

Set to benefit from soft comparisons

Etteplan reports Q3 figures on October 29. We expect improvement from an easier comparison period, although organic growth drivers remain few and visibility strained.

Room to improve in H2

Etteplan's first-half performance was soft, as both revenue and profitability declined y/y, reflecting subdued customer investment activity and increased uncertainty stemming from the trade war. In Q2, conditions weakened further, weighing on all service areas, with customers not only postponing but in some cases cancelling projects. For Q3, we focus on how these macro headwinds have evolved and whether improved order intake from key customers has started to translate into new projects. The Eurozone Manufacturing PMI showed some improvement through H1 and into Q3, which could support a gradual recovery in industrial activity. Nevertheless, visibility remains limited, and overall activity is difficult to gauge. However, July's lowered guidance still implies recovery in H2 for both revenue and EBIT.

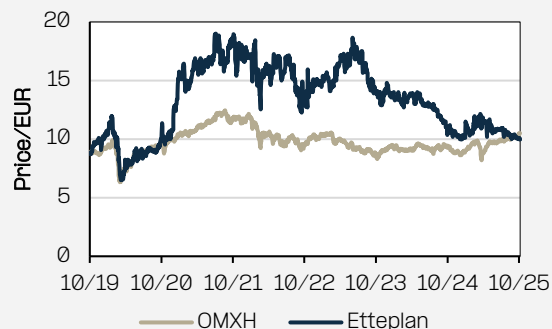
Our estimates at the lower end of guidance

Etteplan expects FY25 revenue to be EUR 365–385m and EBIT to be EUR 19–24m. To reach the guidance, H2 will need to show a clear improvement in both revenue and profitability, with Q3 in particular set to benefit from a relatively easy comparison period. Recent acquisitions and cost adaptation measures implemented in Q2 should support growth and profitability, while organic momentum remains limited amid weak market conditions and a declining organic headcount. Profitability is expected to recover from last year's low levels, which were burdened by NRIs and led to a reported EBIT margin of just 1.8%. According to management, NRIs are expected to drop to a lower level in H2. We maintain our estimates ahead of the Q3 report, forecasting 2025E net sales of EUR 368m and EBIT of EUR 19.5m, both toward the lower end of the guidance range. For Q3, we forecast net sales of EUR 83m and EBIT of EUR 3.9m.

ACCUMULATE with a TP of EUR 11.0

Etteplan is valued at an adjusted EV/EBITA of 12–10x based on our estimates for 2025–26E. We view the current valuation as neutral both on a relative and absolute basis in the short term, while we continue to see significant long-term potential. We maintain our target price of EUR 11.0 and ACCUMULATE rating.

Rating + Accumulate



Share price, EUR (Last trading day's closing price) **10.00**
Target price, EUR 11.0

Latest change in recommendation 29-Apr-25

Latest report on company 24-Oct-25

Research paid by issuer: YES

No. of shares outstanding, '000's 25 250

No. of shares fully diluted, '000's 25 250

Market cap, EURm 252

Free float, % 23.0 %

Exchange rate 0.0

Reuters code ETTE.HE

Bloomberg code ETTE FH

Average daily volume, EURm 0.027

Next interim report 29-Oct-25

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+ BUY + ACCUMULATE - REDUCE - SELL

KEY FIGURES

	Sales EURm	EBIT EURm	EBIT %	FCF EURm	EPS EUR	P/E (x)	EV/Sales (x)	EV/EBIT (x)	FCF yield %	DPS EUR
2023	360.0	25.5	7.1%	16.2	0.66	17.7	1.1	15.8	4.7%	0.30
2024	361.0	18.4	5.1%	-0.3	0.41	24.3	0.9	17.6	-0.1%	0.22
2025E	367.7	19.5	5.3%	-4.4	0.44	22.6	0.9	17.1	-1.7%	0.22
2026E	385.6	25.0	6.5%	11.0	0.63	15.8	0.8	13.1	4.4%	0.32
2027E	398.8	29.5	7.4%	20.0	0.78	12.9	0.8	10.7	7.9%	0.39
Market cap, EURm	252		Gearing 2025E, %		65.2 %		CAGR EPS 2024–27, %		23.6 %	
Net debt 2025E, EURm	81		Price/book 2025E		2.0		CAGR Sales 2024–27, %		3.4 %	
Enterprise value, EURm	333		Dividend yield 2025E, %		2.2 %		ROE 2025E, %		9.3 %	
Total assets 2025E, EURm	315		Tax rate 2025E, %		23.4 %		ROCE 2025E, %		8.8 %	
Goodwill 2025E, EURm	128		Equity ratio 2025E, %		39.2 %		PEG, P/E 25/CAGR		0.9	

