



Remaining on track

Etteplan posted good Q4 results, although slightly below our estimates, with net sales at EUR 62.9m (Evli 66.0m) and EBIT at 5.7m (Evli 6.2m), affected at least partly by the impact of vacation timing and activities of two major customers in December. The market outlook remains encouraging and Etteplan expects revenue and operating for 2019 to grow compared to 2018. Our estimates remain largely unchanged and we retain our HOLD-rating with a target price of EUR 9.0.

Market outlook and guidance remaining favourable

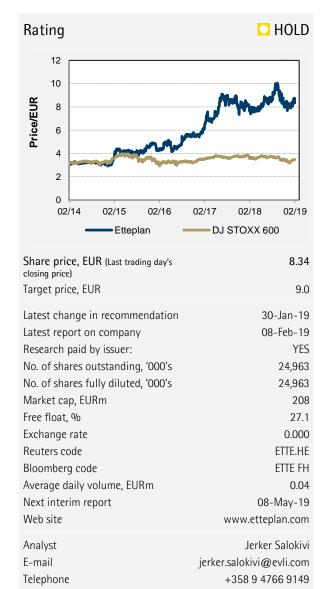
Etteplan posted good Q4 results, although falling slightly below our estimates due at least partly to the impact of vacation timing and activities of two major customers in December. The Technical Documentation continued to see challenges while Embedded Systems and IoT saw solid development, as actions to improve profitability have taken effect. Etteplan expects the revenue and operating profit for the year 2019 to grow compared to 2018. Comments regarding the market outlook were encouraging, as Etteplan continues to see favorable development in all market areas but with demand growth in Europe expected to slow down slightly. The BoD's dividend proposal for 2018 is EUR 0.30 per share, in line with expectations.

Estimates largely unchanged post-Q4

Our estimates remain largely unchanged post-Q4. We have raised our estimates for profitability for Embedded Systems and IoT after the solid performance in Q4. We expect net sales and EBIT BO of EUR 251.6m and EUR 24.7m respectively, with margins near Etteplan's strategic target of 10%. We do not expect the growth target of 15% to be reached without acquisitions.

HOLD with a target price of EUR 9.0

On our estimates Etteplan trades largely in line with peers on 2019E EV/EBIT and P/E. With our estimates largely unchanged we retain our HOLD-rating with a target price of EUR 9.0.



■ BUY □ HOLD ■ SELL

KEY FIGU	RES									
	Sales EURm	EBIT EURm	EBIT %	Ptx profit EURm	EPS EUR	P/E (x)	EV/Sales (x)	P/CF (x)	EV/EBIT (x)	DPS EUR
2017	215	15	7.2%	15	0.47	16.6	1.0	10.5	14.1	0.23
2018	236	20	8.5%	19	0.61	13.0	1.0	19.5	11.6	0.30
2019E	252	23	9.0%	22	0.69	12.0	0.9	8.0	10.5	0.35
2020E	263	24	9.1%	23	0.73	11.4	0.9	6.8	9.6	0.37
2021E	276	25	9.2%	25	0.78	10.7	0.8	6.5	8.8	0.39
Market ca	o, EURm		208 E	3V per share 201	19E, EUR		3.1 CAGR I	EPS 2018-2	1, %	8.5
Net debt 2	019E, EURm		30 F	Price/book 2019	E		2.7 CAGR	sales 2018-	21, %	5.3
Enterprise	value, EURm		238 [Dividend yield 20	019E, %		4.2 ROE 20)19E, %		23.9
Total asset	s 2019E, EURn	n	183 T	ax rate 2019E, 9	/o		21.2 ROCE 2	2019E, %		18.7
Goodwill 2	.019E, EURm		65 E	quity ratio 2019	9E, %		42.3 PEG, P/	E 19/CAGR		4.9

All the important disclosures can be found on the last pages of this report.

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Etteplan	2017	Q1/'18	Q2/'18	Q3/'18	Q4/'18E	2018E	Q1/'19E	Q2/'19E	Q3/'19E	Q4/'19E	2019E	2020E	2021E
Net sales	214.6	59.0	62.0	52.6	62.8	236.4	63.5	64.9	55.6	67.7	251.6	263.4	275.9
sales growth %	16.7%	7.7%	14.3%	11.5%	7.4%	10.1%	7.7%	4.5%	5.8%	7.8%	6.5%	4.7%	4.7%
EBIT BO	17.2	4.9	6.0	4.8	6.1	21.9	5.9	6.7	5.2	6.9	24.7	25.8	27.3
EBIT BO margin	8.0%	8.3%	9.7%	9.2%	9.8%	9.3%	9.3%	10.3%	9.3%	10.3%	9.8%	9.8%	9.9%
EB IT	15.5	4.4	5.7	4.4	5.7	20.1	0.0	0.0	0.0	0.0	22.7	23.8	25.3
EBIT margin	1.4%	7.5%	9.1%	8.3%	9.1%	8.5%	0.0%	0.0%	0.0%	0.0%	9.0%	9.1%	9.2%
Engineering													
services	2017	Q1/'18	Q2/'18	Q3/'18	Q4/'18E	2018E	Q1/'19E	Q2/'19E	Q3/'19E	Q4/'19E	2019E	2020E	2021E
Net sales	120.9	33.6	35.0	28.8	34.6	132.1	35.5	36.0	30.0	37.2	138.7	142.8	147.1
sales growth %	7.1%	8.3%	13.7%	11.4%	4.4%	9.3%	5.5%	3.0%	4.0%	7.5%	5.0%	3.0%	3.0%
EBIT BO	9.8	3.1	3.7	2.9	3.3	13.0	3.2	3.8	2.8	3.7	13.5	13.6	14.0
EBIT BO margin	8.1%	9.1%	10.7%	10.0%	9.5%	9.8%	9.0%	10.5%	9.2%	10.0%	9.7%	9.5%	9.5%
Embedded													
systems and IoT	2017	Q1/'18	02/'18	Q3/'18	Q4/'18E	2018E	Q1/'19E	Q2/'19E	Q3/'19E	Q4/'19E	2019E	2020E	2021E
Net sales	52.0	14.1	15.8	13.6	16.5	60.0	16.4	17.1	14.8	17.8	66.0	71.3	77.0
sales growth %	46.6%	4.0%	19.2%	18.7%	20.7%	15.5%	<i>16.1%</i>	8.3%	8.5%	7.7%	10.0%	8.0%	8.0%
EBIT BO	4.4	1.1	1.4	1.3	2.0	5.8	1.7	1.8	1.5	2.0	7.0	7.8	8.6
EBIT BO margin	8.4%	7.9%	8.6%	9.8%	12.3%	9.7%	10.6%	10.3%	10.0%	11.4%	10.6%	11.0%	11.2%
Technical													
documentation	2017	Q1/'18	02/'18	Q3/'18	Q4/'18E	2018E	Q1/'19E	Q2/'19E	Q3/'19E	Q4/'19E	2019E	2020E	2021E
Net sales	41.8	11.2	11.3	10.1	11.7	44.3	11.6	11.7	10.9	12.7	47.0	49.3	51.8
sales growth %	17.0%	10.8%	9.8%	3.5%	0.7%	6.0%	3.7%	4.2%	7.3%	8.8%	6.0%	5.0%	5.0%
EBIT BO	3.8	8.0	1.1	0.8	1.0	3.7	0.9	1.2	0.9	1.2	4.2	4.4	4.7
EBIT BO margin	9.1%	7.6%	9.5%	8.0%	8.1%	8.3%	8.0%	9.8%	8.5%	9.6%	9.0%	9.0%	9.0%

