

### **ASTALDI @ STAR Conference**

London - October 2&3, 2014



# Latest News & 1H 2014 Results Value Building Strategy Astaldi Today Outlook Appendix Aggenda Image: Constraint of the strategy Image: Constraint of the strategy

# Latest news & 1H 2014 Results

- Value Building Strategy
- Astaldi Today
- Outlook
- Appendix



Romania, Bucharest Subway Line 5



Russia (St Petersburg), WHSD



Italy, San Jacopo Hospital in Pistoia (Tuscany Region)



# Latest News

### • **Venezuela** – Restart of payments in August 2014

- 372 million VEF (USD60 million) + EUR12 million collected to date
- Negotiations with the Client are pursuing on a positive note: the Client has agreed to postpone the delivery date for the Puerto Cabello-La Encrucijada railway project to 2019 and has assigned the signalling part of the contract worth USD1.3 billion (33% Astaldi share).
- Additional payments are expected.
- **Russia** Construction activities are pursuing regularly
  - EUR700 million backlog relating to projects based in St. Petersburg are pursuing regularly and have not been affected by the current political turmoil and sanctions.
  - New projects expected by end of 2014 relating to the M-11 (Moscow-St. Petersburg) highway. Negotiation for the signing of the construction contract are ongoing with Two Capitals Highway LLC (Holding VTB Capital IB LLC and Vinci Concessions Service Russia).
- Italy EUR3.9 billion assigned by the "Sblocca Italia" new law to support infrastructure investments.
  - New order intake in short-term: Verona-Padua High-Speed/High-Capacity Railway Project worth EUR3 billion (37.5% Astaldi share).
  - Further opportunities in transportation new tenders in the medium term.



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### 1H 2014 Events





# Latest News & 1H 2014 Results Value Building Strategy Astaldi Today Outlook Appendix 1H 2014 Results vs. 2014 FY Targets





# 2H 2014 Actions Plan – Focus on New orders

Relevant orders in pipeline ….



### 2H 2014

- Russia Negotiations in progress with Client for the Moscow-St. Petersburg Highway
- Poland Astaldi first in ranking, waiting for a final awarding in the medium term
- Turkey Etilik Health Care Campus in Ankara preliminary works to start in 2H 2014
- Chile Western Metropolitan Hospital in Santiago target financial close in 2H 2014





Italy EUR2.8 billion (13%)

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EUR11.6 billion (54%)

# 2H 2014 Actions Plan – Focus on Production

The next relevant milestones will accelerate production in 2H 2014



### 2H 2014

- To be completed within 2015
  - Turkey Third Bridge on Bosphorus and Gebze-Orhangazi-Izmir Highway Phase 1
  - Italy Pedemontana Lombarda Highway (Sept. 2014), Massa-Carrara Hospital and Milan Subway Line 5 (1H 2015), New Hospital in Naples (2015-end)
- Russia Acceleration in WHSD
- Canada Acceleration of works in 2H 2014



# 2H 2014 Actions Plan – Focus on Margins

Margins will continue to benefit of complex works in progress

DRIVERS	
New orders expected in 2H from Russia, Poland, Turkey, Chile	
As in 2013, 2H 2014 will show a strong upturn in production, mainly from Russia, Turkey, Canada	
Margins in line with current portfo sustainable over the medium t	
Focus on the reduction of working capital in 2H 2014, with positive contribution from Canada, Russia, Venezuela and Italy	

### 2H 2014

- A large part of orders in execution implies complex works with relevant contribution from high-level engineering and procurement activities
  - Gebze-Orhangazi-Izmir Highway, Turkey Izmit Bay Bridge works in progress. It will be the 4<sup>th</sup> longest bridge in the world
  - 3<sup>rd</sup> Bridge on Bosphorus, Turkey A-shaped pile reached a height of 260m. It will be the world's widest suspended bridge (main span: 1,408m) and the bridge with the highest A-shaped pile (above 320m) in the world
  - WHSD in St. Pertersburg, Russia



# 2H 2014 Actions Plan – Focus on Production



Appendix

# 2H 2014 Actions Plan – Focus on Working Capital

### Working capital reduction in 2H 2014

DRIVERS	2H 2014
w orders expected in 2H from Russia, Poland, Turkey, Chile	<ul> <li>Canada &amp; Russia: entry into full production phase improves invoicing process</li> </ul>
s in 2013, 2H 2014 will show a strong upturn in oduction, mainly from Russia, Turkey, Canada	<ul><li>Venezuela: payments expected</li><li>Italy</li></ul>
gins in line with current portfolio and sustainable over the medium term	Net Financial Position (emn)
Focus on the reduction of working capital in 2H 2014, with positive contribution from Canada, Russia, Venezuela and Italy	1000 1000 500 730 797 1,012 1,099 ~
	0 1H 2013 FY2013 1Q 2014 1H 2014 FY20