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

Table 1: Estimate summary

Etteplan	2023	Q1/'24	Q2/'24	Q3/'24	Q4/'24	2024	Q1/'25	Q2/'25	Q3/'25E	Q4/'25E	2025E	2026E	2027E
Net sales	360.0	97.1	92.6	80.0	91.3	361.0	94.9	91.4	83.0	98.5	367.7	385.6	398.8
<i>sales growth %</i>	<i>2.8%</i>	<i>2.3%</i>	<i>3.1%</i>	<i>0.0%</i>	<i>-4.1%</i>	<i>0.3%</i>	<i>-2.3%</i>	<i>-1.3%</i>	<i>3.7%</i>	<i>7.9%</i>	<i>1.9%</i>	<i>4.8%</i>	<i>3.4%</i>
EBITA	30.9	8.2	6.8	2.9	6.4	24.7	5.8	6.0	5.5	8.6	25.9	31.4	35.9
<i>EBITA margin</i>	<i>8.6%</i>	<i>8.4%</i>	<i>7.4%</i>	<i>3.7%</i>	<i>7.1%</i>	<i>6.8%</i>	<i>6.1%</i>	<i>6.6%</i>	<i>6.7%</i>	<i>8.7%</i>	<i>7.0%</i>	<i>8.1%</i>	<i>9.0%</i>
EBIT	25.5	6.7	5.3	1.4	5.0	18.4	4.2	4.4	3.9	7.0	19.5	25.0	29.5
<i>EBIT margin</i>	<i>7.1%</i>	<i>6.9%</i>	<i>5.8%</i>	<i>1.8%</i>	<i>5.4%</i>	<i>5.1%</i>	<i>4.4%</i>	<i>4.8%</i>	<i>4.8%</i>	<i>7.1%</i>	<i>5.3%</i>	<i>6.5%</i>	<i>7.4%</i>
NRIs	-1.7	-0.3	-0.4	-1.4	-0.9	-3.0	-1.3	-0.9	0.0	0.0	-2.2	0.0	0.0
EBIT (excl. NRIs)	27.2	7.0	5.7	2.8	5.9	21.4	5.5	5.3	3.9	7.0	21.7	25.0	29.5
<i>-margin</i>	<i>7.6%</i>	<i>7.2%</i>	<i>6.2%</i>	<i>3.5%</i>	<i>6.4%</i>	<i>5.9%</i>	<i>5.8%</i>	<i>5.8%</i>	<i>4.8%</i>	<i>7.1%</i>	<i>5.9%</i>	<i>6.5%</i>	<i>7.4%</i>
Engineering Solutions	2023	Q1/'24	Q2/'24	Q3/'24	Q4/'24	2024	Q1/'25	Q2/'25	Q3/'25E	Q4/'25E	2025E	2026E	2027E
Net sales	202.4	52.3	49.6	42.0	48.9	192.8	52.9	51.6	47.0	57.0	208.4	216.8	223.3
<i>sales growth %</i>	<i>10.2%</i>	<i>1.1%</i>	<i>-2.7%</i>	<i>-6.9%</i>	<i>-10.5%</i>	<i>-4.8%</i>	<i>1.1%</i>	<i>3.9%</i>	<i>12.0%</i>	<i>16.5%</i>	<i>8.1%</i>	<i>4.0%</i>	<i>3.0%</i>
EBITA	19.9	4.7	3.9	1.2	3.6	13.4	3.5	3.9	3.8	5.4	16.6	19.1	21.2
<i>EBITA margin</i>	<i>9.8%</i>	<i>9.0%</i>	<i>7.9%</i>	<i>2.9%</i>	<i>7.3%</i>	<i>7.0%</i>	<i>6.5%</i>	<i>7.6%</i>	<i>8.0%</i>	<i>9.5%</i>	<i>7.9%</i>	<i>8.8%</i>	<i>9.5%</i>
Software and Embedded Solutions	2023	Q1/'24	Q2/'24	Q3/'24	Q4/'24	2024	Q1/'25	Q2/'25	Q3/'25E	Q4/'25E	2025E	2026E	2027E
Net sales	86.9	26.3	24.9	21.7	24.4	97.4	23.1	21.5	20.0	23.2	87.8	93.9	97.7
<i>sales growth %</i>	<i>-9.4%</i>	<i>10.1%</i>	<i>17.4%</i>	<i>13.0%</i>	<i>8.3%</i>	<i>12.1%</i>	<i>-11.9%</i>	<i>-13.9%</i>	<i>-8.0%</i>	<i>-5.0%</i>	<i>-9.8%</i>	<i>7.0%</i>	<i>4.0%</i>
EBITA	6.9	2.4	1.9	1.5	2.1	7.9	1.9	1.6	1.4	2.1	6.9	8.0	9.0
<i>EBITA margin</i>	<i>8.0%</i>	<i>9.1%</i>	<i>7.6%</i>	<i>6.8%</i>	<i>8.7%</i>	<i>8.1%</i>	<i>8.0%</i>	<i>7.5%</i>	<i>6.8%</i>	<i>9.0%</i>	<i>7.9%</i>	<i>8.5%</i>	<i>9.2%</i>
Technical Communication and Data Solutions	2023	Q1/'24	Q2/'24	Q3/'24	Q4/'24	2024	Q1/'25	Q2/'25	Q3/'25E	Q4/'25E	2025E	2026E	2027E
Net sales	70.0	18.5	17.9	16.2	17.9	70.5	18.9	18.4	15.9	18.2	71.3	74.2	77.1
<i>sales growth %</i>	<i>0.2%</i>	<i>-3.7%</i>	<i>2.9%</i>	<i>4.6%</i>	<i>0.1%</i>	<i>0.8%</i>	<i>2.1%</i>	<i>2.3%</i>	<i>-2.0%</i>	<i>2.0%</i>	<i>1.2%</i>	<i>4.0%</i>	<i>4.0%</i>
EBITA	4.9	1.4	1.2	0.6	1.1	4.3	0.8	0.8	0.6	1.3	3.6	5.2	6.6
<i>EBITA margin</i>	<i>7.1%</i>	<i>7.3%</i>	<i>6.8%</i>	<i>3.9%</i>	<i>5.9%</i>	<i>6.1%</i>	<i>4.4%</i>	<i>4.6%</i>	<i>4.0%</i>	<i>7.0%</i>	<i>5.0%</i>	<i>7.0%</i>	<i>8.5%</i>