	MCAP		EV/EBIT			EV/EBITDA			P/E	
ETTEPLAN PEER GROUP	MEUR	19E	20E	21E	19E	20E	21E	19E	20E	21E
Poyry	632	11.6x	10.5x	10.1x	10.9 x	9.9x		19.9x	16.9x	17.4x
SWECO	2243	15.7x	14.6x		13.0x	12.3x	12.0x	17.9x	16.6x	
AF	1158	7.6x	6.6x		7.3x	6.4x	5.1x	11.2x	10.2x	
Semcon	91	6.9x	6.1x	6.0x	6.3x	5.7x	5.5x	9.3x	8.3x	7.9x
Alten	2911	12.0x	11.3x	10.7x	11.2x	10.5x	10.1x	16.0x	14.9x	14.0x
Altran Technologies	2101	9.5x	8.6x	9.0x	7.9x	7.3x	7.0x	8.9x	7.8x	6.7x
Bertrandt	770	10.1x	9.1x	8.6x	7.1x	6.5x	6.1x	12.9x	11.5x	10.9x
AKKA Technologies	1106	10.4x	8.9 x	7.4x	8.3x	7.2x	6.1x	12.9x	11.0x	8.6x
HiQ	294	12.8x	11.8x	10.8x	12.3x	11.2x	10.5x	17.3x	16.0x	14.1x
Acando	291	10.2x	9.6x		10.0x	8.9 x		12.9x	12.1x	
Tieto	1893	12.6x	11.8x	11.4x	9.3x	8.9x	8.6x	13.8x	13.3x	12.7x
Peer Group Average	1141	10.8x	9.9x	9.3x	9.4x	8.6x	7.9x	13.9x	12.6x	11.6x
Peer Group Median	938	10.4x	9.6x	9.6x	9.3x	8.9x	7.0x	12.9x	12.1x	11.8x
Etteplan (Evli est.)	208	10.5x	9.6x	8.8x	7.0x	6.4x	5.9 x	12.0x	11.4x	10.7x
Etteplan prem./disc. to peer med	lian	0%	-2%	-13%	-21%	-24%	-22%	-7%	-6%	-12%

Etteplan prem./disc. to peer median

Source Bloomberg, Evli Research

EVLI EQUITY RESEARCH

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Commercial Services & Supplies/Finland, February 8, 2019 Spot comment

VALUATION RESULTS	BASE CASE DETAILS	VALUATION ASSUMPTIONS	ASSUMPTIONS FOR WACC	
Current share price	8.34 PV of Free Cash Flow	121 Long-term growth, %	2.5 Risk-free interest rate, %	2.25
DCF share value	10.13 PV of Horizon value	167 WACC, %	8.3 Market risk premium, %	5.8
Share price potential, %	21.5 Unconsolidated equity	0 Spread, %	0.5 Debt risk premium, %	3.3
Maximum value	11.2 Marketable securities	16 Minimum WACC, %	7.8 Equity beta coefficient	0.70
Minimum value	9.2 Debt - dividend	-51 Maximum WACC, %	8.8 Target debt ratio, %	20
Horizon value, %	58.1 Value of stock	253 Nr of shares, Mn	25.0 Effective tax rate, %	20

DCF valuation, EURm	2018	2019E	2020E	2021E	2022E	2023E	2024E	2025E	2026E	2027E	2028E	Horizon
Net sales	236	252	263	276	283	290	297	305	312	320	328	336
Sales growth, %	10.1	6.5	4.7	4.7	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Operating income (EBIT)	20	23	24	25	24	25	25	26	27	27	28	29
EBIT margin, %	8.5	9.0	9.1	9.2	8.5	8.5	8.5	8.5	8.5	8.5	8.5	8.5
+ Depreciation+amort.	6	11	12	13	13	13	13	13	14	14	14	
- Income taxes	-3	-5	-5	-5	-5	-5	-5	-5	-6	-6	-6	
- Change in NWC	-13	-3	0	0	0	0	0	0	0	0	0	
NWC / Sales, %	7.6	8.4	8.2	7.9	7.8	7.7	7.6	7.5	7.4	7.3	7.2	
+ Change in other liabs	1	0	0	0	0	0	0	0	0	0	0	
- Capital Expenditure	-15	-12	-13	-14	-14	-14	-14	-14	-14	-15	-15	-15
Investments / Sales, %	6.5	4.9	5.1	5.0	4.8	4.8	4.7	4.7	4.6	4.6	4.6	4.6
- Other items	0	0	0	0	0	0	0	0	0	0	0	
= Unlevered Free CF (FCF)	-4	14	17	18	18	18	19	19	20	20	21	369
= Discounted FCF (DFCF)		13	15	14	13	12	12	11	11	10	9	167
	•	•			•	•				•		
= DFCF min WACC	•	13	15	15	13	13	12	12	11	10	10	192
= DFCF max WACC		13	15	14	13	12	11	11	10	10	9	147