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### **Reclassified Consolidated Income Statement**

1H 2014 RESULTS	H1 2014	H1 2013	Y/Y CHANGE
Main items (EUR/000,000)			(%)
Total revenues	1,201.5	1,150.6	+4.4%
EBITDA	149.3	145.0	. 2. 00/
EBITDA Margin	12.4%	12.6%	+2.9%
EBIT	118.1	113.0	+4.5%
EBIT Margin	9.8%	9.8%	+4.3%
Net financial charges	(58.6)	(56.3)	+4.1%
Fair value of equity linked bond	(18.9)	(2.8)	n.m.
Income from equity participations	14.0	3.2	n.m.
EBT	54.7	57.1	-4.2%
Net income	34.3	32.3	+6.4%

- Revenues slow-down in domestic revenues more than balanced by production in foreign markets (mainly, Russia, Canada, Turkey, Poland, Peru) – Europe +31% America +33%
- EBIT margin at 9.8% sustainable over the M/T
- Net Financial charges increase mainly due to:
  - Higher average debt to support production
  - Higher cost of debt linked to bond issue to extend debt maturity to 2020
  - Higher cost of guarantees relating to the increased average size of contracts in backlog
- Financial charges also include EUR19 million of fair value on equity linked bond due 2019
- Income from equity participations EUR14 million, mainly referring to the Third Bridge on Bosphorus in Turkey



### Reclassified Consolidated Balance Sheet

1H 2014 RESULTS Main items (EUR/000,000)	1H 2014	FY 2013	1H 2013
Total non-current assets	760.0	718.8	635.8
Working capital	933.2	704.2	704.6
Total funds	(26.9)	(30.6)	(32.2)
NET INVESTED CAPITAL	1,666.3	1,392.4	1,308.2
NFP <sup>(*)</sup>	(1,101.6)	(800.2)	(732.9)
NET EQUITY	564.7	592.2	575.2

(\*) Gross of own shares.

#### IH 2014 Investments

- Net Fixed CAPEX: EUR32 million referring to Canada, Russia, Chile and Romania
- Concession Investments: EUR73 million
  - EUR40 million equity investments on Turkish projects
  - EUR33 million semi-equity investments on Milan Subway Line 5 and Third Bridge on Bosphorus

#### Working Capital

- Increase for the period due to work in progress in Poland, Turkey, Algeria, Russia, Canada and Italy
- Working Capital expected to decrease in 2H 2014 as production milestones are met
- Net equity Minorities reduction due to the merger of Al2 into Re.Consult (A4 Highway)



Latest News & 1H 2014 Results Value Building Strategy	Astaldi Today	Outlook	Appendix
Agenda			
Latest News & 1H 2014 Results	Romania, Bucharest Su	bway Line 5	
Value Building Strategy Astaldi Today			

Outlook

Appendix



# 2013-2018: Astaldi's Investment Profile Today

### Upside potential

- Construction business generating strong returns
- Backlog solid, balanced and growing
- Concession portfolio completing capital intensive phase
  - 2015: step-change contribution to bottom line
  - Asset disposal opportunities
- Re-rating potential as milestones achieved

### Downside protection

- Experienced management team executing proven strategy
- Optimal spread of opportunities / risks
- Successfully managing leverage
  - Debt / Equity: 0.6x by 2018
  - Debt / EBITDA: 1.56x by 2018
- Undemanding valuation underpinned by growing dividend

#### Proven strategy will deliver on targets and milestones

Outlook

Appendix

### Astaldi's Proven Value Creation Strategy drives 2013-2018 Business Plan



# Proven Strategy has delivered Strong Financial Performance

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Value Building Strategy



Appendix

Outlook

#### Backlog analysis by margin



\* Restated as per IFRS 11

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Delivered a strong financial performance built on reputation for successful execution

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# Latest News & 1H 2014 Results Value Building Strategy Astaldi Today Outlook Appendix

### 2013-2018 Astaldi Business Plan Further Advances Proven Strategy

2013-2018 TARGETS		2013-2018 MILESTONES		
Revenue growth	+10% CAGR 13-18	Increased financial strength		
Earnings growth	+25% CAGR 13-18	Debt / Equity 0.62		
Dividend	<b>+7%</b> CAGR 14-18	Debt / EBITDA	1.56x	