Source: Etteplan, Evli Research estimates

Table 2: Peer group

ETTEPLAN	MCAP	EV/EBITDA			EV/EBITA*			P/E*			EV/Sales		
PEER GROUP	EUR m	2025	2026	2027	2025	2026	2027	2025	2026	2027	2025	2026	2027
Sweco AB	5197	15.2x	13.9x	13.0x	19.2x	17.2x	15.9x	24.5x	21.9x	20.0x	2.0x	1.9x	1.8x
AFRY AB	1785	10.1x	8.8x	7.9x	13.8x	11.4x	10.1x	16.4x	12.6x	10.8x	1.0x	1.0x	0.9x
Alten SA	2423	6.2x	5.6x	5.1x	7.9x	6.8x	6.1x	11.0x	9.5x	8.5x	0.6x	0.6x	0.6x
Bertrandt AG	208	16.7x	3.9x	2.9x		6.2x	3.7x		10.3x	5.0x	0.3x	0.3x	0.3x
Multiconsult ASA	404	8.3x	7.5x	6.8x	13.0x	11.2x	9.9x	15.6x	13.0x	11.3x	1.0x	0.9x	0.9x
TietoEVRY Oyj	2155	10.6x	9.6x	9.1x	13.5x	11.4x	10.4x	13.8x	13.2x	12.0x	1.6x	1.6x	1.5x
Prevas AB	76	7.1x	5.8x	4.8x	9.7x	7.2x	5.7x	9.5x	6.7x	5.3x	0.7x	0.7x	0.6x
Rejlers AB	407	9.0x	8.1x	7.6x	13.2x	11.3x	10.2x	16.8x	13.7x	12.2x	1.1x	1.0x	1.0x
Peer group average	2029	10.4x	7.9x	7.1x	12.9x	10.3x	9.0x	15.4x	12.6x	10.7x	1.0x	1.0x	0.9x
Peer group median	1970	9.6x	7.8x	7.2x	13.2x	11.3x	10.0x	15.6x	12.8x	11.0x	1.0x	0.9x	0.9x
Etteplan (Evli est.)	252	8.8x	7.6x	6.6x	11.9x	10.4x	8.8x	15.6x	12.1x	10.2x	0.9x	0.8x	0.8x

Prem./disc. to peer median -9 % -3 % -8 % -10 % -7 % -12 % 0 % -6 % -7 % -10 % -10 % -11 %