INTERIM FIGURES

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EVLI ESTIMATES, EURm	2018Q1	2018Q2	2018Q3	2018Q4	2018	2019Q1E	2019Q2E	2019Q3E	2019Q4E	2019E	2020E	2021E
Net sales	59	62	53	63	236	63	65	56	68	252	263	276
EBITDA	6	7	6	7	26	8	9	7	9	34	36	38
EBITDA margin (%)	9.7	11.4	11.1	11.7	11.0	12.8	13.9	13.4	13.7	13.5	13.7	13.7
EBIT	4	6	4	6	20	5	6	5	6	23	24	25
EBIT margin (%)	7.5	9.1	8.4	9.1	8.5	8.4	9.6	8.3	9.6	9.0	9.1	9.2
Net financial items	0	0	0	0	-1	0	0	0	0	-1	-1	-1
Pre-tax profit	4	6	4	5	19	5	6	4	6	22	23	25
Tax	-1	-1	-1	-1	-4	-1	-1	-1	-1	-5	-5	-5
Tax rate (%)	23.0	21.3	21.9	19.3	21.2	21.2	21.2	21.2	21.2	21.2	21.2	21.2
Net profit	3	4	3	4	15	4	5	4	5	17	18	19
EPS	0.13	0.17	0.13	0.18	0.61	0.16	0.19	0.14	0.20	0.69	0.73	0.78
EPS adjusted (diluted no. of shares)	0.13	0.17	0.13	0.18	0.61	0.16	0.19	0.14	0.20	0.69	0.73	0.78
Dividend per share	0.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00	0.00	0.35	0.37	0.39
SALES, EURm												
Engineering Services	34	35	29	35	132	35	36	30	37	139	143	147
Embedded Systems and IoT	14	16	14	17	60	16	17	15	18	66	71	77
Technical Documentation	11	11	10	12	44	12	12	11	13	47	49	52
Total	59	62	53	63	236	63	65	56	68	252	263	276
SALES GROWTH, Y/Y %												
Engineering Services	8.3	13.7	11.4	4.4	9.3	5.5	3.0	4.0	7.5	5.0	3.0	3.0
Embedded Systems and IoT	4.0	19.2	18.7	20.7	15.5	16.1	8.3	8.5	7.7	10.0	8.0	8.0
Technical Documentation	10.8	9.8	3.5	0.6	6.0	3.7	4.2	7.3	8.8	6.0	5.0	5.0
Total	7.7	14.3	11.5	7.4	10.1	7.7	4.5	5.8	7.8	6.5	4.7	4.7
EBIT, EURm												
Engineering Services	3	4	3	3	13	3	4	3	4	13	14	14
Embedded Systems and IoT	1	1	1	2	6	2	2	1	2	7	8	9
Technical Documentation	1	1	1	1	4	1	1	1	1	4	4	5
Other & PPA	-1	-1	-1	-1	-2	-1	0	-1	0	-2	-2	-2
Total	4	6	4	6	20	5	6	5	6	23	24	25
EBIT margin, %												
Engineering Services	9.1	10.7	10.0	9.5	9.8	9.0	10.5	9.2	10.0	9.7	9.5	9.5
Embedded Systems and IoT	7.9	8.6	9.8	12.3	9.7	10.6	10.3	10.0	11.4	10.6	11.0	11.2
Technical Documentation	7.6	9.5	8.0	8.1	8.3	8.0	9.8	8.5	9.6	9.0	9.0	9.0
Total	7.5	9.1	8.4	9.1	8.5	8.4	9.6	8.3	9.6	9.0	9.1	9.2
10141	7.5	5.1	0.7	5.1	0.3	0.4	5.0	0.5	5.0	5.0	5.1	J.Z

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Commercial Services & Supplies/Finland, February 8, 2019 Spot comment

INCOME STATEMENT, EURm	2014	2015	2016	2017	2018	2019E	2020E	2021E
Sales	132	141	184	215	236	252	263	276
Sales growth (%)	2.6	7.0	30.3	16.7	10.1	6.5	4.7	4.7
Costs	-121	-131	-171	-194	-210	-218	-227	-238
Reported EBITDA	10	12	15	21	26	34	36	38
Extraordinary items in EBITDA	0	1	2	0	0	0	0	0
EBITDA margin (%)	8.0	8.3	8.1	9.7	11.0	13.5	13.7	13.7
Depreciation	-3	-3	-5	-5	-6	-11	-12	-13
EBITA	8	9	10	15	20	23	24	25
Goodwill amortization / writedown	0	0	0	0	0	0	0	0
Reported EBIT	7	9	10	15	20	23	24	25
EBIT margin (%)	5.6	6.1	5.5	7.2	8.5	9.0	9.1	9.2
Net financials	-1	-1	-1	-1	-1	-1	-1	-1
Pre-tax profit	7	8	9	15	19	22	23	25
Extraordinary items	1	0	0	0	0	0	0	0
Taxes	-1	-2	-2	-3	-4	-5	-5	-5
Minority shares	0	0	0	0	0	0	0	0
Net profit	6	6	7	12	15	17	18	19
BALANCE SHEET, EURm								
Assets								
Fixed assets	8	12	22	22	26	27	28	29
% of sales	6	9	12	10	11	11	11	11
Goodwill	39	43	58	59	65	65	65	65
% of sales	29	30	32	27	28	26	25	24
Inventory	0	0	0	0	0	0	0	0
% of sales	0	0	0	0	0	0	0	0
Receivables	26	28	49	53	68	73	76	78
% of sales	20	20	27	24	29	29	29	28
Liquid funds	3	9	5	10	16	17	18	19
% of sales	2	6	3	5	7	7	7	7
Total assets Liabilities	75	93	134	144	176	183	187	193
Equity	29	35	53	58	68	77	87	97
% of sales	22	25	29	27	29	31	33	35
Deferred taxes	1	2	3	3	5	5	5	5
% of sales	1	1	2	2	2	2	2	2
Interest bearing debt	19	23	34	35	51	47	39	32
% of sales	14	16	19	16	22	19	15	11
Non-interest bearing current liabilities	27	32	43	46	48	50	53	55
% of sales	20	23	23	21	20	20	20	20
Other interest free debt	0	1	2	2	4	4	4	4
% of sales	0	1	1	1	2	2	1	1
Total liabilities	75	93	134	144	176	183	187	193
CASH FLOW, EURm								
+ EBITDA	10	12	15	21	26	34	36	38
- Net financial items	-1	-1	-1	-1	-1	-1	-1	-1
- Taxes	-2	-1	-3	-2	-3	-5	-5	-5
- Increase in Net Working Capital	0	-1	-1	1	-13	-3	0	0
+/- Other	0	1	-5	0	0	0	0	0
= Cash flow from operations	8	10	6	18	8	25	30	32
- Capex	-1	-2	-2	-2	-15	-12	-13	-14
- Acquisitions	-1	-2	-22	-3	0	0	0	0
+ Divestments	0	0	0	0	0	0	0	0
= Net cash flow	7	7	1	11	-7	13	17	18
+/- Change in interest-bearing debt	-1	4	11	1	16	-5	-7	-8
+/- New issues/buybacks	-1	3	14	-2	0	0	0	0
- Paid dividend	-2	-3	-3	-4	-6	-7	-9	-9
+/- Change in loan receivables	-2	0	1	0	1	0	0	0
Change in cash	1	11	24	5	5	1	1	1
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Commercial Services & Supplies/Finland, February 8, 2019 Spot comment