2013-2018 Targets and Milestones will highlight value creation

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### Tactical drivers advance our strategy

2013A*	Tactical drivers - OPERATIONAL		2018 target		Targets 2013– 2018
Total Order Backlog ~ EUR 21bn	Consolidating Canada & Russia; New Markets: Australia & Middle/Far East	<b>&gt;</b>	Total Order Backlog ~ EUR 33bn	<del>,</del>	~ +10% CAGR
Revenues ~ EUR 2.5bn	Growth in North America; Maintain production levels in Turkey and Russia	<b>&gt;</b>	Revenues > EUR 4bn	<del>,</del>	~ +10% CAGR
Ebit % 9.3%	Margins in line with current portfolio	•	Ebit % ~ 9%	<b>→</b>	~ +9% CAGR
Net profit EUR 67mn	Growing contribution from Concession starting from 2016	<b>&gt;</b>	Net profit: ~ EUR 230mn of which 40% from concessions	•	~ +25% CAGR
	Tactical drivers - FINANCIAL				
Total Net Invested Capital: ~ EUR 1.4bn	Focus on the reduction of working capital	€	Total Net Invested Capital: ~EUR 1.9bn		Milestones
of which: Concession invested capital: ~ EUR 400m	Investments linked to current concession portfolio commitments	•	of which Concession invested capital:~ EUR 1bn		Debt/Equity: 0.6x
Net Financial Position ~ EUR (797)m	Extend debt maturities	<b>→</b>	NFP: ~ EUR (700)mn Construction NFP positive at EUR 180mn	•	Debt/EBITDA: 1.56x
Group equity EUR 592mn	Strong increase in retained earnings	<b>&gt;</b>	Group equity ~ EUR 1.2bn		

\* Restated as per IFRS 11

Tactical drivers work towards delivering 2018 targets and milestones

### Astaldi's Proven Value Creation Strategy drives 2013-2018 Business Plan



### Successfully building a right sized global platform...



### ...spreads risks, increases opportunities

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### 2013-2018 Business Plan Targets: Revenue



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### 2013-2018 Business Plan Targets: Backlog



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Outlook

Appendix

### Astaldi's Proven Value Creation Strategy drives Business Plan



Appendix

### Astaldi Project Selection And Risk Management Maximizes Returns

- Project selection based on established multi-step and multi-review process
- Risk management function supported by internally developed models and procedures



Threshold: 7.5% EBT margin for construction and >10% IRR for concessions Target: > 10% EBT margin for construction and >13% IRR for concessions

Outlook

Appendix

### Astaldi's Proven Value Creation Strategy drives Business Plan



Outlook

#### Appendix

# Engineering solutions and procurement synergies mitigate risks and drive higher returns



### Key Benefits

- Greater access to high margin contracts
- Competitive advantages in bidding
- Builds on Astaldi's technical expertise
- Government guaranteed revenues
- Pre-agreed governance and dividend streams
- Lead management role protects downside

Concessions value accretion accelerating / asset rotation underway

# Concessions Portfolio contributes Earnings and cash in phased stages

PHASE	START
<ul> <li>Earnings Contribution</li> <li>Strong acceleration of concessions' contribution to Group earnings</li> <li>By 2018 approximately 40% of EUR 230mn Group net income generated from concessions</li> </ul>	2015
<ul> <li>Cash from Disposals Opportunities</li> <li>Portfolio management on asset rotation basis</li> <li>2013: Disposal of car parks unit at 12.5x 2013 EBITDA</li> <li>Active negotiations / disciplined price expectations</li> </ul>	2013 ongoing

2015 completes high levels of concession capital investments

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### Astaldi's proven value creation strategy drives business plan

1	Diversify and grow internationally building on our Italian market strengths	2	Focus sharply on projects best aligned with Astaldi's skills, assets and heritage
3	<ul> <li>Maximize long-term value creation implementing integrated construction/concession model</li> <li>Build integrated model on the strong Construction foundation</li> <li>Develop Concessions business for self- financing capability</li> </ul>	4	Maintain optimal financial structure to support Astaldi's long-term objectives/business plan