Source: FactSet, Evli Research

*Adj. for NRIs and PPA amortization

VALUATION RESULTS	BASE CASE DETAILS	VALUATION ASSUMPTIONS	ASSUMPTIONS FOR WACC
Current share price	10.00 PV of Free Cash Flow	207 Long-term growth, %	2.0 % Risk-free interest rate, %
DCF share value	13.98 PV of Horizon value	222 WACC, %	10.0 % Market risk premium, %
Share price potential, %	39.8 % Unconsolidated equity	0 Spread, %	0.5 % Debt risk premium %
Maximum value	15.1 Marketable securities	25 Minimum WACC, %	9.5 % Equity beta coefficient
Minimum value	13.0 Debt – dividend	–101 Maximum WACC, %	10.5 % Target debt ratio, %
Horizon value, %	51.8 % Value of stock	353 No. of shares, Mn	25.2 Effective tax rate, %

DCF valuation, EURm	2024	2025E	2026E	2027E	2028E	2029E	2030E	2031E	2032E	2033E	2034E	TERMINAL
Net sales	361	368	386	399	411	423	432	440	449	458	467	476
Sales growth (%)	0.3%	1.9%	4.8%	3.4%	3.0%	3.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
Operating income (EBIT)	18	19	25	29	33	34	35	33	31	32	33	33
Operating income margin %	5.1%	5.3%	6.5%	7.4%	8.0%	8.0%	8.0%	7.5%	7.0%	7.0%	7.0%	7.0%
+ Depreciation+amort.	18	19	20	21	21	22	23	23	24	24	25	
EBITDA	37	38	45	51	54	56	57	56	55	56	57	
– Paid taxes	–2	–5	–6	–7	–8	–8	–8	–8	–7	–7	–8	
– Change in NWC	1	0	–1	–1	–1	–1	–1	–1	–1	–1	–1	
NWC / Sales, %	6.4%	6.4%	6.4%	6.4%	6.4%	6.4%	6.4%	6.4%	6.4%	6.4%	6.4%	
+ Change in other liabs	0											
– Operative CAPEX	–23	–23	–12	–8	–11	–11	–11	–11	–12	–12	–7	
opCAPEX / Sales, %	8.8%	9.2%	6.1%	5.0%	5.7%	5.7%	5.6%	5.6%	5.6%	5.6%	4.5%	
– Acquisitions												
+ Divestments												
– Other items												
= FCFF	12	10	26	35	35	36	37	37	36	36	42	535
= Discounted FCFF		10	23	28	26	24	23	20	18	17	17	222
= DFCF min WACC		10	23	29	26	25	23	21	19	17	18	247
= DFCF max WACC		10	23	28	25	24	22	20	17	16	17	201

Sensitivity analysis, EUR

		Terminal WACC				
		8.02 %	9.02 %	10.02 %	11.02 %	12.02 %
Terminal EBIT–%	5.00 %	16.70	14.03	12.02	10.45	9.18
	6.00 %	18.24	15.25	13.00	11.25	9.84
	7.00 %	19.78	16.46	13.98	12.05	10.51
	8.00 %	21.33	17.68	14.96	12.85	11.17
	9.00 %	22.87	18.89	15.93	13.65	11.83