M-cap 88 138 138 138 208	KEY FIGURES	2015	2016	2017	2018	2019E	2020E	2021E
Perspect 104	M-cap	89			198	208	208	208
Select	Net debt	14	29	25	35	30	22	13
BelTDA 12 15 21 26 34 36 38 BRIT 9 10 15 20 22 23 25 Pre-lax 8 9 15 19 22 23 25 Earnings 6 7 120 15 17 18 18 Book value 35 53 86 68 77 78 97 Valuation multiples 7 07 0 10 0 0 64 5.9 EV/EBITA 89 112 10.5 9.0 70 64 5.9 EV/EBITA 120 166 141 11.6 10.5 9.6 8.8 EV/ESITA 120 166 141 11.6 10.5 9.6 8.8 EV/ESITA 120 166 141 11.6 10.5 9.6 8.8 EV/ESITA 140 12 12.3 12.2 12.8	Enterprise value	104	168	218	233	238	230	221
FBIT	Sales	141	184	215	236	252	263	276
Per- lax B	EBITDA	12	15	21	26	34	36	38
Barmings 6	EBIT	9	10	15	20	23	24	25
	Pre-tax	8	9	15	19	22	23	25
Valuation multiples	Earnings	6	7	12	15	17	18	19
EVISEITDA	Book value	35	53	58	68	77	87	97
PUPBITIDA 8.9 11.2 10.5 9.0 7.0 6.4 5.9	Valuation multiples							
Note Post	EV/sales	0.7	0.9	1.0	1.0	0.9	0.9	0.8
EV/EBIT 12.0 16.6 14.1 11.6 10.5 9.6 8.8 EV/operating cash flow 10.4 23.8 11.9 23.0 9.2 7.5 6.9 EV/cash carnings 10.4 12.2 12.8 10.5 8.3 7.6 6.9 P/E 14.6 18.6 16.6 13.0 12.0 11.4 10.7 P/E 2.6 2.6 18.6 16.6 13.0 12.0 11.4 10.7 P/E 2.6 2.6 3.3 2.9 2.7 2.4 2.1 P/Sales 0.6 0.8 0.9 0.8 0.8 0.8 6.6 EVE/BIT 0.0 0.0 0.0 0.0 17.2 10.3 12.2 Inaget P/B 0.0 0.0 0.0 0.0 17.2 10.3 12.4 Inaget P/B 0.0 0.0 0.0 0.0 2.9 2.6 2.3 Inaget P/B 0.0	EV/EBITDA	8.9	11.2	10.5	9.0	7.0	6.4	5.9
EVicingerating cash flow 10,4 29,8 11,9 23,0 9,2 7,5 6,9 EVicingerating cash flow 12,2 12,8 10,5 3,3 7,6 6,9 EVicingerating cash flow 14,6 18,6 16,6 13,0 12,0 11,4 10,7 FUR cash capacity 14,6 18,6 16,6 13,0 12,0 11,4 10,7 FUR cash capacity 24,6 26,6 33,3 29,8 27,8 24,6 2,8 FUR capacity 24,6 26,6 33,3 29,8 27,8 24,6 2,8 FUR capacity 24,6 26,6 33,3 29,8 20,8 20,8 FUR capacity 24,6 26,6 33,3 29,8 20,8 20,8 FUR capacity 24,6 26,6 26,8 33,3 29,8 20,8 20,8 FUR capacity 24,6 20,9 20,9 20,9 20,9 20,9 Furger EVIEBIT 20,0 20,0 20,0 20,9 20,9 20,8 Furger EVIEB 20,0 20,0 20,9 20,9 20,9 20,8 Furger Fylam cassures 20,666 24,771 24,771 24,963 24,963 24,963 24,963 FUR capacity 24,	EV/EBITA	12.0	16.6	14.1	11.6	10.5	9.6	8.8
PC PC PC PC PC PC PC PC	EV/EBIT	12.0	16.6	14.1	11.6	10.5	9.6	8.8
F/E 14.6 18.6 16.6 13.0 12.0 11.4 10.7 P/E excl. goodwill 11.4 11.6 18.6 16.6 13.0 12.0 11.4 10.7 P/B 2.6 2.6 2.6 3.3 2.9 2.7 2.4 2.1 P/Sales 0.6 0.8 0.9 0.8 0.8 0.8 0.8 P/CF 9.0 24.5 10.5 10.5 8.0 6.8 6.6 Target EV/EBIT 0.0 0.0 0.0 0.0 11.2 10.3 11.5 Target EV/EBIT 0.0 0.0 0.0 0.0 0.0 11.2 10.2 11.5 Target EV/EBIT 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 11.2 11.5 Target EV/EBIT 0.0 0.0 0.0 0.0 0.0 0.0 11.2 12.3 11.5 Target EV/EBIT 0.0 0.0 0.0 </td <td>EV/operating cash flow</td> <td>10.4</td> <td>29.8</td> <td>11.9</td> <td>23.0</td> <td>9.2</td> <td>7.5</td> <td>6.9</td>	EV/operating cash flow	10.4	29.8	11.9	23.0	9.2	7.5	6.9
P/E excl. goodwill 14.6 18.6 16.6 13.0 12.0 11.4 10.7 P/B 2.6 2.6 2.6 3.3 2.9 2.7 2.4 2.1 P/Selses 0.6 0.8 0.9 0.8 0.8 0.8 0.8 P/CF 9.0 24.5 10.5 19.5 8.0 6.8 6.5 Target P/E 0.0 0.0 0.0 0.0 13.0 12.3 11.5 Target P/B 0.0 0.0 0.0 0.0 2.9 2.6 2.3 Per share 0.0 0.0 0.0 0.0 2.9 2.6 2.3 Per share measures 0.0 0.0 0.0 0.0 2.9 2.6 2.3 Per share 0.0 2.0,666 24,771 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24	EV/cash earnings	10.4	12.2	12.8	10.5	8.3	7.6	6.9
P/B 2.6 2.6 3.3 2.9 2.7 2.4 2.1 P/sales 0.6 0.8 0.9 0.8 0.8 0.8 0.8 P/Ser 9.0 24.5 10.5 19.5 8.0 6.8 6.6 I arget EV/EBIT 0.0 0.0 0.0 0.0 11.2 10.3 24.3 I arget EV/EB 0.0 0.0 0.0 0.0 0.0 2.9 2.6 2.7 Per share 20.66 24,771 24,771 24,963 <t< td=""><td>P/E</td><td>14.6</td><td>18.6</td><td>16.6</td><td>13.0</td><td>12.0</td><td>11.4</td><td>10.7</td></t<>	P/E	14.6	18.6	16.6	13.0	12.0	11.4	10.7
P/sales 0.6 0.8 0.9 0.8 0.8 0.8 0.8 P/CF 9.0 24.5 10.5 19.5 8.0 6.8 6.5 Target P/E 0.0 0.0 0.0 0.0 11.2 10.3 9.4 Target P/E 0.0 0.0 0.0 0.0 13.0 12.3 11.5 Target P/E 0.0 0.0 0.0 0.0 2.9 2.6 2.2 Per share 0.0 0.0 0.0 0.0 2.9 2.6 2.2 Per share measures 0.0 0.0 0.0 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 25,966 24,771 24,971 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963 24,963	P/E excl. goodwill	14.6	18.6	16.6	13.0	12.0	11.4	10.7
