaumann@warburg-research.com

Patrick Schmidt +49 40 309537-125
Small Cap Research pschmidt@warburg-research.com

Oliver Schwarz +49 40 309537-250
Chemicals, Agriculture oschwarz@warburg-research.com

Marc-René Tonn +49 40 309537-259
Automobiles, Car Suppliers mtonn@warburg-research.com

Björn Voss +49 40 309537-254
Steel, Car Suppliers bvoss@warburg-research.com

Alexander Wahl +49 40 309537-230
Car Suppliers, Construction awahl@warburg-research.com

Andreas Wolf +49 40 309537-140
Software, IT awolf@warburg-research.com

INSTITUTIONAL EQUITY SALES

Holger Nass +49 40 3282-2669
Head of Equity Sales, USA hnass@mmwarburg.com

Klaus Schilling +49 40 3282-2664
Dep. Head of Equity Sales, GER kschilling@mmwarburg.com

Tim Beckmann +49 40 3282-2665
United Kingdom tbeckmann@mmwarburg.com

Lyubka Bogdanova +49 69 5050-7411
United Kingdom, Australia lbogdanova@mmwarburg.com

Jens Buchmüller +49 69 5050-7415
Scandinavia, Austria jbuchmueller@mmwarburg.com

Paul Dontenwill +49 40 3282-2666
USA, Poland, The Netherlands pdontenwill@mmwarburg.com

Matthias Fritsch +49 40 3282-2696
United Kingdom mfritsch@mmwarburg.com

Michael Kriszun +49 40 3282-2695
United Kingdom mkriszun@mmwarburg.com

Marc Niemann +49 40 3282-2660
Germany mniemann@mmwarburg.com

Sanjay Oberoi +49 69 5050-7410
United Kingdom soberoi@mmwarburg.com

Simon Pallhuber +49 69 5050-7414
Switzerland, France spallhuber@mmwarburg.com

Angelika Flegler +49 69 5050-7417
Roadshow/Marketing aflegler@mmwarburg.com

Juliane Willenbruch +49 40 3282-2694
Roadshow/Marketing jwillenbruch@mmwarburg.com

SALES TRADING

Oliver Merkel +49 40 3282-2634
Head of Sales Trading omerckel@mmwarburg.com

Elyaz Dust +49 40 3282-2702
Sales Trading edust@mmwarburg.com

Michael Ilgenstein +49 40 3282-2700
Sales Trading milgenstein@mmwarburg.com

Bastian Quast +49 40 3282-2701
Sales Trading bquast@mmwarburg.com

Jörg Treptow +49 40 3282-2658
Sales Trading jtreptow@mmwarburg.com

Jan Walter +49 40 3282-2662
Sales Trading jwalter@mmwarburg.com

MACRO RESEARCH

Carsten Klude +49 40 3282-2572
Macro Research cklude@mmwarburg.com

Dr. Christian Jasperneite +49 40 3282-2439
Investment Strategy cjasperneite@mmwarburg.com

Our research can be found under:

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For access please contact:

Andrea Schaper +49 40 3282-2632
Sales Assistance aschaper@mmwarburg.com

Kerstin Muthig +49 40 3282-2703
Sales Assistance kmuthig@mmwarburg.com