INTERIM FIGURES

EVLI ESTIMATES, EURm	2024Q1	2024Q2	2024Q3	2024Q4	2024	2025Q1	2025Q2	2025Q3E	2025Q4E	2025E	2026E	2027E
Net sales	97.1	92.6	80.0	91.3	361.0	94.9	91.4	83.0	98.5	367.7	385.6	398.8
EBITDA	11.6	9.7	6.1	9.5	36.8	8.9	9.0	8.5	11.6	38.0	44.8	50.6
<i>EBITDA margin (%)</i>	<i>11.9%</i>	<i>10.5%</i>	<i>7.6%</i>	<i>10.4%</i>	<i>10.2%</i>	<i>9.4%</i>	<i>9.9%</i>	<i>10.3%</i>	<i>11.7%</i>	<i>10.3%</i>	<i>11.6%</i>	<i>12.7%</i>
EBIT	6.7	5.3	1.4	5.0	18.4	4.2	4.4	3.9	7.0	19.5	25.0	29.5
<i>EBIT margin (%)</i>	<i>6.9%</i>	<i>5.8%</i>	<i>1.8%</i>	<i>5.4%</i>	<i>5.1%</i>	<i>4.4%</i>	<i>4.8%</i>	<i>4.8%</i>	<i>7.1%</i>	<i>5.3%</i>	<i>6.5%</i>	<i>7.4%</i>
Net financial items	-1.1	-1.2	-1.2	-1.4	-4.8	-1.1	-1.2	-1.2	-1.4	-4.9	-4.2	-3.9
Pre-tax profit	5.6	4.1	0.3	3.6	13.6	3.0	3.2	2.7	5.6	14.6	20.8	25.6
Tax	-1.7	-0.7	-0.3	-0.5	-3.2	-0.7	-0.7	-0.6	-1.3	-3.4	-4.9	-6.0
<i>Tax rate (%)</i>	<i>29.6%</i>	<i>17.9%</i>	<i>98.9%</i>	<i>15.0%</i>	<i>23.5%</i>	<i>24.8%</i>	<i>23.0%</i>	<i>23.0%</i>	<i>23.0%</i>	<i>23.4%</i>	<i>23.4%</i>	<i>23.4%</i>
Net profit	3.9	3.4	0.0	3.1	10.4	2.3	2.5	2.1	4.3	11.2	16.0	19.6
EPS	0.16	0.13	0.00	0.12	0.41	0.09	0.10	0.08	0.17	0.44	0.63	0.78
EPS adj. (diluted)	0.16	0.13	0.00	0.12	0.41	0.09	0.10	0.08	0.17	0.44	0.63	0.78
Dividend per share					0.22					0.22	0.32	0.39
SALES, EURm	2024Q1	2024Q2	2024Q3	2024Q4	2024	2025Q1	2025Q2	2025Q3E	2025Q4E	2025E	2026E	2027E
Engineering Solutions	52.3	49.6	42.0	48.9	192.8	52.9	51.6	47.0	57.0	208.4	216.8	223.3
Software and Embedded Solutions	26.3	24.9	21.7	24.4	97.4	23.1	21.5	20.0	23.2	87.8	93.9	97.7
Technical Communication Solutions	18.5	17.9	16.2	17.9	70.5	18.9	18.4	15.9	18.2	71.3	74.2	77.1
Other	0.1	0.1	0.1	0.1	0.4	0.0		0.1	0.1	0.2	0.7	0.7
Total	97.1	92.6	80.0	91.3	361.0	94.9	91.4	83.0	98.5	367.7	385.6	398.8
SALES GROWTH, Y/Y %	2024Q1	2024Q2	2024Q3	2024Q4	2024	2025Q1	2025Q2	2025Q3E	2025Q4E	2025E	2026E	2027E
Engineering Solutions	1.1%	-2.7%	-6.9%	-10.5%	-4.8%	1.1%	3.9%	12.0%	16.5%	8.1%	4.0%	3.0%
Software and Embedded Solutions	10.1%	17.4%	13.0%	8.3%	12.0%	-11.9%	-14.0%	-8.0%	-5.0%	-9.8%	7.0%	4.0%
Technical Communication Solutions	-3.7%	2.9%	4.6%	0.1%	0.8%	2.1%	2.3%	-2.0%	2.0%	1.2%	4.0%	4.0%
Other	-61.0%	-15.9%	-54.4%	-32.5%	-43.3%	-91.0%	-99.9%	29.9%	-3.9%	-44.8%	231.9%	
Total	2.3%	3.1%		-4.1%	0.3%	-2.3%	-1.3%	3.8%	7.9%	1.9%	4.8%	3.4%
EBIT, EURm	2024Q1	2024Q2	2024Q3	2024Q4	2024	2025Q1	2025Q2	2025Q3E	2025Q4E	2025E	2026E	2027E
Engineering Solutions	4.7	3.9	1.2	3.6	13.4	3.5	3.9	3.8	5.4	16.6	19.1	21.2
Software and Embedded Solutions	2.4	1.9	1.5	2.1	7.9	1.9	1.6	1.4	2.1	6.9	8.0	9.0
Technical Communication Solutions	1.4	1.2	0.6	1.1	4.3	0.8	0.8	0.6	1.3	3.6	5.2	6.6
Other	-1.7	-1.7	-1.9	-1.8	-7.2	-2.0	-2.0	-1.8	-1.8	-7.5	-7.3	-7.3
Total	6.7	5.3	1.4	5.0	18.4	4.2	4.4	3.9	7.0	19.5	25.0	29.5
EBIT margin %	2024Q1	2024Q2	2024Q3	2024Q4	2024	2025Q1	2025Q2	2025Q3E	2025Q4E	2025E	2026E	2027E
Engineering Solutions	9.0%	7.9%	2.9%	7.3%	7.0%	6.5%	7.6%	8.0%	9.5%	7.9%	8.8%	9.5%
Software and Embedded Solutions	9.1%	7.6%	6.8%	8.7%	8.1%	8.0%	7.5%	6.8%	9.0%	7.9%	8.5%	9.2%
Technical Communication Solutions	7.3%	6.8%	3.9%	5.9%	6.1%	4.4%	4.6%	4.0%	7.0%	5.0%	7.0%	8.5%
Other	-100.0%	-100.0%	-100.0%	-100.0%	-100.0%	-100.0%	-100.0%	-100.0%	-100.0%	-100.0%	-100.0%	-100.0%
Total	6.9%	5.8%	1.8%	5.4%	5.1%	4.4%	4.8%	4.8%	7.1%	5.3%	6.5%	7.4%