P/CF 9.0 24.5 10.5 19.5 8.0 6.8 6.5 Target E//Ε/Γ 0.0 0.0 0.0 0.0 10.0 12.0 19.3 9.4 Target P//β 0.0 0.0 0.0 0.0 12.0 12.3 11.5 Target P//β 0.0 0.0 0.0 2.9 2.6 2.3 Ps stare measures 3.0 2.4,971 24,963 24,96	P/B	2.6	2.6	3.3	2.9	2.7	2.4	2.1
Target EV/EBIT 0.0 0.0 0.0 0.0 0.0 11.2 10.3 9.4 Target P/B 0.0 0.0 0.0 0.0 2.9 2.6 2.3 Per share measures 20.666 24,771 24,771 24,963 24,94	P/sales	0.6	0.8	0.9	0.8	0.8	0.8	0.8
Target P/E 0.0 0.0 0.0 0.0 13.0 12.3 11.5 Target P/B 0.0 0.0 0.0 0.0 2.9 2.6 2.3 Per share measures Verification Verification Verification 24,771 24,971 24,963 24,063 40,00 0.00 0.00 <t< td=""><td>P/CF</td><td>9.0</td><td>24.5</td><td>10.5</td><td>19.5</td><td>8.0</td><td>6.8</td><td>6.5</td></t<>	P/CF	9.0	24.5	10.5	19.5	8.0	6.8	6.5
Per share measures	Target EV/EBIT	0.0	0.0	0.0	0.0	11.2	10.3	9.4
Per share measures	Target P/E	0.0	0.0	0.0	0.0	13.0	12.3	11.5
Per share measures	Target P/B	0.0	0.0	0.0	0.0	2.9	2.6	2.3
Number of shares (diluted)	Per share measures							
EPS 0.30 0.30 0.30 0.47 0.61 0.69 0.73 0.78 EPS excl. goodwill 0.30 0.30 0.47 0.61 0.69 0.73 0.78 Cash EPS 0.48 0.56 0.69 0.89 1.14 1.22 1.28 Operating cash flow per share 0.48 0.23 0.74 0.41 1.04 1.22 1.28 Book value per share 2.36 3.32 3.34 4.11 4.28 4.35 4.42 Book value excl. goodwill -0.39 -0.22 -0.04 0.09 0.49 0.87 1.29 Dividend per share 0.15 0.16 0.23 0.30 0.35 0.37 0.39 Book value excl. goodwill -0.39 -0.22 -0.04 0.09 0.49 0.87 1.29 Dividend ger share 0.16 0.16 0.23 0.30 0.35 0.37 0.39 Dividend yeighteigh gicklighteigh gicklighteigh gicklighteigh gicklighteigh gicklighteigh gicklighteigh gickligh	Number of shares	20,666	24,771	24,771	24,963	24,963	24,963	24,963
EPS 0.30 0.30 0.30 0.47 0.61 0.69 0.73 0.78 EPS excl. goodwill 0.30 0.30 0.47 0.61 0.69 0.73 0.78 Cash EPS 0.48 0.56 0.69 0.89 1.14 1.22 1.28 Operating cash flow per share 0.48 0.23 3.34 4.11 1.04 1.22 1.28 Book value per share 1.68 2.12 2.34 2.71 3.10 3.48 3.90 Book value excl. goodwill -0.39 -0.22 -0.04 0.09 0.49 0.87 1.29 Dividend per share 0.15 0.16 0.23 0.30 0.35 0.37 0.39 Book value excl. goodwill -0.39 -0.22 -0.04 0.09 0.49 0.87 1.29 Dividend ger share 0.16 0.16 0.23 0.30 0.30 0.37 0.37 0.37 Dividend yeid file 0.3 3.5 2.9	Number of shares (diluted)	20,666	24,771	24,771	24,963	24,963	24,963	24,963
Cash EPS 0.48 0.56 0.69 0.89 1.14 1.22 1.28 Operating cash flow per share 0.48 0.23 0.74 0.41 1.04 1.22 1.28 Capital employed per share 2.36 3.32 3.34 4.11 4.28 4.35 4.42 Book value per share 1.68 2.12 2.34 2.71 3.10 3.48 3.90 Book value excl. goodwill -0.39 -0.22 -0.04 0.09 0.49 0.87 1.29 Dividend per share 0.15 0.16 0.23 0.30 0.35 0.37 0.39 Dividend payout ratio, % 50.6 53.3 49.2 49.0 50.0 50.0 50.0 Dividend payout ratio, % 3.5 2.9 3.0 3.6 4.2 4.4 4.7 Efficiency measures ROE 19.3 17.1 21.0 24.4 23.9 22.3 21.2 Efficiency measures	EPS	0.30	0.30	0.47	0.61	0.69	0.73	0.78
Cash EPS 0.48 0.56 0.69 0.89 1.14 1.22 1.28 Operating cash flow per share 0.48 0.23 0.74 0.41 1.04 1.22 1.28 Capital employed per share 2.36 3.32 3.34 4.11 4.28 4.35 4.42 Book value per share 1.68 2.12 2.34 2.71 3.10 3.48 3.90 Book value excl. goodwill -0.39 -0.22 -0.04 0.09 0.49 0.87 1.29 Dividend per share 0.15 0.16 0.23 0.30 0.35 0.37 0.39 Dividend payout ratio, % 50.6 53.3 49.2 49.0 50.0 50.0 50.0 Dividend payout ratio, % 3.5 2.9 3.0 3.6 4.2 4.4 4.7 Efficiency measures ROE 19.3 17.1 21.0 24.4 23.9 22.3 21.2 Efficiency measures	EPS excl. goodwill	0.30	0.30	0.47	0.61	0.69	0.73	0.78
Capital employed per share 2.36 3.32 3.34 4.11 4.28 4.35 4.42 Book value per share 1.68 2.12 2.34 2.71 3.10 3.48 3.90 Book value excl. goodwill -0.39 -0.22 -0.04 0.09 0.49 0.87 1.29 Dividend per share 0.15 0.16 0.23 0.30 0.35 0.37 0.39 Dividend payout ratio, % 50.6 53.3 49.2 49.0 50.0 50.0 50.0 Dividend yield, % 3.5 2.9 3.0 3.6 4.2 4.4 4.7 Efficiency measures ROE 19.3 17.1 21.0 24.4 23.9 22.3 21.2 ROE 19.3 17.1 21.0 24.4 23.9 22.3 21.2 ROE 19.3 17.1 21.0 24.4 23.9 25.1 5.0 Capex/sales, % 2.5 1		0.48	0.56	0.69	0.89	1.14	1.22	1.28