# Astaldi's financial management has allowed it to seize strategic opportunities & drive growth...

### Investments will drive strong 2014-2015 financial returns

- Construction steadily cash generative / good returns
- Concessions longer term cash generative / very good returns
  - Asset disposal options
- Deleveraging will increase Astaldi's opportunity set
- Business Plan 2013-2018 significantly increases Astaldi's financial flexibility
  - Debt/Equity: 0.6x (2018) vs. 1.35x (2013)
  - Debt/EBITDA: 1.56x (2018) vs. 2.48x (2013)
  - Decrease in working capital to 15% of revenue by 2018 also supported by a more international mix
  - Extended debt maturities
- Meeting priority challenges
- Venezuela: progressing negotiations to agree payment schedule

2013 – 2018 plan anticipates several attractive scenarios

### Planned asset disposals from a position of strength

- Select asset sale eliminates debt
  - Debt / Equity: 0.1x
  - Debt / EBITDA: 0.24x
- Price for highly attractive assets on offer must meet Astaldi's expectations
  - Financial profile and performance robust without asset sale
- Assets on sale offer balanced risk profile for infrastructural fund
- Negotiations of mature assets in advanced stages





Successful deleveraging positions Astaldi to seize more integrated construction/concession opportunities



Romania, Henri Coanda International Airport in Bucharest

# 2013-2018 Business Plan: Continued earnings and dividend growth, strengthened financial flexibility

- Astaldi Today: Right sized, well positioned for strong performance
  - Consistent, proven strategy with tactical drivers and management's operational and financial priorities aligned
  - Continued strong earnings growth: +25% CAGR
  - 2018 milestones for improved Debt / Equity and Debt / EBITDA
  - Continued strong 2014 baseline value creation with corporate action upside

#### Astaldi's successful strategy advances 2013 – 2018 Business Plan

# Astaldi Today: Right sized, well positioned for strong performance

Value Building Strategy

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Astaldi Today

Outlook

A global leader in infrastructure construction and concessions

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Appendix

# Focused on the high end of critical economic infrastructure

Value Building Strategy

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Astaldi Today

Well positioned in high growth sectors

Appendix

Outlook

### Construction – Building on a heritage of success

- Leading global player with excellent track record, focused on key priority national projects
- Well diversified geographical exposure: 7 macro areas, 19 countries, +100 job sites and +9,600 employees
- Integrated solutions for large scale projects requiring high level technical know-how
- Industry leading profitability
- High quality backlog and long term revenue visibility drive sustainable profitability

Large enough to compete for the best projects, nimble enough to seize best opportunities
Outlook

Appendix

## High quality, technically demanding projects support higher margins

#### Landmark Project: 3rd Bosphorus Bridge (Turkey)

#### Key project characteristics:

- Contract value: USD 2.5bn
- 1<sup>st</sup> bridge with an 8-lane highway and 2 railway track
- Longest and widest suspended bridge: 60m width & 1,408m span
- Highest "A shaped" bridge tower in the world (over 320m)
- 3<sup>rd</sup> bridge to be erected on Bosphorus
- Heavy traffic area
- General contractor: ICA Ictas-Astaldi Adi Ortakligi (Astaldi 33.33%)



#### Delivering priority national projects on-time and on-budget

# Concessions: Seizing a strategic opportunity, maximizing long-term valuation

- Complementary business boosting Astaldi's competitiveness
  - Access to most selective projects
  - High barriers to entry, distances Astaldi from competitors
  - Leverages Astaldi's world-class technical skills
- Government guaranteed returns increase stability and visibility
- Leading management role guarantees control of construction activities and operations
- Strong long-term earnings and cash flow generation
- Transformational upside potential linked to asset disposal