INCOME STATEMENT, EURm	2020	2021	2022	2023	2024	2025E	2026E	2027E
Sales	259.7	300.1	350.2	360.0	361.0	367.7	385.6	398.8
<i>Sales growth (%)</i>	-1.1%	15.6%	16.7%	2.8%	0.3%	1.9%	4.8%	3.4%
EBITDA	40.4	43.6	48.7	44.4	36.8	38.0	44.8	50.6
<i>EBITDA margin (%)</i>	15.6%	14.5%	13.9%	12.3%	10.2%	10.3%	11.6%	12.7%
Depreciation	-18.0	-17.8	-20.0	-18.9	-18.4	-18.5	-19.8	-21.1
EBITA	22.4	25.8	28.6	25.5	18.4	19.5	25.0	29.5
Goodwill amortization / writedown								
EBIT	22.4	25.8	28.6	25.5	18.4	19.5	25.0	29.5
<i>EBIT margin (%)</i>	8.6%	8.6%	8.2%	7.1%	5.1%	5.3%	6.5%	7.4%
Reported EBIT	22.4	25.8	28.6	25.5	18.4	19.5	25.0	29.5
<i>EBIT margin (reported) (%)</i>	8.6%	8.6%	8.2%	7.1%	5.1%	5.3%	6.5%	7.4%
Net financials	-1.3	-0.9	-6.2	-4.7	-4.8	-4.9	-4.2	-3.9
Pre-tax profit	21.1	24.9	22.4	20.8	13.6	14.6	20.8	25.6
Taxes	-4.0	-4.8	-4.2	-4.2	-3.2	-3.4	-4.9	-6.0
Minority shares								
Net profit	17.1	20.1	18.2	16.6	10.4	11.2	16.0	19.6
Cash NRIs								
Non-cash NRIs								
BALANCE SHEET, EURm								
Assets								
Fixed assets	29	32	39	36	43	48	51	49
Goodwill	84	92	105	110	117	128	128	128
Right of use assets	23	22	21	21	19	19	20	21
Inventory	0	0	1	1	1	1	1	1
Receivables	57	75	94	92	92	93	98	101
Liquid funds	24	30	20	23	25	26	27	28
Total assets	218	253	281	285	298	315	325	328
Liabilities								
Shareholders' equity	87	99	106	114	118	123	134	145
Minority interest								
Convertibles								
Lease liabilities	24	23	22	21	19	22	23	24
Deferred taxes	7	7	10	10	10	10	10	10
Interest bearing debt	40	56	69	65	77	84	79	67
Non-interest bearing current liabilities	57	66	66	67	67	68	71	74
Other interest-free debt	2	3	8	8	8	8	8	8
Total liabilities	218	253	281	285	298	315	325	328
CASH FLOW, EURm								
+ EBITDA	40	44	49	44	37	38	45	51
- Net financial items	-1	-1	-6	-5	-5	-5	-4	-4
- Taxes	-5	-6	-5	-5	-1	-3	-5	-6
- Increase in Net Working Capital	1	-10	-17	1	1	0	-1	-1
+/- Other	3	1	8					
= Cash flow from operations	38	27	28	36	31	29	35	40
- Capex	-21	-12	-12	-20	-32	-34	-24	-20
- Acquisitions	-6	-7	-21					
+ Divestments	0							
= Free cash flow	11	8	-4	16	0	-4	11	20
+/- New issues/buybacks	2	0	-1	0	1			
- Paid dividend	8	10	9	8	6	6	8	10
+/- Other	4	6	4	-3	9	10	-4	-11
Change in cash	9	6	-11	4	2	0	1	1

KEY FIGURES	2021	2022	2023	2024	2025E	2026E	2027E
M-cap	424	366	341	252	252	252	252
Net debt (excl. convertibles)	48	71	63	71	81	75	63
Enterprise value	472	437	404	323	333	328	316
Sales	300	350	360	361	368	386	399
EBITDA	44	49	44	37	38	45	51
EBIT	26	29	26	18	19	25	29
Pre-tax	25	22	21	14	15	21	26
Earnings	20	18	17	10	11	16	20
Equity book value (excl. minorities)	99	106	114	118	123	134	145