Book value per share 1.68 2.12 2.34 2.71 3.10 3.48 3.90 Book value excl. goodwill -0.39 -0.22 -0.04 0.09 0.49 0.87 1.29 Dividend per share 0.15 0.16 0.23 0.30 0.35 0.37 0.39 Dividend payout ratio, % 50.6 53.3 49.2 49.0 50.0 50.0 50.0 Dividend yield, % 3.5 2.9 3.0 3.6 4.2 4.4 4.7 Efficiency measures ROE 19.3 17.1 21.0 24.4 23.9 22.3 21.2 ROCE 16.3 14.0 17.2 19.1 18.7 19.0 19.8 Efficiency measures Expression in security security in security	Operating cash flow per share	0.48	0.23	0.74	0.41	1.04	1.22	1.28
Book value excl. goodwill -0.39 -0.22 -0.04 0.09 0.49 0.87 1.29 Dividend per share 0.15 0.16 0.23 0.30 0.35 0.37 0.39 Dividend payout ratio, % 50.6 53.3 49.2 49.0 50.0 50.0 50.0 Dividend yield, % 3.5 2.9 3.0 3.6 4.2 4.4 4.7 Efficiency measures ROE 19.3 17.1 21.0 24.4 23.9 22.3 21.2 ROCE 16.3 14.0 17.2 19.1 18.7 19.0 19.8 Financial ratios 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/sales, % 2.5 181.7 81.2 160.3 109.5 110.3 110.6 Net debt/EBITDA, book-weighted 1.2 2.0 1.2 1.4 0.9 0.6 0.3 Debt/equity, market-weighted 0.3 0.2 0.2	Capital employed per share	2.36	3.32	3.34	4.11	4.28	4.35	4.42
Dividend per share 0.15 0.16 0.23 0.30 0.35 0.37 0.39 Dividend payout ratio, % 50.6 53.3 49.2 49.0 50.0 50.0 50.0 Dividend yield, % 3.5 2.9 3.0 3.6 4.2 4.4 4.7 Efficiency measures ROE 19.3 17.1 21.0 24.4 23.9 22.3 21.2 ROCE 16.3 14.0 17.2 19.1 18.7 19.0 19.8 Financial ratios 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/sales, % 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/sales, % 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/sales, % 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/sales, % 2.5 13.1 2.4 6.5 4.9 5.1 </td <td>Book value per share</td> <td>1.68</td> <td>2.12</td> <td>2.34</td> <td>2.71</td> <td>3.10</td> <td>3.48</td> <td>3.90</td>	Book value per share	1.68	2.12	2.34	2.71	3.10	3.48	3.90
Dividend payout ratio, % 50.6 53.3 49.2 49.0 50.0 50.0 50.0 Dividend yield, % 3.5 2.9 3.0 3.6 4.2 4.4 4.7 Efficiency measures Financial ratios Timacial ratios Capex/sales, % 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/depreciation excl. goodwill,% -18.2 181.7 81.2 160.3 109.5 110.3 110.6 Net debt/[EBITDA, book-weighted 1.2 2.0 1.2 1.4 0.9 0.6 0.3 Debt/equity, market-weighted 0.3 0.2 0.2 0.3 0.2 0.2 0.3 0.2 0.2 Equity ratio, book-weighted 37.4 39.2 40.1 38.5 42.3 46.4 50.6 Gearing 0.41 0.56 0.43 0.52 0.38 0.25 0.13 Number of employees, average 2,078 2,545 2,802 3,055 3,055<	Book value excl. goodwill	-0.39	-0.22	-0.04	0.09	0.49	0.87	1.29
Dividend payout ratio, % 50.6 53.3 49.2 49.0 50.0 50.0 50.0 Dividend yield, % 3.5 2.9 3.0 3.6 4.2 4.4 4.7 Efficiency measures Financial ratios Timacial ratios Capex/sales, % 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/depreciation excl. goodwill,% -18.2 181.7 81.2 160.3 109.5 110.3 110.6 Net debt/[EBITDA, book-weighted 1.2 2.0 1.2 1.4 0.9 0.6 0.3 Debt/equity, market-weighted 0.3 0.2 0.2 0.3 0.2 0.2 0.3 0.2 0.2 Equity ratio, book-weighted 37.4 39.2 40.1 38.5 42.3 46.4 50.6 Gearing 0.41 0.56 0.43 0.52 0.38 0.25 0.13 Number of employees, average 2,078 2,545 2,802 3,055 3,055<	Dividend per share	0.15	0.16	0.23	0.30	0.35	0.37	0.39
Efficiency measures ROE 19.3 17.1 21.0 24.4 23.9 22.3 21.2 ROCE 16.3 14.0 17.2 19.1 18.7 19.0 19.8 Financial ratios Capex/sales, % 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/depreciation excl. goodwill,% -18.2 181.7 81.2 160.3 109.5 110.3 110.6 Net debt/EBITDA, book-weighted 1.2 2.0 1.2 1.4 0.9 0.6 0.3 Debt/equity, market-weighted 0.3 0.2 0.2 0.3 0.2 0.2 0.2 Equity ratio, book-weighted 37.4 39.2 40.1 38.5 42.3 46.4 50.6 Gearing 0.41 0.56 0.43 0.52 0.38 0.25 0.13 Number of employees, average 2,078 2,545 2,802 3,055 3,055 3,055 3,055 <	Dividend payout ratio, %	50.6	53.3	49.2	49.0	50.0	50.0	50.0
ROE 19.3 17.1 21.0 24.4 23.9 22.3 21.2 ROCE 16.3 14.0 17.2 19.1 18.7 19.0 19.8 Financial ratios Capex/sales, % 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/depreciation excl. goodwill,% -18.2 181.7 81.2 160.3 109.5 110.3 110.6 Net debt/EBITDA, book-weighted 1.2 2.0 1.2 1.4 0.9 0.6 0.3 Debt/equity, market-weighted 0.3 0.2 0.2 0.3 0.2 0.2 0.2 Equity ratio, book-weighted 37.4 39.2 40.1 38.5 42.3 46.4 50.6 Gearing 0.41 0.56 0.43 0.52 0.38 0.25 0.13 Number of employees, average 2,078 2,545 2,802 3,055 3,055 3,055 3,055 5ales per employee, EUR 67,947 72,274	Dividend yield, %	3.5	2.9	3.0	3.6	4.2	4.4	4.7