## Limited risk on attractive concession returns



Increased visibility on returns and disposal opportunities

## High-quality concession portfolio

	Name		Stake	End of	Operational		Counterparty	Counterparty ratings S&P Moody's	
			construction		Start	End			
	Mestre Ho	spital	37%	2008	2008	2032	Italy - Veneto Region	NR	Baa2
	3 Hospitals	s in Tuscany <sup>(1)</sup>	35%	2013-2014 <sup>(1)</sup>	2013-2014 <sup>(1)</sup>	2033	Italy - Tuscany Region	NR	NR
onal	Milan Subv	way Line 5 (Phase 1) <sup>(2)</sup>	38.7%	2013-2014 <sup>(2)</sup>	2013-2014 <sup>(2)</sup>	2040	Italy – Municipality of Milan	BBB	Baa2
ratio	Bs-Pd Hig	hway <sup>(3)</sup>	14.29%	n.a.	n.a.	2026	Italy – ANAS S.p.A.	BBB	Baa2
Operational	늘 Chacayes	Hydroelectric Power Plant	27.3%	2011	2011	Perpetual	Chile – CODELCO	AA-	Aa3
	📒 Relaves M	lining Plant	55%	2013	2013	2032	Chilectra (Endesa)	BBB	Baa2
	Milas-Bodi	rum International Airport	100%	2012	2012	2015	Turkey – DHMI	BB+	Baa3
uo	C Bosphorus	s Highway & Bridge	33.33%	2015	2015	2023	Turkey – Gen. Dir. of Highway	BB+	Baa3
ucti	Gebze-Izm	nir Highway & Bridge (Phase 1) <sup>(4)</sup>	18.86%	2016 <sup>(4)</sup>	2016 <sup>(4)</sup>	2034	Turkey – Gen. Dir. of Highway	BB+	Baa3
Construction	1 Hospital	in Tuscany <sup>(1)</sup>	35%	2013-2015 <sup>(1)</sup>	2015	2033	Italy – Tuscany Region	NR	NR
°	Milan Subv	way Line 5 (Phase 2) <sup>(3)</sup>	38.7%	2014	2014	2040	Italy – Municipality of Milan	BBB	Baa2
	Gebze-Izm	nir Highway & Bridge (Phase 2) <sup>(4)</sup>	18.86%	2019 <sup>(4)</sup>	2019 <sup>(4)</sup>	2034	Turkey – Gen. Dir. of Highway	BB+	Baa3
SS	Etlik Hosp	ital	51%	2017	2017	2042	Turkey – Ministry of Health	BB+	Baa3
ncin gre	Milan Subv	way Line 4	9.7%	2020	2020	2043	Italy – Municipality of Milan	BBB	Baa2
Financing in progress	Ancona Hi	ighway Network	24%	2022	2022	2051	Italy – ANAS S.p.A.	BBB	Baa2
<u></u> .Е	Nogara-Ma	are Highway	23%	2019	2019	2058	Italy – ANAS S.p.A.	BBB	Baa2
	📒 West Metr	opolitan Hospital, Santiago	100%	2018	2018	2033	Chile – MOP	AA-	Aa3

Pistoia and Prato Hospitals in operation starting from 2013. Lucca Hospital in operation starting from 2014. Massa Hospital under construction.
 Phase 1 (Zara-Bignami & Garibaldi-Zara) in operation starting from 2013 (Zara-Bignami) and 2014 (Garibaldi-Zara). Phase 2 (Garibaldi-San Siro) under construction.

3. The BS-PD Highway concession is an investment initiative, but is not included in our portfolio.

4. Phase 1 (55km & Bridge) under construction. Phase 2 to be financed.



Appendix



## Strong demand forecasts align with Astaldi's strength in high margin, technically demanding infrastructure projects



Source:Booz Allen Hamilton, Global Infrastructure Partners, World Energy Outlook, OECD, Boeing, Drewry Shipping Consultants, U.S. Department of Transportation \*Note: Figures in light blue based on McKinsey estimate of global demand to 2030 of \$57+trn. Percentual weighting per continent/area group as in 2005 – 2030 OECD assessment (\$41trn by 2030)

Latest News & 1H 2014 Results Value Building Strategy	Astaldi Today	Outlook	Appendix
Agenda			H
Latest News & 1H 2014 Results	Italy, Rome Subway Line C		
Astaldi Today			
Value Building Strategy			

- Outlook
- Appendix





### Shareholders structure



(As of June, 2014)

## 2013-2018 Business Plan: Targets and Drivers

Strong visibility of revenues and profitability, benefiting from growth in general contracting



Revenue Coverage 2014-2018 (EUR/bn)

Legend: (%) Cumulated % revenues coming from order backlog and options for the period 2014-2018