Valuation multiple	2021	2022	2023	2024	2025E	2026E	2027E
EV/Sales	1.6	1.2	1.1	0.9	0.9	0.8	0.8
EV/EBITDA	10.8	9.0	9.1	8.8	8.8	7.3	6.2
EV/EBITA	18.3	15.2	15.8	17.6	17.1	13.1	10.7
EV/EBIT	18.3	15.2	15.8	17.6	17.1	13.1	10.7
EV/OCF	17.4	15.5	11.2	10.3	11.3	9.5	7.9
EV/FCF	41.1	57.3	12.8	27.0	31.9	12.6	9.0
P/FCFR	52.6	-81.8	21.1	-731.5	-57.4	22.9	12.6
P/E	21.1	15.2	17.7	24.3	22.6	15.8	12.9
P/BV	4.3	3.4	3.0	2.1	2.0	1.9	1.7
Target EV/EBITDA					9.4	7.9	6.7
Target EV/EBIT					18.4	14.1	11.6
Target EV/FCFF					-81.5	32.0	17.0
Target P/BV					2.3	2.1	1.9
Target P/E, diluted	21.5	18.1	17.1	30.7	24.8	17.4	14.1

Per share measures	2021	2022	2023	2024	2025E	2026E	2027E
Number of shares (million)	25.08	25.04	25.25	25.25	25.25	25.25	25.25
Number of shares (diluted, million)	25.08	25.04	25.25	25.25	25.25	25.25	25.25
EPS	0.80	0.73	0.66	0.41	0.44	0.63	0.78
Operating cash flow per share	1.08	1.12	1.43	1.24	1.17	1.37	1.58
Free cash flow per share	0.32	-0.18	0.64	-0.01	-0.17	0.44	0.79
Book value per share	3.94	4.25	4.52	4.67	4.89	5.30	5.76
Dividend per share	0.40	0.36	0.30	0.22	0.22	0.32	0.39
Dividend payout ratio, %	49.9%	49.6%	45.5%	53.4%	50.0%	50.0%	50.0%
Dividend yield, %	2.4%	2.5%	2.2%	2.2%	2.2%	3.2%	3.9%
FCF yield, %	1.9%	-1.2%	4.7%	-0.1%	-1.7%	4.4%	7.9%

Efficiency measures	2021	2022	2023	2024	2025E	2026E	2027E
ROE	21.6%	17.7%	15.1%	9.0%	9.3%	12.4%	14.1%
ROCE	15.7%	15.3%	12.9%	8.9%	8.8%	10.7%	12.5%

Financial ratios	2021	2022	2023	2024	2025E	2026E	2027E
Inventories as % of sales	0.1%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
Receivables as % of sales	24.9%	26.7%	25.5%	25.5%	25.4%	25.4%	25.4%
Non-int. bearing liabilities as % of sales	21.9%	19.0%	18.5%	18.5%	18.5%	18.5%	18.5%
NWC/sales, %	2.6%	7.0%	6.6%	6.4%	6.4%	6.4%	6.4%
Operative CAPEX/Sales, %	4.0%	3.3%	5.5%	8.8%	9.2%	6.1%	5.0%
CAPEX/sales (incl. acquisitions), %	1.7%	-2.6%	5.5%	8.8%	9.2%	6.1%	5.0%
FCFF/EBITDA	0.3	0.2	0.7	0.3	0.3	0.6	0.7
Net Debt/EBITDA, book-weighted	1.1	1.5	1.4	1.9	2.1	1.7	1.2
Debt/equity, market-weighted	0.1	0.2	0.2	0.3	0.3	0.3	0.3
Equity ratio, book-weighted	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Gearing, %	48.7%	66.8%	55.4%	60.0%	65.2%	56.1%	43.4%

COMPANY DESCRIPTION: Etteplan is a specialist in industrial equipment engineering, embedded systems and IoT and technical communication 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 communication solutions. Customers are leading global manufacturers of industrial equipment and machinery.

INVESTMENT CASE: Etteplan has a comprehensive service offering and a good market position that provides organic growth opportunities, with growth further boosted through acquisitions. Etteplan has achieved a solid level of relative profitability, but some smaller challenges in Technical Communication Solutions and Software and Embedded Solutions still remain. Bringing those service areas up to par and optimizing resources through an increase in Managed Services and introducing AI into the service offering could provide a further boost to margins. However, the last two years have been difficult due to poor market conditions, which have impacted overall demand and created additional challenges. In the near term, uncertainty is further elevated by the weakened overall demand situation.