ROCE 16.3 14.0 17.2 19.1 18.7 19.0 19.8 Financial ratios Capex/sales, % 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/depreciation excl. goodwill,% -18.2 181.7 81.2 160.3 109.5 110.3 110.6 Net debt/EBITDA, book-weighted 1.2 2.0 1.2 1.4 0.9 0.6 0.3 Debt/equity, market-weighted 0.3 0.2 0.2 0.3 0.2 0.2 0.2 Equity ratio, book-weighted 37.4 39.2 40.1 38.5 42.3 46.4 50.6 Gearing 0.41 0.56 0.43 0.52 0.38 0.25 0.13 Number of employees, average 2,078 2,545 2,802 3,055 3,055 3,055 3,055 3,055 30.55 5ales per employee, EUR 67,947 72,274 76,597 77,376 82,371 86,230 90,307	Efficiency measures							
Financial ratios Capex/sales, % 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/depreciation excl. goodwill,% -18.2 181.7 81.2 160.3 109.5 110.3 110.6 Net debt/EBITDA, book-weighted 1.2 2.0 1.2 1.4 0.9 0.6 0.3 Debt/equity, market-weighted 0.3 0.2 0.2 0.3 0.2 0.2 0.2 Equity ratio, book-weighted 37.4 39.2 40.1 38.5 42.3 46.4 50.6 Gearing 0.41 0.56 0.43 0.52 0.38 0.25 0.13 Number of employees, average 2,078 2,545 2,802 3,055 3,055 3,055 3,055 3,055 5ales per employee, EUR 67,947 72,274 76,597 77,376 82,371 86,230 90,307	ROE	19.3	17.1	21.0	24.4	23.9	22.3	21.2
Capex/sales, % 2.5 13.1 2.4 6.5 4.9 5.1 5.0 Capex/depreciation excl. goodwill,% -18.2 181.7 81.2 160.3 109.5 110.3 110.6 Net debt/EBITDA, book-weighted 1.2 2.0 1.2 1.4 0.9 0.6 0.3 Debt/equity, market-weighted 0.3 0.2 0.2 0.3 0.2 0.2 0.2 Equity ratio, book-weighted 37.4 39.2 40.1 38.5 42.3 46.4 50.6 Gearing 0.41 0.56 0.43 0.52 0.38 0.25 0.13 Number of employees, average 2,078 2,545 2,802 3,055 3,055 3,055 3,055 Sales per employee, EUR 67,947 72,274 76,597 77,376 82,371 86,230 90,307	ROCE	16.3	14.0	17.2	19.1	18.7	19.0	19.8
Capex/depreciation excl. goodwill,% -18.2 181.7 81.2 160.3 109.5 110.3 110.6 Net debt/EBITDA, book-weighted 1.2 2.0 1.2 1.4 0.9 0.6 0.3 Debt/equity, market-weighted 0.3 0.2 0.2 0.3 0.2 0.2 0.2 Equity ratio, book-weighted 37.4 39.2 40.1 38.5 42.3 46.4 50.6 Gearing 0.41 0.56 0.43 0.52 0.38 0.25 0.13 Number of employees, average 2,078 2,545 2,802 3,055 3,055 3,055 3,055 3,055 3,055 3,055 3,055 53	Financial ratios							
Net debt/EBITDA, book-weighted 1.2 2.0 1.2 1.4 0.9 0.6 0.3 Debt/equity, market-weighted 0.3 0.2 0.2 0.3 0.2 0.2 0.2 Equity ratio, book-weighted 37.4 39.2 40.1 38.5 42.3 46.4 50.6 Gearing 0.41 0.56 0.43 0.52 0.38 0.25 0.13 Number of employees, average 2,078 2,545 2,802 3,055 3,055 3,055 3,055 3,055 5ales per employee, EUR 67,947 72,274 76,597 77,376 82,371 86,230 90,307	Capex/sales, %	2.5	13.1	2.4	6.5	4.9	5.1	5.0
Debt/equity, market-weighted 0.3 0.2 0.2 0.3 0.2 0.3 0.2 0.2 0.3 0.3 0.2 0.3 0.3 0.2 0.3 0.3 0.3 0.3 0.3 0.3	Capex/depreciation excl. goodwill,%	-18.2	181.7	81.2	160.3	109.5	110.3	110.6
Equity ratio, book-weighted 37.4 39.2 40.1 38.5 42.3 46.4 50.6 Gearing 0.41 0.56 0.43 0.52 0.38 0.25 0.13 Number of employees, average 2,078 2,545 2,802 3,055 3,055 3,055 3,055 3,055 36,230 90,307 Sales per employee, EUR 67,947 72,274 76,597 77,376 82,371 86,230 90,307	Net debt/EBITDA, book-weighted	1.2	2.0	1.2	1.4	0.9	0.6	0.3
Gearing 0.41 0.56 0.43 0.52 0.38 0.25 0.13 Number of employees, average 2,078 2,545 2,802 3,055 3,055 3,055 3,055 3,055 36,237 90,307 Sales per employee, EUR 67,947 72,274 76,597 77,376 82,371 86,230 90,307	Debt/equity, market-weighted	0.3	0.2	0.2	0.3	0.2	0.2	0.2
Number of employees, average 2,078 2,545 2,802 3,055 3,055 3,055 3,055 Sales per employee, EUR 67,947 72,274 76,597 77,376 82,371 86,230 90,307	Equity ratio, book-weighted	37.4	39.2	40.1	38.5	42.3	46.4	50.6
Sales per employee, EUR 67,947 72,274 76,597 77,376 82,371 86,230 90,307	Gearing	0.41	0.56	0.43	0.52	0.38	0.25	0.13
	Number of employees, average	2,078	2,545	2,802	3,055	3,055	3,055	3,055
	Sales per employee, EUR							
		67,947	72,274	76,597	77,376	82,371	86,230	90,307