Outlook

46

## Backlog in execution comprised of diversified high quality projects

International Backlog – Percentage Completed (as of June 30 2014)							
			Year ending				Backlog
		2014	2015	2016	2017	+2018	(EUR/'000)
S-8 (Poland)	0%						115.7
Warsaw Subway Line 2 (Poland)	85%						55.1
Saida-Moulay Slissen Railway (Algeria)	67%						242.7
Puerto Cabello-La Encrucijada Railway (Venezuela)	60%						665.3
Chaguaramas-Cabruta Railway (Venezuela)	55%						139.0
Gebze-Orhangazi-Izmir Motorway, Phase 1 & 2A (Turkey)	59%						150.9
San Juan de Los-Morros-San Fernando de Apure (Venezuela)	44%						375.0
Chuquicamata Mining Project, Contract #1 (Chile)	55%						61.9
Bucharest Subway Line 5, Romania	42%						64.9
Saida-Tiaret Railway (Algeria)	37%						163.2
Cerro del Aguila Hydroelectric Project (Peru)	44%						144.4
Warsaw Railway Project (Poland)	39%						83.1
Chuquicamata Mining Project, Contract #2 (Chile)	38% }						66.3
WHSD in St. Petersburg (Russia)	35%						662.4
3rd Bosphorus Bridge (Turkey)	36%						390.5
John Paul II International Airport in Krakow-Balice (Poland)	16%						60.0
Bucharest Subway Line 4 (Romania)	17%						124.2
Muskrat Falls Hydroelectric Project (Canada)	7%						706.4

Outlook

94%

84%

99% 100%

95% 99% 99%

94%

88%

78%

Appendix

## Backlog in execution comprised of diversified high quality projects

#### Italian Backlog – Percentage Completed (as of June 30 2014)

	Backlog				
2014	2015	2016	2017	+2018	(EUR/'000)
					32.3
					188.0
					218.7
					4.2
					0.8
					72.4
					10.2
					3.9
					2.1
					12.6
					27.4
					30.8
					108.7
					441.3
					780.0

	Rome Subway Line C (1st Functional Lot)
7%	Rome Subway Line C (Lot T-3)
0%	Rome Subway Line C (Lot T-2)
	Turin Railway Hub
	Milan Subway Line 5 (Phase 1)
	Milan Subway Line 5 (Phase 2)
	Four Hospitals in Tuscany
	Bologna H-S Railway Station
	Parma-La Spezia Railway
	"Pedemontana Lombarda" Highway
	School of Police Officers in Florence
	"Infraflegrea" Project in Naples
23%	New Hospital in Naples
8%	Milan Subway Line 4
1%	Jonica National Road (Lot DG-41)

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47



- Offices opened in Canada and Russia in the past 3 years
- Historical figures show it takes approximately 2 years to benefit from a new country opening
- New markets: Australia, Vietnam and Indonesia

#### Australia

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GDP Growth	2.6%		
Inflation	2.5%		
Population	22.5M		
GDP per head	\$52,830		
World Bank ease of doing business rank	15		
Competitors: OHL, Hochtief, Bechtel, Fluor, Lend Lease			



Vietnam

GDP Growth	6.5%
Inflation	11%
Population	89.1M
GDP per head	\$1,290
World Bank ease of doing business rank	9
Competitors: Hochtief, Fluor, Hyundai	

#### Indonesia



GDP Growth	6.0%
Inflation	7.0%
Population	245.6M
GDP per head	\$3,280
World Bank ease of doing business rank	129
Competitors: Hochtief, Bechtel, Fluor, Hyundai	

## **Scouting Markets**

#### Australia:

- AAA rated country (comparable to Canada)
- Guarantees a monthly payment cycle and acceptable profits (approximately 7-10% depending upon the contract type and business sector)
- Major infrastructure plan that must be implemented over the next 20 years.

#### Vietnam:

- Emerging market with high rewards and medium risk
- Astaldi already pre qualified for a major infrastructure project with Korean partner Daelim (the Ho Chi Minh metro)

#### Indonesia:

- Astaldi currently preparing a tender proposal with Korean partner Daelim for a major hydro plant project near Jakarta
- Working to develop strategic relations with international companies in order to create long lasting and effective partnerships globally

Latest News & 1H 2014 Results	Value Building Strategy	Astaldi Today	Outlook	Appendix
Cash flow 201	3-2018			



## Latest News & 1H 2014 Results Value Building Strategy Astaldi Today Outlook Appendix

## Concession Investments: Equity & Semi-Equity



## Debt Maturity Profile (as of December 31 2013 (pro forma) & Liquidity

#### **GOALS ACHIEVED**





Latest News & 1H 2014 Results	Value Building Strategy	Astaldi Today	Outlook	Appendix
Financial Strue	cture			

#### NEXT GOALS

- Ongoing work on extension of debt maturity profile, also with an opportunistic approach to debt capital markets
- Improve liquidity position through the progressively lengthening of the maturity of its main debt arrangements and new committed facilities
- Obtain improved conditions for a positive impact on P&L
- Refinancing of the revolving main facility (EUR 325mn) expiring December 2016 in order to obtain:
  - · Larger size and improved liquidity ratio
  - Longer maturity
  - Covenant package in line with new Business Plan





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