OWNERSHIP STRUCTURE	SHARES	EURm	%
Ingman Group Oy Ab	16 760 000	167.600	66.4 %
Oy Fincorp Ab	2 650 414	26.504	10.5 %
Varma Mutual Pension Insurance Company	985 593	9.856	3.9 %
Ilmarinen Mutual Pension Insurance Company	343 618	3.436	1.4 %
Tuori Klaus	309 134	3.091	1.2 %
Tuori Aino	298 275	2.983	1.2 %
Elo Mutual Pension Insurance Company	262 000	2.620	1.0 %
VAS Invest Oy	194 035	1.940	0.8 %
Juha Näkki	107 739	1.077	0.4 %
Etteplan Oyj	100 921	1.009	0.4 %
Ten largest	22 011 729	220.117	87.2 %
Residual	3 238 143	32.381	12.8 %
Total	25 249 872	252.499	100%

EARNINGS CALENDAR

October 29, 2025

Q3 report

OTHER EVENTS**COMPANY MISCELLANEOUS**

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IR: Outi Torniainen

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DEFINITIONS

P/E Price per share Earnings per share	EPS Profit before extraord. items and taxes – income taxes + minority interest Number of shares
P/BV Price per share Shareholder's equity + taxed provisions per share	DPS Dividend for the financial period per share
Market cap Price per share * Number of shares	OCF (Operating cash flow) EBITDA – Net financial items – Taxes – Increase in working capital – Cash NRIs ± Other adjustments
EV (Enterprise value) Market cap + net debt + minority interest at market value – share of associated companies at market value	FCF (Free cash flow) Operating cash flow – Operative CAPEX – acquisitions + divestments
EV/Sales Enterprise value Sales	FCF yield, % Free cash flow Market cap
EV/EBITDA Enterprise value Earnings before interest, tax, depreciation and amortization	Operative CAPEX / Sales Capital expenditure – divestments – acquisitions Sales
EV/EBIT Enterprise value Operating profit	Net working capital Current assets – current liabilities
Net debt Interest bearing debt – financial assets	Capital employed / Share Total assets – non–interest bearing debt Number of shares
Total assets Balance sheet total	Gearing Net debt Equity
Div yield, % Dividend per share Price per share	Debt/Equity, % Interest bearing debt Shareholders' equity + minority interest + taxed provisions
Payout ratio, % Total dividends Earnings before extraordinary items and taxes – income taxes + minority interest	Equity ratio, % Shareholders' equity + minority interest + taxed provisions Total assets – interest–free loans
ROCE, % Profit before extraordinary items + interest expenses + other financial costs Balance sheet total – non–interest bearing debt (average)	CAGR, % Cumulative annual growth rate = Average growth rate per year
ROE, % Profit before extraordinary items and taxes – income taxes Shareholders' equity + minority interest + taxed provisions (average)	

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Target price compared to share price

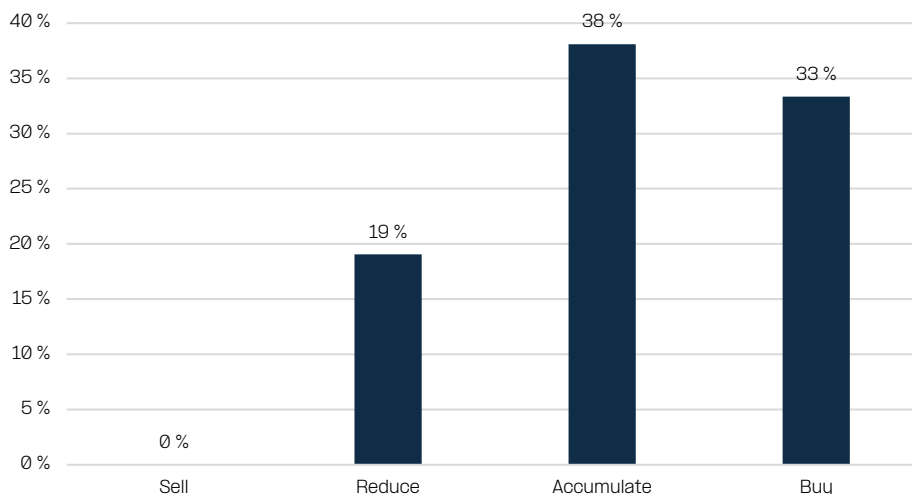
< -10 %
-10 - 0 %
0 - (+10) %
> 10 %

Recommendation

SELL
REDUCE
ACCUMULATE
BUY

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Name(s) of the analyst(s): Atte Pitkääjärvi

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