ETTEPLAN

Commercial Services & Supplies/Finland, February 8, 2019 Spot comment

COMPANY DESCRIPTION: Etteplan is a specialist in industrial equipment engineering, embedded systems and IoT and technical documentation solutions and services. The company is market leader in Finland and among the largest operators in the field in Sweden and one of the largest companies in Europe providing technical documentation solutions. Customers are leading global manufacturers of industrial equipment and machinery.

INVESTMENT CASE:

OWNERSHIP STRUCTURE	SHARES	EURm	0/0
Ingman Group Oy Ab	16,500,000	137.610	66.1%
Oy Fincorp Ab	2,500,000	20.850	10.0%
Varma Mutual Pension Insurance Company	985,593	8.220	3.9%
VAS Invest Oy	562,573	4.692	2.3%
Tuori Klaus	417,200	3.479	1.7%
Taaleri Mikro Markka fund	351,808	2.934	1.4%
Tuori Aino Mirjami	308,275	2.571	1.2%
SEB Gyllenberg Finland Small Cap Fund	107,000	0.892	0.4%
Kempe Anna	105,695	0.881	0.4%
Näkki Juha	104,497	0.872	0.4%
Ten largest	21,942,641	183.002	88%
Residual	3,020,667	25.192	12%
Total	24,963,308	208.194	100%

EARNINGS CALENDAR	
May 08, 2019	Q1 report
August 13, 2019	Q2 report
OTHER EVENTS	
April 04, 2019	AGM

OOM AD A NIV	MICOEL	LANIFOLIC
COMPANY	IVII SUFI	TANFOUS

CEO: Juha Näkki Ensimmäinen savu 01510 Vantaa

CFO: Per-Anders Gådin Tel: +358 1,0 3,070

IR: Outi Torniainen

EVLI EQUITY RESEARCH

ETTEPLAN

Commercial Services & Supplies/Finland, February 8, 2019 Spot comment

DEFINITIONS

P/E	EPS
Price per share	Profit before extraordinary items and taxes
Earnings per share	i '
Earnings pershare	- income taxes + minority interest
	Number of shares
P/Sales	DPS
Market cap	Dividend for the financial period per share
Sales	bividena for the imaneial period per share
Sales	
P/BV	CEPS
Price per share	Gross cash flow from operations
Shareholders' equity + taxed provisionsper share	Number of shares
Nor	E. U.C.
P/CF Price per share	EV/Share Enterprise value
	<u> </u>
Operating cash flow per share	Number of shares
EV (Enterprise value)	Sales/Share
Market cap + net debt + minority interest at market value	Sales
 share of associated companies at market value 	Number of shares
Net debt	EBITDA/Share
Interest bearing debt — financial assets	Earnings before interest, tax, depreciation and amortisation
	Number of shares
EV/Sales	EBIT/Share
Enterprise value	Operating profit
Sales	Number of shares
EV/EBITDA	EAFI/Share
Enterprise value	Pretax profit
Earnings before interest, tax, depreciation and amortisation	Number of shares
EV/EBIT	Capital employed/Share
Enterprise value	Total assets — non interest bearing debt
Operating profit	Number of shares
Div yield, %	Total assets
Dividend per share	Balance sheet total
Price per share	Bulance sheet total
Payout ratio, %	Interest coverage (x)
Total dividends	Operating profit
$Earnings\ before\ extraordinary\ items\ and\ taxes-income\ taxes+minority interest$	Financial items
Net cash/Share	Accet turnover (v)
Financial assets — interest bearing debt	Asset turnover (x) Turnover
Number of shares	Balance sheet total (average)
Number of Strates	Darance sneet total (average)
ROA, %	Debt/Equity, %
Operating profit + financial income + extraordinary items	Interest bearing debt
Balance sheet total — interest free short term debt	Shareholders' equity + minority interest + taxed provisions
 long term advances received and accounts payable (average) 	
DOCE of	For the order of
ROCE, %	Equity ratio, %
Profit before extraordinary items + interest expenses + other financial costs	Shareholders' equity + minority interest + taxed provisions
Balancesheet total — noninterest bearing debt(average)	Total assets – interest free loans
ROE, %	CAGR, %
Profit before extraordinary items and taxes – income taxes	Cumulativeannual growthrate = Average growthper year
Shareholders' equity + minority interest + taxed provisions (average)	

Important Disclosures

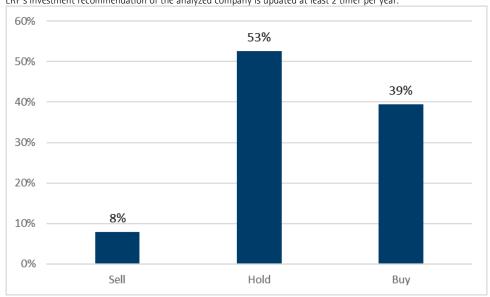
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< -10 % SELL -10 - (+10) % HOLD > 10 % BUY

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Name(s) of the analyst(s): Salokivi

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